SPEAKUP SELF ADVOCACY LIMITED

England & Wales · Charity number 1109054

Details

Other names	SPEAKUP
Status	Registered
Legal form	Charitable company
Company number	04655406
Registered	2005-04-15
Register	View on the Charity Commission register

Contact

Address	Speakup Self Advocacy Galax Building Fitzwilliam Road Eastwood Trading Estate Rotherham S65 1SL
Phone	01709720462
Email	team@speakup.org.uk
Website	www.speakup.org.uk

Activities

Objects: 1. TO ADVANCE THE EDUCATION OF PEOPLE WITH LEARNING DISABILITIES, AUTISM AND MENTAL HEALTH IN SELF-ADVOCACY AND RELATED AREAS, AND 2. TO RELIEVE THE NEEDS OF PEOPLE WITH LEARNING DISABILITIES, AUTISM AND MENTAL HEALTH.

Activities: Advance the education of people with learning disabilities, autism and mental health in self-advocacy and related areasTo help people to speak up for themselvesTo make information available in a form which everyone can understandTo create employment opportunities for members and others

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Disability, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE, RAWMARSH & PARKGATE, ROTHERHAM, SOUTH YORKSHUIRE.
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£656,919	£812,896	£342,560	18
2024-03-31	£900,996	£588,988	£498,537	20
2023-03-31	£468,524	£520,795	-	-
2022-03-31	£495,929	£492,940	-	-
2021-03-31	£574,559	£414,177	£235,811	16

Trustees

Name	Role	Appointed
ROY FARNSWORTH	Chair	
DAVID IAN CHESTER		
DAVID PETER GILL		2011-08-15
Dr Rebecca Lawthom		2024-12-11
GILLIAN AVIVA SULMAN		

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SPEAKUP SELF ADVOCACY LIMITED

England & Wales - Charity number 1109054

Accounts

Charity registration number 1109054 (England and Wales)

Company registration number 04655406

SPEAKUP SELF ADVOCACY LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

SPEAKUP SELF ADVOCACY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	R Farnsworth G A Sulman D I Chester D P Gill Dr R Lawthom	 (Appointed 27 January 2025)
Secretary	M L Allott	
Charity number (England and Wales)	1109054	
Company number	04655406	
Principal address	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL	
Registered office	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL	
Auditor	Hart Shaw LLP Europa Link Sheffield Business Park Sheffield S9 1XU	
Solicitors	GWB Harthills LLP 1a Effingham Street Rotherham S65 1AQ Switalskis Solicitors St James House 28 Park Place Leeds LS1 2SP	

SPEAKUP SELF ADVOCACY LIMITED

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SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTOR'S 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 Memorandum and Articles of Association, the Companies Act 2006 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 consists of a team of people with learning disabilities and autistic people and their supporters working with equal rights and responsibilities. The objects for which the Charity is established are to advance the education of adults, children and young people with learning disabilities, autistic people and mental health in self-advocacy and related areas. Powers in promoting the objectives amongst others include:

(a) help people to speak for themselves.
(b) make information available in a form which everyone can understand.
(c) create employment opportunities for members and others.
(d) teach members and others to speak to other groups and to talk to professionals to help them learn more; and
(e) do anything else which will promote self-advocacy.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit, and we have had regard to it when reviewing our aims and objectives, and in planning our future activities. In particular, we consider how planned activities will contribute to the aims and objectives we have set.

Achievements and performance

Significant activities and achievements against objectives

During the financial year ending March 2025, we had a reduced level of overall income to that of the year ending March 2024, as demonstrated in the statement of financial activities, as a result of reduced income in both unrestricted and restricted funding. Our overall expenditure for the year ending March 2025 versus the year ending March 2024 increased, as a result of restricted expenditure increasing, in support of our continuing charitable activities.

During the financial year we were successful in obtaining new project funding as noted:

- Research Collaboration with a number of universities (cited in Financial Review)
- Electrical Safety First – Electrical Safety Fund 2024-2025
- several smaller funders

Also during the financial year, we had continuation funding from:

- NHS South Yorkshire Integrated Care Board (ICB)
- The Oliver McGowan Mandatory Training programme
- Rotherham MBC
- The National Lottery Communities Fund – Reaching Communities
- Voluntary Action Rotherham – NHS Mental Health Support Grant
- The Henry Smith Charity – Improving Lives programme
- Social Finance – co-collaborator 'Building evidence around advocacy for learning disabilities and autism' (The Henry Smith Charity research programme)

The main achievements, in addition to the above, continue to be the excellent work undertaken as required by our Service Level Agreement with Rotherham MBC. We have enjoyed the support of NHS England and several NHS Integrated Care Boards across the Yorkshire & Humber region for specific pieces of commissioned work. We continue to deliver work around Transforming Care and Integrated Care Systems agendas. A key component of Transforming Care, particularly in relation to learning disabilities and autistic people, is to prevent unnecessary hospital admissions and ensure individuals receive appropriate local support.

The Rotherham, Doncaster and South Humber NHS Foundation Trust (RDaSH) continue to contract with us to provide two Peer Support Workers to work in the Child and Adolescent Mental Health Services (CAMHS) and Learning Disability Services in Doncaster and Rotherham respectively. We also employ two further Peer Support Workers under contract with the NHS South Yorkshire ICB.

In keeping with our main mission of providing employment and employment opportunities for vulnerable adults we have provided employment for 21 people with a Learning Disability and Autistic People; 15 of which are involved in delivering The Oliver McGowan Mandatory Training programme. Additionally, we have provided other sessional work opportunities for 6 people with a Learning Disability or Autistic People.

Employment is for Everyone (EIFE)
EIFE is a social movement aiming to improve the employment opportunities for autistic people and people with a learning disability in South Yorkshire. It has the support of the NHS South Yorkshire ICB, NHS England and the 4 local authorities – Rotherham, Doncaster, Sheffield and Barnsley.

We know the positive difference employing people with learning disabilities and autistic people can make to a business and we want to share our knowledge and skills to encourage businesses to do the same – please visit www.employmentisforeveryone.org.uk for more information.

Speakup, the Charity, is a Disability Confident Employer, an ISO9001 accredited organisation and was awarded The National Learning Disabilities and Autism Awards People's Award 2024 and for Making a Difference in 2016 due to the success of two of our employed self-advocates.

Financial review
The principal funding sources for the year were derived from our service level agreement with Rotherham MBC and the variety of funders noted under achievements and performance, and fees generated for services provided and commissions received, all of which contributed to the charitable income.

Unrestricted funding decreased during the year ended March 2025. We continue to enjoy the support of NHS organisations, and others, when commissioning services for specific project activities, such as Easy Read documents and accessible film production.

The research collaborations with universities are mainly multi-year awards from institutions such as the National Institute for Health and Care Research (NIHR) and Economic and Social Research Council (ESRC); as noted below.

Research Collaboration – named lead Universities but involves multiple partners:

- Manchester Metropolitan University
- University of Sheffield
- University of Strathclyde
- University of Bristol (Norah Fry Centre for Disability Studies)
- University of Warwick
- and others as Co-collaborators

Research Projects:

- Supported Employment connectivity for working age adults with learning disabilities and/or autism
- Individual Placement and Support (IPS) as it operates beyond Severe Mental Illness (SMI)
- Mental Health Medications in the Lives of People with Learning Disabilities
- Building towards a vision of Work-Health Expert Research Collaboration
- Workplace Intervention for Sustainable Health and Employment
- Wellcome Trust Anti-Ableist Research Culture
- ERSC Humanising Healthcare
- No Research About Us, Without Us
- Substituted Parenting
- Evaluating approaches to, or models of, adult social care and social work practice

Expenditure continues to support our key objectives of making information available in a form that everyone understands, creating employment opportunities for people with learning disabilities and autistic people, to teach members and others to speak up for themselves and learn more, and to promote self-advocacy. As will be seen from the statement of financial activities, we had an increase in expenditure during the year to maintain all our service provision to an excellent standard and to ensure all project outcomes and milestones were delivered, and continue to be delivered, with great success, whilst at the same time safeguarding employment for people with a learning disability and autistic people. Some of the increase in expenditures resulted from increasing the number of employed Experts by Experience as Peer Support Workers and the Oliver McGowan Mandatory Training programme. This further endorses our belief that the services we provide are of an invaluable need for all the people we support, in what are still exceedingly difficult economic times, and for the prospects of the Charity.

Speakup has net assets of £342,560 (2024 - £498,537) and will continue in its aim of achieving the levels of reserves as stated by the reserves policy below.

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-months' 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. As at the end of March 2025 the Charity's unrestricted funds were at a level equal to approximately four months of unrestricted expenditure as required by this policy.

At 31 March 2025, the amount of restricted funds was £180,954 (2024 - £247,471) as detailed in note 18.

The unrestricted funds held by Speakup, after making allowance for any restricted funds was £161,606 (2024 - £251,066).

Significant post year end transactions

The contract to deliver the Oliver McGowan Mandatory Training programme across South Yorkshire was extended until November 2026 with a contract value of £363,916. An 'options' paper is being produced to present to the Senior Management Teams within the South Yorkshire NHS Trusts, local authorities and other social care organisations, for Speakup to continue to deliver the Oliver McGowan Mandatory Training programme from December 2026 onwards.

Plans for future periods

Whilst we are generally finding the funding landscape difficult, there are opportunities for increased commissioning of our services regarding the ongoing Transforming Care agenda and the NHS 10 Year Plan.

We are passionate about the employment of people with a learning disability and autistic people, and we will continue to offer employment opportunities and work placements to as many people with a learning disability and autistic people as we are able to and for as long as we are able to do so.

We continue to experience an increasingly negative impact on disabled people being in employment because of ongoing welfare benefit changes. This is due mainly to disabled people being re-assessed for Personal Independence Payments (PIP) and losing what was their Disability Living Allowance (DLA); even when they had been awarded DLA 'for life'.

People are now being migrated from their 'legacy' benefits on to Universal Credit (following having to make a new claim) which, often, leads to a reduction in overall income. As Universal Credit is paid monthly, this is leading to people experiencing budgeting issues and can lead to people being in arrears with their priority bills. This can increase further their levels of despair and anxiety, and begs the question "are disabled people better off in work?"

As a nationally recognised self-advocacy organisation, committed to the employment of people with a learning disability, autistic people and increasing employment opportunities whenever possible, we will endeavour to seek new opportunities that will enable us to embrace our philosophies and objectives. These opportunities help build peoples' confidence, identity and self-worth and reach their personal potential to work. We also facilitate and support excellent Peer and Group advocacy.

We continue supporting people with learning disabilities and autistic people through our 'Peaceful Futures' project, Improving Lives project and 'Friendship Circles' and 'Solutions Circles' work; and providing people with 'Hospital Passports' and 'Health Passports' in support of their health needs. This work helps people to develop positive social networks and/or family relationships and helps people cultivate relationships that provide emotional and practical support, increase resilience, and foster a sense of connectedness. This also enables people with learning disabilities and autistic people who face material deprivation to benefit from having a Friendship Circle and Solution Circle of support to help keep them out of crisis and improve their resilience to future crises.

The aim of the 'Peaceful Futures' project is to build up people's resilience and confidence so that they are able to live independently, cope with times of crisis and feel that they are living their best life. Feelings of isolation decrease through peer support and meeting other people in similar circumstances in a nurturing environment, and mental and physical health improves. Household or family income will be stabilised through access to public entitlements and individuals will feel more able to manage their money, better navigating the transition from weekly benefit payments to monthly Universal Credit Payments, by providing the vital support that is needed. This project will enable and support beneficiaries to be more resilient, experience less anxieties, and be less likely to fall into crisis in the future.

Structure, governance and management

The charity is a company limited by guarantee without share capital, number 04655406. It is a registered charity number 1109054. The registered office is Galax Business Centre, Fitzwilliam Road, Eastwood Trading Estate, Rotherham, S65 1SL.

The trustees, who are also the directors for the purpose of company law, who served during the year were:

R Farnsworth
G A Sulman
D I Chester
D P Gill
Dr R Lawthom (Appointed 27 January 2025)

Recruitment and appointment of trustees

On appointment, new trustees are provided with induction training in relation to their duties and responsibilities for the Charity. Trustees are also provided with additional training if required and take part in a range of activities to enable them to update and improve their skills and knowledge.

None of the trustees have 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 Management Committee (Team) is responsible for ensuring the work of the charity is conducted within the framework of the Memorandum and Articles of Association.

The Management Committee is made up of twelve people with learning difficulties and autistic people including two of the directors/trustees of the charity. The committee operates through the use of employed self-advocacy workers assisted by a number of support staff.

Key Management Personnel (KMP) pay has traditionally been set at Further Education (FE) Pay Scales, as the level of expertise of KMP is 'in line or greater' than those working in the FE sector with similar educational levels of attainment. The majority of our KMP are educated to Level 7 or greater and pay scales have been agreed with our Board of Trustees. Annual increments (increases) in pay are set at a lower level than those awarded in the public sector.

Highly qualified and professional support staff consist of principal finance, business and commercial officers, media officers, lead tutors, experts by experience trainers and researchers (employed self-advocates). These people enable the Management Committee to fulfil all of the objectives of the Charity and relevant regulations.

Relationship with related parties
Details of the charity's transactions with its related parties are included in note 22.

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 the major risks.

Promoting the success of the company
Note 20 sets out an analysis of the assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet Speakup's obligations on a fund by fund basis.

Auditor
The auditor, Hart Shaw LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Disclosure of information to auditor
Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

R Farnsworth
Trustee

15 December 2025

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of Speakup Self Advocacy Limited for the purpose of company law, 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).

Company law 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, including the income and expenditure, of the charitable company 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 UK 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 adequate 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 Companies Act 2006. 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.

SPEAKUP SELF ADVOCACY LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED

Opinion

We have audited the financial statements of Speakup Self Advocacy Limited (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Extent to which the audit was considered capable of detecting irregularities, including fraud and the audit response

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

At the planning stage we identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the trustees and other management, as required by auditing standards. The potential effect of any laws and regulation on the financial statements can vary considerably. There are laws and regulations that directly affect the financial statements (e.g. the Companies Act, The Statement of Recommended Practice (SORP)) as well as many other operational laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements. Owing to the size, nature and complexity of the organisation and the applicable laws and regulations to which it must adhere, the risk of material misstatement was deemed to be low. Therefore the procedures performed by the audit team were limited to:

- Communicating identified laws and regulations at planning throughout the audit team to remain alert to any indications of non-compliance throughout the audit.
- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as non-compliance with laws and regulations.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Reviewing board minutes.

We have assessed the overall susceptibility of the financial statements to material misstatement due to fraud as low because the nature of the business does not particularly lend itself to fraud.

Management override is the most likely way in which fraud might present itself and as such is inherently high risk on any audit. Management override, which may cause there to be a material misstatement within the financial statements, may present itself in a number of ways, for example:

- Override of internal controls (e.g. segregation of duties).
- Entering into transactions outside the normal course of business, especially with related parties.
- Fraudulent revenue recognition, including fictitious sales and sales being recorded in the wrong period.
- Presenting bias in accounting judgements and estimates.

