

## Legal and Administrative Information

### Status

The organisation is a charitable company limited by guarantee, incorporated in England and Wales on 18 April 2003 and registered as a charity on 18 April 2003.

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 are:

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

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

### Secretary

Ashty 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, 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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# **LEWISHAM SPEAKING UP**

## **DIRECTORS'/TRUSTEES' REPORT**

### **(for the 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](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~~ 23<sup>rd</sup> November 2021



.....  
**Michelle Stanistreet**  
Co-Chair



.....  
**Sean Phillippo**  
Treasurer

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

[Date]



# **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 £
<b>INCOMING RESOURCES</b>					
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
<b>Total incoming resources</b>		<b>75,248</b>	<b>253,480</b>	<b>328,728</b>	<b>267,293</b>
<b>RESOURCES EXPENDED</b>					
Charitable expenditure:					
Activity costs		54,962	245,995	300,957	260,312
Fundraising costs		-	-	-	-
Governance costs		2,310	-	2,310	3,322
<b>Total resources expended</b>	4	<b>57,272</b>	<b>245,995</b>	<b>303,267</b>	<b>263,634</b>
<b>NET INCOME FOR THE YEAR</b>		<b>17,976</b>	<b>7,485</b>	<b>25,461</b>	<b>3,659</b>
Transfers between funds		-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>17,976</b>	<b>7,485</b>	<b>25,461</b>	<b>3,659</b>
Fund balances at 1 April 2020		102,321	16,283	118,604	114,945
<b>FUND BALANCES AT 31 MARCH 2021</b>	10	<b>120,297</b>	<b>23,768</b>	<b>144,065</b>	<b>118,604</b>

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 £
<b>FIXED ASSETS</b>			
Tangible assets	7	-	-
<b>CURRENT ASSETS</b>			
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>
<b>CREDITORS: Amounts falling due within one year</b>	8	<u>(10,033)</u>	<u>(5,135)</u>
<b>NET CURRENT ASSETS</b>		214,666	179,563
Deferred Income		<u>(70,601)</u>	<u>(60,959)</u>
<b>NET ASSETS</b>		<u>144,065</u>	<u>118,604</u>
<b>FUNDS</b>			
Restricted funds	10	23,768	16,283
Unrestricted general funds	10	87,238	74,393
Unrestricted designated funds	11	<u>33,059</u>	<u>27,928</u>
		<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
	<u>71,383</u>	<u>253,480</u>	<u>324,863</u>	<u>264,512</u>

**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
	<u>3,865</u>	<u>-</u>	<u>3,865</u>	<u>2,781</u>

**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
Sub-Total	-	219,166	81,791	2,310	303,267	263,634
Re-allocation of Support Costs	-	81,791	(81,791)	-	-	-
<b>TOTAL</b>	<b>£ -</b>	<b>£300,957</b>	<b>£ -</b>	<b>£2,310</b>	<b>£303,267</b>	<b>£263,634</b>

**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	6	6
<b>Employment costs</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Wages and salaries	210,206	177,364
Social security costs	13,140	11,057
Pension costs	8,469	7,120
	<u>231,815</u>	<u>195,541</u>

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 £
<b>Cost</b>			
At 1 April 2020	-	1,852	1,852
Additions	-	-	-
Disposals	-	-	-
<b>At 31 March 2021</b>	<b>-</b>	<b>1,852</b>	<b>1,852</b>
<b>Depreciation</b>			
At 1 April 2020	-	1,852	1,852
Charge for the year	-	-	-
On Disposals	-	-	-
<b>At 31 March 2021</b>	<b>-</b>	<b>1,852</b>	<b>1,852</b>
<b>Net book value</b>			
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)
	<b>120,297</b>	<b>23,768</b>	<b>144,065</b>	<b>118,604</b>

**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 Ambassador £	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	-	-	-	-	-	-	-	-	-
	<b>328,728</b>	<b>75,248</b>	<b>253,480</b>	<b>20,000</b>	<b>45,056</b>	<b>37,250</b>	<b>45,950</b>	<b>34,450</b>	<b>29,500</b>	<b>8,774</b>	<b>32,500</b>
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	<b>144,065</b>	<b>120,297</b>	<b>23,768</b>	<b>-</b>	<b>-</b>	<b>7,124</b>	<b>6,239</b>	<b>-</b>	<b>6,578</b>	<b>1,846</b>	<b>1,981</b>

**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 £
<b>INCOMING RESOURCES</b>			
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>71,859</u>	<u>195,434</u>	<u>267,293</u>
<b>RESOURCES EXPENDED</b>			
Charitable expenditure:			
Activity costs	65,145	195,167	260,312
Fundraising costs	-	-	-
Governance costs	3,322	-	3,322
<b>Total Resources Expended</b>	<u>68,467</u>	<u>195,167</u>	<u>263,634</u>
<b>NET INCOME/(EXPENDITURE) FOR THE YEAR</b>	3,392	267	3,659
Transfers between funds	-	-	-
<b>NET MOVEMENT IN FUNDS</b>	<u>3,392</u>	<u>267</u>	<u>3,659</u>
Fund balances at 1 April 2019	98,929	16,016	114,945
<b>FUND BALANCES AT 31 MARCH 2020</b>	<u>102,321</u>	<u>16,283</u>	<u>118,604</u>