

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)

SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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

SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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.

SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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 Lawthorn

(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.

SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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.

SPEAKUP SELF ADVOCACY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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.

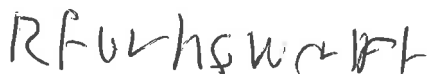
Auditor

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.

SPEAKUP SELF ADVOCACY LIMITED

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.

SPEAKUP SELF ADVOCACY LIMITED

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:

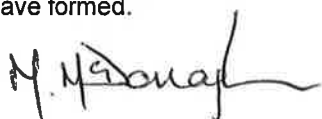
- Enquiries of management as to whether they had any knowledge of any actual or suspected fraud.
- Review of all material journal entries made to prepare the financial statements.
- Reviewing the underlying rationale behind transactions in order to assess whether they were outside the normal course of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



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		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
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		<u>312,517</u>	<u>344,402</u>	<u>656,919</u>	<u>900,996</u>
Expenditure on:					
Charitable activities	6	401,977	410,919	812,896	588,988
Total expenditure		<u>401,977</u>	<u>410,919</u>	<u>812,896</u>	<u>588,988</u>
Net income/(expenditure)		<u>(89,460)</u>	<u>(66,517)</u>	<u>(155,977)</u>	<u>312,008</u>
Net movement in funds	8	<u>(89,460)</u>	<u>(66,517)</u>	<u>(155,977)</u>	<u>312,008</u>
Reconciliation of funds:					
Fund balances at 1 April 2024		<u>251,066</u>	<u>247,471</u>	<u>498,537</u>	<u>186,529</u>
Fund balances at 31 March 2025		<u>161,606</u>	<u>180,954</u>	<u>342,560</u>	<u>498,537</u>

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		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes			
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 £	£	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

R Farnsworth
R Farnsworth
Trustee

Company registration number 04655406 (England and Wales)

SPEAKUP SELF ADVOCACY LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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 2025

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
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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 2025

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 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

SPEAKUP SELF ADVOCACY LIMITED

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

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
	<u>645,501</u>	<u>867,824</u>
Analysis by fund		
Unrestricted funds	301,099	462,117
Restricted funds	344,402	405,707
	<u>645,501</u>	<u>867,824</u>

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,207	427
	<u>1,207</u>	<u>427</u>

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	9,581	31,920
	<u>9,581</u>	<u>31,920</u>

SPEAKUP SELF ADVOCACY LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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
	<u>588,657</u>	<u>407,447</u>
Share of support and governance costs (see note 7)		
Support	216,098	174,127
Governance	8,141	7,414
	<u>812,896</u>	<u>588,988</u>
Analysis by fund		
Unrestricted funds	401,977	401,028
Restricted funds	410,919	187,960
	<u>812,896</u>	<u>588,988</u>

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
	<u>216,098</u>	<u>8,141</u>	<u>224,239</u>	<u>174,127</u>	<u>7,414</u>	<u>181,541</u>
Analysed between						
Charitable activities	<u>216,098</u>	<u>8,141</u>	<u>224,239</u>	<u>174,127</u>	<u>7,414</u>	<u>181,541</u>

Governance costs include:

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

SPEAKUP SELF ADVOCACY LIMITED

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

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
	<u> </u>	<u> </u>

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
	<u> </u>	<u> </u>
Total	18	20
	<u> </u>	<u> </u>

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
	<u> </u>	<u> </u>
	584,281	405,331
	<u> </u>	<u> </u>

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
	<u> </u>	<u> </u>

11 Taxation

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

SPEAKUP SELF ADVOCACY LIMITED

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

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.

SPEAKUP SELF ADVOCACY LIMITED

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

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
		<u>27,367</u>	<u>25,815</u>

16 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Bank loans	14	2,144	12,612
		<u>2,144</u>	<u>12,612</u>

17 Retirement benefit schemes

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

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)	-	-
	<u>247,471</u>	<u>344,402</u>	<u>(410,919)</u>	<u>-</u>	<u>180,954</u>

SPEAKUP SELF ADVOCACY LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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
	<u>34,162</u>	<u>405,707</u>	<u>(187,960)</u>	<u>(4,438)</u>	<u>247,471</u>

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.

SPEAKUP SELF ADVOCACY LIMITED

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

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

SPEAKUP SELF ADVOCACY LIMITED

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

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)
	<u>251,066</u>	<u>247,471</u>	<u>498,537</u>

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
	<u>16,440</u>	<u>13,125</u>

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.