

LEWISHAM SPEAKING UP

England & Wales · Charity number 1109083

Details

Other names LSU

Status Registered

Legal form Charitable company

Company number [05320369](#)

Registered 2005-04-18

Register [View on the Charity Commission register](#)

Contact

Address Lewisham Speaking Up
Leemore Centre
29-39 Clarendon Rise
London
SE13 5ES

Phone 02086921862

Email info@lsup.org.uk

Website <https://lsup.org.uk/>

Activities

Objects: (A) TO RELIEVE AND SUPPORT PEOPLE DISADVANTAGED BY LEARNING DISABILITY, DIFFICULTY OR SPECIAL NEED THROUGH ADVOCACY SERVICES WHICH PROMOTE THEIR RIGHTS AND ENTITLEMENTS AS EQUAL CITIZENS (B) TO ADVANCE AND PROMOTE EDUCATION OF ALL PEOPLE WITH LEARNING DISABILITIES THROUGH GROUP WORK, TRAINING, AND OTHER RELEVANT ADVOCACY PRACTICE(C) TO ADVANCE THE EDUCATION OF THE PUBLIC ABOUT THE EDUCATIONAL, PHYSICAL, EMOTIONAL, AND PSYCHOLOGICAL NEEDS OF PEOPLE WITH LEARNING DISABILITIES.

Activities: To relieve and support people disadvantaged by learning disability, difficulty or special needs through advocacy services which promote their rights and entitlements as equal citizens. To advance and promote education of all people with learning disabilities through group work, training, and other relevant advocacy practice.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training, Disability
- **Who:** People With Disabilities, The General Public/mankind

Geography

- Lewisham

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£179,529	£185,091	-	-
2024-03-31	£188,324	£150,391	-	-
2023-03-31	£183,798	£269,685	-	-
2022-03-31	£326,955	£314,581	-	-
2021-03-31	£328,728	£303,267	-	-

Trustees

Name	Role	Appointed
Michelle Stanistreet	Chair	2020-05-19
Ashley Thomas		2015-12-04
Hannah Raven		2019-01-22
Mark Anderson		2018-08-07
Robert Garlinge		2020-07-21
Zelda McCollum		2017-03-21

LEWISHAM SPEAKING UP

England & Wales - Charity number 1109083

Accounts

Charity Registration No: 1109083
Company Registration No: 5320369 (England & Wales)



LEWISHAM SPEAKING UP
TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED
31 MARCH 2025

Organisational Structure

Lewisham Speaking Up is governed by a Board of Trustees who are voted in at the AGM. Some of our Trustees are people with a learning disability. The Board is led by a Chair and a Co-Chair, who is somebody with a learning disability. We have expertise on having a diverse Board with varying skills including finance, media, legal, advocacy and experience including learning disability, volunteering and being a carer/parent of a person with a learning disability. We currently have two sub-committees which make recommendations to the Board. These are Finance & Funding and Liaison.

Registered Office and Principal Address

Room F1
The Leamon Centre
29-32 Clarendon Place
Lewisham
London SE13 8EG

Independent Examiner

Andrew Thorburn
Andrew Thorburn & Co.
Chartered Accountants
38 Lamwell Road
Goydon
Surrey CR0 1XU

Bankers

The Cooperative Bank PO Box 250, Duff House, Southway, Skelmeston W18 8WT

LEWISHAM SPEAKING UP

Legal and Administrative Information

Status

The organisation is a charitable company limited by guarantee, incorporated on 23 December 2004 and registered as a charity on 18 April 2005.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Under those Articles members of the committee are elected at the Annual General Meeting and are subject to ratification at each Annual General Meeting.

Directors/Trustees

The Directors/Trustees in office during the period and at the date of this report:

Michelle Stanistreet (Chair)	Robert Garlinge (Trustee)
Hannah Raven (Co-chair)	Zelda McCollum (Trustee)
Sean Phillippo (Treasurer)	Meriel Hodgson-Teall (Trustee)
Ashley Thomas (Secretary)	Mark Anderson (Trustee)

Imthiaz Rehman (Trustee) Stood down at AGM November 2024

Secretary

Ashley Thomas

Charity Director

Marsh Stitchman

Organisational Structure

Lewisham Speaking Up is governed by a Board of Trustees who are voted in at the AGM. Three of our Trustees are people with a learning disability. The Board is led by a Chair and a Co-chair, who is somebody with a learning disability. We pride ourselves on having a diverse Board with varying skills including finance, media, legal, advocacy, and experiences including learning disability, volunteering, and being a parent/sibling of a person with a learning disability. We currently have two sub-committees which make recommendations to the Board. These are Finance & Funding and Policies.

Registered Office and Principal Address

Room F1
The Leemore Centre
29-39 Clarendon Rise
Lewisham
London SE13 5ES

Independent Examiner

Andrew Thurnburn
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Surrey CR0 1XU

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LEWISHAM SPEAKING UP

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LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025

The Directors/Trustees present their report with the financial statements of the company for the year ended 31 March 2025, having had regard to relevant SORP requirements. When preparing this report, the Trustees have also referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing and reporting on the charity's delivery of aims and objectives. In particular, the Trustees have considered how planned activities will contribute to meeting stated aims and objectives.

WHAT LEWISHAM SPEAKING UP DOES

Objectives and activities that are for public benefit

The company is a charity that works to support and provide advocacy services to people with learning disabilities, particularly in the London Borough of Lewisham.

Our charitable objectives are:

- (a) to relieve and support people disadvantaged by learning disability, difficulty or special need through advocacy services which promote their rights and entitlements as equal citizens;
- (b) to advance and promote education of all people with learning disabilities through group work, training and other relevant advocacy practice;
- (c) to advance the education of the public about the educational, physical, emotional and psychological needs of people with learning disabilities.

REVIEW OF THE YEAR'S ACTIVITY AND RESULTS

This report is about our activities and outcomes for the people we support and who participated in our activities during the twelve months from April 2024 to March 2025. The year was a positive one for the charity. Our new self-advocacy coordinator started in April 2024 and quickly became an asset to our work, bringing in new ideas and reinvigorating our flagship People's Parliament project. She has also led on our partnership with Entelechy Arts on a new programme that seeks to raise the voice and lived experience of people with profound and multiple learning disabilities (PMLD).

We continued to strengthen our partnerships and develop new ones, giving us greater opportunities to ensure the voice of people with learning disabilities is heard loud and clear, both in Lewisham and beyond. We were pleased to be commissioned to work with the UK Health Security Agency and the Valuing People Alliance on a national project to advise the UKHSA on producing easy read information. We have continued to diversify our income away from grant funding and have secured around £15,500 through small donations and charging for our services.

Over the course of the year, we ran a range of 134 different groups and activities, recording 1409 attendances by people with learning disabilities. Our 1-2-1 advocacy services worked with 93 individual referrals and our financial advocate secured £18,362.33 in regular benefits for individuals plus £3,715.37 in back payments.

Self-Advocacy

In April we began the drawdown on our grant of £88K from the City Bridge Foundation to fund and develop our self-advocacy work for the next two years. This grant allowed us to recruit a new self-advocacy coordinator in March 2024 and she started in April.

We ran four People's Parliament events in the period on the topics of Self-Advocacy, the election of new People's Parliament representatives, Safer Streets, and Money & Benefits.

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025

In January 2025 we held our first ever Lewisham Question Time event based on a suggestion from one of our newly elected People's Parliament reps. We were pleased to have all three Lewisham Members of Parliament present to answer questions from people with learning disabilities. In April 2024, we started a new monthly self-advocacy 'Big Group' which ran every month throughout the year with an extra event in October for Hate Crime Awareness Week.

1-2-1 Advocacy

Providing one to one case-based advocacy support is a key part of our service and in this period we provided two types of 1-2-1 advocacy for 93 referrals:

- Community (non-statutory) Advocacy
- Financial Advocacy

Partnerships

We pride ourselves on working well with others who share similar missions to ours, and who want to improve the lives of people with learning disabilities and autism.

We developed new and built on existing partnerships this year:

- **Lewisham Community Connections:** we continued as an official partner of Lewisham Community Connections. They are the largest social prescriber in the borough, and we are their only partner that specialises in working with people with learning disabilities
- **Lewisham Safeguarding Adults Board:** we became an official member of the Board. We have attended meetings throughout the year and have supported people with learning disabilities to attend and present at Board meetings
- **Lewisham Learning Disability Partnership Board:** we worked with Lewisham Council Joint Commissioning Team to provide the co-chair of the Partnership Board. We also supported people with learning disabilities to attend the health subgroup. The Director of Lewisham Speaking Up sits on the Board
- **Lewisham Safer Neighbourhood Board:** we became an affiliate member of the Board and have supported people with learning disabilities to present at a Board meeting
- **Entelechy Arts:** we have been working as a partner with Entelechy Arts on a programme that seeks to raise the voice and lived experience of people with profound and multiple learning disabilities (PMLD). We have been supporting decision makers to attend events and start to see the world through the eyes of people with PMLD
- **UK Health Security Agency:** we partnered with the UKHSA and the Valuing People Alliance to offer guidance on how the UKHSA can produce easy read documents more effectively;
- **Learning Disability England & The Race Equality Foundation:** we continued our work with LDE and the Race Equality Foundation looking at how to highlight and address the health inequalities experienced by people with learning disabilities from Black, Asian and minoritised ethnic backgrounds. This included delivering nationwide training to senior NHS staff
- **Local Government Association:** we partnered with the LGA and other self-advocacy groups to help them produce guidance for Local Government commissioners on why funding self-advocacy is important

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025

RESULTS

The total incoming resources for the year amounted to £179,529 with an expenditure of £185,091.

The charity operates for the public benefit by:

- providing self-advocacy groups and larger events for people with learning disabilities based at the Leemore Centre in Lewisham and other venues; supporting self-advocates to participate in meetings and events - local, regional and national; providing specialised training and support for people with learning disabilities that supports their full participation in society and their ability to raise awareness of issues that affect them amongst the wider community;
- 1-2-1 advocacy support which includes a specialist financial inclusion 1-2-1 advocacy service. Advocacy is both short and long term and is in response to issues, problems or changes with services, especially where independence from service provider conflict is critical.

FUTURE STRATEGY

The Board of Trustees remains committed to taking Lewisham Speaking Up forward in line with its objectives, as a grassroots advocacy charity, rooted in direct engagement with people with learning disabilities. People with learning disabilities in Lewisham are the core focus of our work and we continue to strive to tackle discrimination, enable access to services and promote their voice to decision makers – both collectively and as individuals.

Our local knowledge and reputation with Lewisham-based stakeholders is a significant strength, as is our cooperation with the London Borough of Lewisham. This collaborative approach contributes to our sustainability and enables us to better meet our objectives. We have recognised challenges in the funding environment which continue to be exacerbated by ongoing cost of living issues. We recognise that competition for grant funding is fiercer than ever, and we know we must find ways to diversify our funding. We continue to build on our Local Authority grant with additional funding and by being alert to new opportunities, to ensure that we can carry on building our work on a sustainable foundation.

It continues to be clear our beneficiaries value Lewisham Speaking Up and have benefited from better self-esteem; a greater ability to articulate their needs to service providers; and improved choices through our support. The national policy environment has further increased the need for independent advocacy for people with learning disabilities and the support we offer is thus even more critical for their wellbeing.

When considering future strategy, Trustees will take careful account of how to meet ongoing challenges with continued emphasis upon delivering high quality advocacy provision for our beneficiaries. It is important that the charity continues to apply for grant funding whilst seeking opportunities to diversify its income, such as charging for services where possible and seeking both public and corporate donations.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2025**

RESERVES POLICY

Free Reserves

The Directors/Trustees want to make sure the money that Lewisham Speaking Up receives is used to help us to do what we set out to do. They want to make sure our money does not just sit in the bank and that it helps us achieve our aims. However, they think Lewisham Speaking Up needs to have some money in reserve in case something unexpected happens. The increasingly difficult financial climate makes a sudden reduction in our funding more likely.

For these reasons, Lewisham Speaking Up needs money in reserve that will give us time to plan, find more money, or change things. The Directors/Trustees think Lewisham Speaking Up also needs enough money in reserve to make sure they can carry out their responsibilities as a good employer. They think that the amount of money needed in reserve should be at least enough to cover six months' core running costs, which are the essential costs required to fulfil Lewisham Speaking Up's core charitable activity. This does not include the costs of additional projects that attract their own funding.

As at 31 March 2025, our free reserves level is £61,765 (excluding designated funds). Our target for next year's reserves is a minimum of £47,442 (6 months' core running costs).

RISK REVIEW

The Directors/Trustees continue to be of the view discontinuation or reduction in grant funding is the main risk to our activity and are pleased with the steps we have taken to diversify our funding base over the past twelve months.

Notwithstanding the above, we continue to believe that a local grant is vital to core stability, and we remain of the view that grants better sustain local beneficiary-led groups such as ours. We believe that the benefits and added value that beneficiary-led and locally rooted groups bring should be attractive to funders. We believe this is recognised by Lewisham Council who acknowledge this by sustaining a grant programme despite having to make cuts. There have been substantial changes to the Council's grant programme announced for 2025/26 which we will need to pay close attention to as we will seek to apply for the next round.

During the year, the Directors/Trustees are led by a robust fundraising strategy and priorities to sustain and develop the work of Lewisham Speaking Up. The Board continues its finance and funding sub-committee to give better scrutiny and management of the charity's finances.

Internal policies (including financial) are in place to minimise risk and ensure service and operational quality for the charitable company.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2025**

MEMBERS OF THE BOARD OF TRUSTEES

Members of the Board of Trustees, who are Directors for the purposes of company law and Trustees for the purpose of charity law, who served during the year up to the date of this report, are set out at the front of this report.

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. The total number of such guarantees on 31 March 2025 was 8. As noted on page i, Imthiaz Rehman (Trustee) stood down at the AGM in November 2024.

STATEMENT OF DIRECTORS'/TRUSTEES' RESPONSIBILITIES

Company law requires the Directors/Trustees to prepare annual accounts which give a true and fair view of the state of the company's affairs and of the surplus or deficit of the company for that period.

In preparing the company's accounts, Directors/Trustees are required to:

- consistently apply suitable accounting policies and make judgements and estimates that are reasonable and prudent;
- prepare the accounts on a going concern basis unless it is appropriate to presume that the company will not continue to carry on its business.

