Linkable Woking

England & Wales · Charity number 1119596

Details

Other names	LINK LEISURE LTD, LINKABLE WOKING LIMITED, WOKING AND SURREY HEATH LINK LEISURE LTD, LinkAble
Status	Registered
Legal form	Charitable company
Company number	06056940
Registered	2007-06-11
Register	View on the Charity Commission register

Contact

Address	The Link 2 Board School Road Woking Surrey GU21 5HE
Phone	01483770037
Email	info@linkable.org.uk
Website	www.linkable.org.uk

Activities

Objects: TO ADVANCE IN LIFE AND RELIEVE NEEDS OF PEOPLE OF ALL AGES WITH LEARNING DIFFICULTIES AND THEIR FAMILIES AND CARERS THROUGH: (A) THE PROVISION OF RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE.(B) THE PROVISION OF SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO LIVE HEALTHY, HAPPY AND INDEPENDENT LIVES.

Activities: Provides leisure and recreational activities for people with learning disabilities

Downloaded from opencharities.uk/ew/1119596

Classification

- **How:** Provides Services
- **What:** Disability, Amateur Sport
- **Who:** Children/young People, People With Disabilities

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE. WOKING
- Surrey

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£971,984	£847,266	£332,915	52
2024-03-31	£600,431	£600,837	£208,197	45
2023-03-31	£519,413	£534,734	£208,603	49
2022-03-31	£455,568	£451,477	-	-
2021-03-31	£412,757	£390,400	-	-

Trustees

Name	Role	Appointed
Andrew Damant		2024-10-01
Charles Donaldson		2022-05-11
Colin Evans		2020-10-22
Grant MacDonald		2025-05-22
Neil Murrin		2023-02-22
Nigel Himsworth		2021-02-24
Nneka Ochonogor		2022-05-11

Downloaded from opencharities.uk/ew/1119596

Linkable Woking

England & Wales - Charity number 1119596

Accounts

enabling • supporting • developing • connecting

JS2 Limited
One Crown Square, Woking, GU21 6HR

Dear Sir or Madam,

RE: LINKABLE WOKING LIMITED

We are writing in connection with your independent examination of the above charity at 31 March 2025 and for the year then ended, for the purposes of expressing an opinion as to whether any matters have been brought to your attention which give you reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with Section 130 of the Charities Act 2011 and to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met. We acknowledge and confirm, to the best of our knowledge and belief having made appropriate enquiries of other Trustees, the following representations made to you during your examination:

1. We are responsible for the true and fair presentation of the charity's accounts and for their preparation in accordance with the applicable reporting requirements.

2. The accounts give a true and fair view of the state of affairs of the charity at 31 March 2025 and of the results for the year ended on that date and have been properly prepared in accordance with the applicable reporting requirements.

3. All the transactions undertaken by the charity have been accurately and fairly recorded, in reasonable detail, in the accounting records and all the accounting records have been made available to you for the purpose of your examination. All other records and related information, including minutes of all trustee meetings and written resolutions whether proposed or adopted have been made available to you.

4. There are no funds received for restricted purposes other than as disclosed in the financial statements. All restricted funds expended have been expended in accordance with the terms of the trust under which they were donated.

5. We have assessed whether the use of the going concern basis is appropriate by considering a period of at least one year from the date of approval of the financial statements. We have concluded that there is a reasonable expectation that the Charity has adequate resources to continue in operational existence over this period and so the charity therefore continues to adopt the going concern basis in preparing its financial statements.

6. There is no other information that you should have been made aware of in reaching your opinion.

7. We confirm that we have decided not to transfer the Edward Gostling £135k expendable endowment to unrestricted reserves, despite the entitlement to and criteria being met to be able to and instead it will remain as an expendable endowment at 31 March 2025.

Yours faithfully

C. R. Evans 18/12/2025

Colin Evans, Chair of the Board of Trustees of LinkAble
On behalf of the Board of Trustees of LINKABLE WOKING LTD

Date:

LinkAble Woking Annual Report

Annual report and financial statements for the year ending 31 March 2025

Registered Charity Number: 1119596 | Company Number: 06056940



Contents

Strategic Report 2024-2025

3. Foreword, Colin Evans, Chair of Trustees
4. Q&A, Sue Stockman, LinkAble CEO
5. About us
6. Our impact
7. Year in pictures
8. LinkAble Paralympics
10. Play
11. Meet Chester
12. Next Steps
13. Meet Jack
14. No Limits
16. A powerful partnership
17. Fundraising
18. A sustainable future