In order to reduce the risk of material misstatement to an acceptable level, numerous audit procedures were performed including:

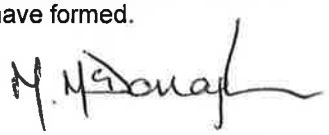
- Enquiries of management as to whether they had any knowledge of any actual or suspected fraud.
- Review of all material journal entries made to prepare the financial statements.
- Reviewing the underlying rationale behind transactions in order to assess whether they were outside the normal course of business.
- Increased substantive testing across all material income streams.
- Reviewing board minutes.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected material misstatements in the financial statements, even though we have performed our audit in accordance with auditing standards. Furthermore, as with all audits, there is a higher risk of irregularities (especially those relating to fraud) being undetected, as these may involve the override of internal controls, collusion, intentional omissions and misrepresentations etc. We are not responsible for preventing non-compliance or fraud and therefore cannot be expected to detect all instances of such. Our audit was not designed to identify misstatements or other irregularities that would not be considered to be material to the financial statements. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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



Martin McDonagh (Senior Statutory Auditor)
For and on behalf of Hart Shaw LLP, Statutory Auditor
Chartered Accountants
Europa Link
Sheffield Business Park
Sheffield
S9 1XU
17 December 2025

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Current financial year	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Income and endowments from:					
Donations and legacies	2	630	-	630	825
Charitable activities	3	301,099	344,402	645,501	867,824
Investments	4	1,207	-	1,207	427
Other income	5	9,581	-	9,581	31,920
Total income		312,517	344,402	656,919	900,996
Expenditure on:					
Charitable activities	6	401,977	410,919	812,896	588,988
Total expenditure		401,977	410,919	812,896	588,988
Net income/(expenditure)		(89,460)	(66,517)	(155,977)	312,008
Net movement in funds	8	(89,460)	(66,517)	(155,977)	312,008
Reconciliation of funds:					
Fund balances at 1 April 2024		251,066	247,471	498,537	186,529
Fund balances at 31 March 2025		161,606	180,954	342,560	498,537

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Prior financial year	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:				
Donations and legacies	2	825	-	825
Charitable activities	3	462,117	405,707	867,824
Investments	4	427	-	427
Other income	5	31,920	-	31,920
Total income		495,289	405,707	900,996
Expenditure on:				
Charitable activities	6	401,028	187,960	588,988
Total expenditure		401,028	187,960	588,988
Net income		94,261	217,747	312,008
Transfers between funds		4,438	(4,438)	-
Net movement in funds	8	98,699	213,309	312,008
Reconciliation of funds:				
Fund balances at 1 April 2023		152,367	34,162	186,529
Fund balances at 31 March 2024		251,066	247,471	498,537

SPEAKUP SELF ADVOCACY LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**12**		8,966		9,291
Current assets					
Debtors	**13**	47,185		235,272	
Cash at bank and in hand		315,920		292,401	
		363,105		527,673	
Creditors: amounts falling due within one year	**15**	27,367		25,815	
Net current assets			335,738		501,858
Total assets less current liabilities			344,704		511,149
Creditors: amounts falling due after more than one year	**16**		(2,144)		(12,612)
Net assets			342,560		498,537
The funds of the charity					
Restricted income funds	**18**		180,954		247,471
Unrestricted funds			161,606		251,066
			342,560		498,537

The financial statements were approved by the trustees on 15 December 2025

RFarnsworth

R Farnsworth
Trustee

Company registration number 04655406 (England and Wales)

1 Accounting policies

Charity information

Speakup Self Advocacy Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Galax Business Centre, Fitzwilliam Road, Eastwood Trading Estate, Rotherham, South Yorkshire, S65 1SL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". 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 applying FRS 102 Update Bulletin 1 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 modified to include the revaluation of freehold properties. 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 unless the funds have been designated for other purposes.

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

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.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

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. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1 Accounting policies **(Continued)**

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category.

A proportion of costs are attributed to direct charitable expenditure and governance costs based on the actual costs incurred.

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:

Computer media and office equipment	25% to 33.3% straight line per annum

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

1 Accounting policies **(Continued)**

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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 £	Unrestricted funds 2024 £
Donations and gifts	630	825

3 Charitable activities

	Service level agreement and commissions 2025 £	Service level agreement and commissions 2024 £
Sales within charitable activities	301,099	462,117
Performance related grants	344,402	405,707
	645,501	867,824
Analysis by fund		
Unrestricted funds	301,099	462,117
Restricted funds	344,402	405,707
	645,501	867,824

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,207	427

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	9,581	31,920

6 Expenditure on charitable activities

	Activities furthering the company's objects 2025	Activities furthering the company's objects 2024
	£	£
Direct costs		
Staff costs	584,281	405,331
Depreciation and impairment	4,376	2,116
	588,657	407,447
Share of support and governance costs (see note 7)		
Support	216,098	174,127
Governance	8,141	7,414
	812,896	588,988
Analysis by fund		
Unrestricted funds	401,977	401,028
Restricted funds	410,919	187,960
	812,896	588,988

7 Support costs

	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Support costs	216,098	-	216,098	174,127	-	174,127
Governance costs	-	8,141	8,141	-	7,414	7,414
	216,098	8,141	224,239	174,127	7,414	181,541
Analysed between						
Charitable activities	216,098	8,141	224,239	174,127	7,414	181,541

Governance costs include:

- audit fees of £4,055 (2024 - £4,035).

8 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	-	-
Depreciation of owned tangible fixed assets	4,376	2,116

9 Trustees

None of the trustees received any remuneration or benefits from the charity during the current or previous year for their role as a trustee. No trustees received any expenses during the current year (2024: £nil).

See note 9 for details of remuneration of key management personnel.

10 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Advocacy staff	11	12
Support staff	7	8
Total	18	20

Employment costs	2025	2024
	£	£
Wages and salaries	539,511	375,204
Social security costs	36,617	24,417
Other pension costs	8,153	5,710
	584,281	405,331

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

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2025	2024
	£	£
Aggregate compensation	182,957	170,996

11 Taxation

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

12 Tangible fixed assets

	Computer media and office equipment
	£
Cost	
At 1 April 2024	14,786
Additions	4,051
At 31 March 2025	18,837
Depreciation and impairment	
At 1 April 2024	5,495
Depreciation charged in the year	4,376
At 31 March 2025	9,871
Carrying amount	
At 31 March 2025	8,966
At 31 March 2024	9,291

13 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	40,720	228,242
Other debtors	6,465	7,030
	47,185	235,272

Other debtors relate to monies loaned to social enterprise companies supported by Speakup in the normal course of business. There are not any formal loan agreements or repayment terms in respect of these amounts. Speakup does not have any intention of requesting repayment in the foreseeable future.

14 Loans and overdrafts

	2025	2024
	£	£
Bank loans	12,144	22,612
Payable within one year	10,000	10,000
Payable after one year	2,144	12,612

The charity received a government supported loan amidst the coronavirus outbreak. The loan is repaid at £833 per month over a term of 5 years starting from 1 year from the date received of November 2020. Interest is payable at 2.5% per annum on the principal amount.

15 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Bank loans	14	10,000	10,000
Other taxation and social security		10,259	8,365
Trade creditors		-	486
Other creditors		1,156	1,338
Accruals and deferred income		5,952	5,626
		27,367	25,815

16 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Bank loans	14	2,144	12,612

17 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	8,153	5,710

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.

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Oliver McGowan Mandatory Training Contract (OMMT)	224,134	183,016	(245,081)	-	162,069
Henry Smith Charity - Improving Lives	-	59,700	(59,700)	-	-
Electrical Safety First - Electrical Safety Fund	-	4,500	(4,500)	-	-
National Lottery Community Fund - Peaceful Futures	20,219	97,186	(98,520)	-	18,885
Voluntary Action Rotherham - NHS Mental Health Support Grant	3,118	-	(3,118)	-	-
	247,471	344,402	(410,919)	-	180,954

18 Restricted funds **(Continued)**

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Oliver McGowan Mandatory Training Contract (OMMT)	-	242,500	(18,366)	-	224,134
Henry Smith Charity - Improving Lives	-	59,000	(59,000)	-	-
Learning Disability England	4,438	-	-	(4,438)	-
Disability Rights UK - Sport England Together Fund	6,770	-	(6,770)	-	-
National Lottery Community Fund - Peaceful Futures	17,245	95,298	(92,324)	-	20,219
Voluntary Action Rotherham - NHS Mental Health Support Grant	5,709	8,909	(11,500)	-	3,118
	34,162	405,707	(187,960)	(4,438)	247,471

Oliver McGowan Mandatory Training Contract (OMMT)
The Health and Care Act 2022 introduced a requirement that regulated service providers ensure their staff receive training on learning disability and autism which is appropriate to the person's role.

The Oliver McGowan Mandatory Training on Learning Disability and Autism is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff to undertake.

We were awarded a contract by NHS South Yorkshire Integrated Care Board to deliver the OMMT training to health and social care staff across South Yorkshire, initially until May 2025. This contract has been extended from June 2025 to November 2026

The Henry Smith Charity – Improving Lives
A grant towards the salary costs to support our Inclusion Workers to enable continuity and support for our vulnerable individuals.

Electrical Safety First - Electrical Safety Fund
The funding is to be used to support electrical safety related activity that aims to address issues around safer use, misuse and/or lack of maintenance of electrical products.

National Lottery Reaching Communities – Peaceful Futures
The aim of the project is to build up people's resilience and confidence so that they are able to live independently, cope with times of crisis and feel that they are living their best life. Feelings of isolation will decrease through peer support and meeting other people in similar circumstances in a nurturing environment, and mental and physical health will improve. Household or family income will be stabilised through access to public entitlements and individuals will feel more able to manage their money, better navigating the transition from weekly benefit payments to monthly Universal Credit Payments, by providing the vital support that will be needed. This project will enable and support beneficiaries to be more resilient, experience less anxieties, and be less likely to fall into crisis in the future.

Voluntary Action Rotherham – NHS Mental Health Support Grant
To help support positive mental wellbeing for adults in Rotherham, and to help reduce the impact of Covid.

18 Restricted funds (Continued)

Reaching Communities – Peaceful Futures
The aim of the project is to build up people's resilience and confidence so that they are able to live independently, cope with times of crisis and feel that they are living their best life. Feelings of isolation will decrease through peer support and meeting other people in similar circumstances in a nurturing environment, and mental and physical health will improve. Household or family income will be stabilised through access to public entitlements and individuals will feel more able to manage their money, better navigating the transition from weekly benefit payments to monthly Universal Credit Payments, by providing the vital support that will be needed. This project will enable and support beneficiaries to be more resilient, experience less anxieties, and be less likely to fall into crisis in the future.

Disability Rights UK – Tackling Inequalities and Sport England Together Fund
Disability Rights UK are delivering these funds on behalf of Sport England and will be working with Speakup, as a User Led Organisation, to help tackle inequalities in physical activity, experienced by disabled people and people with long term health conditions.

19 Unrestricted funds

The income funds of the charity include the following designated fund which has been set aside out of unrestricted funds by the trustees for specific purposes:

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
General funds	251,066	312,517	(401,977)	-	161,606

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	152,367	495,289	(401,028)	4,438	251,066

20 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
Fund balances at 31 March 2025 are represented by:			
Tangible assets	8,210	756	8,966
Current assets/(liabilities)	155,540	180,198	335,738
Long term liabilities	(2,144)	-	(2,144)
	161,606	180,954	342,560

20 Analysis of net assets between funds (Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2024 are represented by:			
Tangible assets	8,285	1,006	9,291
Current assets/(liabilities)	255,393	246,465	501,858
Long term liabilities	(12,612)	-	(12,612)
	251,066	247,471	498,537

21 Operating lease commitments

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	9,864	6,300
Between two and five years	6,576	6,825
	16,440	13,125

Amounts recognised in profit or loss as an expense during the period in respect of operating lease arrangements was £11,412 (2024 - £9,014).

22 Related party transactions

Ms V Farnsworth is the daughter of R Farnsworth, one of the charity's trustees. During the year she was employed by the charity and received a gross salary of £13,447 (2024 - £12,072).

Mrs V Farnsworth is the wife of R Farnsworth. During the year Mrs V Farnsworth has been paid for cleaning services via transfers made to R Farnsworth bank account. These payments total £960 (2024 - £nil).

During the year the charity paid £5,000 (2024 - £5,000) for support services provided by J K Ferguson T/A Aroma Herbs & Health. This is the partner of A Ferguson, one of the members of key management personnel within Speakup Self Advocacy Limited.

SPEAKUP SELF ADVOCACY LIMITED

England & Wales - Charity number 1109054

Accounts

Charity registration number 1109054

Company registration number 04655406 (England and Wales)

SPEAKUP SELF ADVOCACY LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

SPEAKUP SELF ADVOCACY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	R Farnsworth G A Sulman D I Chester D P Gill
Secretary	M L Allott
Charity number	1109054
Company number	04655406
Principal address	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
Registered office	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
Auditor	Hart Shaw LLP Europa Link Sheffield Business Park Sheffield S9 1XU
Bankers	Barclays Bank Plc Bridgegate Rotherham S60 1PQ
Solicitors	GWB Harthills LLP 1a Effingham Street Rotherham S65 1AQ Switalskis Solicitors St James House 28 Park Place Leeds LS1 2SP

SPEAKUP SELF ADVOCACY LIMITED

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SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' 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 Memorandum and Articles of Association, the Companies Act 2006 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 consists of a team of people with learning disabilities, autism or both and their supporters working with equal rights and responsibilities. The objects for which the Charity is established are to advance the education of adults, children and young people with learning disabilities, autism and mental health in self-advocacy and related areas. Powers in promoting the objectives amongst others include:

(a) help people to speak for themselves;
(b) make information available in a form which everyone can understand;
(c) create employment opportunities for members and others;
(d) teach members and others to speak to other groups and to talk to professionals to help them learn more; and
(e) do anything else which will promote self-advocacy.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and we have had regard to it when reviewing our aims and objectives, and in planning our future activities. In particular, we consider how planned activities will contribute to the aims and objectives we have set.

Achievements and performance

Significant activities and achievements against objectives

During the financial year ending March 2024, we had an increased level of overall income to that of the year ending March 2023, as demonstrated in the statement of financial activities, mainly as a result of being awarded the contract by the NHS South Yorkshire ICB to deliver The Oliver McGowan Mandatory Training programme to health and social care professionals across the South Yorkshire region. Our overall expenditure for the year ending March 2024 versus the year ending March 2023 increased, mainly as a result of staffing resources required on restricted funding such as the National Lottery, Peaceful Futures Project.

During the financial year we were successful in obtaining new project funding as noted:

- The Henry Smith Charity – Improving Lives programme
- The Oliver McGowan Mandatory Training programme
- Research Collaboration with a number of Universities (cited in Financial Review)
- Social Finance – co-collaborator 'Building evidence around advocacy for learning disabilities and autism' (The Henry Smith Charity research programme)
- Several smaller funders

Also during the financial year, we had continuation funding from:

- NHS South Yorkshire Integrated Care Board (ICB)
- The National Lottery Communities Fund – Reaching Communities
- Voluntary Action Rotherham – NHS Mental Health Support Grant
- Disability Rights UK and Sport England
- Learning Disability England

The main achievements, in addition to the above, continue to be the excellent work undertaken as required by our Service Level Agreement with Rotherham MBC. We have enjoyed the support of NHS England and several NHS Integrated Care Boards across the Yorkshire & Humber region for specific pieces of commissioned work. We continue to deliver work around Transforming Care and Integrated Care Systems agendas. The Rotherham, Doncaster and South Humber NHS Trust (RDaSH) continue to contract with us to provide two Peer Support Workers to work in the Child and Adolescent Mental Health Services (CAMHS) and Learning Disability Services in Rotherham. We also employed two further Peer Support Workers under contract with the NHS South Yorkshire ICB.

In keeping with our main mission of providing employment and employment opportunities for vulnerable adults we have provided employment for 21 people with a Learning Disability and Autistic People; 17 of which are involved in delivering The Oliver McGowan Mandatory Training. Additionally, we have provided sessional work opportunities for 7 people with a Learning Disability or Autistic People.

Employment is for Everyone (EIFE)
EIFE is a social movement aiming to improve the employment opportunities for autistic people and people with a learning disability in South Yorkshire. It has the support of the NHS South Yorkshire ICB, NHS England and the 4 local authorities – Rotherham, Doncaster, Sheffield and Barnsley.

We know the positive difference employing people with learning disabilities and autistic people can make to a business and we want to share our knowledge and skills to encourage businesses to do the same – please visit www.employmentisforeveryone.org.uk for more information.

Speakup, the Charity, is a Disability Confident Employer, an ISO9001 accredited organisation and was awarded The National Learning Disabilities and Autism Awards People's Award 2024 and for Making a Difference in 2016 due to the success of two of our employed self-advocates.

Financial review
The principal funding sources for the year were derived from our service level agreement with Rotherham MBC and the variety of funders noted under achievements and performance, and fees generated for services provided and commissions received, all of which contributed to the charitable income.

During the year we disposed of our freehold property situated at 31 Broad Street, Parkgate, Rotherham, S62 6DX – net proceeds of sale amounted to £55,799.

Unrestricted funding increased during the year as a result of increased levels of charitable and project activities.

We are regularly asked by university research centres that are active in health and social care policy research programmes' to work as co-collaborators and/or experts within our field to add value to their research proposals and projects.

To this extent we have collaborated with a number of university research partners as noted below:

Research Collaboration – named lead Universities but involves multiple partners:

- Manchester Metropolitan University
- University of Sheffield
- University of Strathclyde
- University of Bristol (Norah Fry Centre for Disability Studies)
- University of Warwick
- and others as Co-collaborators

Research Projects

- Supported Employment connectivity for working age adults with learning disabilities and/or autism
- Individual Placement and Support (IPS) as it operates beyond Severe Mental Illness (SMI)
- Mental Health Medications in the Lives of People with Learning Disabilities
- Building towards a vision of Work-Health Expert Research Collaboration
- Workplace Intervention for Sustainable Health and Employment
- Wellcome Anti-Ableist Research Culture
- ERSC Humanising Healthcare
- No Research About Us, Without Us
- Substituted Parenting
- Evaluating approaches to, or models of, adult social care and social work practice

Expenditure continues to support our key objectives of making information available in a form that everyone understands, creating employment opportunities for people with learning disabilities and autistic people, to teach members and others to speak up for themselves and learn more, and to promote self-advocacy. As will be seen from the statement of financial activities, we had an increase in expenditure during the year to maintain all our service provision to an excellent standard and to ensure all project outcomes and milestones were delivered, and continue to be delivered, with great success, whilst at the same time safeguarding employment for people with a learning disability and autistic people. Some of the increase in expenditures resulted from increasing the number of employed Experts by Experience as Peer Support Workers. This further endorses our belief that the services we provide are of an invaluable need for all the people we support, in what are still exceedingly difficult economic times, and for the prospects of the Charity.

