

**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**

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<b>Trustees</b>	R Farnsworth G A Sulman D I Chester D P Gill
<b>Secretary</b>	M L Allott
<b>Charity number</b>	1109054
<b>Company number</b>	04655408
<b>Principal address</b>	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
<b>Registered office</b>	Galax Business Centre Fitzwilliam Road Eastwood Trading Estate Rotherham South Yorkshire S65 1SL
<b>Auditor</b>	Hart Shaw LLP Europa Link Sheffield Business Park Sheffield S9 1XU
<b>Bankers</b>	Barclays Bank Plc Bridgegate Rotherham S60 1PQ
<b>Solicitors</b>	Harthills 1a Effingham Street Rotherham S65 1AQ  Cross Keys Law Cross Keys House 10 Market Place Crowle Scunthorpe DN17 4LA

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# **SPEAKUP SELF ADVOCACY LIMITED**

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# **SPEAKUP SELF ADVOCACY LIMITED**

## **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

### **FOR THE YEAR ENDED 31 MARCH 2022**

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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



# **SPEAKUP SELF ADVOCACY LIMITED**

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

### **FOR THE YEAR ENDED 31 MARCH 2022**

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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.

# **SPEAKUP SELF ADVOCACY LIMITED**

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

### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **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.

## **SPEAKUP SELF ADVOCACY LIMITED**

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

**FOR THE YEAR ENDED 31 MARCH 2022**

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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  
Trustee

Dated: 19 December 2022

## **SPEAKUP SELF ADVOCACY LIMITED**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

***FOR THE YEAR ENDED 31 MARCH 2022***

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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**

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#### **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.



# **SPEAKUP SELF ADVOCACY LIMITED**

## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

### **TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED**

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#### **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.

# **SPEAKUP SELF ADVOCACY LIMITED**

## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

### **TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED**

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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:

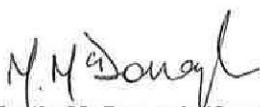
- Enquiries of management as to whether they had any knowledge of any actual or suspected fraud.
- Review of all material journal entries made to prepare the financial statements.
- Reviewing the underlying rationale behind transactions in order to assess whether they were outside the normal course of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

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**

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

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

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

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

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

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### **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.

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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### **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.

# SPEAKUP SELF ADVOCACY LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

### 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

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2022**

### **3 Charitable activities**

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

### **4 Investments**

	<b>Unrestricted funds 2022 £</b>	<b>Unrestricted funds 2021 £</b>
Interest receivable	<u>4</u>	<u>10</u>

### **5 Other income**

	<b>Unrestricted funds 2022 £</b>	<b>Unrestricted funds 2021 £</b>
Other income	<u>43,166</u>	<u>13,331</u>

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)** **FOR THE YEAR ENDED 31 MARCH 2022**

### **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
	<u>302,444</u>	<u>252,926</u>
Share of support costs	5,272	4,807
Share of governance costs	185,224	156,444
	<u>492,940</u>	<u>414,177</u>
<b>Analysis by fund</b>		
Unrestricted funds	238,955	127,484
Restricted funds	253,985	286,693
	<u>492,940</u>	<u>414,177</u>

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
	<u>18</u>	<u>16</u>

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2022**

### **8 Employees (Continued)**

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

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

### **9 Tangible fixed assets**

	<b>Freehold property £</b>	<b>Computer media and office equipment £</b>	<b>Total £</b>
<b>Cost</b>			
At 1 April 2021 and at 31 March 2022	70,000	136,581	206,581
<b>Depreciation and impairment</b>			
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
<b>Carrying amount</b>			
At 31 March 2022	70,000	8,846	78,846
At 31 March 2021	70,000	15,760	85,760

### **10 Debtors**

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

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.



# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2022**

### **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
		<u>48,617</u>	<u>70,688</u>

### **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
		<u>46,120</u>	<u>64,299</u>

### **13 Loans and overdrafts**

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

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.

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2022**

### **14 Finance lease commitments**

Future minimum lease payments due under finance leases:

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

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**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Arising from funding received in advance	<u>14,759</u>	<u>46,987</u>

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

# SPEAKUP SELF ADVOCACY LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

### 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 31 March 2022
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£	£	£	£	
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	-	5,155	(420)	-	4,735	-	(3,044)	-	1,691
Fund by Sport England	-	500	(500)	-	-	-	-	-	-
British Science Association	-	28,743	(28,736)	(7)	-	-	-	-	-
Energy Saving Trust - Prioritise me	-	25,000	(4,167)	-	20,833	-	(20,833)	-	-
Garfield Weston Foundation	-	4,000	(2,700)	-	-	-	-	-	-
Rotherham CCG Mental Health Grant	2,700	-	(4,000)	-	-	-	-	-	-
Electrical Safety First	-	-	-	-	-	20,953	(20,953)	-	-
National Energy Action - Smart Energy GB	-	-	-	-	-	15,000	(3,750)	-	11,250
The Bailey Thomas Charitable Fund	-	1,000	(1,000)	-	-	-	-	-	-
SeeAbility	-	-	-	-	-	-	-	-	-
BCC - England Illegal Money Lending	-	-	-	-	-	4,500	(1,125)	-	3,375
Team	-	-	-	-	-	-	-	-	-
"I Feel Good" Project	1,533	10,000	(981)	(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	-	-	-	-	-	8,362	(2,787)	-	5,575
Health Support Grant	-	-	-	-	-	9,848	(9,848)	-	-
Awards for All - Peaceful Minds	-	-	-	-	-	3,500	(1,750)	-	1,750
Talbot Trusts	-	-	-	-	-	-	(10,000)	(4,420)	-
NHS England Seldom Heard Voices	8,504	56,266	(50,350)	-	14,420	-	-	-	-
	34,710	377,945	(286,693)	(9,018)	116,944	180,495	(253,985)	(4,420)	39,034

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2022**

### **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 whilst 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.

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

### **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.

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

### **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.

# **SPEAKUP SELF ADVOCACY LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2022**

### **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)
	<u>199,766</u>	<u>39,034</u>	<u>238,800</u>	<u>118,867</u>	<u>116,944</u>	<u>235,811</u>

### **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	-
	<u>11,025</u>	<u>479</u>

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	<u>153,769</u>	<u>142,654</u>

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.