The Directors/Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any particular time the financial position of the company. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The Board approved the accounts on 30th September 2025

Signed



**Michelle Stanistreet
Co-Chair**

Signed



**Sean Phillippo
Treasurer**

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF LEWISHAM SPEAKING UP**

Independent examiner's report to the trustees of Lewisham Speaking Up

I report to the charity trustees on my examination of the accounts of Lewisham Speaking Up (the Charitable Company) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the Charitable Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or the accounts have not been prepared in accordance with the Charities SORP (FRS 102).
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland – FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Andrew Thurnburn FCA
Andrew Thurnburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

30th September 2025

**LEWISHAM SPEAKING UP
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
INCOMING RESOURCES					
Voluntary income	2	68,892	100,700	169,592	180,532
Investment income		-	-	-	-
Incoming resources from charitable activities:					
Fees from charitable activities	3	5,385	4,552	9,937	7,792
Total incoming resources		74,277	105,252	179,529	188,324
RESOURCES EXPENDED					
Charitable expenditure:					
Activity costs		69,085	113,088	182,173	147,312
Fundraising costs		-	-	-	954
Governance costs		2,918	-	2,918	2,125
Total resources expended	4	72,003	113,088	185,091	150,391
NET (EXPENDITURE)/INCOME FOR THE YEAR		2,274	(7,836)	(5,562)	37,933
Transfers between funds		(12,228)	12,228	-	-
NET MOVEMENT IN FUNDS		(9,954)	4,392	(5,562)	37,933
Fund balances at 1 April 2024		94,491	13,994	108,485	70,552
FUND BALANCES AT 31 MARCH 2025	10	<u>84,537</u>	<u>18,386</u>	<u>102,923</u>	<u>108,485</u>

LEWISHAM SPEAKING UP
BALANCE SHEET
AS AT 31 MARCH 2025

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible assets	7	-	-
CURRENT ASSETS			
Cash at bank and in hand		90,906	94,627
Debtors (due within one year)		21,036	20,100
		112,942	114,727
CREDITORS: Amounts falling due within one year	8	(5,019)	(6,242)
NET CURRENT ASSETS		107,923	108,485
Deferred Income		(5,000)	-
NET ASSETS		<u>102,923</u>	<u>108,485</u>
FUNDS			
Restricted funds	10	18,386	13,994
Unrestricted general funds	10	61,765	69,491
Unrestricted designated funds	11	22,772	25,000
		84,537	94,491
		<u>102,923</u>	<u>108,485</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

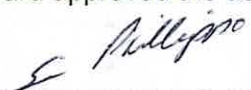
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The Board approved the accounts on 30th September 2025



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Sean Phillippo
Treasurer

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025**

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery	33% on cost
Fixtures, fittings and equipment	33% on cost

1.3 Fund accounting

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with charitable objects at the discretion of the trustees, and unrestricted designated funds which are unrestricted funds set aside by the trustees for particular purposes; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Awards For All				8,354
Community Links	4,800	-	4,800	43,200
City Bridge Trust	-	42,700	42,700	-
LB Lewisham Grants	45,000	-	45,000	45,000
LB Lewisham LD Commissioning	-	20,000	20,000	20,000
LB Lewisham Partnership Board	6,000	-	6,000	-
Henry Smith Charity (Finance Advocacy)	-	38,000	38,000	41,700
A Jurgens	4,000	-	4,000	-
Merchant Tylors	3,000	-	3,000	-
Lee Charity	-	-	-	6,300
Trees of David	-	-	-	1,000
SEL NHS	-	-	-	9,500
Donations	6,092	-	6,092	5,478
	68,892	100,700	169,592	180,532

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025(Contd)**

3. FEES FROM CHARITABLE ACTIVITIES	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Workshops	400	192	592	3,362
Advisory Work	4,985	4,360	9,345	4,430
		<u>5,385</u>	<u>4,552</u>	<u>9,937</u>
<u>7,792</u>				

4. TOTAL RESOURCES EXPENDED

	Charitable Activities £	Support Costs £	Governance £	Total 2025 £	Total 2024 £
Expenditure:					
Salaries, NI & Pensions	138,228	26,608	-	164,836	120,030
Freelance Workers	2,100	-	-	2,100	15,390
Other Staff Support Costs	2,061	-	-	2,061	2,295
Governance	-	-	2,918	2,918	2,125
Direct Advocacy Support & Group Costs	6,217	-	-	6,217	3,972
Marketing	-	-	-	-	443
Administration & Overheads	-	6,959	-	6,959	5,182
Fundraising	-	-	-	-	954
Sub-Total	<u>148,606</u>	<u>33,567</u>	<u>2,918</u>	<u>185,091</u>	<u>150,391</u>
Re-allocation of Support Costs	33,567	-	-	-	-
TOTAL	<u>182,173</u>	<u>-</u>	<u>2,918</u>	<u>185,091</u>	<u>150,391</u>

5. TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration or expenses for their services as Trustees during the year or the previous year.

6. EMPLOYEES

Number of employees **2025** **2024**

The average monthly number of employees (full-time equivalents) during the year was:

Administration and Charitable Activities 4.5 4

Employment costs	2025	2024
	£	£
Wages and salaries	151,880	112,517
Social security costs	7,043	
3,310		
Pension costs	5,913	
	<u>4,203</u>	
	<u>164,836</u>	<u>120,030</u>

No employee earned more than £60,000 per annum.

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025
(Contd)**

7. TANGIBLE FIXED ASSETS	Plant and Machinery	Fixtures, Fittings & Equipment	Total
	£	£	£
Cost			
At 1 April 2024	-	1,852	1,852
Additions	-	-	-
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2025	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 April 2024	-	1,852	1,852
Charge for the year	-	-	-
On Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2025	<hr/>	<hr/>	<hr/>
Net book value			
At 31 March 2024 and 31 March 2025	<hr/>	<hr/>	<hr/>

8. CREDITORS: Amounts falling due within one year	2025	2024
	£	£
Accruals	5,019	6,242
	<hr/>	<hr/>

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted	Total 2025	Total 2024
	£		£	£
Fund balances at 31 March 2025:				
Current assets	93,168	19,774	112,492	114,727
Creditors: amounts falling due within one year	(3,632)	(1,387)	(5,019)	(6,242)
Deferred Income	(5,000)	-	(5,000)	-
	<hr/>	<hr/>	<hr/>	<hr/>
	84,536	18,387	102,923	108,485

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025
(Contd)**

10. Movements of Fund 2024-2025

	Total Funds	Un Restricted Funds	Designated Funds	Restricted Funds	Self Advocacy	One to One Advocacy	Financial Advocacy	Men's & Women's Group
	£	£	£	£	£	£	£	£
Balance B/F 1st April 2024	108,485	69,491	25,000	13,994	-	4,455	6,417	3,122
Grants								
City Bridge Trust	42,700	-	-	42,700	42,700	-	-	-
Henry Smth Charity	38,000	-	-	38,000	-	-	38,000	-
LB Lewisham Commissioning	20,000	-	-	20,000	-	20,000	-	-
London Borough of Lewisham	45,000	45,000	-	-	-	-	-	-
Lewisham Partnership Board	6,000	6,000	-	-	-	-	-	-
Other Small Grants	7,000	7,000	-	-	-	-	-	-
Community Links	4,800	4,800	-	-	-	-	-	-
Income – Grants	163,500	62,800	-	100,700	42,700	20,000	38,000	-
- Other	16,030	11,477	-	4,552	4,552	-	-	-
Total Income	179,530	74,277	-	105,252	47,252	20,000	38,000	-
Total Expenditure	185,091	72,003	-	113,088	47,625	24,764	35,349	5,350
Surplus/(Deficit) for the Year	(5,562)	2,274	-	(7,836)	(373)	(4,764)	2,651	(5,350)
Transfers Between Funds	-	(10,000)	(2,228)	12,228	3,000	7,000	-	2,228
Balances as of 31Mar 2025	102,923	61,765	22,772	18,386	2,627	6,691	9,068	-

11. UNRESTRICTED FUNDS

	Total	General Funds	Designated Funds
	£	£	£
Balance at 1.04.24	94,491	69,491	25,000
Net Movement in Funds	46	2,274	(2,228)
Transfer Between Funds	(10,000)	(10,000)	-
Balances at 31.03.25	84,537	61,765	22,772

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025
(Contd)**

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
INCOMING RESOURCES					
Voluntary income	2	100,208	80,324	180,532	178,408
Investment income		-	-	-	-
Incoming resources from charitable activities:					
Fees from charitable activities	3	5,265	2,527	7,792	5,390
Total incoming resources		105,473	82,851	188,324	183,798
RESOURCES EXPENDED					
Charitable expenditure:					
Activity costs		57,928	89,384	147,312	262,906
Fundraising costs		954	-	954	4,640
Governance costs		2,125	-	2,125	2,139
Total resources expended	4	61,007	89,384	150,391	269,685
NET (EXPENDITURE)/INCOME FOR THE YEAR		44,466	(6,533)	37,933	(85,887)
Transfers between funds		(8,682)	8,682	-	-
NET MOVEMENT IN FUNDS		35,784	2,149	37,933	(85,887)
Fund balances at 1 April 2023		58,707	11,845	70,552	156,439
FUND BALANCES AT 31 MARCH 2024	10	94,491	13,994	108,485	70,552

LEWISHAM SPEAKING UP

England & Wales - Charity number 1109083

Accounts

Charity Registration No: 1109083
Company Registration No: 5320369 (England & Wales)



LEWISHAM SPEAKING UP
TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED
31 MARCH 2024

Lewisham Speaking Up is governed by a Board of Trustees who are listed in the AOM. Three of our Trustees are people with a learning disability. The Board is led by a Chair and a Co-Chair who is somebody with a learning disability. We also trustees on having a diverse Board with varying skills including finance, media and communications, legal, advocacy, and experience in caring learning disability volunteers and being a parent of a person with a learning disability. The trustees have two sub-committees which make recommendations to the Board. These are Training & Finance and Policies.

Registered Office and Principal Address

Room F1
The Leamore Centre
29-36 Clarendon Road
Lewisham
London SE13 8EP

Independent Examiner

Andrew Thurman
Andrew Thurman & Co
Chartered Accountants
35 Langwith Road
Croydon
Surrey CR0 1XU

Bankers

The Cooperative Bank Ltd 2000, Mill House, Bourneville, Birmingham B37 7YU

LEWISHAM SPEAKING UP

Legal and Administrative Information

Status

The organisation is a charitable company limited by guarantee, incorporated on 23 December 2004 and registered as a charity on 18 April 2005.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Under those Articles members of the committee are elected at the Annual General Meeting and are subject to ratification at each Annual General Meeting.

Directors/Trustees

The Directors/Trustees in office during the period and at the date of this report:

Michelle Stanistreet (Chair)	Robert Garlinge (Trustee)
Hannah Raven (Co-chair)	Zelda McCollum (Trustee)
Sean Phillippo (Treasurer)	Meriel Hodgson-Teall (Trustee)
Ashley Thomas (Secretary)	Imthiaz Rehman (Trustee)
Mark Anderson (Trustee)	

Secretary

Ashley Thomas

Director

Marsh Stitchman

Organisational Structure

Lewisham Speaking Up is governed by a Board of Trustees who are voted in at the AGM. Three of our Trustees are people with a learning disability. The Board is led by a Chair and a Co-chair, who is somebody with a learning disability. We pride ourselves on having a diverse Board with varying skills including finance, media and communications, legal, advocacy, and experiences including learning disability, volunteering, and being a parent of a person with a learning disability. We currently have two sub-committees which make recommendations to the Board. These are Finance & Funding and Policies.

Registered Office and Principal Address

Room F1
The Leemore Centre
29-39 Clarendon Rise
Lewisham
London SE13 5ES

Independent Examiner

Andrew Thurburn
Andrew Thurburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

Bankers

The Cooperative Bank, PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT

LEWISHAM SPEAKING UP

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LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2024

The Directors/Trustees present their report with the financial statements of the company for the year ended 31 March 2024, having had regard to relevant SORP requirements. When preparing this report, the Trustees have also referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing and reporting on the charity's delivery of aims and objectives. In particular, the Trustees have considered how planned activities will contribute to meeting stated aims and objectives.

WHAT LEWISHAM SPEAKING UP DOES

Objectives and activities that are for public benefit

The company is a charity that works to support and provide advocacy services to people with learning disabilities, particularly in the south east London Borough of Lewisham. Our charitable objectives are:

- (a) to relieve and support people disadvantaged by learning disability, difficulty or special need through advocacy services which promote their rights and entitlements as equal citizens;
- (b) to advance and promote education of all people with learning disabilities through group work, training and other relevant advocacy practice;
- (c) to advance the education of the public about the educational, physical, emotional and psychological needs of people with learning disabilities.

REVIEW OF THE YEAR'S ACTIVITY AND RESULTS

This report is about our activities and outcomes for the people we support and who participated in our activities during the twelve months from April 2023 to March 2024.

This year has seen a big change for the charity with a challenging start and a positive end. In April 23 we had just relocated to our new office and were still settling in and getting the people we support used to a new venue. We had several funding successes during the year, securing some important grants that meant we ended the year in a much securer position. We also continued to strengthen our partnerships and develop new ones, giving us greater opportunities to ensure the voice of people with learning disabilities is heard loud and clear, both in Lewisham and beyond.

Throughout, we continued to provide a highly valued service and develop robust plans for the future. Over the course of the year, we ran a range of 152 different groups and activities, recording 1793 attendances by people with learning disabilities. Our 1-2-1 advocacy services worked with 129 individual referrals and our financial advocate secured £28,289 in annual benefits for individuals plus £42,776 in back payments.

Self-Advocacy

This year we didn't have any significant funding for this project apart from £9,500 from the NHS for particular pieces of work. We used this along with £11,000 from our reserves to continue this service, which is core to our campaigning and rights based approach. We ran five People's Parliament events in the period on the topics of Employment, Health, Race Equality, Mental Health and Housing. We were pleased to be awarded a grant of £88K in December by the City Bridge Foundation for our self-advocacy activities. This allowed us to recruit a new self-advocacy coordinator in March 24 and will fund and develop our self-advocacy work for the next two years.

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2024

Our successful weekly Zoom meetings continued. Started during the pandemic, we plan to continue these groups indefinitely as they suit some people who aren't keen on face-to-face meetings.

We were pleased to hear at the end of June 23 that we had secured a grant of £8354 from the Lottery Awards for All programme to restart our Women's and Men's groups. Both groups started again in August.