Speakup has net assets of £498,537 (2023 – £186,529) and will continue in its aim of achieving the levels of reserves as stated by the reserves policy below.

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-months' 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. As at the end of March 2024 the Charity's unrestricted funds were at a level equal to approximately five months of unrestricted expenditure as required by this policy.

The revaluation reserve, £nil (2023 - £40,106) has been realised by disposing of the freehold property.

At 31 March 2024, the amount of restricted funds was £247,471 (2023 - £34,162) as detailed in note 17.

The unrestricted funds held by Speakup, after making allowance for any restricted funds and respective revaluation reserve, was £251,066 (2023 – £112,261).

Plans for future periods

Whilst we are generally finding the funding landscape difficult, there are opportunities for increased commissioning of our services regarding the ongoing Transforming Care agenda and the NHS 10 Year Plan.

We are passionate about the employment of people with a learning disability and autistic people, and we will continue to offer employment opportunities and work placements to as many people with a learning disability and autistic people as we are able to and for as long as we are able to do so.

We continue to experience an increasingly negative impact on disabled people being in employment because of ongoing welfare benefit changes. This is due mainly to disabled people being re-assessed for Personal Independence Payments (PIP) and losing what was their Disability Living Allowance (DLA); even when they had been awarded DLA 'for life'.

People are now being migrated from their 'legacy' benefits on to Universal Credit (following having to make a new claim) which, often, leads to a reduction in overall income. As Universal Credit is paid monthly, this is leading to people experiencing budgeting issues and can lead to people being in arrears with their priority bills. This can increase further their levels of despair and anxiety, and begs the question "are disabled people better off in work?"

As a nationally recognised self-advocacy organisation, committed to the employment of people with a learning disability, autistic people and increasing employment opportunities whenever possible, we will endeavour to seek new opportunities that will enable us to embrace our philosophies and objectives. These opportunities help build peoples' confidence, identity and self-worth and reach their personal potential to work. We also facilitate and support excellent Peer and Group advocacy.

We continue supporting people with learning disabilities and autistic people through our 'Peaceful Futures' project, Improving Lives project and 'Friendship Circles' and 'Solutions Circles' work; and providing people with 'Hospital Passports' and 'Health Passports' in support of their health needs. This work helps people to develop positive social networks and/or family relationships and helps people cultivate relationships that provide emotional and practical support, increase resilience, and foster a sense of connectedness. This also enables people with learning disabilities and autistic people who face material deprivation to benefit from having a Friendship Circle and Solution Circle of support to help keep them out of crisis and improve their resilience to future crises.

The aim of the 'Peaceful Futures' project is to build up people's resilience and confidence so that they are able to live independently, cope with times of crisis and feel that they are living their best life. Feelings of isolation decrease through peer support and meeting other people in similar circumstances in a nurturing environment, and mental and physical health improves. Household or family income will be stabilised through access to public entitlements and individuals will feel more able to manage their money, better navigating the transition from weekly benefit payments to monthly Universal Credit Payments, by providing the vital support that will be needed. This project will enable and support beneficiaries to be more resilient, experience less anxieties, and be less likely to fall into crisis in the future.

Structure, governance and management

The charity is a company limited by guarantee without share capital, number 04655406. It is a registered charity number 1109054. The registered office is Galax Business Centre, Fitzwilliam Road, Eastwood Trading Estate, Rotherham, S65 1SL.

The trustees, who are also the directors for the purpose of company law, who served during the year were:

R Farnsworth
G A Sulman
D I Chester
D P Gill

Recruitment and appointment of trustees

On appointment, new trustees are provided with induction training in relation to their duties and responsibilities for the Charity. Trustees are also provided with additional training if required and take part in a range of activities to enable them to update and improve their skills and knowledge.

None of the trustees have 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 Management Committee (Team) is responsible for ensuring the work of the charity is conducted within the framework of the Memorandum and Articles of Association.

The Management Committee is made up of twelve people with learning difficulties and autistic people including two of the directors/trustees of the charity. The committee operates through the use of employed self-advocacy workers assisted by a number of support staff.

Key Management Personnel (KMP) pay has traditionally been set at Further Education (FE) Pay Scales, as the level of expertise of KMP is 'in line or greater' than those working in the FE sector with similar educational levels of attainment. The majority of our KMP are educated to Level 7 or greater and pay scales have been agreed with our Board of Trustees. Annual increments (increases) in pay are set at a lower level than those awarded in the public sector.

Highly qualified and professional support staff consist of principal finance, business and commercial officers, media officers, lead tutors, experts by experience trainers and researchers (employed self-advocates). These people enable the Management Committee to fulfil all of the objectives of the Charity and relevant regulations.

Relationship with related parties
Details of the charity's transactions with its related parties are included in note 21.

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 the major risks.

Promoting the success of the company
Note 17 sets out an analysis of the assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet Speakup's obligations on a fund by fund basis.

Statement of trustees' responsibilities
The trustees, who are also the directors of Speakup Self Advocacy Limited for the purpose of company law, 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).

Company Law 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, including the income and expenditure, of the charitable company 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 UK 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 adequate 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 Companies Act 2006. 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.

Auditor
The auditor, Hart Shaw LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Disclosure of information to auditor

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

R Farnsworth

R Farnsworth
Trustee

17 December 2024

SPEAKUP SELF ADVOCACY LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED

Opinion

We have audited the financial statements of Speakup Self Advocacy Limited (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Extent to which the audit was considered capable of detecting irregularities, including fraud and the audit response

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

At the planning stage we identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the trustees and other management, as required by auditing standards. The potential effect of any laws and regulation on the financial statements can vary considerably. There are laws and regulations that directly affect the financial statements (e.g. the Companies Act, The Statement of Recommended Practice (SORP)) as well as many other operational laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements. Owing to the size, nature and complexity of the organisation and the applicable laws and regulations to which it must adhere, the risk of material misstatement was deemed to be low. Therefore the procedures performed by the audit team were limited to:

- Communicating identified laws and regulations at planning throughout the audit team to remain alert to any indications of non-compliance throughout the audit.
- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as non-compliance with laws and regulations.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Reviewing board minutes.

We have assessed the overall susceptibility of the financial statements to material misstatement due to fraud as low because the nature of the business does not particularly lend itself to fraud.

Management override is the most likely way in which fraud might present itself and as such is inherently high risk on any audit. Management override, which may cause there to be a material misstatement within the financial statements, may present itself in a number of ways, for example:

- Override of internal controls (e.g. segregation of duties).
- Entering into transactions outside the normal course of business, especially with related parties.
- Fraudulent revenue recognition, including fictitious sales and sales being recorded in the wrong period.
- Presenting bias in accounting judgements and estimates.

In order to reduce the risk of material misstatement to an acceptable level, numerous audit procedures were performed including:

- Enquiries of management as to whether they had any knowledge of any actual or suspected fraud.
- Review of all material journal entries made to prepare the financial statements.
- Reviewing the underlying rationale behind transactions in order to assess whether they were outside the normal course of business.
- Increased substantive testing across all material income streams.
- Reviewing board minutes.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected material misstatements in the financial statements, even though we have performed our audit in accordance with auditing standards. Furthermore, as with all audits, there is a higher risk of irregularities (especially those relating to fraud) being undetected, as these may involve the override of internal controls, collusion, intentional omissions and misrepresentations etc. We are not responsible for preventing non-compliance or fraud and therefore cannot be expected to detect all instances of such. Our audit was not designed to identify misstatements or other irregularities that would not be considered to be material to the financial statements. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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

Martin McDonagh (Senior Statutory Auditor)
for and on behalf of Hart Shaw LLP

18/12/24

Chartered Accountants
Statutory Auditor

Europa Link
Sheffield Business Park
Sheffield
S9 1XU

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Current financial year	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Income and endowments from:					
Donations and legacies	2	825	-	825	1,285
Charitable activities	3	462,117	405,707	867,824	461,480
Investments	4	427	-	427	63
Other income	5	31,920	-	31,920	5,696
Total income		495,289	405,707	900,996	468,524
Charitable activities	6	401,028	187,960	588,988	520,795
Net income/(expenditure)		94,261	217,747	312,008	(52,271)
Transfers between funds		4,438	(4,438)	-	-
Net movement in funds		98,699	213,309	312,008	(52,271)
Reconciliation of funds:					
Fund balances at 1 April 2023		152,367	34,162	186,529	238,800
Fund balances at 31 March 2024		251,066	247,471	498,537	186,529

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Prior financial year	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income and endowments from:				
Donations and legacies	2	1,285	-	1,285
Charitable activities	3	370,654	90,826	461,480
Investments	4	63	-	63
Other income	5	5,696	-	5,696
Total income		377,698	90,826	468,524
Charitable activities	6	428,570	92,225	520,795
Net income		(50,872)	(1,399)	(52,271)
Transfers between funds		3,473	(3,473)	-
Net movement in funds		(47,399)	(4,872)	(52,271)
Reconciliation of funds:				
Fund balances at 1 April 2022		199,766	39,034	238,800
Fund balances at 31 March 2023		152,367	34,162	186,529

SPEAKUP SELF ADVOCACY LIMITED

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	11		9,291		75,464
Current assets					
Debtors	12	235,272		40,580	
Cash at bank and in hand		292,401		137,278	
		527,673		177,858	
Creditors: amounts falling due within one year	15	25,815		36,178	
Net current assets			501,858		141,680
Total assets less current liabilities			511,149		217,144
Creditors: amounts falling due after more than one year	16		(12,612)		(30,615)
Net assets			498,537		186,529
The funds of the charity					
Restricted income funds	17		247,471		34,162
Unrestricted funds			251,066		112,261
Revaluation reserve			-		40,106
			498,537		186,529

The financial statements were approved by the trustees on 17 December 2024

R Farnsworth

R Farnsworth
Trustee

Company registration number 04655406 (England and Wales)

1 Accounting policies

Charity information

Speakup Self Advocacy Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Galax Business Centre, Fitzwilliam Road, Eastwood Trading Estate, Rotherham, South Yorkshire, S65 1SL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". 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 applying FRS 102 Update Bulletin 1 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 modified to include the revaluation of freehold properties. 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 unless the funds have been designated for other purposes.

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

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.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

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. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1 Accounting policies **(Continued)**

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category.

A proportion of costs are attributed to direct charitable expenditure and governance costs based on the actual costs incurred.

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:

Freehold property	Not depreciated
Computer media and office equipment	25% to 33.3% straight line per annum

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

1 Accounting policies **(Continued)**

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

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

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	825	1,285

3 Charitable activities

	Service level agreement and commissions 2024 £	Service level agreement and commissions 2023 £
Sales within charitable activities	462,117	370,654
Performance related grants	405,707	90,826
	867,824	461,480
Analysis by fund		
Unrestricted funds	462,117	370,654
Restricted funds	405,707	90,826
	867,824	461,480

4 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	427	63

5 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other income	31,920	5,696

6 Expenditure on charitable activities

	Activities furthering the company's objects 2024 £	Activities furthering the company's objects 2023 £
Direct costs		
Staff costs	405,331	337,140
Depreciation and impairment	2,116	5,721
	407,447	342,861
Share of support and governance costs (see note 7)		
Support	174,127	169,596
Governance	7,414	8,338
	588,988	520,795
Analysis by fund		
Unrestricted funds	401,028	428,570
Restricted funds	187,960	92,225
	588,988	520,795

7 Support costs

	Support costs £	Governance costs £	2024 £	Support costs £	Governance costs £	2023 £
Support costs	174,127	-	174,127	169,596	-	169,596
Governance costs	-	7,414	7,414	-	8,338	8,338
	174,127	7,414	181,541	169,596	8,338	177,934
Analysed between						
Charitable activities	174,127	7,414	181,541	169,596	8,338	177,934

Governance costs include:

- audit fees of £4,035 (2023 - £4,015).

8 Trustees

None of the trustees received any remuneration or benefits from the charity during the current or previous year for their role as a trustee. No trustees received any expenses during the current year (2023: £nil).

See note 9 for details of remuneration of key management personnel.

9 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Advocacy staff	12	9
Support staff	8	8
Enterprise workers	-	1
Total	20	18

Employment costs	2024 £	2023 £
Wages and salaries	375,204	316,537
Social security costs	24,417	16,121
Other pension costs	5,710	4,482
	405,331	337,140

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

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024 £	2023 £
Aggregate compensation	170,996	155,762

10 Taxation

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

11 Tangible fixed assets

	Freehold property	Computer media and office equipment	Total
	£	£	£
Cost			
At 1 April 2023	70,000	138,920	208,920
Additions	-	5,943	5,943
Disposals	(70,000)	(130,077)	(200,077)
At 31 March 2024	-	14,786	14,786
Depreciation and impairment			
At 1 April 2023	-	133,456	133,456
Depreciation charged in the year	-	2,116	2,116
Eliminated in respect of disposals	-	(130,077)	(130,077)
At 31 March 2024	-	5,495	5,495
Carrying amount			
At 31 March 2024	-	9,291	9,291
At 31 March 2023	70,000	5,464	75,464

12 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	228,242	35,734
Other debtors	7,030	2,356
Prepayments and accrued income	-	2,490
	235,272	40,580

Other debtors relate to monies loaned to social enterprise companies supported by Speakup in the normal course of business. There are not any formal loan agreements or repayment terms in respect of these amounts. Speakup does not have any intention of requesting repayment in the foreseeable future.

13 Loans and overdrafts

	2024	2023
	£	£
Bank loans	22,612	46,771
Payable within one year	10,000	16,156
Payable after one year	12,612	30,615

13 Loans and overdrafts (Continued)

The charity received a government supported loan amidst the coronavirus outbreak. The loan is repaid at £833 per month over a term of 5 years starting from 1 year from the date received of November 2020. Interest is payable at 2.5% per annum on the principal amount.

14 Finance lease obligations

Future minimum lease payments due under finance leases:

	2024	2023
	£	£
Within one year	-	308

Finance lease payments represent rentals payable by the company for certain items of fixtures and fittings. No restrictions are placed on the use of the assets. The average lease term is 3 years. All leases are on a fixed repayment basis and no arrangements have been entered into for contingent rental payments.

The finance lease is secured against the assets to which it relates.

15 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Bank loans	13	10,000	16,156
Obligations under finance leases	14	-	308
Other taxation and social security		8,365	11,302
Trade creditors		486	1,275
Other creditors		1,338	1,207
Accruals and deferred income		5,626	5,930
		25,815	36,178

16 Creditors: amounts falling due after more than one year

	Notes	2024	2023
		£	£
Bank loans	13	12,612	30,615

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Oliver McGowan Mandatory Training Contract (OMMT)	-	242,500	(18,366)	-	224,134
Henry Smith Charity - Improving Lives	-	59,000	(59,000)	-	-
Learning Disability England	4,438	-	-	(4,438)	-
Disability Rights UK - Sport England Together Fund	6,770	-	(6,770)	-	-
National Lottery Community Fund - Peaceful Futures	17,245	95,298	(92,324)	-	20,219
Voluntary Action Rotherham - NHS Mental Health Support Grant	5,709	8,909	(11,500)	-	3,118
	34,162	405,707	(187,960)	(4,438)	247,471

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2023 £
National Lottery Community Fund - Peaceful Futures	-	47,178	(29,933)	-	17,245
Henry Smith Charity	5,915	14,068	(19,983)	-	-
Disability Rights UK - Sport England Together	-	9,642	(2,872)	-	6,770
Learning Disability England	7,738	-	-	(3,300)	4,438
Disability Rights UK Tackling Inequalities Fund by Sport England	1,691	-	(1,518)	(173)	-
National Energy Action - Smart Energy GB	-	10,947	(10,947)	-	-
The Baily Thomas Charitable Fund	11,250	-	(11,250)	-	-
BCC - England Illegal Money Lending Team	3,375	-	(3,375)	-	-
Sport England - This Girl Can	1,740	192	(1,932)	-	-
Voluntary Action Rotherham - NHS Mental Health Support Grant	5,575	8,734	(8,600)	-	5,709
	39,034	90,826	(92,225)	(3,473)	34,162

17 **Restricted funds** **(Continued)**

Learning Disability England
The grant is to buy essential dictation and computer control software, headsets and deliver internal training. This money will enable self-advocates to improve their abilities to work using dictation and computer control software which helps people to write information and access and use their computer more easily.

Voluntary Action Rotherham – NHS Mental Health Support Grant
To help support positive mental wellbeing for adults in Rotherham, and to help reduce the impact of Covid.

