

**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 10<sup>th</sup> 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.

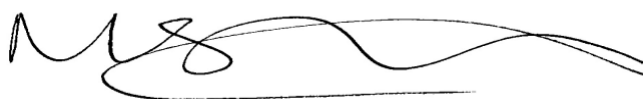
In preparing the company's accounts, Directors/Trustees are required to:

- 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.

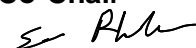
The Directors/Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any particular time the financial position of the company. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and 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 4<sup>th</sup> 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 £
<b>INCOMING RESOURCES</b>					
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
<b>Total incoming resources</b>		<u>71,047</u>	<u>255,908</u>	<u>326,955</u>	<u>328,728</u>
<b>RESOURCES EXPENDED</b>					
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
<b>Total resources expended</b>	4	<u>83,020</u>	<u>231,561</u>	<u>314,581</u>	<u>303,267</u>
<b>NET INCOME FOR THE YEAR</b>		(11,973)	24,347	12,374	25,461
Transfers between funds		-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<u>(11,973)</u>	<u>24,347</u>	<u>12,374</u>	<u>25,461</u>
Fund balances at 1 April 2021		<u>120,297</u>	<u>23,768</u>	<u>144,065</u>	<u>118,604</u>
<b>FUND BALANCES AT 31 MARCH 2022</b>	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 £
<b>FIXED ASSETS</b>			
Tangible assets	7	-	-
<b>CURRENT ASSETS</b>			
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>
<b>CREDITORS: Amounts falling due within one year</b>	8	<u>(20,524)</u>	<u>(10,033)</u>
<b>NET CURRENT ASSETS</b>		201,141	214,666
Deferred Income		(44,702)	(70,601)
<b>NET ASSETS</b>		<u>156,439</u>	<u>144,065</u>
<b>FUNDS</b>			
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 4<sup>th</sup> 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**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2022</b>	<b>Total 2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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		
		69,400	254,513	323,913	324,863		
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		
		1,647	1,395	3,042	3,865		
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
	Sub-Total	3,200	245,191	62,956	3,234	314,581	303,267
	Re-allocation of Support Costs	-	62,956	(62,956)	-	-	-
	TOTAL	£ 3,200	£308,147	£ -	£3,234	£314,581	£303,267

**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**

**2022      2021**

**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>
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**Employment costs**

**2022      2021**

	<b>£</b>	<b>£</b>
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>

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
	£	£	£
<b>Cost</b>			
At 1 April 2021	-	1,852	1,852
Additions	-	-	-
Disposals	-	-	-
<b>At 31 March 2022</b>	<b>-</b>	<b>1,852</b>	<b>1,852</b>
<b>Depreciation</b>			
At 1 April 2021	-	1,852	1,852
Charge for the year	-	-	-
On Disposals	-	-	-
<b>At 31 March 2022</b>	<b>-</b>	<b>1,852</b>	<b>1,852</b>
<b>Net book value</b>			
At 31 March 2021 and 31 March 2022	-	-	-

**8. CREDITORS: Amounts falling due within one year**

	2022 £	2021 £
Accruals	20,524	10,033

**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)
	<b>108,324</b>	<b>48,115</b>	<b>156,439</b>	<b>144,065</b>

**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 Ambassador £	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	-	-	-	-	-
	<b>326,955</b>	<b>71,047</b>	<b>255,908</b>	<b>22,000</b>	<b>45,054</b>	<b>37,982</b>	<b>42,655</b>	<b>34,448</b>	<b>31,569</b>	<b>10,000</b>	<b>-</b>	<b>32,200</b>
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	<b>156,439</b>	<b>108,324</b>	<b>48,115</b>	<b>-</b>	<b>-</b>	<b>5,758</b>	<b>3,828</b>	<b>9,618</b>	<b>13,308</b>	<b>7,115</b>	<b>-</b>	<b>8,488</b>



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

**11. UNRESTRICTED FUNDS**

	<b>Total</b>	<b>General Funds</b>	<b>Designated Funds</b>
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**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total £</b>
<b>INCOMING RESOURCES</b>			
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/>
<b>RESOURCES EXPENDED</b>			
Charitable expenditure:			
Activity costs	54,962	245,995	300,957
Fundraising costs	-	-	-
Governance costs	2,310	-	2,310
	<hr/>	<hr/>	<hr/>
<b>Total Resources Expended</b>	57,272	245,995	303,267
	<hr/>	<hr/>	<hr/>
<b>NET INCOME FOR THE YEAR</b>	17,976	7,485	25,461
Transfers between funds	-	-	-
	<hr/>	<hr/>	<hr/>
<b>NET MOVEMENT IN FUNDS</b>	17,976	7,485	25,461
Fund balances at 1 April 2020	102,321	16,283	118,604
	<hr/>	<hr/>	<hr/>
<b>FUND BALANCES AT 31 MARCH 2021</b>	120,297	23,768	144,065
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>