In March 24, we ended our pilot of a weekly face-to-face drop-in group. Whilst it was popular with those that attended, it didn't achieve the number of participants we were hoping for. We will replace it with a monthly self-advocacy Big Group which will start in April 24 at our base in Lewisham.

1-2-1 Advocacy

Providing one to one case-based advocacy support is a key part of our service and in this period we provided two types of 1-2-1 advocacy for 129 referrals:

- Community (non-statutory) Advocacy
- Financial Advocacy

Partnerships

We pride ourselves on working well with others who share similar missions to ours, and who want to improve the lives of people with learning disabilities and autism.

We developed several new partnerships this year:

- We became an official partner of Lewisham Community Connections. They are the largest social prescriber in the borough, and we are their only partner that specialises in working with people with learning disabilities.
- We were asked to become an official member of the Lewisham Safeguarding Adults Board. We have worked with the board closely, but being an official member gives us greater scope to make sure the voice of people with a learning disability is heard
- We are working with Lewisham Council Joint Commissioning Team to provide the co-chair of the new Lewisham Learning Disability Partnership Board. The Director of Lewisham Speaking Up will also sit on the board.
- We agreed to work as a partner with Entelechy Arts on a new programme that seeks to raise the voice and lived experience of people with profound and multiple learning disability (PMLD).
- We partnered with the Southeast London VCSE strategic alliance to produce a report on the barriers and solutions to neurodiverse people joining the health and social care workforce. The work was funded via NHS England and gave us the opportunity to work alongside several other community groups as part of a wider network looking at widening participation and increasing equity in the health and care workforce.
- We also continued our work with Learning Disability England and the Race Equality Foundation looking at how to highlight and address the health inequalities experienced by people with learning disabilities from Black, Asian and Minoritised Ethnic backgrounds.

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2024

RESULTS

The total incoming resources for the year amounted to £188,324 with an expenditure of £150,391.

The charity operates for the public benefit by:

- providing self-advocacy groups and larger events for people with learning disabilities based at the Leamore Centre in Lewisham and other venues; supporting self-advocates to participate in meetings and events, local, regional and national; providing specialised training and support for people with learning disabilities that supports their full participation in society and their ability to raise awareness of issues that affect them amongst the wider community;
- 1-2-1 advocacy support which includes a specialist financial inclusion 1-2-1 advocacy service. Advocacy is both short and long term and is in response to issues, problems or changes with services, especially where independence from service provider conflict is critical.

FUTURE STRATEGY

The Board of Trustees remains committed to taking Lewisham Speaking Up forward in line with its objectives, as a grassroots advocacy charity, rooted in direct engagement with people with learning disabilities. People with learning disabilities in Lewisham are the core focus of our work and we continue to strive to tackle discrimination, enable access to services and promote their voice to decision makers – both collectively and as individuals.

Our local knowledge and reputation with Lewisham-based stakeholders is a significant strength, as is our cooperation with the London Borough of Lewisham. This collaborative approach contributes to our sustainability and enables us to better meet our objectives. We have recognised challenges in the funding environment – now exacerbated by the cost of living crisis. We recognise that competition for grant funding is fiercer than ever and we know we must find ways to diversify our funding. We continue to build on our Local Authority grant with additional funding and by being alert to new opportunities, to ensure that we are able to carry on building our work on a sustainable foundation.

It continues to be clear our beneficiaries value Lewisham Speaking Up and have benefited from better self-esteem, a greater ability to articulate their needs to service providers and improved choices through our support. The national policy environment has further increased the need for independent advocacy for people with learning disabilities and the support we offer is thus even more critical for their wellbeing.

When considering future strategy, Trustees will take careful account of how to meet ongoing challenges with continued emphasis upon delivering high quality advocacy provision for our beneficiaries. It is important that the charity continues to apply for grant funding whilst seeking opportunities to diversify its income, such as charging for services where possible and seeking both public and corporate donations.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2024**

RESERVES POLICY

Free Reserves

The Directors/Trustees want to make sure the money that Lewisham Speaking Up receives is used to help us to do what we set out to do. They want to make sure our money does not just sit in the bank and that it helps us achieve our aims. However, they think Lewisham Speaking Up needs to have some money in reserve in case something unexpected happens. The increasingly difficult financial climate makes a sudden reduction in our funding more likely.

For these reasons, Lewisham Speaking Up needs money in reserve that will give us time to plan, find more money, or change things. The Directors/Trustees think Lewisham Speaking Up also needs enough money in reserve to make sure they can carry out their responsibilities as a good employer. They think that the amount of money needed in reserve should be enough to cover six months' core running costs, which are the essential costs required to fulfil Lewisham Speaking Up's core charitable activity. This does not include the costs of additional projects that attract their own funding.

As at 31 March 2024, our free reserves level is £69,491 (excluding designated funds). Our target for next year's reserves is £75,000 (6 months running cost).

RISK REVIEW

The Directors/Trustees continue to be of the view discontinuation or reduction in grant funding is the main risk to our activity and are pleased with the steps we have taken to diversify our funding base over the past twelve months.

Notwithstanding the above, we continue to believe that a local grant is vital to core stability and we remain of the view that grants better sustain local beneficiary-led groups such as ours.

We believe that the benefits and added value that beneficiary-led and locally-rooted groups bring should be attractive to funders. We believe this is recognised by Lewisham who acknowledge this by sustaining a grant programme despite having to make cuts. During the year, the Directors/Trustees are led by a robust fundraising strategy and priorities to sustain and develop the work of Lewisham Speaking Up. The Board continues its finance and funding sub-committee to give better scrutiny and management of the charity's finances.

Internal policies (including financial) are in place to minimise risk and ensure service and operational quality for the charitable company.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2024**

MEMBERS OF THE BOARD OF TRUSTEES

Members of the Board of Trustees, who are Directors for the purposes of company law and Trustees for the purpose of charity law, who served during the year up to the date of this report, are set out at the front of this report.

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2024 was 9.

STATEMENT OF DIRECTORS'/TRUSTEES' RESPONSIBILITIES

Company law requires the Directors/Trustees to prepare annual accounts which give a true and fair view of the state of the company's affairs and of the surplus or deficit of the company for that period.

In preparing the company's accounts, Directors/Trustees are required to:

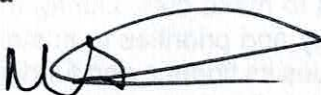
- consistently apply suitable accounting policies and make judgements and estimates that are reasonable and prudent;
- prepare the accounts on a going concern basis unless it is appropriate to presume that the company will not continue to carry on its business.

The Directors/Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any particular time the financial position of the company. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

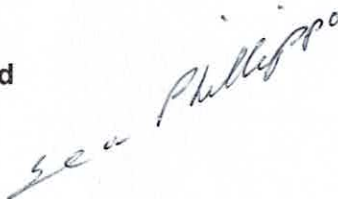
The accounts were approved by the Board on 26th November 2024

Signed



**Michelle Stanistreet
Co-Chair**

Signed



**Sean Phillippo
Treasurer**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LEWISHAM SPEAKING UP

Independent examiner's report to the trustees of Lewisham Speaking Up

I report to the charity trustees on my examination of the accounts of Lewisham Speaking Up (the Charitable Company) for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the Charitable Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or the accounts have not been prepared in accordance with the Charities SORP (FRS 102).
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland – FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Andrew Thurburn FCA
Andrew Thurburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

26th November 2024

**LEWISHAM SPEAKING UP
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
INCOMING RESOURCES					
Voluntary income	2	100,208	80,324	180,532	178,408
Investment income		-	-	-	-
Incoming resources from charitable activities:					
Fees from charitable activities	3	5,265	2,527	7,792	5,390
Total incoming resources		105,473	82,851	188,324	183,798
RESOURCES EXPENDED					
Charitable expenditure:					
Activity costs		57,928	89,384	147,312	262,906
Fundraising costs		954	-	954	4,640
Governance costs		2,125	-	2,125	2,139
Total resources expended	4	61,007	89,384	150,391	269,685
NET (EXPENDITURE)/INCOME FOR THE YEAR		44,466	(6,533)	37,933	(85,887)
Transfers between funds		(8,682)	8,682	-	-
NET MOVEMENT IN FUNDS		35,784	2,149	37,933	(85,887)
Fund balances at 1 April 2023		58,707	11,845	70,552	156,439
FUND BALANCES AT 31 MARCH 2024	10	94,491	13,994	108,485	70,552

LEWISHAM SPEAKING UP
BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		-		-
CURRENT ASSETS					
Cash at bank and in hand		94,627		81,215	
Debtors (due within one year)		20,100		1,225	
		114,727		82,440	
CREDITORS: Amounts falling due within one year	8		(6,242)		(5,888)
NET CURRENT ASSETS			108,485		76,552
Deferred Income					(6,000)
NET ASSETS			108,485		70,552
FUNDS					
Restricted funds	10		13,994		11,845
Unrestricted general funds	10		69,491		58,707
Unrestricted designated funds	11		25,000		-
			94,491		58,707
			108,485		70,552

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

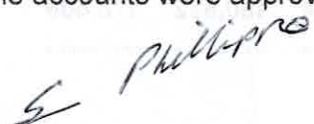
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The accounts were approved by the Board on 26th November 2024



.....
Sean Phillippo
Treasurer

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery	33% on cost
Fixtures, fittings and equipment	33% on cost

1.3 Fund accounting

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with charitable objects at the discretion of the trustees, and unrestricted designated funds which are unrestricted funds set aside by the trustees for particular purposes; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. VOLUNTARY INCOME

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£
Awards For All	-	8,354	8,354	-
Community Links	43,200	-	43,200	-
LB Lewisham Grants	45,000	-	45,000	45,000
LB Lewisham LD Commissioning	-	20,000	20,000	20,000
Henry Smith Charity (Finance Advocacy)	-	41,700	41,700	34,800
Learning Disability England	-	-	-	10,500
Lee Charity	6,300	-	6,300	-
Trees of David	1,000	-	1,000	-
SEL/NHS	-	9,500	9,500	20,522
National Lottery	-	-	-	37,841
Donations	4,708	770	5,478	9,745
	<u>100,208</u>	<u>80,324</u>	<u>180,532</u>	<u>178,408</u>

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024 (Contd)**

3. FEES FROM CHARITABLE ACTIVITIES	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Workshops	2,140	1,222	3,362	-
Advisory Work	3,125	1,305	4,430	5,390
	<u>5,265</u>	<u>2,527</u>	<u>7,792</u>	<u>5,390</u>

4. TOTAL RESOURCES EXPENDED	Fund- Raising £	Charitable Activities £	Support Costs £	Govern- ance £	Total 2024 £	Total 2023 £
Expenditure:						
Salaries, NI & Pensions	-	91,777	28,253	-	120,030	224,805
Freelance Workers	-	15,390	-	-	15,390	-
Other Staff Support Costs	-	-	2,295	-	2,295	2,943
Governance	-	-	-	2,125	2,125	2,139
Direct Advocacy Support & Group Costs	-	3,972	-	-	3,972	9,801
Marketing	-	443	-	-	443	228
Administration & Overheads	-	-	5,182	-	5,182	9,922
Fundraising	954	-	-	-	954	4,640
Rent	-	-	-	-	-	15,207
Sub-Total	954	111,582	35,730	2,125	150,391	269,685
Re-allocation of Support Costs	-	35,730	(35,730)	-	-	-
TOTAL	<u>£954</u>	<u>£147,312</u>	<u>-</u>	<u>£2,125</u>	<u>£150,391</u>	<u>£269,685</u>

5. TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration or expenses for their services as Trustees during the year or the previous year.

6. EMPLOYEES

Number of employees

2024 2023

The average monthly number of employees (full-time equivalents) during the year was:

Administration and Charitable Activities	4	6
--	---	---

Employment costs

2024 2023
£ £

Wages and salaries	112,517	206,288
Social security costs	3,310	10,918
Pension costs	4,203	7,599

120,030 224,805

No employee earned more than £60,000 per annum.

LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024
(Contd)

7. TANGIBLE FIXED ASSETS

	Plant and Machinery	Fixtures, Fittings & Equipment	Total
	£	£	£
Cost			
At 1 April 2023	-	1,852	1,852
Additions	-	-	-
Disposals	-	-	-
At 31 March 2024	<u>-</u>	<u>1,852</u>	<u>1,852</u>
Depreciation			
At 1 April 2023	-	1,852	1,852
Charge for the year	-	-	-
On Disposals	-	-	-
At 31 March 2024	<u>-</u>	<u>1,852</u>	<u>1,852</u>
Net book value			
At 31 March 2023 and 31 March 2024	<u>-</u>	<u>-</u>	<u>-</u>

8. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Accruals	6,242	5,888
	<u>6,242</u>	<u>5,888</u>

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£
Fund balances at 31 March 2024: Current assets	96,973	17,754	114,727	82,440
Creditors: amounts falling due within one year	(2,482)	(3,760)	(6,242)	(5,888)
Deferred Income	-	-	-	(6,000)
	<u>94,491</u>	<u>13,994</u>	<u>108,485</u>	<u>70,552</u>

10. MOVEMENTS OF FUNDS 2023-2024

	Total Funds	Unrestricted Funds	Designated Funds	Restricted Funds	Self Advocacy	One to One Advocacy	Health Ambassa- dors	Financial Advocacy	Men's & Women's Group
	£	£	£	£	£	£	£	£	£
Balance B/F 1 April 2023	70,552	58,707	-	11,845	1,016	-	4,694	6,135	-
Grants:									
Awards For All	8,354	-	-	8,354	-	-	-	-	8,354
Henry Smith Charity	41,700	-	-	41,700	-	-	-	41,700	-
LB Lewisham Commissioning	20,000	-	-	20,000	-	20,000	-	-	-
LB Lewisham	45,000	45,000	-	-	-	-	-	-	-
NHS England	9,000	-	-	9,500	9,500	-	-	-	-
Other Small Grants	7,300	7,300	-	-	-	-	-	-	-
Community Links	43,200	43,200	-	-	-	-	-	-	-
Income – Grants	175,054	95,500	-	79,554	9,500	20,000	-	41,700	8,354
– Other	13,270	9,973	-	3,297	2,788	-	-	509	-
Total Income	188,324	105,473	-	82,851	12,288	20,000	-	42,209	8,354
Total Expenditure	150,391	61,007	-	89,384	23,680	18,545	-	41,926	5,232
Surplus/(Deficit) for the Year	37,933	44,466	-	(6,533)	(11,392)	1,455	-	283	3,122
Transfers Between Funds	-	(33,682)	25,000	8,682	10,376	3,000	(4,694)	-	-
Balances as of 31 March 2024	108,485	69,491	25,000	13,994	-	4,455	-	6,418	3,122

LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024
(Contd)

11. UNRESTRICTED FUNDS

	Total	General Funds	Designated Funds
Balance at 1.04.23	58,707	58,707	-
Net Movement in Funds	35,784	35,784	-
Transfer Between Funds	-	(25,000)	25,000
	<hr/>	<hr/>	<hr/>
Balances at 31.03.24	94,491	69,491	25,000
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES 2023

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
INCOMING RESOURCES			
Income in furtherance of the charity's activities:			
Voluntary income	61,038	117,370	178,408
Investment income	-	-	-
Incoming resources from charitable activities:			
Fees from charitable activities	5,270	120	5,390
	<hr/>	<hr/>	<hr/>
Total Incoming Resources	66,308	117,490	183,798
	<hr/>	<hr/>	<hr/>
RESOURCES EXPENDED			
Charitable expenditure:			
Activity costs	109,146	153,760	262,906
Fundraising costs	4,640	-	4,640
Governance costs	2,139	-	2,139
	<hr/>	<hr/>	<hr/>
Total Resources Expended	115,925	153,760	269,685
	<hr/>	<hr/>	<hr/>
NET (EXPENDITURE)/INCOME FOR THE YEAR			
	(49,617)	(36,270)	(85,887)
Transfers between funds	-	-	-
	<hr/>	<hr/>	<hr/>
NET MOVEMENT IN FUNDS			
	(49,617)	(36,270)	(85,887)
Fund balances at 1 April 2022	108,324	48,115	156,439
	<hr/>	<hr/>	<hr/>
FUND BALANCES AT 31 MARCH 2023	58,707	11,845	70,552
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

LEWISHAM SPEAKING UP

England & Wales - Charity number 1109083

Accounts

Charity Registration No: 1109083
Company Registration No: 5320369 (England & Wales)



LEWISHAM SPEAKING UP

**TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED
31 MARCH 2023**

LEWISHAM SPEAKING UP

Legal and Administrative Information

Status

The organisation is a charitable company limited by guarantee, incorporated on 23 December 2004 and registered as a charity on 18 April 2005.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Under those Articles members of the committee are elected at the Annual General Meeting and are subject to ratification at each Annual General Meeting.

Directors/Trustees

The Directors/Trustees in office during the period and at the date of this report:

Michelle Stanistreet (Chair)
Hannah Raven (Co-chair)
Sean Phillippo (Treasurer)
Mark Anderson (Trustee)
Robert Garlinge (Trustee)
Zelda McCollum (Trustee)
Meriel Hodgson-Teall (Trustee)
Imthiaz Rehman (Trustee)

Secretary

Ashley Thomas

Director

Martin Stitchman

Organisational Structure

Lewisham Speaking Up is governed by a Board of Trustees who are voted in at the AGM. Three of our Trustees are people with a learning disability. The Board is led by a Chair and a Co-chair, who is somebody with a learning disability. We pride ourselves on having a diverse Board with varying skills including finance, media and communications, legal, advocacy, and experiences including learning disability, volunteering, and being a parent of a person with a learning disability. We currently have two sub-committees which make recommendations to the Board. These are Finance & Funding and Policies.

Registered Office and Principal Address

Room F1
The Leemore Centre
29-39 Clarendon Rise
Lewisham
London SE13 5ES

LEWISHAM SPEAKING UP

Legal and Administrative Information

Independent Examiner

Andrew Thurburn
Andrew Thurburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

Bankers

The Cooperative Bank, PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT

LEWISHAM SPEAKING UP

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LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2023

The Directors/Trustees present their report with the financial statements of the company for the year ended 31 March 2023, having had regard to relevant SORP requirements. When preparing this report, the Trustees have also referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing and reporting on the charity's delivery of aims and objectives. In particular, the Trustees have considered how planned activities will contribute to meeting stated aims and objectives.

WHAT LEWISHAM SPEAKING UP DOES

Objectives and activities that are for public benefit

The company is a charity that works to support and provide advocacy services to people with learning disabilities, particularly in the south east London Borough of Lewisham. Our charitable objectives are:

- (a) to relieve and support people disadvantaged by learning disability, difficulty or special need through advocacy services which promote their rights and entitlements as equal citizens;
- (b) to advance and promote education of all people with learning disabilities through group work, training and other relevant advocacy practice;
- (c) to advance the education of the public about the educational, physical, emotional and psychological needs of people with learning disabilities.

REVIEW OF THE YEAR'S ACTIVITY AND RESULTS

This report is about our activities and outcomes for the people we support and who participated in our activities during the twelve months from April 2022 to March 2023.

Although we have continued to champion the voice of people with learning disabilities in Lewisham, this was a difficult year for the charity, particularly in the final quarter. We lost out on some important funding bids, including a large bid with the Big Lottery Fund, which meant we had to cease some of our projects. Our long standing Chief Executive left the organisation and we planned an office move to save money. A new Interim Director was appointed internally to ensure continuity. We were grateful to Lewisham Council for not only continuing to fund us, but also for providing us with new office space. The beginning of the year saw lingering effects from the pandemic and the effects of the cost of living crisis also affected us as a charity and more so, our beneficiaries.

Despite this, we continued to provide a much valued service and develop robust plans for the future. Over the course of the year we ran a range of 174 different groups and activities, recording 1951 attendances by people with learning disabilities. Our 1-2-1 advocacy services worked with 159 individual referrals and our financial advocate secured £24,827 in annual benefits for individuals plus £17,000 in back payments.

Self-Advocacy

As the worst effects of the Covid pandemic receded, we returned to running the majority of our activities face to face. Two People's Parliaments were held, including an Employment Parliament and an Impact Parliament in June, as we neared the end of our 3 year Big Lottery funding period. After finding out that we had not secured funding for the future of the People's Parliament, we launched a crowd funding appeal to save the project. This raised over £4000 from public donations and led us into discussions which helped us gain more funding from our local NHS partners. Our work with the Lewisham Disabled People's Commission came to fruition with the presentation of the Commission's report to Lewisham Council in March 2023.

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2023

Our successful weekly Zoom meetings continued. Started during the pandemic, we plan to continue these groups indefinitely as they suit some people who aren't keen on face-to-face meetings.

Our Bigger Voices project, funded by Awards for All, continued. 12 women and 11 men attended regular gender-specific speaking up sessions. Members reported feeling better able to speak up in a smaller group with people of their own gender group. Funding for this group ended in March 2023, with good prospects for new funding in 2023/24.

In January, we also piloted a new weekly face-to-face drop-in group, which has been a success with our beneficiaries.

1-2-1 Advocacy

Providing one to one case based advocacy support is a key part of our service and in this period we provided three types of 1-2-1 advocacy for 159 referrals:

- Community (non-statutory) Advocacy
- Financial Advocacy
- Parent's Advocacy

Unfortunately, we had to stop our parent's advocacy service in January 2023 as funding ended. This had been a successful one-year pilot and we will seek to fund this kind of advocacy in the future.

Health Ambassadors Programme

The South East London Health Ambassadors programme, funded by SELICS, ran until January 2023 and was a success overall, despite some initial start-up problems. This was a joint programme between Lewisham Speaking Up, Advocacy in Greenwich and Advocacy for All and covered all six South East London boroughs. The project ran several awareness-raising events, not least the Big Health Week in November 2022, with various sessions drawing in several hundred attendances by people with learning disabilities.

Hate Crime Training

Funding for our Hate Crime Training Project came to an end in June 2022. In the last period of work, training was delivered to 22 people with learning disabilities and 79 frontline staff, most of whom were new police recruits. We would like to re-start this work when possible and continue to look for opportunities to apply for further funding. Our thanks to all of the staff who worked on this project and trained hundreds of people over the six years that it ran.

Partnerships

We pride ourselves on working well with others who share similar missions to ours, and who want to improve the lives of people with learning disabilities and autism.

We continued our partnership with Lewisham Local, supporting the 'Building People Changing Lives' project. This is a work experience placement initiative for people with learning disabilities, funded by the Lewisham Neighbourhood Community Infrastructure Levy (NCIL) fund. As well as referring people to the project, we also provided advice and guidance to the project lead and they were based at our office for one day a week.

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2023

We successfully worked in partnership with Advocacy in Greenwich and Advocacy for All in delivering the six borough South East London Health Ambassadors programme. Whilst that project has ended, we hope the joint working relationship we have developed will lead to new opportunities in the future.

RESULTS

The total incoming resources for the year amounted to £183,798 with an expenditure of £269,685. The Trustees approved the Chief Executive to continue services, while seeking broader sources of funding. The Trustees agreed to spend some of the charity's reserves to wind up existing projects that had lost funding, to ensure continuity of service and to enable the charity to move to a new office base.

The charity operates for the public benefit by:

- providing self-advocacy groups and larger events for people with learning disabilities based at the Deptford Albany and other venues; supporting self-advocates to participate in meetings and events, local, regional and national; providing specialised training and support for people with learning disabilities that supports their full participation in society and their ability to raise awareness of issues that affect them amongst the wider community;
- 1-2-1 advocacy support which includes a specialist financial inclusion 1-2-1 advocacy service. Advocacy is both short and long term and is in response to issues, problems or changes with services, in particular where independence from service provider conflict is critical.

FUTURE STRATEGY

The Board of Trustees remains committed to taking Lewisham Speaking Up forward in line with its objectives, as a grassroots advocacy charity, rooted in direct engagement with people with learning disabilities. People with learning disabilities in Lewisham are the core focus of our work and we continue to strive to tackle discrimination, enable access to services and promote their voice to decision makers – both collectively and as individuals.

Our local knowledge and reputation with Lewisham-based stakeholders is a significant strength, as is our cooperation with the London Borough of Lewisham. This collaborative approach contributes to our sustainability and enables us to better meet our objectives. We have recognised challenges in the funding environment – now exacerbated by the cost of living crisis. We recognise that competition for grant funding is fiercer than ever and we know we must find ways to diversify our funding. We continue to build on our Local Authority grant with additional funding and by being alert to new opportunities, to ensure that we are able to carry on building our work on a sustainable foundation. We therefore remain optimistic despite the challenging environment.

It continues to be clear our beneficiaries value Lewisham Speaking Up and have benefited from better self-esteem, a greater ability to articulate their needs to service providers and improved choices through our support. The national policy environment has further increased the need for independent advocacy for people with learning disabilities and the support we offer is thus even more critical for their wellbeing.

When considering future strategy, Trustees will take careful account of how to meet ongoing challenges with continued emphasis upon delivering high quality advocacy provision for our beneficiaries. It is important that the charity continues to apply for grant funding whilst seeking opportunities to diversify its income, such as charging for services where possible and seeking both public and corporate donations.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2023**

RESERVES POLICY

Free Reserves

The Directors/Trustees want to make sure the money that Lewisham Speaking Up receives is used to help us to do what we set out to do. They want to make sure our money does not just sit in the bank and that it helps us achieve our aims. However, they think Lewisham Speaking Up needs to have some money in reserve in case something unexpected happens. The increasingly difficult financial climate makes a sudden reduction in our funding more likely.

For these reasons, Lewisham Speaking Up needs money in reserve that will give us time to plan, find more money, or change things. The Directors/Trustees think Lewisham Speaking Up also needs enough money in reserve to make sure they can carry out their responsibilities as a good employer. They think that the amount of money needed in reserve should be enough to cover six months' core running costs, which are the essential costs required to fulfil Lewisham Speaking Up's core charitable activity. This does not include the costs of additional projects that attract their own funding.

As at 31 March 2023, our free reserves level is £58,707 (excluding designated funds). Our target for next year's reserves is £48,000 (3 months running costs).

RISK REVIEW

The Directors/Trustees continue to be of the view discontinuation or reduction in grant funding is the main risk to our activity and are pleased with the steps we have taken to diversify our funding base over the past twelve months.

Notwithstanding the above, we continue to believe that a local grant is vital to core stability and we remain of the view that grants better sustain local beneficiary-led groups such as ours.

We believe that the benefits and added value that beneficiary-led and locally-rooted groups bring should be attractive to funders. We believe this is recognised by Lewisham who acknowledge this by sustaining a grant programme despite having to make cuts. During the year, the Directors/Trustees are led by a robust fundraising strategy and priorities to sustain and develop the work of Lewisham Speaking Up. The Board continues its finance and funding sub-committee to give better scrutiny and management of the charity's finances.

Internal policies (including financial) are in place to minimise risk and ensure service and operational quality for the charitable company.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2023**

MEMBERS OF THE BOARD OF TRUSTEES

Members of the Board of Trustees, who are Directors for the purposes of company law and Trustees for the purpose of charity law, who served during the year up to the date of this report, are set out at the front of this report.

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2023 was 9.

STATEMENT OF DIRECTORS'/TRUSTEES' RESPONSIBILITIES

Company law requires the Directors/Trustees to prepare annual accounts which give a true and fair view of the state of the company's affairs and of the surplus or deficit of the company for that period.

In preparing the company's accounts, Directors/Trustees are required to:

- consistently apply suitable accounting policies and make judgements and estimates that are reasonable and prudent;
- prepare the accounts on a going concern basis unless it is appropriate to presume that the company will not continue to carry on its business.