National Lottery Reaching Communities – Peaceful Futures
The aim of the project is to build up people's resilience and confidence so that they are able to live independently, cope with times of crisis and feel that they are living their best life. Feelings of isolation will decrease through peer support and meeting other people in similar circumstances in a nurturing environment, and mental and physical health will improve. Household or family income will be stabilised through access to public entitlements and individuals will feel more able to manage their money, better navigating the transition from weekly benefit payments to monthly Universal Credit Payments, by providing the vital support that will be needed. This project will enable and support beneficiaries to be more resilient, experience less anxieties, and be less likely to fall into crisis in the future.

Disability Rights UK – Sport England Tackling Inequalities Fund
Walking Bubbles – a project where people can safely meet others and walk together to encourage health and exercise.

The Henry Smith Charity – Improving Lives
A grant towards the salary costs to support our Inclusion Workers to enable continuity and support for our vulnerable individuals.

Oliver McGowan Mandatory Training Contract (OMMT)
The Health and Care Act 2022 introduced a requirement that regulated service providers ensure their staff receive training on learning disability and autism which is appropriate to the person's role.

The Oliver McGowan Mandatory Training on Learning Disability and Autism is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff to undertake.

We were awarded a contract by NHS South Yorkshire Integrated Care Board to deliver the OMMT training to health and social care staff across South Yorkshire, initially until May 2025 with the potential to extend the contract for a further 18 months.

BCC - England Illegal Money Lending Team
This project will make a difference because people with learning disabilities will begin to understand why a loan shark is a really bad idea and learn skills in how to recognise a loan shark.

Sport England – This Girl Can
This project runs weekly physical activity sessions, such as walking or dance, aiming to help the core strength, balance, and mental wellbeing of participants.

Voluntary Action Rotherham – NHS Mental Health Support Grant
To help support positive mental wellbeing for adults in Rotherham.

Talbot Trusts
The aim of this project "Reconnect My Life Please" is to support people with learning disabilities who have little or no support to reconnect with others and move their life on.

17 Restricted funds (Continued)

Reaching Communities – Peaceful Futures
The aim of the project is to build up people's resilience and confidence so that they are able to live independently, cope with times of crisis and feel that they are living their best life. Feelings of isolation will decrease through peer support and meeting other people in similar circumstances in a nurturing environment, and mental and physical health will improve. Household or family income will be stabilised through access to public entitlements and individuals will feel more able to manage their money, better navigating the transition from weekly benefit payments to monthly Universal Credit Payments, by providing the vital support that will be needed. This project will enable and support beneficiaries to be more resilient, experience less anxieties, and be less likely to fall into crisis in the future.

Disability Rights UK – Tackling Inequalities and Sport England Together Fund
Disability Rights UK are delivering these funds on behalf of Sport England and will be working with Speakup, as a User Led Organisation, to help tackle inequalities in physical activity, experienced by disabled people and people with long term health conditions.

18 Unrestricted funds

The income funds of the charity include the following designated fund which has been set aside out of unrestricted funds by the trustees for specific purposes:

	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	152,367	495,289	(401,028)	4,438	251,066

Previous year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	199,766	377,698	(428,570)	3,473	152,367

19 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
Fund balances at 31 March 2024 are represented by:			
Tangible assets	8,285	1,006	9,291
Current assets/(liabilities)	255,393	246,465	501,858
Long term liabilities	(12,612)	-	(12,612)
	251,066	247,471	498,537

19 Analysis of net assets between funds (Continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 March 2023 are represented by:			
Tangible assets	73,596	1,868	75,464
Current assets/(liabilities)	109,386	32,294	141,680
Long term liabilities	(30,615)	-	(30,615)
	152,367	34,162	186,529

20 Operating lease commitments

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:

	2024 £	2023 £
Within one year	6,300	6,300
Between two and five years	6,825	525
	13,125	6,825

Amounts recognised in profit or loss as an expense during the period in respect of operating lease arrangements was £9,014 (2023 - £6,997).

21 Related party transactions

Ms V Farnsworth is the daughter of R Farnsworth, one of the charity's trustees. During the year she was employed by the charity and received a gross salary of £12,072 (2023 - £10,187).

During the year the charity paid £5,000 (2023 - £5000) for support services provided by J K Ferguson T/A Aroma Herbs & Health. This is the partner of A Ferguson, one of the members of key management personnel within Speakup Self Advocacy Limited.

SPEAKUP SELF ADVOCACY LIMITED

England & Wales - Charity number 1109054

Accounts

Charity registration number 1109054

Company registration number 04655406 (England and Wales)

SPEAKUP SELF ADVOCACY LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

SPEAKUP SELF ADVOCACY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	R Farnsworth G A Sulman D I Chester D P Gill
Secretary	M L Allott
Charity number	1109054
Company number	04655406
Principal address	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
Registered office	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
Auditor	Hart Shaw LLP Europa Link Sheffield Business Park Sheffield S9 1XU
Bankers	Barclays Bank Plc Bridgegate Rotherham S60 1PQ
Solicitors	GWB Harthills LLP 1a Effingham Street Rotherham S65 1AQ Switalskis Solicitors St James House 28 Park Place Leeds LS1 2SP

SPEAKUP SELF ADVOCACY LIMITED

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SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

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 Memorandum and Articles of Association, the Companies Act 2006 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 consists of a team of people with learning disabilities, autism or both and their supporters working with equal rights and responsibilities. The objects for which the Charity is established are to advance the education of adults, children and young people with learning disabilities, autism and mental health in self-advocacy and related areas. Powers in promoting the objectives amongst others include:

(a) help people to speak for themselves;
(b) make information available in a form which everyone can understand;
(c) create employment opportunities for members and others;
(d) teach members and others to speak to other groups and to talk to professionals to help them learn more; and
(e) do anything else which will promote self-advocacy.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and we have had regard to it when reviewing our aims and objectives, and in planning our future activities. In particular we consider how planned activities will contribute to the aims and objectives we have set.

Achievements and performance

During the financial year ending March 2023 we had a decreased level of overall income to that of the year ending March 2022, as demonstrated in the statement of financial activities, mainly because of Covid-19 funding tapering off. Whilst we enjoyed an increased level of unrestricted income, restricted funding decreased sharply. Our overall expenditure for the year ending March 2023 versus year ending March 2022 increased, mainly as a result of unrestricted expenditure increasing, broadly in line with the increased level of unrestricted income, in support of our continuing charitable activities.

During the financial year we were successful in obtaining new project funding as noted:

- The National Lottery Communities Fund – Reaching Communities
- Disability Rights UK and Sport England
- National Energy Action – Smart Energy GB
- Voluntary Action Rotherham – NHS Mental Health Support Grant
- and from several smaller funders

Also during the financial year, we had continuation funding from:

- NHS South Yorkshire ICB
- The Henry Smith Charity
- Voluntary Action Rotherham – NHS Mental Health Support Grant
- Learning Disability England

The main achievements, in addition to the above, continue to be the excellent work undertaken as required by our Service Level Agreement with Rotherham MBC. We have enjoyed the support of NHS England and several NHS Integrated Care Boards across the Yorkshire & Humber region for specific pieces of commissioned work. We continue to deliver work around Transforming Care and Integrated Care Systems agendas. The Rotherham, Doncaster and South Humber NHS Trust (RDaSH) continue to contract with us to provide three Peer Support Workers to work in the Child and Adolescent Mental Health Services (CAMHS) and Learning Disability Services in Rotherham.

During the year we were contracted to provide employment to four Peer Support Workers to work in local authorities and NHS providers in South Yorkshire in children's and learning disability services.

Speakup, the Charity, is a Disability Confident Employer, an ISO9001 accredited organisation and was awarded The National Learning Disabilities and Autism Awards for Making a Difference in 2016 due to the success of one of our employed self-advocates.

Financial review

The principal funding sources for the year were derived from our service level agreement with Rotherham MBC and the variety of funders noted under achievements and performance, and fees generated for services provided and commissions received, all of which contributed to the charitable income.

Unrestricted funding increased during the year as a result of increased levels of commissions and fee income and unrestricted funding for specific project activities. However, restricted funding decreased sharply as the increased funding to support Covid-19 activities ended.

Expenditure continues to support our key objectives of making information available in a form that everyone understands, creating employment opportunities for people with learning disabilities and autistic people, to teach members and others to speak up for themselves and learn more, and to promote self-advocacy. As will be seen from the statement of financial activities, we had an increase in expenditure during the year to maintain all our service provision to an excellent standard and to ensure all project outcomes and milestones were delivered, and continue to be delivered, with great success, whilst at the same time safeguarding employment for people with a learning disability and autistic people. Some of the increase in expenditures resulted from increasing the number of employed Experts by Experience as Peer Support Workers. This further endorses our belief that the services we provide are of an invaluable need for all the people we support, in what are still exceedingly difficult economic times, and for the prospects of the Charity.

Speakup has net assets of £186,529 (2022 - £238,800) and will continue in its aim of achieving the levels of reserves as stated by the reserves policy below.

The revaluation reserve has been maintained at its level of £40,106. This can only be realised by disposing of the freehold property. It should be noted that, as described in note 13, this property has been provided as security in respect of the bank loan. The property has been subsequently sold in June 2023.

At 31 March 2023 the amount of restricted funds was £34,162 as detailed in note 18.

The unrestricted funds held by Speakup, after making allowance for any restricted funds and the revaluation reserve, are £112,261.

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-months' 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. As at the end of March 2023 the Charity's unrestricted funds were at a level equal to approximately three months of unrestricted expenditure as required by this policy.

Significant post year end transaction
During early December 2022 we were approached by a prospective buyer for our freehold property at 31 Broad Street, Parkgate, Rotherham. Subsequently, we had a professional valuation undertaken on the property – the property was valued in the sum of £65,000 as a schedule of works would need to have been undertaken to agree to the value included in Fixed Assets and including the Revaluation Reserve.

The prospective buyer agreed to purchase the property for the sum of £70,000 as this was the value of the property as given in our accounts. The prospective buyer stated that it would be a 'cash purchase' so would not be constrained by a lower valuation than the agreed purchase price.

Once all legal processes had been diligently completed the sale in the sum of £70,000 for the property was completed on 12 June 2023. Net sale proceeds following redemption of the existing mortgage on the property, solicitors' legal fees/costs and disbursements was £55,799.

Late in 2023 we were successful in being awarded a tender from NHS South Yorkshire Integrated Care Board to deliver the Oliver McGowan Mandatory Training programme to circa 25,000 frontline health care professionals across South Yorkshire up until May 2025. The initial contract award is valued at £363,916 with the possibility of an eighteen-month extension from June 2025 at a similar contract value.

Plans for the future
Whilst we are generally finding the funding landscape difficult there are opportunities for increased commissioning of our services regarding the ongoing Transforming Care agenda and the NHS 10 Year Plan.

We are passionate about the employment of people with a learning disability and autistic people, and we will continue to offer employment opportunities and work placements to as many people with a learning disability and autistic people as we are able to and, for as long as we are able to do so.

We continue to experience an increasingly negative impact on disabled people being in employment because of ongoing welfare benefit changes. This is due mainly to disabled people being re-assessed for Personal Independence Payments (PIP) and losing what was their Disability Living Allowance (DLA); even when they had been awarded DLA 'for life'. This also means that our employed self-advocates are losing the 'disability element' of their Working Tax Credits award which further increases their despair and begs the question "are disabled people better off in work?" When we have had to raise an appeal and support people at tribunals, we are pleased to report that on every occasion so far, we have had the original decisions overturned and benefits and tax credits re-instated.

As a nationally recognised self-advocacy organisation, committed to the employment of people with a learning disability, autistic people and increasing employment opportunities whenever possible, we will endeavour to seek new opportunities that will enable us to embrace our philosophies and objectives. These opportunities help build peoples' confidence, identity and self-worth and reach their personal potential to work. We also facilitate and support excellent Peer and Group advocacy.

We continue supporting people with learning disabilities and autistic people through our 'Peaceful Futures' project, Improving Lives project and 'Friendship Circles' and 'Solutions Circles' work; and providing people with 'Hospital Passports' and 'Health Passports' in support of their health needs. This work helps people to develop positive social networks and/or family relationships and helps people cultivate relationships that provide emotional and practical support, increase resilience, and foster a sense of connectedness. This also enables people with learning disabilities and autistic people who face material deprivation to benefit from having a Friendship Circle and Solution Circle of support to help keep them out of crisis and improve their resilience to future crises.

The aim of the 'Peaceful Futures' project is to build up people's resilience and confidence so that they are able to live independently, cope with times of crisis and feel that they are living their best life. Feelings of isolation will decrease through peer support and meeting other people in similar circumstances in a nurturing environment, and mental and physical health will improve. Household or family income will be stabilised through access to public entitlements and individuals will feel more able to manage their money, better navigating the transition from weekly benefit payments to monthly Universal Credit Payments, by providing the vital support that will be needed. This project will enable and support beneficiaries to be more resilient, experience less anxieties, and be less likely to fall into crisis in the future.

Structure, governance and management
The charity is a company limited by guarantee without share capital, number 04655406. It is a registered charity number 1109054. The registered office is Galax Business Centre, Fitzwilliam Road, Eastwood Trading Estate, Rotherham, S65 1SL

The trustees, who are also the directors for the purpose of company law, who served during the year were:
R Farnsworth
G A Sulman
D I Chester
D P Gill

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.

On appointment new trustees are provided with induction training in relation to their duties and responsibilities for the Charity. Trustees are also provided with additional training if required and take part in a range of activities to enable them to update and improve their skills and knowledge.

The Management Committee (Team) is responsible for ensuring the work of the charity is conducted within the framework of the Memorandum and Articles of Association.

The Management Committee is made up of twelve people with learning difficulties and autistic people including three of the directors/trustees of charity. The committee operates through the use of employed self advocacy workers assisted by a number of support staff.

Highly qualified and professional support staff consist of principal finance, business and commercial officers, media officers, lead tutors, experts by experience trainers and researchers (employed self-advocates). These people enable the Management Committee to fulfil all of the objectives of the Charity and relevant regulations.

Details of the charity's transactions with its related parties are included in note 21.

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 the major risks.

Asset cover for funds
Note 19 sets out an analysis of the assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet Speakup's obligations on a fund by fund basis.

Statement of trustees' responsibilities
The trustees, who are also the directors of Speakup Self Advocacy Limited for the purpose of company law, 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).

Company Law 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, including the income and expenditure, of the charitable company 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 UK 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 adequate 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 Companies Act 2006. 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.

Auditor
The auditor, Hart Shaw LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Disclosure of information to auditor
Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

R Farnsworth.

R Farnsworth
Trustee
Dated: 18 December 2023

SPEAKUP SELF ADVOCACY LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED

Opinion

We have audited the financial statements of Speakup Self Advocacy Limited (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Extent to which the audit was considered capable of detecting irregularities, including fraud and the audit response

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

At the planning stage we identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the trustees and other management, as required by auditing standards. The potential effect of any laws and regulation on the financial statements can vary considerably. There are laws and regulations that directly affect the financial statements (e.g. the Companies Act, The Statement of Recommended Practice (SORP)) as well as many other operational laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements. Owing to the size, nature and complexity of the organisation and the applicable laws and regulations to which it must adhere, the risk of material misstatement was deemed to be low. Therefore the procedures performed by the audit team were limited to:

- Communicating identified laws and regulations at planning throughout the audit team to remain alert to any indications of non-compliance throughout the audit.
- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as non-compliance with laws and regulations.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Reviewing board minutes.

We have assessed the overall susceptibility of the financial statements to material misstatement due to fraud as low because the nature of the business does not particularly lend itself to fraud.

Management override is the most likely way in which fraud might present itself and as such is inherently high risk on any audit. Management override, which may cause there to be a material misstatement within the financial statements, may present itself in a number of ways, for example:

- Override of internal controls (e.g. segregation of duties).
- Entering into transactions outside the normal course of business, especially with related parties.
- Fraudulent revenue recognition, including fictitious sales and sales being recorded in the wrong period.
- Presenting bias in accounting judgements and estimates.

In order to reduce the risk of material misstatement to an acceptable level, numerous audit procedures were performed including:

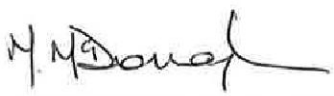
- Enquiries of management as to whether they had any knowledge of any actual or suspected fraud.
- Review of all material journal entries made to prepare the financial statements.
- Reviewing the underlying rationale behind transactions in order to assess whether they were outside the normal course of business.
- Increased substantive testing across all material income streams.
- Reviewing board minutes.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected material misstatements in the financial statements, even though we have performed our audit in accordance with auditing standards. Furthermore, as with all audits, there is a higher risk of irregularities (especially those relating to fraud) being undetected, as these may involve the override of internal controls, collusion, intentional omissions and misrepresentations etc. We are not responsible for preventing non-compliance or fraud and therefore cannot be expected to detect all instances of such. Our audit was not designed to identify misstatements or other irregularities that would not be considered to be material to the financial statements. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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



Martin McDonagh (Senior Statutory Auditor)
for and on behalf of Hart Shaw LLP

20 December 2023

Chartered Accountants
Statutory Auditor

Europa Link
Sheffield Business Park
Sheffield
S9 1XU

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Current financial year

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income and endowments from:				
Donations and legacies	2	1,285	-	1,285
Charitable activities	3	370,654	90,826	461,480
Investments	4	63	-	63
Other income	5	5,696	-	5,696
Total income		377,698	90,826	468,524
Expenditure on:				
Charitable activities	6	428,570	92,225	520,795
Net (outgoing)/incoming resources before transfers		(50,872)	(1,399)	(52,271)
Gross transfers between funds		3,473	(3,473)	-
Net (expenditure)/income for the year/ Net movement in funds		(47,399)	(4,872)	(52,271)
Fund balances at 1 April 2022		199,766	39,034	238,800
Fund balances at 31 March 2023		152,367	34,162	186,529

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Prior financial year

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income and endowments from:				
Donations and legacies	2	1,550	-	1,550
Charitable activities	3	270,714	180,495	451,209
Investments	4	4	-	4
Other income	5	43,166	-	43,166
Total income		315,434	180,495	495,929
Expenditure on:				
Charitable activities	6	238,955	253,985	492,940
Net (outgoing)/incoming resources before transfers		76,479	(73,490)	2,989
Gross transfers between funds		4,420	(4,420)	-
Net (expenditure)/income for the year/ Net movement in funds		80,899	(77,910)	2,989
Fund balances at 1 April 2021		118,867	116,944	235,811
Fund balances at 31 March 2022		199,766	39,034	238,800

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SPEAKUP SELF ADVOCACY LIMITED

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	11		75,464		78,846
Current assets					
Debtors	12	40,580		62,963	
Cash at bank and in hand		137,278		191,728	
		177,858		254,691	
Creditors: amounts falling due within one year	15	(36,178)		(48,617)	
Net current assets			141,680		206,074
Total assets less current liabilities			217,144		284,920
Creditors: amounts falling due after more **than one year**	16		(30,615)		(46,120)
Net assets			186,529		238,800
Income **funds**					
Restricted funds	18		34,162		39,034
Unrestricted funds					
General unrestricted funds		112,261		159,660	
Revaluation reserve		40,106		40,106	
			152,367		199,766
			186,529		238,800

The financial statements were approved by the Trustees on 18 December 2023

R Farnsworth

R Farnsworth
Trustee

Company registration number 04655406

1 Accounting policies

Charity Information

Speakup Self Advocacy Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Galax Business Centre, Fitzwilliam Road, Eastwood Trading Estate, Rotherham, South Yorkshire, S65 1SL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". 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 applying FRS 102 Update Bulletin 1 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 modified to include the revaluation of freehold properties. 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 unless the funds have been designated for other purposes.

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

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.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

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. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1 Accounting policies **(Continued)**

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category.

A proportion of costs are attributed to direct charitable expenditure and governance costs based on the actual costs incurred.

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:

Freehold property	Not depreciated
Computer media and office equipment	25% to 33.3% straight line per annum

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

1 Accounting policies **(Continued)**

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

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

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Donations and gifts	1,285	1,550

3 Charitable activities

	Service level agreement and commissions 2023 £	Service level agreement and commissions 2022 £
Sales within charitable activities	370,654	270,714
Performance related grants	90,826	180,495
	461,480	451,209
Analysis by fund		
Unrestricted funds	370,654	270,714
Restricted funds	90,826	180,495
	461,480	451,209

4 Investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	63	4

5 Other income

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Other income	5,696	43,166

6 Charitable activities

	Activities furthering the company's objects 2023 £	Activities furthering the company's objects 2022 £
Staff costs	337,140	295,530
Depreciation and impairment	5,721	6,914
	342,861	302,444
Share of support costs (see note 7)	169,596	185,224
Share of governance costs (see note 7)	8,338	5,272
	520,795	492,940
Analysis by fund		
Unrestricted funds	428,570	238,955
Restricted funds	92,225	253,985
	520,795	492,940

7 Support costs

	Support costs £	Governance costs £	2023 £
Support costs	169,596	-	169,596
Governance costs	-	8,338	8,338
	169,596	8,338	177,934
Analysed between			
Charitable activities	169,596	8,338	177,934

Governance costs include:

- audit fees of £4,015 (2022 - £3,995).

8 Trustees

None of the trustees received any remuneration or benefits from the charity during the current or previous year for their role as a trustee. No trustees received any expenses during the current year (2022: £189).

See note 21 for details of remuneration of key management personnel.

9 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Advocacy staff	9	9
Support staff	8	8
Enterprise workers	1	1
Total	18	18

Employment costs	2023 £	2022 £
Wages and salaries	316,537	272,192
Social security costs	16,121	19,493
Other pension costs	4,482	3,845
	337,140	295,530

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

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Tangible fixed assets

	Freehold property	Computer media and office equipment	Total
	£	£	£
Cost			
At 1 April 2022	70,000	136,581	206,581
Additions	-	2,339	2,339
At 31 March 2023	70,000	138,920	208,920
Depreciation and impairment			
At 1 April 2022	-	127,735	127,735
Depreciation charged in the year	-	5,721	5,721
At 31 March 2023	-	133,456	133,456
Carrying amount			
At 31 March 2023	70,000	5,464	75,464
At 31 March 2022	70,000	8,846	78,846

12 Debtors

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	35,734	59,319
Other debtors	2,356	3,644
Prepayments and accrued income	2,490	-
	40,580	62,963

Other debtors relate to monies loaned to social enterprise companies supported by Speakup in the normal course of business. There are not any formal loan agreements or repayment terms in respect of these amounts. Speakup does not have any intention of requesting repayment in the foreseeable future.

13 Loans and overdrafts

	2023 £	2022 £
Bank loans	46,771	61,968
Payable within one year	16,156	16,156
Payable after one year	30,615	45,812

The charity's bank loan is secured by a legal charge over the freehold property. The loan is repayable at £512 per month; interest is payable at 4% per annum on the principal amount.

The charity received a government supported loan amidst the coronavirus outbreak. The loan is repayment at £833 per month over a term of 5 years starting from 1 year from the date received of November 2020. Interest is payable at 2.5% per annum on the principal amount.

14 Finance lease commitments

Future minimum lease payments due under finance leases:

	2023 £	2022 £
Within one year	308	465
Within two and five years	-	308
	308	773

Finance lease payments represent rentals payable by the company for certain items of fixtures and fittings. No restrictions are placed on the use of the assets. The average lease term is 3 years. All leases are on a fixed repayment basis and no arrangements have been entered into for contingent rental payments.

The finance lease is secured against the assets to which it relates.

15 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Bank loans	13	16,156	16,156
Obligations under finance leases	14	308	465
Other taxation and social security		11,302	10,061
Deferred income	17	-	14,759
Trade creditors		1,275	1,210
Other creditors		1,207	872
Accruals and deferred income		5,930	5,094
		36,178	48,617

16 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Bank loans	13	30,615	45,812
Obligations under finance leases	14	-	308
		30,615	46,120

17 Deferred income

	2023 £	2022 £
Arising from funding received in advance	-	14,759

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	-	14,759
Movements in the year:		
Deferred income at 1 April 2022	14,759	46,987
Released from previous periods	(14,759)	(46,987)
Resources deferred in the year	-	14,759
Deferred income at 31 March 2023	-	14,759

The charity's deferred income relates to funding received during the year which is to be utilised on next year's activities.

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£	£	£	£	£
Henry Smith Charity - COVID 19 Salaries	-	54,749	(54,749)	-	-	-	-	-	-
Henry Smith Charity	15,038	50,483	(59,606)	-	5,915	14,068	(19,983)	-	-
MIND Mental Health Response Fund	34	-	(34)	-	-	-	-	-	-
Big Lottery Fund - Reaching Communities	57,446	-	(57,446)	-	-	-	-	-	-
Learning Disability England	4,438	3,300	-	-	7,738	-	-	(3,300)	4,438
Disability Rights UK Tackling Inequalities Fund by Sport England	4,735	-	(3,044)	-	1,691	-	(1,518)	(173)	-
Garfield Weston Foundation	20,833	-	20,833	-	-	-	-	-	-
AGE UK Rotherham - SY Fire	-	20,953	(20,953)	-	-	-	-	-	-
National Energy Action - Smart Energy GB	-	-	-	-	-	10,947	(10,947)	-	-
The Baily Thomas Charitable Fund	-	15,000	3,750	-	11,250	-	(11,250)	-	-
BCC - England Illegal Money Lending Team	-	4,500	(1,125)	-	3,375	-	(3,375)	-	-
Sport England - This Girl Can	-	9,800	(8,060)	-	1,740	192	(1,932)	-	-
Voluntary Action Rotherham - NHS Mental Health Support Grant	-	8,362	(2,787)	-	5,575	8,734	(8,600)	-	5,709
Awards for All - Peacful Minds	-	9,848	9,848	-	-	-	-	-	-
Talbot Trusts	-	3,500	1,750	-	1,750	65	(1,815)	-	-
NHS England Seldom Heard Voices	14,420	-	(10,000)	(4,420)	-	-	-	-	-
National Lottery Community Fund - Peaceful Futures	-	-	-	-	-	47,178	(29,933)	-	17,245
Disability Rights UK - Sport England Together Fund	-	-	-	-	-	9,642	(2,872)	-	6,770
	116,944	167,147	(200,721)	(4,420)	39,034	90,826	(92,225)	(3,473)	34,162

18 Restricted funds **(Continued)**

Henry Smith Charity
A grant towards the salary costs to support our Inclusion Workers to enable continuity and support for our vulnerable individuals.

MIND Coronavirus Mental Health Response Fund
"Helping ourselves to stay safe and well using Technology and Circles of Support" is a user led project that enables Speakup to adapt, develop and sustain the primary activities of our organisation to meet the challenges of Covid-19.

This will enable continuity and availability for people who use and access our traditional service, reaching out to new service users who may currently be isolated, anxious and in crisis. The project will also make available as much accessible information as possible, to enable people to continue to make informed choices whist in lockdown.

Big Lottery Fund – Reaching Communities
'Peaceful Minds' is a 3 year project and is a 'peer led' targeted, specialist service which supports a cohort of beneficiaries in Rotherham with learning disabilities, autism (or both) and mental health issues who continuously experience high and critical levels of crises, anxiety and instability.

Learning Disability England
The grant is to buy essential dictation and computer control software, headsets and deliver internal training. This money will enable self-advocates to improve their abilities to work using dictation and computer control software which helps people to write information and access and use their computer more easily.

Disability Rights UK – Sport England Tackling Inequalities Fund
Walking Bubbles – a project where people can safely meet others and walk together to encourage health and exercise.

Garfield Weston Foundation
A contribution to core costs over a period of 12 months.

National Energy Action - Smart Energy GB
The purpose of the Grant is to help build awareness and confidence in smart meters, and to ensure people in the target group understand how smart meters can benefit them.

The Baily Thomas Charitable Fund
A contribution towards the costs of supported employment of people with learning disabilities and support staff.

18 Restricted funds

(Continued)

BCC - England Illegal Money Lending Team
This project will make a difference because people with learning disabilities will begin to understand why a loan shark is a really bad idea and learn skills in how to recognise a loan shark.

Sport England – This Girl Can
This project runs weekly physical activity sessions, such as walking or dance, aiming to help the core strength, balance, and mental wellbeing of participants.

Voluntary Action Rotherham – NHS Mental Health Support Grant
To help support positive mental wellbeing for adults in Rotherham.

Talbot Trusts
The aim of this project "Reconnect My Life Please" is to support people with learning disabilities who have little or no support to reconnect with others and move their life on.

Reaching Communities – Peaceful Futures
The aim of the project is to build up people's resilience and confidence so that they are able to live independently, cope with times of crisis and feel that they are living their best life. Feelings of isolation will decrease through peer support and meeting other people in similar circumstances in a nurturing environment, and mental and physical health will improve. Household or family income will be stabilised through access to public entitlements and individuals will feel more able to manage their money, better navigating the transition from weekly benefit payments to monthly Universal Credit Payments, by providing the vital support that will be needed. This project will enable and support beneficiaries to be more resilient, experience less anxieties, and be less likely to fall into crisis in the future.

Disability Rights UK – Tackling Inequalities and Sport England Together Fund
Disability Rights UK are delivering these funds on behalf of Sport England and will be working with Speakup, as a User Led Organisation, to help tackle inequalities in physical activity, experienced by disabled people and people with long term health conditions.

19 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Fund balances at 31 March 2023 are represented by:						
Tangible assets	73,596	1,868	75,464	73,207	5,639	78,846
Current assets/(liabilities)	109,386	32,294	141,680	172,679	33,395	206,074
Long term liabilities	(30,615)	-	(30,615)	(46,120)	-	(46,120)
	152,367	34,162	186,529	199,766	39,034	238,800

20 Operating lease commitments

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:

	2023	2022
	£	£
Within one year	6,300	6,300
Between two and five years	525	4,725
	6,825	11,025

Amounts recognised in profit or loss as an expense during the period in respect of operating lease arrangements was £9,014 (2022 - £6,997).

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023	2022
	£	£
Aggregate compensation	155,762	153,769

Ms V Farnsworth is the daughter of R Farnsworth, one of the charity's trustees. During the year she was employed by the charity and received a gross salary of £10,187 (2022 - £8,717).

During the year the charity paid £5,000 (2022 - £6,000) for support services provided by J K Ferguson T/A Aroma Herbs & Health. This is the partner of A Ferguson, one of the members of key management personnel within Speakup Self Advocacy Limited.

SPEAKUP SELF ADVOCACY LIMITED

England & Wales - Charity number 1109054

Accounts

Charity registration number 1109054

Company registration number 04655406 (England and Wales)

SPEAKUP SELF ADVOCACY LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

SPEAKUP SELF ADVOCACY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	R Farnsworth G A Sulman D I Chester D P Gill
Secretary	M L Allott
Charity number	1109054
Company number	04655406
Principal address	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
Registered office	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
Auditor	Hart Shaw LLP Europa Link Sheffield Business Park Sheffield S9 1XU
Bankers	Barclays Bank Plc Bridgegate Rotherham S60 1PQ
Solicitors	Harthills 1a Effingham Street Rotherham S65 1AQ Cross Keys Law Cross Keys House 10 Market Place Crowle Scunthorpe DN17 4LA

SPEAKUP SELF ADVOCACY LIMITED

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SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

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 Memorandum and Articles of Association, the Companies Act 2006 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 consists of a team of people with learning disabilities, autism or both and their supporters working with equal rights and responsibilities. The objects for which the Charity is established are to advance the education of adults, children and young people with learning disabilities, autism and mental health in self-advocacy and related areas. Powers in promoting the objectives amongst others include:

(a) help people to speak for themselves;
(b) make information available in a form which everyone can understand;
(c) create employment opportunities for members and others;
(d) teach members and others to speak to other groups and to talk to professionals to help them learn more; and
(e) do anything else which will promote self-advocacy.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and we have had regard to it when reviewing our aims and objectives, and in planning our future activities. In particular we consider how planned activities will contribute to the aims and objectives we have set.

Achievements and performance

During the financial year ending March 2022 we had a decreased level of overall income to that of the year ending March 2021, as demonstrated in the statement of financial activities, mainly because of Covid-19 funding tapering off. Whilst we enjoyed an increased level of unrestricted income, restricted funding decreased sharply. Our overall expenditure for the year ending March 2022 versus year ending March 2021 increased, mainly as a result of unrestricted expenditure increasing, broadly in line with the increased level of unrestricted income, in support of our continuing charitable activities.

During the financial year we were successful in obtaining new project funding as noted:

- The Bailey Thomas Charitable Fund
- The National Lottery Communities Fund – Awards for All
- Disability Rights UK
- National Energy Action – Smart Energy GB
- England Illegal Money Lending Team – Birmingham City Council
- Sport England
- Voluntary Action Rotherham – NHS Mental Health Support Grant
- Talbot Trusts
- and from several smaller funders

Also during the financial year, we had continuation funding from:

- The Henry Smith Charity
- The Garfield Weston Foundation
- National Lottery Communities Fund – Reaching Communities
- NHS Doncaster CCG
- The South Yorkshire and Bassetlaw Integrated Care System
- Learning Disability England

The main achievements, in addition to the above, continue to be the excellent work undertaken as required by our Service Level Agreement with Rotherham MBC, the NHS Rotherham Clinical Commissioning Group (CCG) and NHS Doncaster Clinical Commissioning Group (CCG). In addition, we have enjoyed the support of NHS England and several NHS Clinical Commissioning Groups (CCGs) across the Yorkshire & Humber region for specific pieces of commissioned work. We continue to be commissioned by a collective of CCGs under the Transforming Care and Integrated Care Systems agendas. The Rotherham, Doncaster and South Humber NHS Trust (RDaSH) continue to contract with us to provide two Peer Support Workers to work in the Child and Adolescent Mental Health Services (CAMHS) and Learning Disability Services in Rotherham.