The Directors/Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any particular time the financial position of the company. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The accounts were approved by the Board on 26th September 2023



.....
Michelle Stanistreet
Co-Chair



.....
Sean Phillippo
Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LEWISHAM SPEAKING UP

Independent examiner's report to the trustees of Lewisham Speaking Up

I report to the charity trustees on my examination of the accounts of Lewisham Speaking Up (the Charitable Company) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the Charitable Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 (in the previous year) your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or the accounts have not been prepared in accordance with the Charities SORP (FRS 102).
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland – FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Andrew Thurnburn FCA
Andrew Thurnburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

26th September 2023

**LEWISHAM SPEAKING UP
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
INCOMING RESOURCES					
Income in furtherance of the charity's activities					
Voluntary income	2	61,038	117,370	178,408	323,913
Investment income		-	-	-	-
Incoming resources from charitable activities:					
Fees from charitable activities	3	5,270	120	5,390	3,042
Total incoming resources		<u>66,308</u>	<u>117,490</u>	<u>183,798</u>	<u>326,955</u>
RESOURCES EXPENDED					
Charitable expenditure:					
Activity costs		109,146	153,760	262,906	308,147
Fundraising costs		4,640	-	4,640	3,200
Governance costs		2,139	-	2,139	3,234
Total resources expended	4	<u>115,925</u>	<u>153,760</u>	<u>269,685</u>	<u>314,581</u>
NET (EXPENDITURE)/INCOME FOR THE YEAR		(49,617)	(36,270)	(85,887)	12,374
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(49,617)	(36,270)	(85,887)	12,374
Fund balances at 1 April 2022		<u>108,324</u>	<u>48,115</u>	<u>156,439</u>	<u>144,065</u>
FUND BALANCES AT 31 MARCH 2023	10	<u><u>58,707</u></u>	<u><u>11,845</u></u>	<u><u>70,552</u></u>	<u><u>156,439</u></u>

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

**LEWISHAM SPEAKING UP
BALANCE SHEET
AS AT 31 MARCH 2023**

	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		-		-
CURRENT ASSETS					
Cash at bank and in hand		81,215		197,863	
Debtors (due within one year)		1,225		23,802	
		<u>82,440</u>		<u>221,665</u>	
CREDITORS: Amounts falling due within one year	8	<u>(5,888)</u>		<u>(20,524)</u>	
NET CURRENT ASSETS			76,552		201,141
Deferred Income			(6,000)		(44,702)
NET ASSETS			<u>70,552</u>		<u>156,439</u>
FUNDS					
Restricted funds	10		11,845		48,115
Unrestricted general funds	10	58,707		95,806	
Unrestricted designated funds	11	-		12,518	
			<u>58,707</u>		<u>108,324</u>
			<u>70,552</u>		<u>156,439</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

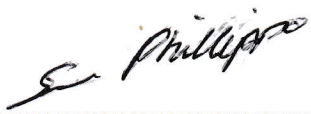
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The accounts were approved by the Board on 26th September 2023



.....
Sean Phillippo
Treasurer

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023**

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery	33% on cost
Fixtures, fittings and equipment	33% on cost

1.3 Fund accounting

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with charitable objects at the discretion of the trustees, and unrestricted designated funds which are unrestricted funds set aside by the trustees for particular purposes; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
LB Lewisham Grants	45,000	-	45,000	66,100
LB Lewisham LD Commissioning	-	20,000	20,000	22,000
Awards for All (Women & Men Group)	-	-	-	10,000
City Bridge Trust (Hate Crime Project)	-	-	-	8,738
National Lottery (Hate Crime Project)	-	8,313	8,313	33,252
Henry Smith Charity (Finance Advocacy)	-	34,800	34,800	32,200
SEL CCG (Health Ambassador)	-	20,522	20,522	14,569
National Lottery (One to One Advocacy)	-	8,612	8,612	34,448
National Lottery (Core Costs)	-	11,264	11,264	45,054
Learning Disability England	10,500	-	10,500	3,300
National Lottery (Self Advocacy)	-	9,652	9,652	-
National Lottery (People's Parliament)	-	-	-	37,252
NHS Lewisham (Health Ambassador)	-	-	-	17,000
Donations	5,538	4,207	9,745	-
	<u>61,038</u>	<u>117,370</u>	<u>178,408</u>	<u>323,913</u>

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 (Contd)**

3. FEES FROM CHARITABLE ACTIVITIES	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £		
Workshops	-	-	-	765		
Commissioning	-	-	-	1,303		
Advisory Work	5,270	120	5,390	974		
	<u>5,270</u>	<u>120</u>	<u>5,390</u>	<u>3,042</u>		
4. TOTAL RESOURCES EXPENDED	Fund-raising £	Charitable Activity £	Support Costs £	Govern- ance £	Total 2023 £	Total 2022 £
Expenditure:						
Salaries, NI & Pensions	-	195,462	29,343	-	224,805	250,587
Freelance Workers	-	-	-	-	-	150
Other Staff Support Costs	-	-	2,943	-	2,943	6,499
Governance	-	-	-	2,139	2,139	3,234
Direct Advocacy Support & Group Costs	-	9,801	-	-	9,801	15,705
Marketing	-	228	-	-	228	8,489
Administration & Overheads	-	-	9,922	-	9,922	9,961
Fundraising	4,640	-	-	-	4,640	3,200
Rent	-	-	15,207	-	15,207	16,756
	<u>4,640</u>	<u>205,491</u>	<u>57,415</u>	<u>2,139</u>	<u>269,685</u>	<u>314,581</u>
Sub-Total	4,640	205,491	57,415	2,139	269,685	314,581
Re-allocation of Support Costs	-	57,415	(57,415)	-	-	-
TOTAL	<u>£ 4,640</u>	<u>£262,906</u>	<u>£ -</u>	<u>£2,139</u>	<u>£269,685</u>	<u>£314,581</u>

5. TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration or expenses for their services as Trustees during the year or the previous year.

6. EMPLOYEES**Number of employees**

2023 2022

The average monthly number of employees (full-time equivalents) during the year was:

Administration and Charitable Activities	6	7
	<u> </u>	<u> </u>

Employment costs

2023 2022

	£	£
Wages and salaries	206,288	227,879
Social security costs	10,918	14,577
Pension costs	7,599	8,131
	<u>224,805</u>	<u>250,587</u>

No employee earned more than £60,000 per annum.

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023
(Contd)**

7. TANGIBLE FIXED ASSETS

	Plant and Machinery £	Fixtures, Fittings & Equipment £	Total £
Cost			
At 1 April 2022	-	1,852	1,852
Additions	-	-	-
Disposals	-	-	-
At 31 March 2023	<u>-</u>	<u>1,852</u>	<u>1,852</u>
Depreciation			
At 1 April 2022	-	1,852	1,852
Charge for the year	-	-	-
On Disposals	-	-	-
At 31 March 2023	<u>-</u>	<u>1,852</u>	<u>1,852</u>
Net book value			
At 31 March 2022 and 31 March 2023	<u>-</u>	<u>-</u>	<u>-</u>

8. CREDITORS: Amounts falling due within one year

	2023 £	2022 £
Accruals	5,888	20,524

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Fund balances at 31 March 2022:				
Current assets	64,595	17,845	82,440	221,665
Creditors: amounts falling due within one year	(5,888)	(-)	(5,888)	(20,524)
Deferred Income	(-)	(6,000)	(6,000)	(44,702)
	<u>58,707</u>	<u>11,845</u>	<u>70,552</u>	<u>156,439</u>

10. RESTRICTED AND UNRESTRICTED FUNDS

	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Advocacy Manage- ment £	Core Costs £	People's Parliament £	Hate Crime Training £	One to One Advocacy £	Health Ambassa- dor £	Women & Men Group £	Finance Advocacy £
Opening Balance	156,439	108,324	48,115	-	-	5,758	3,828	9,618	13,308	7,115	8,488
Income – Grants	178,408	61,038	117,370	20,000	11,264	13,859	8,313	8,612	20,522	-	34,800
– Other	5,390	5,270	120	-	-	-	-	-	120	-	-
	<u>183,798</u>	<u>66,308</u>	<u>117,490</u>	<u>20,000</u>	<u>11,264</u>	<u>13,859</u>	<u>8,313</u>	<u>8,612</u>	<u>20,642</u>	<u>-</u>	<u>34,800</u>
Expenditure	269,685	115,925	153,760	20,000	11,264	18,601	12,141	18,230	29,256	7,115	37,153
Deficit for Year	(85,887)	(49,617)	(36,270)	-	-	(4,742)	(3,828)	(9,618)	(8,614)	(7,115)	(2,353)
Transfers Between Funds	-	-	-	-	-	-	-	-	-	-	-
Balances 31.03.23	<u>70,552</u>	<u>58,707</u>	<u>11,845</u>	<u>-</u>	<u>-</u>	<u>1,016</u>	<u>-</u>	<u>-</u>	<u>4,694</u>	<u>-</u>	<u>6,135</u>

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023
(Contd)**

11. UNRESTRICTED FUNDS

	Total	General Funds	Designated Funds
Balance at 1.04.22	108,324	95,806	12,518
Net Movement in Funds	(49,617)	(40,200)	(9,417)
Transfer Between Funds	-	3,101	(3,101)
	<u> </u>	<u> </u>	<u> </u>
Balances at 31.03.23	58,707	58,707	-
	<u> </u>	<u> </u>	<u> </u>

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total £
INCOMING RESOURCES			
Income in furtherance of the charity's activities:			
Voluntary income	69,400	254,513	323,913
Investment income	-	-	-
Incoming resources from charitable activities:			
Fees from charitable activities	1,647	1,395	3,042
	<u> </u>	<u> </u>	<u> </u>
	71,047	255,908	326,955
	<u> </u>	<u> </u>	<u> </u>
RESOURCES EXPENDED			
Charitable expenditure:			
Activity costs	76,586	231,561	308,147
Fundraising costs	3,200	-	3,200
Governance costs	3,234	-	3,234
	<u> </u>	<u> </u>	<u> </u>
Total Resources Expended	83,020	231,561	314,581
	<u> </u>	<u> </u>	<u> </u>
NET INCOME FOR THE YEAR	(11,973)	24,347	12,374
Transfers between funds	-	-	-
	<u> </u>	<u> </u>	<u> </u>
NET MOVEMENT IN FUNDS	(11,973)	24,347	12,374
Fund balances at 1 April 2021	120,297	23,768	144,065
	<u> </u>	<u> </u>	<u> </u>
FUND BALANCES AT 31 MARCH 2022	108,324	48,115	156,439
	<u> </u>	<u> </u>	<u> </u>

LEWISHAM SPEAKING UP

England & Wales - Charity number 1109083

Accounts

Charity Registration No: 1109083
Company Registration No: 5320369 (England & Wales)

LEWISHAM SPEAKING UP
TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED
31 MARCH 2022

LEWISHAM SPEAKING UP

Legal and Administrative Information

Status

The organisation is a charitable company limited by guarantee, incorporated on 23 December 2004 and registered as a charity on 18 April 2005.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Under those Articles members of the committee are elected at the Annual General Meeting and are subject to ratification at each Annual General Meeting.

Directors/Trustees

The Directors/Trustees in office during the period and at the date of this report:

Michelle Stanistreet (Chair)
Hannah Raven (Co-chair)
Sean Phillippo (Treasurer)
Mark Anderson (Trustee)
Robert Garlinge (Trustee)
Zelda McCollum (Trustee)
Meriel Hodgson-Teall (Trustee)
Imthiaz Rehman (Trustee)

Secretary

Ashley Thomas

Organisational Structure

Lewisham Speaking Up is governed by a Board of Trustees who are voted in at the AGM. Three of our Trustees are people with a learning disability. The Board is led by a Chair and a Co-chair, who is somebody with a learning disability. We pride ourselves on having a diverse Board with varying skills including finance, media and communications, legal, advocacy, and experiences including learning disability, volunteering, and being a parent of a person with a learning disability. We currently have three subcommittees which make recommendations to the Board. These are Finance, Funding and Policies.

Registered Office and Principal Address

The Deptford Albany
Douglas Way
Deptford
London SE8 4AG

LEWISHAM SPEAKING UP

Legal and Administrative Information (Contd)

Independent Examiner

Andrew Thurburn
Andrew Thurburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

Bankers

The Cooperative Bank, PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT

LEWISHAM SPEAKING UP

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LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2022

The Directors/Trustees present their report with the financial statements of the company for the year ended 31 March 2022, having had regard to relevant SORP requirements. When preparing this report, the Trustees have also referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing and reporting on the charity's delivery of aims and objectives. In particular, the Trustees have considered how planned activities will contribute to meeting stated aims and objectives.

WHAT LEWISHAM SPEAKING UP DOES

Objectives and activities that are for public benefit

The company is a charity that works to support and provide advocacy services to people with learning disabilities, particularly in the south east London Borough of Lewisham.

Our charitable objectives are:

- (a) to relieve and support people disadvantaged by learning disability, difficulty or special need through advocacy services which promote their rights and entitlements as equal citizens;
- (b) to advance and promote education of all people with learning disabilities through group work, training and other relevant advocacy practice;
- (c) to advance the education of the public about the educational, physical, emotional and psychological needs of people with learning disabilities.

REVIEW OF THE YEAR'S ACTIVITY AND RESULTS

This report is about our activities and outcomes for the people we support and who participated in our activities during the twelve months from April 2021 to March 2022.

The year started with us running most services online because of the continued Covid-19 pandemic. Some activities returned to face-to-face, albeit with a focus on safety. We continued to be concerned about those most affected by isolation, caused by the continuing pandemic.

We were pleased that our campaigning on learning disability digital inclusion – an issue exposed by the pandemic – resulted in the commencement of a council scrutiny committee specifically set up to look at digital exclusion. The report recommended that digital needs should be considered at social care assessments and commissioning of learning disability services. The Committee was influenced by our 2020 report on digital exclusion: a piece of work funded by the Coronavirus Community Support fund – thank you to them.

Self-Advocacy

Most self-advocacy activity took place online. Three People's Parliaments were held, including a mental health day and an 'Environment' Parliament, attracting 98 attendances by people with learning disabilities. The Environment Parliament led to our work being highlighted in a blog by Ashden – climate solutions in action. Our successful weekly Zoom meetings continued with an average of 25 people with learning disabilities attending each week.

We continued to run our weekly music sessions – an extra activity initiated to help reduce isolation during the pandemic. 42 individuals attended during the period.

Our Bigger Voices project, funded by Awards for All, continued. 13 men and 12 women attended regular gender specific speaking up sessions. Members reported feeling better able to speak up in a smaller group with people of their own gender group.

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2022

Two of our People's Parliament reps, Ifeoma and Peter, continued their involvement with Lewisham Disabled People's Commission: they contributed to a report about services for people with learning disabilities in the borough. Reps also got involved in other campaigns such as:

- working with the Race Equality Foundation, looking at the intersectional needs of BAME people with learning disabilities;
- continuing work as founder members of the Right2Home group – especially highlighting the 10th anniversary of the abuse at Winterbourne View;
- continuing work with the Self-Advocacy Together movement linking self-advocacy groups across the country.

Health Ambassadors Programme

We were grateful for London Borough of Lewisham for providing additional funds enabling us to continue the Lewisham Health Ambassadors programme. Because of continued Covid restrictions, much of the work had to be online. However, during the period, our Health Ambassadors facilitated several online Zoom workshops, with a focus on Covid-19 Infection Protection Control; the Covid-19 vaccination; the roadmap out of lockdown; what vaccines and viruses are; annual health checks; and cancer awareness and screening. 108 people with learning disabilities attended the workshops.