During the year we were contracted to provide employment to four Peer Support Workers to work in local authorities and NHS providers in South Yorkshire in children's and learning disability services.

Speakup, the Charity, is a Disability Confident Employer, an ISO9001 accredited organisation and was awarded The National Learning Disabilities and Autism Awards for Making a Difference in 2016 due to the success of one of our employed self-advocates.

Financial review

The principal funding sources for the year were derived from our service level agreement with Rotherham MBC and the variety of funders noted under achievements and performance, and fees generated for services provided and commissions received, all of which contributed to the charitable income.

Unrestricted funding increased during the year as a result of increased levels of commissions and fee income and unrestricted funding for specific project activities. However, restricted funding decreased sharply as the increased funding to support Covid-19 activities ended.

During the year we took advantage of the Coronavirus Job Retention Scheme and retained 2 staff members on 'furlough and flexible furlough'. We did not take advantage of HM Revenue & Customs Duty Deferment Scheme as there was no requirement to do so.

Expenditure continues to support our key objectives of making information available in a form that everyone understands, creating employment opportunities for people with learning disabilities and autistic people, to teach members and others to speak up for themselves and learn more, and to promote self-advocacy. As will be seen from the statement of financial activities, we had an increase in expenditure during the year to maintain all our service provision to an excellent standard and to ensure all project outcomes and milestones were delivered, and continue to be delivered, with great success, whilst at the same time safeguarding employment for people with a learning disability and autistic people. Some of the increase in expenditures resulted from increasing the number of employed Experts by Experience as Peer Support Workers. This further endorses our belief that the services we provide are of an invaluable need for all the people we support, in what are still exceedingly difficult economic times, and for the prospects of the Charity.

Speakup has net assets of £238,800 (2021 - £235,811) and will continue in its aim of achieving the levels of reserves as stated by the reserves policy below.

The revaluation reserve has been maintained at its level of £40,106. This can only be realised by disposing of the freehold property. It should be noted that, as described in note 13, this property has been provided as security in respect of the bank loan.

At 31 March 2022 the amount of restricted funds was £39,034 as detailed in note 16.

The unrestricted funds held by Speakup, after making allowance for any restricted funds and the revaluation reserve, are £159,660.

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-months' 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. As at the end of March 2022 the Charity's unrestricted funds were at a level equal to approximately three months expenditure as required by this policy.

Plans for the future

Whilst we are generally finding the funding landscape difficult there are opportunities for increased commissioning of our services regarding the ongoing Transforming Care agenda and the NHS 10 Year Plan.

We are passionate about the employment of people with a learning disability, autism or both and we will continue to offer employment opportunities and work placements to as many people with a learning disability, autism or both as we are able to and, for as long as we are able to do so.

We continue to experience an increasingly negative impact on disabled people being in employment because of ongoing welfare benefit changes. This is due mainly to disabled people being re-assessed for Personal Independence Payments (PIP) and losing what was their Disability Living Allowance (DLA); even when they had been awarded DLA 'for life'. This also means that our employed self-advocates are losing the 'disability element' of their Working Tax Credits award which further increases their despair and begs the question "are disabled people better off in work?" When we have had to raise an appeal and support people at tribunals, we are pleased to report that on every occasion so far, we have had the original decisions overturned and benefits and tax credits re-instated.

As a nationally recognised self-advocacy organisation, committed to the employment of people with a learning disability, autism or both and increasing employment opportunities whenever possible, we will endeavour to seek new opportunities that will enable us to embrace our philosophies and objectives. These opportunities help build peoples' confidence, identity and self-worth and reach their personal potential to work. We also facilitate and support excellent Peer and Group advocacy.

We will continue supporting people with learning disabilities and autistic people through our 'Peaceful Minds' project, Improving Lives project (funded by The Henry Smith Charity in support of our Inclusion Workers) and 'Friendship Circles' and 'Solutions Circles' work; and providing people with 'Hospital Passports' and 'Health Passports' in support of their health needs. This work helps people to develop positive social networks and/or family relationships and helps people cultivate relationships that provide emotional and practical support, increase resilience, and foster a sense of connectedness. This also enables people with learning disabilities and autistic people who face material deprivation to benefit from having a Friendship Circle and Solution Circle of support to help keep them out of crisis and improve their resilience to future crises.

Our 'Peaceful Minds' project is a 'peer led' targeted, specialist service which supports people with learning disabilities, autism or both and mental health issues who continuously experience high and critical levels of crises, anxiety and instability. This project aims to break that cycle through a combination of peer and professional support and intervention at critical stages when needed, offer advice, information and advocacy, and an ongoing legacy support for the future. Our Improving Lives project supports people with a learning disability, autism, or both with 'Help at a critical moment,' making 'Positive choices' and support with 'Employment and training'.

Structure, governance and management

The charity is a company limited by guarantee without share capital, number 04655406. It is a registered charity number 1109054.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors for the purpose of company law, who served during the year were:
R Farnsworth
G A Sulman
D I Chester
D P Gill

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.

On appointment new trustees are provided with induction training in relation to their duties and responsibilities for the Charity. Trustees are also provided with additional training if required and take part in a range of activities to enable them to update and improve their skills and knowledge.

The Management Committee (Team) is responsible for ensuring the work of the charity is conducted within the framework of the Memorandum and Articles of Association.

The Management Committee is made up of twelve people with learning difficulties, autism or both including three of the directors/trustees of charity. The committee operates through the use of employed self advocacy workers assisted by a number of support staff.

Highly qualified and professional support staff consist of principal finance, business and commercial officers, media officers, lead tutors, experts by experience trainers and researchers (employed self-advocates). These people enable the Management Committee to fulfil all of the objectives of the Charity and relevant regulations.

Details of the charity's transactions with its related parties are included in note 19.

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 the major risks.

Asset cover for funds
Note 16 sets out an analysis of the assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet Speakup's obligations on a fund by fund basis.

Auditor
The auditor, Hart Shaw LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Disclosure of information to auditor
Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

R Farnsworth

R Farnsworth
Trustee
Dated: 19 December 2022

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors of Speakup Self Advocacy Limited for the purpose of company law, 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).

Company Law 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, including the income and expenditure, of the charitable company 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 UK 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 adequate 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 Companies Act 2006. 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.

SPEAKUP SELF ADVOCACY LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED

Opinion

We have audited the financial statements of Speakup Self Advocacy Limited (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Extent to which the audit was considered capable of detecting irregularities, including fraud and the audit response

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

At the planning stage we identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the trustees and other management, as required by auditing standards. The potential effect of any laws and regulation on the financial statements can vary considerably. There are laws and regulations that directly affect the financial statements (e.g. the Companies Act, The Statement of Recommended Practice (SORP)) as well as many other operational laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements. Owing to the size, nature and complexity of the organisation and the applicable laws and regulations to which it must adhere, the risk of material misstatement was deemed to be low. Therefore the procedures performed by the audit team were limited to:

- Communicating identified laws and regulations at planning throughout the audit team to remain alert to any indications of non-compliance throughout the audit.
- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as non-compliance with laws and regulations.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Reviewing board minutes.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED

We have assessed the overall susceptibility of the financial statements to material misstatement due to fraud as low because the nature of the business does not particularly lend itself to fraud.

Management override is the most likely way in which fraud might present itself and as such is inherently high risk on any audit. Management override, which may cause there to be a material misstatement within the financial statements, may present itself in a number of ways, for example:

- Override of internal controls (e.g. segregation of duties).
- Entering into transactions outside the normal course of business, especially with related parties.
- Fraudulent revenue recognition, including fictitious sales and sales being recorded in the wrong period.
- Presenting bias in accounting judgements and estimates.

In order to reduce the risk of material misstatement to an acceptable level, numerous audit procedures were performed including:

- Enquiries of management as to whether they had any knowledge of any actual or suspected fraud.
- Review of all material journal entries made to prepare the financial statements.
- Reviewing the underlying rationale behind transactions in order to assess whether they were outside the normal course of business.
- Increased substantive testing across all material income streams.
- Reviewing board minutes.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected material misstatements in the financial statements, even though we have performed our audit in accordance with auditing standards. Furthermore, as with all audits, there is a higher risk of irregularities (especially those relating to fraud) being undetected, as these may involve the override of internal controls, collusion, intentional omissions and misrepresentations etc. We are not responsible for preventing non-compliance or fraud and therefore cannot be expected to detect all instances of such. Our audit was not designed to identify misstatements or other irregularities that would not be considered to be material to the financial statements. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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

M.McDonagh

Martin McDonagh (Senior Statutory Auditor)
for and on behalf of Hart Shaw LLP

21 December 2022

Chartered Accountants
Statutory Auditor

Europa Link
Sheffield Business Park
Sheffield
S9 1XU

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Current financial year

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income and endowments from:				
Donations and legacies	2	1,550	-	1,550
Charitable activities	3	270,714	180,495	451,209
Investments	4	4	-	4
Other income	5	43,166	-	43,166
Total income		315,434	180,495	495,929
Expenditure on:				
Charitable activities	6	238,955	253,985	492,940
Net incoming/(outgoing) resources before transfers		76,479	(73,490)	2,989
Gross transfers between funds		4,420	(4,420)	-
Net income/(expenditure) for the year/ Net movement in funds		80,899	(77,910)	2,989
Fund balances at 1 April 2021		118,867	116,944	235,811
Fund balances at 31 March 2022		199,766	39,034	238,800

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Prior financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income and endowments from:				
Donations and legacies	2	2,570	-	2,570
Charitable activities	3	180,703	377,945	558,648
Investments	4	10	-	10
Other income	5	13,331	-	13,331
Total income		196,614	377,945	574,559
Expenditure on:				
Charitable activities	6	127,484	286,693	414,177
Net incoming/(outgoing) resources before transfers		69,130	91,252	160,382
Gross transfers between funds		9,018	(9,018)	-
Net income/(expenditure) for the year/ Net movement in funds		78,148	82,234	160,382
Fund balances at 1 April 2020		40,719	34,710	75,429
Fund balances at 31 March 2021		118,867	116,944	235,811

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SPEAKUP SELF ADVOCACY LIMITED

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	9		78,846		85,760
Current assets					
Debtors	10	62,963		51,068	
Cash at bank and in hand		191,728		233,970	
		254,691		285,038	
Creditors: amounts falling due within one year	11	(48,617)		(70,688)	
Net current assets			206,074		214,350
Total assets less current liabilities			284,920		300,110
Creditors: amounts falling due after more than one year	12		(46,120)		(64,299)
Net assets			238,800		235,811
Income funds					
Restricted funds	16		39,034		116,944
Unrestricted funds					
General unrestricted funds		159,660		78,761	
Revaluation reserve		40,106		40,106	
			199,766		118,867
			238,800		235,811

The financial statements were approved by the Trustees on 19 December 2022

R Farnsworth
Trustee

Company registration number 04655406

1 Accounting policies

Charity Information

Speakup Self Advocacy Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Galax Business Centre, Fitzwilliam Road, Eastwood Trading Estate, Rotherham, South Yorkshire, S65 1SL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". 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 applying FRS 102 Update Bulletin 1 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 modified to include the revaluation of freehold properties. 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 unless the funds have been designated for other purposes.

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

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.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

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. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1 Accounting policies **(Continued)**

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category.

A proportion of costs are attributed to direct charitable expenditure and governance costs based on the actual costs incurred.

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:

Freehold property	Not depreciated
Computer media and office equipment	25% to 33.3% straight line per annum

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

1 Accounting policies **(Continued)**

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

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

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	1,550	2,570

3 Charitable activities

	Service level agreement and commissions 2022 £	Service level agreement and commissions 2021 £
Sales within charitable activities	270,714	180,703
Performance related grants	180,495	377,945
	451,209	558,648
Analysis by fund		
Unrestricted funds	270,714	180,703
Restricted funds	180,495	377,945
	451,209	558,648

4 Investments

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Interest receivable	4	10

5 Other income

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Other income	43,166	13,331

6 Charitable activities

	Activities furthering the company's objects 2022 £	Activities furthering the company's objects 2021 £
Staff costs	295,530	239,943
Depreciation and impairment	6,914	12,983
	302,444	252,926
Share of support costs	5,272	4,807
Share of governance costs	185,224	156,444
	492,940	414,177
Analysis by fund		
Unrestricted funds	238,955	127,484
Restricted funds	253,985	286,693
	492,940	414,177

Governance costs include:

- audit fees of £3,995 (2021 - £3,975).

7 Trustees

None of the trustees received any remuneration or benefits from the charity during the current or previous year for their role as a trustee. No trustees received any expenses during the current or previous year.

See note 19 for details of remuneration of key management personnel.

8 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Advocacy staff	9	9
Support staff	8	5
Enterprise workers	1	2
Total	18	16

8 Employees (Continued)

Employment costs	2022	2021
	£	£
Wages and salaries	272,192	221,798
Social security costs	19,493	14,754
Other pension costs	3,845	3,391
	295,530	239,943

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

9 Tangible fixed assets

	Freehold property	Computer media and office equipment	Total
	£	£	£
Cost			
At 1 April 2021 and at 31 March 2022	70,000	136,581	206,581
Depreciation and impairment			
At 1 April 2021	-	120,821	120,821
Depreciation charged in the year	-	6,914	6,914
At 31 March 2022	-	127,735	127,735
Carrying amount			
At 31 March 2022	70,000	8,846	78,846
At 31 March 2021	70,000	15,760	85,760

10 Debtors

Amounts falling due within one year:	2022	2021
	£	£
Trade debtors	59,319	42,741
Other debtors	3,644	8,327
	62,963	51,068

Other debtors relate to monies loaned to social enterprise companies supported by Speakup in the normal course of business. There are not any formal loan agreements or repayment terms in respect of these amounts. Speakup does not have any intention of requesting repayment in the foreseeable future.

11 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Bank loans	13	16,156	10,310
Obligations under finance leases	14	465	465
Other taxation and social security		10,061	5,179
Deferred income	15	14,759	46,987
Trade creditors		1,210	696
Other creditors		872	953
Accruals and deferred income		5,094	6,098
		48,617	70,688

12 Creditors: amounts falling due after more than one year

	Notes	2022 £	2021 £
Bank loans	13	45,812	63,527
Obligations under finance leases	14	308	772
		46,120	64,299

13 Loans and overdrafts

	2022 £	2021 £
Bank loans	61,968	73,837
Payable within one year	16,156	10,310
Payable after one year	45,812	63,527
Amounts included above which fall due after five years:		
Payable by instalments	-	5,833

The charity's bank loan is secured by a legal charge over the freehold property. The loan is repayable at £512 per month; interest is payable at 4% per annum on the principal amount.

The charity received a government supported loan amidst the coronavirus outbreak. The loan is repayment at £833 per month over a term of 5 years starting from 1 year from the date received of November 2020. Interest is payable at 2.5% per annum on the principal amount.

14 Finance lease commitments

Future minimum lease payments due under finance leases:

	2022	2021
	£	£
Within one year	6,300	465
Within two and five years	4,725	772
	11,025	1,237

Finance lease payments represent rentals payable by the company for certain items of fixtures and fittings. No restrictions are placed on the use of the assets. The average lease term is 3 years. All leases are on a fixed repayment basis and no arrangements have been entered into for contingent rental payments.

The finance lease is secured against the assets to which it relates.

15 Deferred income

	2022	2021
	£	£
Arising from funding received in advance	14,759	46,987

The charity's deferred income relates to funding received during the year which is to be utilised on next year's activities.

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£
Henry Smith Charity - COVID 19 Salaries	-	17,200	(17,200)	-	-	54,749	(54,749)	-	-
Henry Smith Charity	4,882	68,983	(58,827)	-	15,038	50,483	(59,606)	-	5,915
MIND Mental Health Response Fund	-	19,741	(21,268)	1,561	34	-	(34)	-	-
Big Lottery Fund - Reaching Communities	17,091	131,598	(91,243)	-	57,446	-	(57,446)	-	-
Learning Disability England	-	4,780	(342)	-	4,438	3,300	-	-	7,738
Disability Rights UK Tackling Inequalities Fund by Sport England	-	5,155	(420)	-	4,735	-	(3,044)	-	1,691
British Science Association	-	500	(500)	-	-	-	-	-	-
Energy Saving Trust - Prioritise me	-	28,743	(28,736)	(7)	-	-	-	-	-
Garfield Weston Foundation	-	25,000	(4,167)	-	20,833	-	(20,833)	-	-
Rotherham CCG Mental Health Grant	2,700	-	(2,700)	-	-	-	-	-	-
Electrical Safety First	-	4,000	(4,000)	-	-	-	-	-	-
National Energy Action - Smart Energy GB	-	-	-	-	-	20,953	(20,953)	-	-
The Baily Thomas Charitable Fund	-	-	-	-	-	15,000	(3,750)	-	11,250
SeeAbility	-	1,000	(1,000)	-	-	-	-	-	-
BCC - England Illegal Money Lending Team	-	-	-	-	-	4,500	(1,125)	-	3,375
"I Feel Good" Project	1,533	10,000	(961)	(10,572)	-	-	-	-	-
South Yorks Community Foundation	-	4,979	(4,979)	-	-	-	-	-	-
Sport England - This Girl Can	-	-	-	-	-	9,800	(8,060)	-	1,740
Voluntary Action Rotherham - NHS Mental Health Support Grant	-	-	-	-	-	8,362	(2,787)	-	5,575
Awards for All - Peacful Minds	-	-	-	-	-	9,848	(9,848)	-	-
Talbot Trusts	-	-	-	-	-	3,500	(1,750)	-	1,750
NHS England Seldom Heard Voices	8,504	56,266	(50,350)	-	14,420	-	(10,000)	(4,420)	-
	34,710	377,945	(286,693)	(9,018)	116,944	180,495	(253,985)	(4,420)	39,034

16 Restricted funds (Continued)

Henry Smith Charity & COVID 19 Salaries
A grant towards the salary costs for our Principal Officer for Inclusion and our Inclusion Assistant and the continuation of support for our Inclusion Workers to enable continuity and support for our vulnerable individuals.

MIND Coronavirus Mental Health Response Fund
"Helping ourselves to stay safe and well using Technology and Circles of Support" is a user led project that enables Speakup to adapt, develop and sustain the primary activities of our organisation to meet the challenges of Covid-19.

This will enable continuity and availability for people who use and access our traditional service, reaching out to new service users who may currently be isolated, anxious and in crisis. The project will also make available as much accessible information as possible, to enable people to continue to make informed choices whist in lockdown.

Big Lottery Fund – Reaching Communities
'Peaceful Minds' is a 3 year project and is a 'peer led' targeted, specialist service which supports a cohort of beneficiaries in Rotherham with learning disabilities, autism (or both) and mental health issues who continuously experience high and critical levels of crises, anxiety and instability.

Learning Disability England
The grant is to buy essential dictation and computer control software, headsets and deliver internal training. This money will enable self advocates to improve their abilities to work using dictation and computer control software which helps people to write information and also access and use their computer more easily.

Disability Rights UK Tackling Inequalities Fund by Sport England
Disability Rights UK are delivering this fund on behalf of Sport England and will be working with Speakup, as a User Led Organisation, to help tackle inequalities in physical activity, experienced by disabled people and people with long term health conditions, during the Covid-19 pandemic.

British Science Association
"What is Oxygen?" Living through the pandemic, we are supporting people with learning disabilities, autism or both who, under normal circumstances, are 42% more likely to die from respiratory disease. The aim of the project is to inform people with learning disabilities, autism or both about the need for oxygen and what it does.

Energy Saving Trust – 'Prioritise me'
"Prioritise Me" is an exciting training project that will enable people with lived experience, together with Inclusion Workers from Speakup and collaborative partners, to train people with learning disabilities and/or autism about the energy market and how to understand it. This innovative accessible training will support people to live as independently as possible, with increased knowledge of how to stay warm and out of fuel poverty.

16 **Restricted funds** **(Continued)**

Garfield Weston Foundation
A contribution to core costs over a period of 12 months.

Rotherham CCG Mental Health Grant
This is a capacity building project to support the men that attend Speakup to develop friendship support circles, improve mental health and wellbeing and lessen social isolation.

Electrical Safety First
To co-produce with the people we serve a film and workbook to support good understanding of Electrical Safety in the home called 'You just plug it in..DON'T YOU!'

National Energy Action - Smart Energy GB
The purpose of the Grant is to help build awareness and confidence in smart meters, and to ensure people in the target group understand how smart meters can benefit them.

The Bally Thomas Charitable Fund
A contribution towards the costs of supported employment of people with learning disabilities and support staff.

SeeAbility - Creating Connections programme
The project ensures that people with learning disabilities and autism are able to live a more connected life by building their digital skills and networks.

BCC - England Illegal Money Lending Team
This project will make a difference because people with learning disabilities will begin to understand why a loan shark is a really bad idea and learn skills in how to recognise a loan shark.

"I Feel Good" Project
"I Feel Good" is a project that had been requested by a number of people with a learning disability attending Speakup who are living independently (or with limited support) as they wished to increase their physical activity and exercise, combined with undertaking a healthy eating regime. The healthy eating built upon our very successful projects "Cook, Eat" and "Come Dine With Me"; both of which continue to this day and were financially supported by the donor from the outset.

16 **Restricted funds** **(Continued)**

South Yorks Community Foundation COVID 19
This grant supported the early sustainability of our Covid-19 work, enabling 3 people to devote much needed time towards setting up and establishing support. Because of the contribution this grant made, particularly at the beginning of lockdown, we have worked in circles of support to deliver some of our services..

Sport England – This Girl Can
This project runs weekly physical activity sessions, such as walking or dance, aiming to help the core strength, balance, and mental wellbeing of participants.

The National Lottery Community Fund
Reaching Communities and Awards for All – Peaceful Minds
'Peaceful Minds' is a project and is a 'peer led' targeted, specialist service which supports a cohort of beneficiaries in Rotherham with learning disabilities, autism (or both) and mental health issues who continuously experience high and critical levels of crises, anxiety, and instability.

Voluntary Action Rotherham – NHS Mental Health Support Grant
To help support positive mental wellbeing for adults in Rotherham, and to help reduce the impact of Covid.

Talbot Trusts
The aim of this project "Reconnect My Life Please" is to support people with learning disabilities who have little or no support to reconnect with others and move their life on.

NHS England – Seldom Heard Voices
NHS England's Learning Disability and Autism Programme is committed to working with and co-producing with the people who use their services. When informed by people and families, new deliverables and guidance better meets their needs, reducing health inequalities and improving life outcomes.

Children and adults with a severe, profound and multiple learning disability and/or complex autism cannot attend meetings and participate in the ways currently available through their programme for other children, adults and families. Their voices and views are often not sought and they (and their families) are seldom heard.

NHS England wants to ensure that in the interests of equality and fairness these voices are heard and influence and inform their programme deliverables. It also wants to model good practice for STPs/ICSs and regions, showing how all voices can be heard.

17 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Tangible assets	73,207	5,639	78,846	75,134	10,626	85,760
Current assets/(liabilities)	172,679	33,395	206,074	108,032	106,318	214,350
Long term liabilities	(46,120)	-	(46,120)	(64,299)	-	(64,299)
	199,766	39,034	238,800	118,867	116,944	235,811

18 Operating lease commitments

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:

	2022 £	2021 £
Within one year	6,300	479
Between two and five years	4,725	-
	11,025	479

Amounts recognised in profit or loss as an expense during the period in respect of operating lease arrangements was £6,997 (2021 - £6,162).

19 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	153,769	142,654

Ms V Farnsworth is the daughter of R Farnsworth, one of the charity's trustees. During the year she was employed by the charity and received a gross salary of £8,717 (2021 - £8,022).

During the year the charity paid £6,000 (2021 - £6,000) for support services provided by J K Ferguson T/A Aroma Herbs & Health. This is the partner of A Ferguson, one of the members of key management personnel within Speakup Self Advocacy Limited.

SPEAKUP SELF ADVOCACY LIMITED

England & Wales - Charity number 1109054

Accounts

Charity Registration No. 1109054

Company Registration No. 04655406 (England and Wales)

SPEAKUP SELF ADVOCACY LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

SPEAKUP SELF ADVOCACY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	R Farnsworth G A Sulman D I Chester D P Gill
Secretary	M L Allott
Charity number	1109054
Company number	04655406
Principal address	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
Registered office	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
Auditor	Hart Shaw LLP Europa Link Sheffield Business Park Sheffield S9 1XU
Bankers	Barclays Bank Plc Bridgegate Rotherham S60 1PQ
Solicitors	Harthills 1a Effingham Street Rotherham S65 1AQ Cross Keys Law Cross Keys House 10 Market Place Crowle Scunthorpe DN17 4LA

SPEAKUP SELF ADVOCACY LIMITED

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SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

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 Memorandum and Articles of Association, the Companies Act 2006 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 consists of a team of people with learning disabilities, autism or both and their supporters working with equal rights and responsibilities. The objects for which the Charity is established are to advance the education of adults, children and young people with learning disabilities, autism and mental health in self-advocacy and related areas. Powers in promoting the objectives amongst others include:

(a) help people to speak for themselves;
(b) make information available in a form which everyone can understand;
(c) create employment opportunities for members and others;
(d) teach members and others to speak to other groups and to talk to professionals to help them learn more; and
(e) do anything else which will promote self-advocacy.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and we have had regard to it when reviewing our aims and objectives, and in planning our future activities. In particular we consider how planned activities will contribute to the aims and objectives we have set.

Achievements and performance

During the financial year ending March 2021 we enjoyed an increased level of income to that of the year ending March 2020, as demonstrated in the statement of financial activities, mainly as a result of Covid-19 funding, as noted in Financial Review below, being made available to support people during the pandemic. Our expenditure for the year ending March 2021 versus year ending March 2020 was broadly comparable with a small decrease.

During the financial year we were successful in obtaining new project funding as noted:

- National Lottery Communities Fund
- The Henry Smith Charity
- Garfield Weston Foundation
- MIND Coronavirus Mental Health Response Fund
- NHS England Seldom Heard Voices
- Energy Saving Trust
- South Yorkshire Community Foundation
- and from a number of smaller funders

Also during the financial year we had continuation funding from:

- The Henry Smith Charity
- National Lottery Communities Fund – Reaching Communities
- NHS Doncaster CCG
- The South Yorkshire and North Lincolnshire Transforming Care Partnership
- The South Yorkshire and Bassetlaw Integrated Care System

The main achievements, in addition to the above, continue to be the excellent work undertaken as required by our Service Level Agreement with Rotherham MBC, the NHS Rotherham Clinical Commissioning Group (CCG) and NHS Doncaster Clinical Commissioning GROUP (CCG). In addition, we have enjoyed the support of NHS England and several NHS Clinical Commissioning Groups (CCGs) across the Yorkshire & Humber region for specific pieces of commissioned work. We continue to be commissioned by a collective of CCGs under the Transforming Care and Integrated Care Systems agendas. The Rotherham, Doncaster, and South Humber NHS Trust (RDaSH) continue to contract with us to provide two Peer Support Workers to work in the Child and Adolescent Mental Health Services (CAMHS) and Learning Disability Services in Rotherham.

Speakup, the Charity, is a Disability Confident Employer, an ISO9001 accredited organisation and was awarded The National Learning Disabilities and Autism Awards for Making a Difference in 2016 due to the success of one of our employed self-advocates.

Financial review

The principal funding sources for the year were derived from our service level agreement with Rotherham MBC and the variety of funders noted under achievements and performance, and fees generated for services provided and commissions received, all of which contributed to the charitable income.

During the year we took advantage of the Coronavirus Job Retention Scheme and retained 2 staff members on 'furlough and flexible furlough'. We did not take advantage of HM Revenue & Customs Duty Deferment Scheme as there was no requirement to do so. We also took advantage of the Government backed 'Bounce Back' unsecured loan scheme and obtained a loan of £50,000 over a period of 6 years at an interest of just 2.5% with the first year being subject to a repayment holiday - we believe this to have been a prudent decision to increase working capital at a time of uncertainty. This amount is included within the 'cash at bank and in hand' figure noted on the balance sheet which will enable us to repay the loan in full should we believe this to be beneficial.

Expenditure continues to support our key objectives of making information available in a form that everyone understands, creating employment opportunities for people with learning disabilities, autism, or both, to teach members and others to speak up for themselves and learn more, and to promote self-advocacy. As will be seen from the statement of financial activities, we had a reduction in expenditure during the year whilst maintaining all our service provision to an excellent standard and to ensure all project outcomes and milestones were delivered, and continue to be delivered, with great success; whilst at the same time safeguarding employment for people with a learning disability, autism, or both. This further endorses our belief that the services we provide are of an invaluable need for all the people we support, in what are still exceedingly difficult economic times, and for the prospects of the Charity.

Speakup has net assets of £235,811 (2020 - £75,429) and will continue in its aim of achieving the levels of reserves as stated by the reserves policy below.

We received significant additional funding from a number of Charitable Trusts and Foundations to provide increased levels of support and resources to our beneficiaries as a result of the Covid-19 pandemic, which continues at the time of writing this report. Examples of increased levels of funding include:

- The National Lottery Community Fund for a variation to our Peaceful Minds project, being awarded an uplift £58,932 plus an additional second uplift of £19,342
- The Henry Smith Charity awarded a Covid-19 grant, in addition to our existing grant, of £68,800 as a contribution to salary costs for the calendar year 2021
- MIND Coronavirus Mental Health Response Fund awarded £19,741
- Plus, a number of small grants awarded for a variety of projects

The revaluation reserve has been maintained at its level of £40,106. This can only be realised by disposing of the freehold property. It should be noted that, as described in note 13, this property has been provided as security in respect of the bank loan.

At 31 March 2021 the amount of restricted funds was £116,944 as detailed in note 16.

The unrestricted funds held by Speakup, after making allowance for any restricted funds and the revaluation reserve, are £78,761.

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-months' 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. As at the end of March 2021 the Charity's unrestricted funds were at a level equal to approximately three months expenditure as required by this policy.

Plans for the future

Whilst we are generally finding the funding landscape difficult there are opportunities for increased commissioning of our services regarding the ongoing Transforming Care agenda and the NHS 10 Year Plan. In addition, there have been several opportunities for securing funding from foundations, trusts and grant makers to address issues relating to the current Covid-19 Coronavirus pandemic.

We are passionate about the employment of people with a learning disability, autism or both and we will continue to offer employment opportunities and work placements to as many people with a learning disability, autism or both as we are able to and, for as long as we are able to do so.

We continue to experience an increasingly negative impact on disabled people being in employment because of ongoing welfare benefit changes. This is due mainly to disabled people being re-assessed for Personal Independence Payments (PIP) and losing what was their Disability Living Allowance (DLA); even when they had been awarded DLA 'for life'. This also means that our employed self-advocates are losing the 'disability element' of their Working Tax Credits award which further increases their despair and begs the question "are disabled people better off in work?" When we have had to raise an appeal and support people at tribunals, we are pleased to report that on every occasion so far, we have had the original decisions overturned and benefits and tax credits re-instated.

As a nationally recognised self-advocacy organisation, committed to the employment of people with a learning disability, autism or both and increasing employment opportunities whenever possible, we will endeavour to seek new opportunities that will enable us to embrace our philosophies and objectives. These opportunities help build peoples' confidence, identity and self-worth and reach their personal potential to work. We also facilitate and support excellent Peer and Group advocacy.

We will continue supporting people with learning disabilities, autism or both through our 'Peaceful Minds' project, Improving Lives project (funded by The Henry Smith Charity in support of our Inclusion Workers) and 'Friendship Circles' and 'Solutions Circles' work; and providing people with 'Hospital Passports' and 'Health Passports' in support of their health needs. This work helps people to develop positive social networks and/or family relationships and helps people cultivate relationships that provide emotional and practical support, increase resilience, and foster a sense of connectedness. This also enables people with learning disabilities, autism or both who face material deprivation to benefit from having a Friendship Circle and Solution Circle of support to help keep them out of crisis and improve their resilience to future crises.

Our 'Peaceful Minds' project is a 'peer led' targeted, specialist service which supports people with learning disabilities, autism or both and mental health issues who continuously experience high and critical levels of crises, anxiety and instability. This project aims to break that cycle through a combination of peer and professional support and intervention at critical stages when needed, offer advice, information and advocacy, and an ongoing legacy support for the future. Our Improving Lives project supports people with a learning disability, autism, or both with 'Help at a critical moment,' making 'Positive choices' and support with 'Employment and training.

Structure, governance and management

The charity is a company limited by guarantee without share capital, number 04655406. It is a registered charity number 1109054.

The trustees, who are also the directors for the purpose of company law, who served during the year were:
R Farnsworth
G A Sulman
D I Chester
D P Gill
M L Allott (Resigned 29 March 2021)

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.

On appointment new trustees are provided with induction training in relation to their duties and responsibilities for the Charity. Trustees are also provided with additional training if required and take part in a range of activities to enable them to update and improve their skills and knowledge.

The Management Committee (Team) is responsible for ensuring the work of the charity is conducted within the framework of the Memorandum and Articles of Association.

The Management Committee is made up of twelve people with learning difficulties, autism or both including three of the directors/trustees of charity. The committee operates through the use of employed self advocacy workers assisted by a number of support staff.

Highly qualified and professional support staff consist of principal finance, business and commercial officers, media officers, lead tutors, experts by experience trainers and researchers (employed self-advocates). These people enable the Management Committee to fulfil all of the objectives of the Charity and relevant regulations.

Details of the charity's transactions with its related parties are included in note 19.

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 the major risks.

Asset cover for funds
Note 16 sets out an analysis of the assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet Speakup's obligations on a fund by fund basis.

Statement of trustees' responsibilities

The trustees, who are also the directors of Speakup Self Advocacy Limited for the purpose of company law, 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).