We were very excited to be part of a successful partnership bid with Advocacy in Greenwich and Advocacy for All to run a south east London Health Ambassadors programme. LSU recruited Anne McBride as the Health Ambassadors Project Worker, supporting two health ambassadors with learning disabilities: one from Lewisham and one from Lambeth. The programme is funded by South East London CCG and includes six south London boroughs.

1-2-1 Advocacy

We were sad to say goodbye to Colin Finch, our Crime & Hate Crime Advocate. Following Colin's departure, funds were redirected to start a pilot Parents Advocacy programme. We welcomed Gemma Hughes in January 2022 as our first ever Parents Advocate. The new service will support people with learning disabilities who are parents – many of whom are involved with children's services and face care proceedings.

Our Financial Inclusion 1-2-1 advocacy service commenced. Funded by Henry Smith Charity, the new service will focus solely on assisting people with learning disabilities who face financial difficulty. We welcomed Michelle Burke as our new 'Money Management' Advocate.

Our successful Community Advocacy and Advocacy Surgery services continued. Our Advocates – including volunteers – assisted 64 people through community advocacy and 42 through the surgery.

Hate Crime Training

Our Hate Crime Trainers, supported by our Coordinator, continued to be agile given the demands of the pandemic. School closures meant training was successfully repurposed using Zoom. In-person workshops were provided to police cadets and Lewisham Hospital and through good partnership working with local support provider Aurora-Nexus, hate crime workshops were delivered to people with learning disabilities. This year 237 school children and 34 people with learning disabilities were trained about disability hate crime.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2022**

Partnerships

We pride ourselves on working well with others who share similar missions to ours, and who want to improve the lives of people with learning disabilities and autism.

Our continued good relationship with Learning Disability England led to our involvement in an NHS Covid Recovery project. Led by LDE, 14 self-advocacy organisations joined forces to share resources that would benefit shared health advocacy activities locally and nationwide.

We commenced a brand new partnership with Lewisham Local, supporting a new work experience placement initiative for people with learning disabilities, funded by the Lewisham's Neighbourhood Community Infrastructure Levy (NCIL) fund. The new project is called 'Building People Changing Lives'.

We are excited about the new partnership with Advocacy in Greenwich and Advocacy for All in delivering a six borough Health Ambassadors programme. We hope the partnership will bring further opportunities in the future.

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2022 (Contd)

RESULTS

The total incoming resources for the year amounted to £326,955 with an expenditure of £314,581.

The charity operates for the public benefit by:

- providing self-advocacy groups and larger events for people with learning disabilities based at the Deptford Albany and other venues; supporting self-advocates to participate in meetings and events, local, regional and national; providing specialised training and support for people with learning disabilities that supports their full participation in society and their ability to raise awareness of issues that affect them amongst the wider community;
- 1-2-1 advocacy support which includes recruiting, training and preparing committed volunteer advocates who provide advocacy support that is in response to self or professional referral. Advocacy support provided by both professional and volunteer advocates, and now includes a specialist financial inclusion 1-2-1 advocacy service. Advocacy is both short and long term and is in response to issues, problems or changes with services, in particular where independence from service provider conflict is critical.
- The charity also provides Disability Hate Crime Training and Learning Disability Awareness Training.

FUTURE STRATEGY

The Board of Trustees remains committed to taking Lewisham Speaking Up forward in line with its objectives, as a grassroots advocacy charity, rooted in direct engagement with people with learning disabilities. People with learning disabilities in Lewisham are the core focus of our work and we continue to strive to tackle discrimination, enable access to services and promote their voice to decision makers – both collectively and as individuals.

Our local knowledge and reputation with Lewisham-based stakeholders is a significant strength, as is our cooperation with the London Borough of Lewisham. This collaborative approach contributes to our sustainability and enables us to better meet our objectives. We have recognised challenges in the funding environment – now exacerbated by the cost of living crisis. We recognise that competition for grant funding is fiercer than ever and we know we must find ways to diversify our funding. We continue to build on our Local Authority grant with additional funding and by being alert to new opportunities, to ensure that we are able to carry on building our work on a sustainable foundation. We therefore remain optimistic despite the challenging environment.

It continues to be clear our beneficiaries value Lewisham Speaking Up and have benefited from better self-esteem, a greater ability to articulate their needs to service providers and improved choices through our support. The national policy environment has further increased the need for independent advocacy for people with learning disabilities and the support we offer is thus even more critical for their wellbeing.

When considering future strategy, Trustees will take careful account of how to meet ongoing challenges with continued emphasis upon delivering high quality advocacy provision for our beneficiaries.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2022 (Contd)**

RESERVES POLICY

Free Reserves

The Directors/Trustees want to make sure the money that Lewisham Speaking Up receives is used to help us to do what we set out to do. They want to make sure our money does not just sit in the bank and that it helps us achieve our aims. However, they think Lewisham Speaking Up needs to have some money in reserve in case something unexpected happens. The increasingly difficult financial climate makes a sudden reduction in our funding more likely.

For these reasons, Lewisham Speaking Up needs money in reserve that will give us time to plan, find more money, or change things. The Directors/Trustees think Lewisham Speaking Up also needs enough money in reserve to make sure they can carry out their responsibilities as a good employer. They think that the amount of money needed in reserve should be enough to cover four months running costs, which are the essential costs required to fulfil Lewisham Speaking Up's core charitable activity. This does not include the costs of additional projects that attract their own funding.

As at 31 March 2022, our free reserves level is £95,806 (excluding designated funds). Our target for next year's reserves is four months running costs.

INVESTMENT POLICY

The Trustees are keeping under review the appropriateness of opening an interest-bearing deposit account.

RISK REVIEW

The Directors/Trustees continue to be of the view discontinuation or reduction in grant funding to be the main risk to our activity and are pleased with the steps we have taken to diversify our funding base over the past twelve months.

Notwithstanding the above, we continue to believe that a local grant is vital to core stability and we remain of the view that grants better sustain local beneficiary-led groups such as ours.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2022 (Contd)**

We believe that the benefits and added value that beneficiary-led and locally rooted groups bring should be attractive to funders. We believe this is recognised by Lewisham who acknowledge this by sustaining a grant programme despite having to make cuts. During the year, the Directors/Trustees are led by a robust fundraising strategy and priorities to sustain and develop the work of Lewisham Speaking Up. The Board continues its finance subcommittee to give better scrutiny and management of the charity's finances.

Internal policies (including financial) are in place to minimise risk and ensure service and operational quality for the charitable company.

MEMBERS OF THE BOARD OF TRUSTEES

Members of the Board of Trustees, who are Directors for the purposes of company law and Trustees for the purpose of charity law, who served during the year up to the date of this report, are set out at the front of this report.

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2022 was 9.

STATEMENT OF DIRECTORS'/TRUSTEES' RESPONSIBILITIES

Company law requires the Directors/Trustees to prepare annual accounts which give a true and fair view of the state of the company's affairs and of the surplus or deficit of the company for that period.

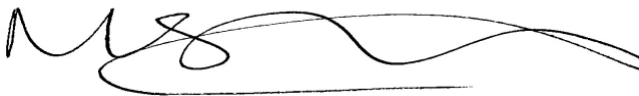
In preparing the company's accounts, Directors/Trustees are required to:

- consistently apply suitable accounting policies and make judgements and estimates that are reasonable and prudent;
- prepare the accounts on a going concern basis unless it is appropriate to presume that the company will not continue to carry on its business.

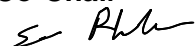
The Directors/Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any particular time the financial position of the company. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The accounts were approved by the Board on 4th November 2022.



.....
Michelle Stanistreet
Co-Chair



.....
Sean Phillippo
Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LEWISHAM SPEAKING UP

Independent examiner's report to the trustees of Lewisham Speaking Up

I report to the charity trustees on my examination of the accounts of Lewisham Speaking Up (the Charitable Company) for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the Charitable Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or the accounts have not been prepared in accordance with the Charities SORP (FRS 102).
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland – FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Andrew Thurnburn FCA
Andrew Thurnburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

[Date]

**LEWISHAM SPEAKING UP
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOMING RESOURCES					
Income in furtherance of the charity's activities					
Voluntary income	2	69,400	254,513	323,913	324,863
Investment income		-	-	-	-
Incoming resources from charitable activities:					
Fees from charitable activities	3	1,647	1,395	3,042	3,865
Total incoming resources		<u>71,047</u>	<u>255,908</u>	<u>326,955</u>	<u>328,728</u>
RESOURCES EXPENDED					
Charitable expenditure:					
Activity costs		76,586	231,561	308,147	300,957
Fundraising costs		3,200	-	3,200	-
Governance costs		3,234	-	3,234	2,310
Total resources expended	4	<u>83,020</u>	<u>231,561</u>	<u>314,581</u>	<u>303,267</u>
NET INCOME FOR THE YEAR		(11,973)	24,347	12,374	25,461
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(11,973)	24,347	12,374	25,461
Fund balances at 1 April 2021		120,297	23,768	144,065	118,604
FUND BALANCES AT 31 MARCH 2022	10	<u><u>108,324</u></u>	<u><u>48,115</u></u>	<u><u>156,439</u></u>	<u><u>144,065</u></u>

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

**LEWISHAM SPEAKING UP
BALANCE SHEET
AS AT 31 MARCH 2022**

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		-		-
CURRENT ASSETS					
Cash at bank and in hand		197,863	215,871		
Debtors (due within one year)		23,802	8,828		
		<u>221,665</u>	<u>224,699</u>		
CREDITORS: Amounts falling due within one year					
	8	<u>(20,524)</u>	<u>(10,033)</u>		
NET CURRENT ASSETS					
Deferred Income		<u>(44,702)</u>	<u>(70,601)</u>		
NET ASSETS					
		<u>156,439</u>	<u>144,065</u>		
FUNDS					
Restricted funds	10	48,115	23,768		
Unrestricted general funds	10	95,806	87,238		
Unrestricted designated funds	11	12,518	33,059		
		<u>108,324</u>	<u>120,297</u>		
		<u>156,439</u>	<u>144,065</u>		

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The accounts were approved by the Board on 4th November 2022.



.....
Sean Phillippo
Treasurer

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022**

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery	33% on cost
Fixtures, fittings and equipment	33% on cost

1.3 Fund accounting

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with charitable objects at the discretion of the trustees, and unrestricted designated funds which are unrestricted funds set aside by the trustees for particular purposes; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. VOLUNTARY INCOME

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
LB Lewisham Grants	66,100	-	66,100	66,100
LB Lewisham LD Commissioning	-	22,000	22,000	20,000
Awards for All (Women & Men Group)	-	10,000	10,000	-
City Bridge Trust (Hate Crime Project)	-	8,738	8,738	12,700
National Lottery (Hate Crime Project)	-	33,252	33,252	33,250
Henry Smith Charity (Finance Advocacy)	-	32,200	32,200	-
SEL CCG (Health Ambassador)	-	14,569	14,569	-
Peoples Health Trust (Women & Men Group)	-	-	-	6,774
National Lottery (One to One Advocacy)	-	34,448	34,448	34,450
National Lottery (Core Costs)	-	45,054	45,054	45,056
Lewisham Clinical Commissioning Group (Health Ambassador)	-	-	-	21,500
Learning Disability England	3,300	-	3,300	4,500
London Catalyst (Women & Men Group)	-	-	-	2,000
City Bridge Trust (Core Costs)	-	-	-	3,037
National Lottery (Digital Inclusion)	-	-	-	28,000
National Lottery (People's Parliament)	-	37,252	37,252	37,250
NHS Lewisham (Health Ambassador)	-	17,000	17,000	8,000

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 (Contd)**

2. VOLUNTARY INCOME (Contd)	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021		
	£	£	£	£		
Donations	-	-	-	2,246		
	<u>69,400</u>	<u>254,513</u>	<u>323,913</u>	<u>324,863</u>		
	<u><u>69,400</u></u>	<u><u>254,513</u></u>	<u><u>323,913</u></u>	<u><u>324,863</u></u>		
3. FEES FROM CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021		
	£	£	£	£		
Workshops	-	765	765	350		
Commissioning	1,303	-	1,303	1,568		
Advisory Work	344	630	974	1,947		
	<u>1,647</u>	<u>1,395</u>	<u>3,042</u>	<u>3,865</u>		
	<u><u>1,647</u></u>	<u><u>1,395</u></u>	<u><u>3,042</u></u>	<u><u>3,865</u></u>		
4. TOTAL RESOURCES EXPENDED	Fund- raising	Charitable Activity	Support Costs	Govern- ance	Total 2022	Total 2021
	£	£	£	£	£	£
Expenditure:						
Salaries, NI & Pensions	-	220,997	29,590	-	250,587	231,815
Freelance Workers	-	-	150	-	150	15,908
Other Staff Support Costs	-	-	6,499	-	6,499	9,108
Governance	-	-	-	3,234	3,234	2,310
Direct Advocacy Support & Group Costs	-	15,705	-	-	15,705	14,968
Marketing	-	8,489	-	-	8,489	638
Administration & Overheads	-	-	9,961	-	9,961	14,507
Fundraising	3,200	-	-	-	3,200	-
Rent	-	-	16,756	-	16,756	14,013
	<u>3,200</u>	<u>245,191</u>	<u>62,956</u>	<u>3,234</u>	<u>314,581</u>	<u>303,267</u>
Sub-Total	3,200	245,191	62,956	3,234	314,581	303,267
Re-allocation of Support Costs	-	62,956	(62,956)	-	-	-
	<u>£ 3,200</u>	<u>£308,147</u>	<u>£ -</u>	<u>£3,234</u>	<u>£314,581</u>	<u>£303,267</u>
	<u><u>£ 3,200</u></u>	<u><u>£308,147</u></u>	<u><u>£ -</u></u>	<u><u>£3,234</u></u>	<u><u>£314,581</u></u>	<u><u>£303,267</u></u>

5. TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration or expenses for their services as Trustees during the year or the previous year.

6. EMPLOYEES

Number of employees

The average monthly number of employees (full-time equivalents) during the year was:

Administration and Charitable Activities	<u>7</u>	<u>6</u>
--	----------	----------

Employment costs

	2022	2021
	£	£
Wages and salaries	227,879	210,206
Social security costs	14,577	13,140
Pension costs	8,131	8,469
	<u>250,587</u>	<u>231,815</u>
	<u><u>250,587</u></u>	<u><u>231,815</u></u>

No employee earned more than £60,000 per annum.

LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022
(Contd)

7. TANGIBLE FIXED ASSETS

	Plant and Machinery	Fixtures, Fittings & Equipment	Total
	£	£	£
Cost			
At 1 April 2021	-	1,852	1,852
Additions	-	-	-
Disposals	-	-	-
At 31 March 2022	<u>-</u>	<u>1,852</u>	<u>1,852</u>
Depreciation			
At 1 April 2021	-	1,852	1,852
Charge for the year	-	-	-
On Disposals	-	-	-
At 31 March 2022	<u>-</u>	<u>1,852</u>	<u>1,852</u>
Net book value			
At 31 March 2021 and 31 March 2022	<u>-</u>	<u>-</u>	<u>-</u>

8. CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Accruals	20,524	10,033
	<u>20,524</u>	<u>10,033</u>

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Fund balances at 31 March 2022:				
Current assets	128,848	92,817	221,665	224,699
Creditors: amounts falling due within one year	(20,524)	(-)	(20,524)	(10,033)
Deferred Income	(-)	(44,702)	(44,702)	(70,601)
	<u>108,324</u>	<u>48,115</u>	<u>156,439</u>	<u>144,065</u>

10. RESTRICTED AND UNRESTRICTED FUNDS

	Total 2022	Unrestricted Funds	Restricted Funds	Advocacy Management	Core Costs	People's Parliament	Hate Crime Training	One to One Advocacy	Health Ambassa- dor	Women & Men Group	Digital Inclusion	Finance Advocacy
	£	£	£	£	£	£	£	£	£	£	£	£
Opening Balance	144,065	120,297	23,768	-	-	7,124	6,239	-	6,578	1,846	1,981	-
Income – Grants	323,913	69,400	254,513	22,000	45,054	37,252	41,990	34,448	31,569	10,000	-	32,200
– Other	3,042	1,647	1,395	-	-	730	665	-	-	-	-	-
	<u>326,955</u>	<u>71,047</u>	<u>255,908</u>	<u>22,000</u>	<u>45,054</u>	<u>37,982</u>	<u>42,655</u>	<u>34,448</u>	<u>31,569</u>	<u>10,000</u>	<u>-</u>	<u>32,200</u>
Expenditure	314,581	83,020	231,561	22,000	45,054	39,348	45,066	24,830	24,839	4,731	1,981	23,712
Surplus/(Deficit) for Year	12,374	(11,973)	24,347	-	-	(1,366)	(2,411)	9,618	6,730	5,269	(1,981)	8,488
Transfers Between Funds	-	-	-	-	-	-	-	-	-	-	-	-
Balances 31.03.22	<u>156,439</u>	<u>108,324</u>	<u>48,115</u>	<u>-</u>	<u>-</u>	<u>5,758</u>	<u>3,828</u>	<u>9,618</u>	<u>13,308</u>	<u>7,115</u>	<u>-</u>	<u>8,488</u>

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022
(Contd)**

11. UNRESTRICTED FUNDS

	Total	General Funds	Designated Funds
Balance at 1.04.21	120,297	87,238	33,059
Net Movement in Funds	(11,973)	14,568	(26,541)
Transfer Between Funds	-	(6,000)	6,000
	<hr/>	<hr/>	<hr/>
Balances at 31.03.22	108,324	95,806	12,518
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total £
INCOMING RESOURCES			
Income in furtherance of the charity's activities:			
Voluntary income	71,383	253,480	324,863
Investment income	-	-	-
Incoming resources from charitable activities:			
Fees from charitable activities	3,865	-	3,865
	<hr/>	<hr/>	<hr/>
	75,248	253,480	328,728
	<hr/>	<hr/>	<hr/>
RESOURCES EXPENDED			
Charitable expenditure:			
Activity costs	54,962	245,995	300,957
Fundraising costs	-	-	-
Governance costs	2,310	-	2,310
	<hr/>	<hr/>	<hr/>
Total Resources Expended	57,272	245,995	303,267
	<hr/>	<hr/>	<hr/>
NET INCOME FOR THE YEAR	17,976	7,485	25,461
Transfers between funds	-	-	-
	<hr/>	<hr/>	<hr/>
NET MOVEMENT IN FUNDS	17,976	7,485	25,461
Fund balances at 1 April 2020	102,321	16,283	118,604
	<hr/>	<hr/>	<hr/>
FUND BALANCES AT 31 MARCH 2021	120,297	23,768	144,065
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

LEWISHAM SPEAKING UP

England & Wales - Charity number 1109083

Accounts

Legal and Administrative Information

Status

The organisation is a charitable company limited by guarantee, incorporated in England and Wales, and registered as a charity on 18 April 2005.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under the Articles of Association. Under these Articles members of the committee are elected at the Annual General Meeting and are subject to re-election at each Annual General Meeting.

Directors/Trustees

The Directors/Trustees in office during the period and at the date of this report

**LEWISHAM SPEAKING UP
TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED
31 MARCH 2021**

- Michelle Stanfield (Chair)
- Hannah Raven (Co-Chair)
- Sean Phillips (Treasurer)
- Mark Anderson (Trustee)
- Claudia Winter (Trustee)
- Robert Gahinge (Trustee)
- Zelda McCollum (Trustee)
- Merial Hodgson-Tee (Trustee)
- Imilia Rahman (Trustee)
- Dinesh Satter (Trustee)

Secretary

Ashley Thomas

Organisational Structure

Lewisham Speaking Up is governed by a Board of Trustees who are voted in at the AGM. Four of our Trustees are people with a learning disability. The Board is led by a Chair and a Co-Chair who is somebody with a learning disability. We pride ourselves on having a diverse board with varying skills including finance, media and communications, legal, fundraising, and advocacy, and experiences including learning disability, volunteering, and being a parent of a person with a learning disability. We currently have three subcommittees which make recommendations to the Board. These are Finance, Funding, and Policies.

LEWISHAM SPEAKING UP

Legal and Administrative Information

Status

The organisation is a charitable company limited by guarantee, incorporated on 23 December 2004 and registered as a charity on 18 April 2005.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Under those Articles members of the committee are elected at the Annual General Meeting and are subject to ratification at each Annual General Meeting.

Directors/Trustees

The Directors/Trustees in office during the period and at the date of this report:

Michelle Stanistreet (Chair)
Hannah Raven (Co-chair)
Sean Phillippo (Treasurer)
Mark Anderson (Trustee)
Claudia Winter (Trustee)
Robert Garlinge (Trustee)
Zelda McCollum (Trustee)
Meriel Hodgson-Teall (Trustee)
Imthiaz Rehman (Trustee)
Dinesh Sattee (Trustee)

Secretary

Ashley Thomas

Organisational Structure

Lewisham Speaking Up is governed by a Board of Trustees who are voted in at the AGM. Four of our Trustees are people with a learning disability. The Board is led by a Chair and a Co-chair, who is somebody with a learning disability. We pride ourselves on having a diverse board with varying skills including finance, media and comms, legal, fundraising, and advocacy, and experiences including learning disability, volunteering, and being a parent of a person with a learning disability. We currently have three subcommittees which make recommendations to the Board. These are Finance, Funding, and Policies.

LEWISHAM SPEAKING UP

Legal and Administrative Information (Contd)

Registered Office and Principal Address

The Deptford Albany
Douglas Way
Deptford
London SE8 4AG

Independent Examiner

Andrew Thurburn
Andrew Thurburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

Bankers

The Cooperative Bank, PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT

LEWISHAM SPEAKING UP

Legal and Administrative Information
(Contd)

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Balance Sheet	8
Notes to the Accounts	9 - 12

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT (YEAR ENDED 31 MARCH 2021)

The Directors/Trustees present their report with the financial statements of the company for the year ended 31 March 2021, having had regard to relevant SORP requirements. When preparing this report, the Trustees have also referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing and reporting on the charity's delivery of aims and objectives. In particular, the Trustees have considered how planned activities will contribute to meeting stated aims and objectives.

WHAT LEWISHAM SPEAKING UP DOES

Objectives and activities that are for public benefit

The company is a charity that works to support and provide advocacy services to people with learning disabilities, particularly in the south east London Borough of Lewisham.

Our charitable objectives are:

- (a) *to relieve and support people disadvantaged by learning disability, difficulty or special need through advocacy services which promote their rights and entitlements as equal citizens;*
- (b) *to advance and promote education of all people with learning disabilities through group work, training and other relevant advocacy practice;*
- (c) *to advance the education of the public about the educational, physical, emotional and psychological needs of people with learning disabilities.*

REVIEW OF THE YEAR'S ACTIVITY AND RESULTS

Lewisham Speaking Up is an advocacy organisation based in the London Borough of Lewisham. We pride ourselves on supporting people with learning disabilities to speak up, be heard, and have a stronger voice. We work together to bring about the changes people want and need. We strive to get better and fairer treatment for all people with learning disabilities. Our beneficiaries are included at all levels of the organisation from participation on our Board, to being paid staff, volunteers, and to being beneficiaries of all our projects. This report is about our activities and outcomes for the people we support and who participated in our activities during the twelve months from April 2020 to March 2021.

Our year started very differently: in March 2020 we went into lockdown following the start of the Covid-19 pandemic. A lot changed. As a team we had to adapt quickly to working differently and finding alternative ways to run our activities and support our beneficiaries. We were quick to embrace video technology to ensure our staff could do their work and support each other using MS Teams. We initiated rotas to call people regularly who were isolated and most in need, and set up Zoom meetings to replace face to face meetings. Those who had technology, understood technology, or had support to use it were able to access our new weekly self-advocacy Zoom meetings. The weekly zoom meeting meant we could stay in touch with people, continue to give people a voice, and fulfil some of the outcomes of our self-advocacy work, including People's Parliament.

The pandemic quickly highlighted the issue of digital exclusion. LSU worked tirelessly to get people with learning disabilities connected but it proved to be an enormous challenge and there were many barriers. Through our membership and partnership with Learning Disability England we were able to learn about technology, share ideas and solutions to barriers, and we were donated a substantial number of smart phones and devices to give to the people we support. We secured a grant from the Coronavirus Community Support Fund (managed by the National Lottery and Government) to give extra support to people experiencing digital exclusion and to commission research and a report: this report has had much influence in

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2021 (Contd)**

Lewisham and beyond and contributed to Lewisham Council setting up a Scrutiny Group to specifically address the issue of learning disability digital exclusion.

Our weekly Zoom meetings progressed well, with more and more people joining. Between April 20 – March 21 we held 42 meetings with an average of 25 people with learning disabilities attending each week. Our highest attendance was 36. We held 4 specific People's Parliament events on the following themes: using technology in the pandemic, Hate Crime, Health (during Big Health Week), and proposed cuts to services in Lewisham. In November LSU supported and took part in Big Health Week, which was organised by South East London CCG. In addition to a special Parliament, we ran online workshops on Annual Health Checks, Hate Crime, and Advocacy, and hosted a health quiz to end the successful week.

At first, it was very difficult to run our Bigger Voices Men and Women's Groups as many members were digitally excluded or did not want to join Zoom meetings. However, we persevered and throughout the year more existing and new members joined online groups. Eventually 9 women and 13 men with learning disabilities attended sessions. We were delighted to receive additional funding for the Bigger Voices project from London Catalyst and Awards For All (Big Lottery Fund): the extra funding means we can continue groups until June 22.

We recognised that not all people with learning disabilities in Lewisham could use technology and we wanted to ensure they could have a voice using other means. We gained funding from donations and Learning Disability England to set up a fortnightly 'lockdown' newsletter. The newsletter was sent by post to 300 people with learning disabilities and/or autism in the borough: 22 newsletters were produced during the period: editing was done by our Admin & Marketing Officer. Our beneficiaries contributed to good news stories: our team shared information about services and up to date essential Covid information.

With schools and colleges closed, our Hate Crime Training project had difficulty initially repurposing to new ways. However, our Coordinator adapted and supported self-advocates to make short films on hate crime and learning disability awareness. Our films can be seen on YouTube: https://www.youtube.com/results?search_query=lewisham+speaking+up. However, eventually the project was able to repurpose training online and support the team of hate crime trainers to get connected and facilitate sessions. During the year, 126 school children, 46 people with learning disabilities, and 166 front line workers received disability hate crime awareness training. 14 people with learning disabilities also attended a 'hybrid' event for Hate Crime Awareness week. Our Coordinator was also seconded for three months (1 day a week) to support Lewisham borough's pandemic support to vulnerable residents.

Our Health Ambassadors continued working online and helped to produce easy read guides and information on Annual Health Checks and Cancer Awareness. Our Ambassadors also took part in online 'Talk Cancer' events and other forums concerned with giving better health support and annual health checks to people with learning disabilities.

1-2-1 Advocacy was largely able to continue, although the work was impacted by not being able to do face to face meetings and having fewer volunteers available. We were still able to assist 110 people through Community Advocacy, 49 through the Advocacy Surgery, and 32 people who were victims of crime or hate crime.

In addition to our main services we started a Friday online music session for people with learning disabilities. Anybody with a learning disability could attend and contribute requests

LEWISHAM SPEAKING UP DIRECTORS'/TRUSTEES' REPORT YEAR ENDED 31 MARCH 2021 (Contd)

for songs. The weekly group proved very popular with a regular attendance of 30 – 40 people and had a noticeable impact on people's well-being and happiness.

Lastly, we were delighted to secure three years funding from Henry Smith Charity for a Financial Inclusion 1-2-1 Advocacy. This means we can help up to 100 people with learning disabilities and/or autism a year who are experiencing financial hardship. We would like to say a big thank you to Henry Smith, The National Lottery Community Fund, London Borough of Lewisham, and all our other funders for supporting us to continue our excellent work! A very special thanks also goes out to our committed staff team who have continued to work hard despite an exceptionally difficult year.

RESULTS

The total incoming resources for the year amounted to £328,728 with an expenditure of £303,267.

The charity operates for the public benefit by:

- providing self-advocacy groups and larger events for people with learning disabilities based at the Deptford Albany and other venues; supporting self-advocates to participate in meetings and events, local, regional and national; providing specialised training and support for people with learning disabilities that supports their full participation in society and their ability to raise awareness of issues that affect them amongst the wider community;
- 1-2-1 advocacy support which includes recruiting, training and preparing committed volunteer advocates who provide advocacy support that is in response to self or professional referral. Advocacy support provided by both professional and volunteer advocates, and now includes a specialist financial inclusion 1-2-1 advocacy service. Advocacy is both short and long term and is in response to issues, problems or changes with services, in particular where independence from service provider conflict is critical.
- The charity also provides Disability Hate Crime Training and Learning Disability Awareness Training.