Company Law 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, including the income and expenditure, of the charitable company 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 UK 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 adequate 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 Companies Act 2006. 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.

Auditor

The auditor, Hart Shaw LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Disclosure of information to auditor

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

R Farnsworth

R Farnsworth
Trustee
Dated: 20 December 2021

SPEAKUP SELF ADVOCACY LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF SPEAKUP SELF ADVOCACY LIMITED

Opinion

We have audited the financial statements of Speakup Self Advocacy Limited (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

We have assessed the overall susceptibility of the financial statements to material misstatement as low because the nature of the business does not particularly lend itself to fraud. Our audit plan identified certain significant risks and our audit work was targeted to ensure it was capable of detecting any irregularities, including fraud, created by those risks. Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly followed auditing standards.

Income recognition is inherently high risk and as a result, substantive testing was performed across all revenue streams.

Management override is inherently high risk and as a result, journals in the year have been reviewed and tested for their appropriateness. We also assessed whether management's judgements indicated potential bias. During the audit we reviewed the underlying rationale behind transactions in order to assess whether they were outside the normal course of business.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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



Martin McDonagh (Senior Statutory Auditor)
for and on behalf of Hart Shaw LLP

20 December 2021

Chartered Accountants
Statutory Auditor

Europa Link
Sheffield Business Park
Sheffield
S9 1XU

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

Current financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income and endowments from:				
Donations and legacies	2	2,570	-	2,570
Charitable activities	3	180,703	377,945	558,648
Investments	4	10	-	10
Other income	5	13,331	-	13,331
Total income		196,614	377,945	574,559
Expenditure on:				
Charitable activities	6	127,484	286,693	414,177
Net incoming/(outgoing) resources before transfers		69,130	91,252	160,382
Gross transfers between funds		9,018	(9,018)	-
Net income/(expenditure) for the year/ Net movement in funds		78,148	82,234	160,382
Fund balances at 1 April 2020		40,719	34,710	75,429
Fund balances at 31 March 2021		118,867	116,944	235,811

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SPEAKUP SELF ADVOCACY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

Prior financial year

	Notes	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income and endowments from:				
Donations and legacies	2	3,301	-	3,301
Charitable activities	3	208,484	200,187	408,671
Investments	4	122	-	122
Other income	5	7,045	-	7,045
Total income		218,952	200,187	419,139
Expenditure on:				
Charitable activities	6	236,058	204,156	440,214
Net incoming/(outgoing) resources before transfers		(17,106)	(3,969)	(21,075)
Gross transfers between funds		(483)	483	-
Net income/(expenditure) for the year/ Net movement in funds		(17,589)	(3,486)	(21,075)
Fund balances at 1 April 2019		58,308	38,196	96,504
Fund balances at 31 March 2020		40,719	34,710	75,429

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SPEAKUP SELF ADVOCACY LIMITED

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	**9**		85,760		81,824
Current assets					
Debtors	**10**	51,068		43,521	
Cash at bank and in hand		233,970		37,976	
		285,038		81,497	
Creditors: amounts falling due within one year	**11**	(70,688)		(63,932)	
Net current assets			214,350		17,565
Total assets less current liabilities			300,110		99,389
Creditors: amounts falling due after more than one year	**12**		(64,299)		(23,960)
Net assets			235,811		75,429
Income funds					
Restricted funds	**16**		116,944		34,710
Unrestricted funds					
General unrestricted funds		78,761		613	
Revaluation reserve		40,106		40,106	
			118,867		40,719
			235,811		75,429

The financial statements were approved by the Trustees on 20 December 2021

R Farnsworth

R Farnsworth
Trustee

Company Registration No. 04655406

1 Accounting policies

Charity information

Speakup Self Advocacy Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Galax Business Centre, Fitzwilliam Road, Eastwood Trading Estate, Rotherham, South Yorkshire, S65 1SL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". 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 applying FRS 102 Update Bulletin 1 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 modified to include the revaluation of freehold properties. 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 unless the funds have been designated for other purposes.

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

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.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

1 Accounting policies **(Continued)**

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. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category.

A proportion of costs are attributed to direct charitable expenditure and governance costs based on the actual costs incurred.

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:

Freehold property	Not depreciated
Film production assets	10% to 25% straight line per annum
Computer media and office equipment	25% to 33.3% straight line per annum

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 net income/(expenditure) for the year.

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.

1 Accounting policies **(Continued)**

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.

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 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

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

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations and gifts	2,570	3,301

3 Charitable activities

	Service level agreement and commissions 2021 £	Service level agreement and commissions 2020 £
Sales within charitable activities	180,703	208,484
Performance related grants	377,945	200,187
	558,648	408,671
Analysis by fund		
Unrestricted funds	180,703	208,484
Restricted funds	377,945	200,187
	558,648	408,671

4 Investments

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Interest receivable	10	122

5 Other income

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Other income	13,331	7,045

6 Charitable activities

	Activities furthering the company's objects 2021 £	Activities furthering the company's objects 2020 £
Staff costs	239,943	195,639
Depreciation and impairment	12,983	11,404
	252,926	207,043
Share of support costs	4,807	6,625
Share of governance costs	156,444	226,546
	414,177	440,214
Analysis by fund		
Unrestricted funds	127,484	236,058
Restricted funds	286,693	204,156
	414,177	440,214

Governance costs include:

- audit fees of £3,975 (2020 - £4,050).

7 Trustees

None of the trustees received any remuneration or benefits from the charity during the current or previous year for their role as a trustee. No trustees received any expenses during the current or previous year.

See note 19 for details of remuneration of key management personnel.

8 Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Advocacy staff	9	9
Support staff	5	5
Enterprise workers	2	3
Total	16	17

8 Employees (Continued)

Employment costs	2021	2020
	£	£
Wages and salaries	221,798	185,070
Social security costs	14,754	8,239
Other pension costs	3,391	2,330
	239,943	195,639

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

9 Tangible fixed assets

	Freehold property	Film production assets	Computer media and office equipment	Total
	£	£	£	£
Cost				
At 1 April 2020	70,000	249,367	123,114	442,481
Additions	-	-	13,467	13,467
Disposals	-	(249,367)	-	(249,367)
At 31 March 2021	70,000	-	136,581	206,581
Depreciation and impairment				
At 1 April 2020	-	245,498	115,159	360,657
Depreciation charged in the year	-	3,869	5,662	9,531
Eliminated in respect of disposals	-	(249,367)	-	(249,367)
At 31 March 2021	-	-	120,821	120,821
Carrying amount				
At 31 March 2021	70,000	-	15,760	85,760
At 31 March 2020	70,000	3,869	7,955	81,824

10 Debtors

Amounts falling due within one year:	2021 £	2020 £
Trade debtors	42,741	8,009
Other debtors	8,327	17,554
Prepayments and accrued income	-	17,958
	51,068	43,521

Other debtors relate to monies loaned to social enterprise companies supported by Speakup in the normal course of business. There are not any formal loan agreements or repayment terms in respect of these amounts. Speakup does not have any intention of requesting repayment in the foreseeable future.

11 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Bank loans	13	10,310	6,144
Obligations under finance leases	14	465	463
Other borrowings		-	2,616
Other taxation and social security		5,179	18,066
Deferred income	15	46,987	27,145
Trade creditors		696	2,161
Other creditors		953	286
Accruals and deferred income		6,098	7,051
		70,688	63,932

12 Creditors: amounts falling due after more than one year

	Notes	2021 £	2020 £
Bank loans	13	63,527	22,723
Obligations under finance leases	14	772	1,237
		64,299	23,960

13 Loans and overdrafts

	2021	2020
	£	£
Bank loans	73,837	28,867
Other loans	-	2,616
	73,837	31,483
Payable within one year	10,310	8,760
Payable after one year	63,527	22,723
Amounts included above which fall due after five years:		
Payable by instalments	5,833	-

The charity's bank loan is secured by a legal charge over the freehold property. The loan is repayable at £512 per month; interest is payable at 4% per annum on the principal amount.

The charity received a government supported loan amidst the coronavirus outbreak. The loan is repayment at £833 per month over a term of 5 years starting from 1 year from the date received of November 2020. Interest is payable at 2.5% per annum on the principal amount.

14 Finance lease commitments

Future minimum lease payments due under finance leases:

	2021	2020
	£	£
Within one year	465	463
Within two and five years	772	1,237
	1,237	1,700

Finance lease payments represent rentals payable by the company for certain items of fixtures and fittings. No restrictions are placed on the use of the assets. The average lease term is 3 years. All leases are on a fixed repayment basis and no arrangements have been entered into for contingent rental payments.

The finance lease is secured against the assets to which it relates.

15 Deferred income

	2021	2020
	£	£
Arising from funding received in advance	46,987	27,145

The charity's deferred income relates to funding received during the year which is to be utilised on next year's activities.

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£	£	£	£	£
Henry Smith Charity - COVID 19 Salaries	-	-	-	-	-	17,200	(17,200)	-	-
Henry Smith Charity	-	43,875	(38,993)	-	4,882	68,983	(58,827)	-	15,038
MIND Mental Health Response Fund	-	-	-	-	-	19,741	(21,268)	1,561	34
Big Lottery Fund - Reaching Communities	23,683	65,137	(71,729)	-	17,091	131,598	(91,243)	-	57,446
Learning Disability England	-	-	-	-	-	4,780	(342)	-	4,438
Disability Rights UK Tackling Inequalities Fund by Sport England	-	-	-	-	-	5,155	(420)	-	4,735
British Science Association	-	-	-	-	-	500	(500)	-	-
Energy Saving Trust - Prioritise me	-	49,733	(49,733)	-	-	28,743	(28,736)	(7)	-
Garfield Weston Foundation	3,333	-	(3,333)	-	-	25,000	(4,167)	-	20,833
Rotherham CCG Mental Health Grant	-	2,700	-	-	2,700	-	(2,700)	-	-
Electrical Safety First	-	-	-	-	-	4,000	(4,000)	-	-
Liz and Terry Bramhall Foundation	833	-	(833)	-	-	-	-	-	-
Leeds Community Foundation	8,620	-	(8,880)	260	-	-	-	-	-
SeeAbility	-	-	-	-	-	1,000	(1,000)	-	-
John Lewis Foundation	-	16,238	(16,436)	198	-	-	-	-	-
"I Feel Good" Project	-	10,000	(8,467)	-	1,533	10,000	(961)	(10,572)	-
South Yorks Community Foundation	-	-	-	-	-	4,979	(4,979)	-	-
Harry Bottom Charitable Trust	737	-	(762)	25	-	-	-	-	-
Nottingham Building Society	990	-	(990)	-	-	-	-	-	-
NHS England Seldom Heard Voices	-	12,504	(4,000)	-	8,504	56,266	(50,350)	-	14,420
	38,196	200,187	(204,156)	483	34,710	377,945	(286,693)	(9,018)	116,944

16 Restricted funds **(Continued)**

Henry Smith Charity & COVID 19 Salaries
A grant towards the salary costs for our Principal Officer for Inclusion and our Inclusion Assistant and the continuation of support for our Inclusion Workers to enable continuity and support for our vulnerable individuals.

MIND Coronavirus Mental Health Response Fund
"Helping ourselves to stay safe and well using Technology and Circles of Support" is a user led project that enables Speakup to adapt, develop and sustain the primary activities of our organisation to meet the challenges of Covid-19.

This will enable continuity and availability for people who use and access our traditional service, reaching out to new service users who may currently be isolated, anxious and in crisis. The project will also make available as much accessible information as possible, to enable people to continue to make informed choices whist in lockdown.

Big Lottery Fund – Reaching Communities
'Peaceful Minds' is a 3 year project and is a 'peer led' targeted, specialist service which supports a cohort of beneficiaries in Rotherham with learning disabilities, autism (or both) and mental health issues who continuously experience high and critical levels of crises, anxiety and instability.

Learning Disability England
The grant is to buy essential dictation and computer control software, headsets and deliver internal training. This money will enable self advocates to improve their abilities to work using dictation and computer control software which helps people to write information and also aocess and use their computer more easily.

Disability Rights UK Tackling Inequalities Fund by Sport England
Disability Rights UK are delivering this fund on behalf of Sport England and will be working with Speakup, as a User Led Organisation, to help tackle inequalities in physical activity, experienced by disabled people and people with long term health conditions, during the Covid-19 pandemic.

British Science Association
"What is Oxygen?" Living through the pandemic, we are supporting people with learning disabilities, autism or both who, under normal circumstances, are 42% more likely to die from respiratory disease. The aim of the project is to inform people with learning disabilities, autism or both about the need for oxygen and what it does.

Energy Saving Trust – 'Prioritise me'
"Prioritise Me" is an exciting training project that will enable people with lived experience, together with Inclusion Workers from Speakup and collaborative partners, to train people with learning disabilities and/or autism about the energy market and how to understand it. This innovative accessible training will support people to live as independently as possible, with Increased knowledge of how to stay warm and out of fuel poverty.

16 Restricted funds **(Continued)**

Garfield Weston Foundation
A contribution to core costs over a period of 12 months.

Rotherham CCG Mental Health Grant
This is a capacity building project to support the men that attend Speakup to develop friendship support circles, improve mental health and wellbeing and lessen social isolation.

Electrical Safety First
To co-produce with the people we serve a film and workbook to support good understanding of Electrical Safety in the home called 'You just plug it in..DON'T YOU!'

The Liz and Terry Bramall Foundation
A contribution te salary costs over 12 months of our Inclusion Workers.

Leeds Community Foundation
I Can't Smell It, So It Must Be Safe! - to work with a group of 10 people with learning disabilities, autism or both to creatively produce a film to enable the understanding of the dangers of carbon monoxide.

SeeAbility - Creating Connections programme
The project will ensure that people with learning disabilities and autism are able to live a more connected life by building their digital skills and networks.

John Lewis Foundation
People with learning disabilities and/or autism will work in co-production (partnership) with a Speakup inclusion worker to develop work skills that will have a positive impact on their lives and on services.

We will support the 12 individuals to look for work within the local communities; or develop their own Micro enterprises which will target and support their individual strengths and move them closer to the job market. This will indirectly benefit the local community as it will promote knowledge and understanding within local communities, together with social inclusion and confidence building for people who are considered often workless within our society.

"I Feel Good" Project
"I Feel Good" is a project that had been requested by a number of people with a learning disability attending Speakup who are living independently (or with limited support) as they wished to increase their physical activity and exercise, combined with undertaking a healthy eating regime. The healthy eating built upon our very successful projects "Cook, Eat" and "Come Dine With Me"; both of which continue to this day and were financially supported by the donor from the outset.

16 Restricted funds **(Continued)**

South Yorks Community Foundation COVID 19

This grant supported the early sustainablity of our Covid-19 work, enabling 3 people to devote much needed time towards setting up and establishing support.

Because of the contribution this grant made, particularly at the beginning of lockdown, we have worked in circles of support to deliver some of our services.

Harry Bottom Charitable Trust

To purchase new audio equipment to support our film production

Nottingham Building Society

'Support me, support my life' - people with learning disabilities will be supported and enabled through one to one ; or small group support time, to work on their personal budget and understand basic budgeting through increasing their numeracy skills.

NHS England – Seldom Heard Voices
NHS England's Learning Disability and Autism Programme is committed to working with and co-producing with the people who use their services. When informed by people and families, new deliverables and guidance better meets their needs, reducing health inequalities and improving life outcomes.

Children and adults with a severe, profound and multiple learning disability and/or complex autism cannot attend meetings and participate in the ways currently available through their programme for other children, adults and families. Their voices and views are often not sought and they (and their families) are seldom heard.

NHS England want to ensure that in the interests of equality and fairness these voices are heard and influence and inform their programme deliverables. They also want to model good practice for STPs/ICSs and regions, showing how all voices can be heard.

17 Analysis of net assets between funds

	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020	Restricted funds 2020	Total 2020
	£	£	£	£	£	£
Fund balances at 31 March 2021 are represented by:						
Tangible assets	75,134	10,626	85,760	70,449	11,375	81,824
Current assets/ (liabilities)	108,032	106,318	214,350	(5,770)	23,335	17,565
Long term liabilities	(64,299)	-	(64,299)	(23,960)	-	(23,960)
	118,867	116,944	235,811	40,719	34,710	75,429

18 Operating lease commitments

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:

	2021	2020
	£	£
Within one year	479	479

Amounts recognised in profit or loss as an expense during the period in respect of operating lease arrangements was £6,162 (2020 £5,365).

19 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021	2020
	£	£
Aggregate compensation	142,654	110,757

Ms V Farnsworth is the daughter of R Farnsworth, one of the charity's trustees. During the year she was employed by the charity and received a gross salary of £8,022 (2020 - £7,471).

During the year the charity paid £6,000 (2020 - £6,000) for support services provided by J K Ferguson T/A Aroma Herbs & Health. This is the partner of A Ferguson, one of the members of key management personnel within Speakup Self Advocacy Limited.