FUTURE STRATEGY

The Board of Trustees remains committed to taking Lewisham Speaking Up forward in line with its objectives, as a grassroots advocacy charity, rooted in direct engagement with people with learning disabilities. People with learning disabilities in Lewisham are the core focus of our work and we continue to strive to tackle discrimination, enable access to services and promote their voice to decision makers – both collectively and as individuals.

Our local knowledge and reputation with Lewisham-based stakeholders is a significant strength, as is our cooperation with the London Borough of Lewisham. This collaborative approach contributes to our sustainability and enables us to better meet our objectives. We have recognised challenges in the funding environment – now exacerbated by Covid-19 - and acted upon this, building on our Local Authority grant with additional funding to ensure that we are able to carry on building our work on a sustainable foundation. We therefore remain optimistic despite the challenging environment.

It continues to be clear our beneficiaries value Lewisham Speaking Up and have benefited from better self-esteem, a greater ability to articulate their needs to service providers and improved choices through our support. The national policy environment has further

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2021 (Contd)**

increased the need for independent advocacy for people with learning disabilities and the support we offer is thus even more critical for their wellbeing.

When considering future strategy, Trustees will take careful account of how to meet ongoing challenges with continued emphasis upon delivering high quality advocacy provision for our beneficiaries.

RESERVES POLICY

Free Reserves

The Directors/Trustees want to make sure the money that Lewisham Speaking Up receives is used to help us to do what we set out to do. They want to make sure our money does not just sit in the bank and that it helps us achieve our aims. However, they think Lewisham Speaking Up needs to have some money in reserve in case something unexpected happens. The increasingly difficult financial climate makes a sudden reduction in our funding more likely.

For these reasons, Lewisham Speaking Up needs money in reserve that will give us time to plan, find more money, or change things. The Directors/Trustees think Lewisham Speaking Up also needs enough money in reserve to make sure they can carry out their responsibilities as a good employer. They think that the amount of money needed in reserve should be enough to cover six months' core running costs, which are the essential costs required to fulfil Lewisham Speaking Up's core charitable activity. This does not include the costs of additional projects that attract their own funding.

As at 31 March 2021, our free reserves level is £87,238 (excluding designated funds). Our target for next year's reserves is £74K (6 months running cost).

Designated Reserves

The Trustees of Lewisham Speaking Up undertook a review of their reserves at the end of the 2019/20 financial year and agreed to invest a proportion of reserves in building the capacity of the organisation. The Trustees agreed to designate £27,928 at the end of March 2020 for the purpose specified. The Board agreed to designate a further £6k to this amount to be used for development of marketing and communications. After allowing for an £869 withdrawal in the year the total designated fund for at the end of this year is £33,059.

INVESTMENT POLICY

The trustees are keeping under review the appropriateness of opening an interest-bearing deposit account.

RISK REVIEW

The Directors/Trustees continue to be of the view discontinuation or reduction in grant funding to be the main risk to our activity and are pleased with the steps we have taken to diversify our funding base over the past twelve months.

Notwithstanding the above, we continue to believe that a local grant is vital to core stability and we remain of the view that grants better sustain local beneficiary-led groups such as ours.

**LEWISHAM SPEAKING UP
DIRECTORS'/TRUSTEES' REPORT
YEAR ENDED 31 MARCH 2021 (Contd)**

We believe that the benefits and added value that beneficiary-led and locally rooted groups bring should be attractive to funders. We believe this is recognised by Lewisham who acknowledge this by sustaining a grant programme despite having to make cuts. During the year, the Directors/Trustees are led by a robust fundraising strategy and priorities to sustain and develop the work of Lewisham Speaking Up. The Board has also implemented a finance subcommittee to give better scrutiny and management of the charity's finances.

Internal policies (including financial) are in place to minimise risk and ensure service and operational quality for the charitable company.

MEMBERS OF THE BOARD OF TRUSTEES

Members of the Board of Trustees, who are Directors for the purposes of company law and Trustees for the purpose of charity law, who served during the year up to the date of this report, are set out at the front of this report.

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2021 was 11.

STATEMENT OF DIRECTORS'/TRUSTEES' RESPONSIBILITIES

Company law requires the Directors/Trustees to prepare annual accounts which give a true and fair view of the state of the company's affairs and of the surplus or deficit of the company for that period.

In preparing the company's accounts, Directors/Trustees are required to:

- consistently apply suitable accounting policies and make judgements and estimates that are reasonable and prudent;
- prepare the accounts on a going concern basis unless it is appropriate to presume that the company will not continue to carry on its business.

The Directors/Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any particular time the financial position of the company. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The accounts were approved by the Board on [Date] 23rd November 2021



.....
Michelle Stanistreet
Co-Chair

Andrew Tinsman FCA
Andrew Tinsman & Co.
Chartered Accountants
38 Tarnworth Road
Croydon
Surrey CR9 1XU

[Date]



.....
Sean Phillippo
Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LEWISHAM SPEAKING UP

Independent examiner's report to the trustees of Lewisham Speaking Up

I report to the charity trustees on my examination of the accounts of Lewisham Speaking Up (the Charitable Company) for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the Charitable Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or the accounts have not been prepared in accordance with the Charities SORP (FRS 102).
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland – FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Andrew Thurburn FCA
Andrew Thurburn & Co.
Chartered Accountants
38 Tamworth Road
Croydon
Surrey CR0 1XU

[Date]

**LEWISHAM SPEAKING UP
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
INCOMING RESOURCES					
Income in furtherance of the charity's activities					
Voluntary income	2	71,383	253,480	324,863	264,512
Investment income		-	-	-	-
Incoming resources from charitable activities:					
Fees from charitable activities	3	3,865	-	3,865	2,781
Total incoming resources		75,248	253,480	328,728	267,293
RESOURCES EXPENDED					
Charitable expenditure:					
Activity costs		54,962	245,995	300,957	260,312
Fundraising costs		-	-	-	-
Governance costs		2,310	-	2,310	3,322
Total resources expended	4	57,272	245,995	303,267	263,634
NET INCOME FOR THE YEAR		17,976	7,485	25,461	3,659
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		17,976	7,485	25,461	3,659
Fund balances at 1 April 2020		102,321	16,283	118,604	114,945
FUND BALANCES AT 31 MARCH 2021	10	120,297	23,768	144,065	118,604

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

**LEWISHAM SPEAKING UP
BALANCE SHEET
AS AT 31 MARCH 2021**

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		-		-
CURRENT ASSETS					
Cash at bank and in hand		215,871		181,516	
Debtors (due within one year)		8,828		3,182	
		<u>224,699</u>		<u>184,698</u>	
CREDITORS: Amounts falling due within one year	8	<u>(10,033)</u>		<u>(5,135)</u>	
NET CURRENT ASSETS					
Deferred Income		214,666		179,563	
		<u>(70,601)</u>		<u>(60,959)</u>	
NET ASSETS		<u>144,065</u>		<u>118,604</u>	
FUNDS					
Restricted funds	10		23,768		16,283
Unrestricted general funds	10	87,238		74,393	
Unrestricted designated funds	11	33,059		27,928	
			<u>120,297</u>		<u>102,321</u>
			<u>144,065</u>		<u>118,604</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.


The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to Small Companies.

The accounts were approved by the Board on [Date]


.....
Sean Phillippo
Treasurer

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery	33% on cost
Fixtures, fittings and equipment	33% on cost

1.3 Fund accounting

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with charitable objects at the discretion of the trustees, and unrestricted designated funds which are unrestricted funds set aside by the trustees for particular purposes; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. VOLUNTARY INCOME

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
LB Lewisham Grants	66,100	-	66,100	68,614
LB Lewisham LD Commissioning	-	20,000	20,000	20,000
Comic Relief (People's Parliament)	-	-	-	9,052
City Bridge Trust (Hate Crime Project)	-	12,700	12,700	6,300
National Lottery (Hate Crime Project)	-	33,250	33,250	24,938
Trust for London (Hate Crime Project)	-	-	-	6,250
MOPAC (One to One Advocacy)	-	-	-	8,750
Peoples Health Trust (Women & Men Group)	-	6,774	6,774	15,077
National Lottery (One to One Advocacy)	-	34,450	34,450	25,838
National Lottery (Core Costs)	-	45,056	45,056	33,792
Lewisham Clinical Commissioning Group (Health Ambassador)	-	21,500	21,500	12,500
Learning Disability England	-	4,500	4,500	5,000
London Catalyst (Women & Men Group)	-	2,000	2,000	-
City Bridge Trust (Core Costs)	3,037	-	3,037	-
National Lottery (Digital Inclusion)	-	28,000	28,000	-
National Lottery (People's Parliament)	-	37,250	37,250	27,937
LB Lewisham (Health Ambassador)	-	8,000	8,000	-

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021 (Contd)**

2. VOLUNTARY INCOME (Contd)		Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £	
Donations		2,246	-	2,246	464	
		71,383	253,480	324,863	264,512	
		71,383	253,480	324,863	264,512	
3. FEES FROM CHARITABLE ACTIVITIES		Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £	
Workshops		350	-	350	-	
Commissioning		1,568	-	1,568	693	
Advisory Work		1,947	-	1,947	2,088	
		3,865	-	3,865	2,781	
		3,865	-	3,865	2,781	
4. TOTAL RESOURCES EXPENDED	Fund- raising £	Charitable Activity £	Support Costs £	Govern- ance £	Total 2021 £	Total 2020 £
Expenditure:						
Salaries, NI & Pensions	-	203,560	28,255	-	231,815	195,541
Freelance Workers	-	-	15,908	-	15,908	-
Other Staff Support Costs	-	-	9,108	-	9,108	8,793
Governance	-	-	-	2,310	2,310	3,322
Direct Advocacy Support & Group Costs	-	14,968	-	-	14,968	21,295
Marketing	-	638	-	-	638	888
Administration & Overheads	-	-	14,507	-	14,507	19,886
Fundraising	-	-	-	-	-	-
Rent	-	-	14,013	-	14,013	13,909
	-	219,166	81,791	2,310	303,267	263,634
Sub-Total	-	219,166	81,791	2,310	303,267	263,634
Re-allocation of Support Costs	-	81,791	(81,791)	-	-	-
TOTAL	£ -	£300,957	£ -	£2,310	£303,267	£263,634
5. TRUSTEES						
None of the Trustees (or any persons connected with them) received any remuneration or expenses for their services as Trustees during the year or the previous year.						
6. EMPLOYEES				2021	2020	
Number of employees						
The average monthly number of employees (full-time equivalents) during the year was:						
Administration and Charitable Activities						
				6	6	
Employment costs						
				2021	2020	
				£	£	
Wages and salaries				210,206	177,364	
Social security costs				13,140	11,057	
Pension costs				8,469	7,120	
				231,815	195,541	
				231,815	195,541	
No employee earned more than £60,000 per annum.						

LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021
(Contd)

7. TANGIBLE FIXED ASSETS

	Plant and Machinery £	Fixtures, Fittings & Equipment £	Total £
Cost			
At 1 April 2020	-	1,852	1,852
Additions	-	-	-
Disposals	-	-	-
At 31 March 2021	-	1,852	1,852
Depreciation			
At 1 April 2020	-	1,852	1,852
Charge for the year	-	-	-
On Disposals	-	-	-
At 31 March 2021	-	1,852	1,852
Net book value			
At 31 March 2020 and 31 March 2021	-	-	-

8. CREDITORS: Amounts falling due within one year

	2021 £	2020 £
Accruals	10,033	5,135

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Fund balances at 31 March 2021:				
Current assets	130,330	94,369	224,699	184,698
Creditors: amounts falling due within one year	(10,033)	(-)	(10,033)	(5,135)
Deferred Income	-	(70,601)	(70,601)	(60,959)
	120,297	23,768	144,065	118,604

10. RESTRICTED AND UNRESTRICTED FUNDS

	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Advocacy Management £	Core Costs £	People's Parliament £	Hate Crime Training £	One to One Advocacy £	Health Ambassa- dor £	Women & Men Group £	Digital Inclusion £
Opening Balance	118,604	102,321	16,283	-	1,185	4,891	4,689	-	2,664	2,854	-
Income											
- Grants	322,617	69,137	253,480	20,000	45,056	37,250	45,950	34,450	29,500	8,774	32,500
- Other	6,111	6,111	-	-	-	-	-	-	-	-	-
	328,728	75,248	253,480	20,000	45,056	37,250	45,950	34,450	29,500	8,774	32,500
Expenditure	303,267	57,272	245,995	20,000	46,242	35,017	44,399	34,450	25,586	9,782	30,519
Surplus/(Deficit) for Year	25,461	17,976	7,485	-	(1,186)	2,233	1,551	-	3,914	(1,008)	1,981
Transfers Between Funds	-	-	-	-	1	-	(1)	-	-	-	-
Balances 31.03.21	144,065	120,297	23,768	-	-	7,124	6,239	-	6,578	1,846	1,981

**LEWISHAM SPEAKING UP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021
(Contd)**

11. UNRESTRICTED FUNDS

	Total	General Funds	Designated Funds
Balance at 1.04.20	102,321	74,393	27,928
Net Movement in Funds	17,976	18,845	(869)
Transfer Between Funds	-	(6,000)	6,000
	<u> </u>	<u> </u>	<u> </u>
Balances at 31.03.21	120,297	87,238	33,059
	<u> </u>	<u> </u>	<u> </u>

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total £
INCOMING RESOURCES			
Income in furtherance of the charity's activities:			
Voluntary income	69,078	195,434	264,512
Investment income	-	-	-
Incoming resources from charitable activities:			
Fees from charitable activities	2,781	-	2,781
	<u> </u>	<u> </u>	<u> </u>
	71,859	195,434	267,293
	<u> </u>	<u> </u>	<u> </u>
RESOURCES EXPENDED			
Charitable expenditure:			
Activity costs	65,145	195,167	260,312
Fundraising costs	-	-	-
Governance costs	3,322	-	3,322
	<u> </u>	<u> </u>	<u> </u>
Total Resources Expended	68,467	195,167	263,634
	<u> </u>	<u> </u>	<u> </u>
NET INCOME/(EXPENDITURE) FOR THE YEAR			
Transfers between funds	3,392	267	3,659
	<u> </u>	<u> </u>	<u> </u>
	-	-	-
NET MOVEMENT IN FUNDS			
Fund balances at 1 April 2019	3,392	267	3,659
	<u> </u>	<u> </u>	<u> </u>
	98,929	16,016	114,945
	<u> </u>	<u> </u>	<u> </u>
FUND BALANCES AT 31 MARCH 2020	102,321	16,283	118,604
	<u> </u>	<u> </u>	<u> </u>