21 - 38. Financial Review

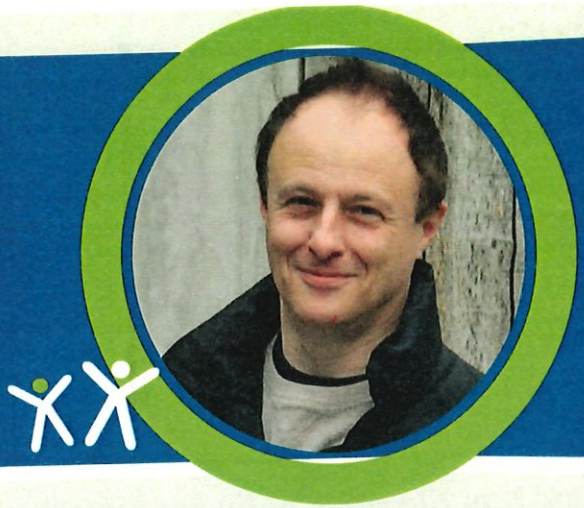




Foreword

Colin Evans, Chair of Trustees

As LinkAble embarks a bold new chapter, Colin looks back on a year to remember.



When I introduced last year's Annual Report, I described 2023/24 as a "pivotal year" for growth and new beginnings—and 2024/25 has certainly delivered on that momentum.

It has been heartening to see how our team, volunteers, and supporters have come together to make real progress possible.

The achievements of this year demonstrate not only growth but also the depth of care and commitment at the heart of LinkAble.

LinkAble's support hours for children, young people (CYP), and adults have increased by around 50% compared to the previous year. It's the most ever delivered!

This growth reflects the expansion of our services, including a new After School Club, which supports two SEND schools, and the launch of a Sunday Playscheme in Esher.

Across all ages, we have introduced additional sessions, and Adult daytime services now operate four days a week, providing more opportunities for learning, social connection, and new experiences.

We have also made steady progress in modernising and integrating our IT systems, upgrading both hardware and software to improve data management and communication across all services.

Expected to conclude within the next 12 months, this project will streamline operations, reduce admin, and support effective, joined-up service delivery.

One of the highlights of the year was securing funding for an additional minibus, which has already made a significant difference to our After School Club and wider services by:

- **improving accessibility**
- **making it easier for CYP to attend**
- **allowing us to support more families**
- **enabling more group days out**

Another standout moment was our Paralympic Community Fun Day, a vibrant event that brought together people with a learning disability, autistic people, their families, our supporters, and partner organisations for a day of accessible sports.

The event served as a brilliant showcase of what LinkAble stands for— inclusion, friendship, and the opportunity to engage in new and exciting experiences.

Looking ahead, we remain optimistic about the future, confident in our team and supporters, while also recognising that challenges will lie ahead due to a difficult funding landscape and ever-increasing demands on our services.

In my role as Chair, I continue to be inspired by the dedication of our staff, volunteers, and supporters, whose hard work ensures LinkAble remains a thriving, supportive community.

Q & A

Sue Stockman, LinkAble CEO

After the first year in post as LinkAble's CEO, Sue reflects on an exciting year of change.



How has the year been for LinkAble?

In a word—busy! We've grown a lot over the past year, and LinkAble feels like a different organisation now. We've welcomed new staff, refreshed our activities, upgraded our digital systems, and streamlined some of the fiddly processes that used to take up so much time. We're now running much more efficiently.

This has been a year of strengthening LinkAble's foundations to ensure that our ambitious plans will stand the test of time.

> **We're now a more dynamic charity with a skilled team, solid training programme, and a strong focus on measuring the real impact of our work.**

How has LinkAble helped families?

Parents say that we are the organisation able to support challenging behaviour. I believe this is due to the specialist training we have implemented over the last year. Increasingly, we're being recognised as the provider capable of meeting all needs through our 1-2-1 model of support which ensures every attendee receives focused, consistent care.

Do you have a highlight of the year?

Definitely our Paralympics Community Fun Day. It was inclusive, joyful, and had a big impact on the community, all while raising LinkAble's profile. It was such a success that we're planning to make it an annual event!

What new activities or services has LinkAble introduced this year?

An exciting addition is our new After School Club, running four days a week. We've also expanded to Esher, launching a Sunday Playscheme to reach more families.

Evenings and weekends have been buzzing too, with new activities like Food and Friends for teens, Boccia for adults, Mini Mayhem disco parties for children, overnight stays, and our first week-long holiday in years!

How will LinkAble enter 2025?

With cautious optimism. Like many small charities, we're navigating funding cuts, a challenging fundraising environment, as well as increased demand for our services. We know the road ahead won't be easy.

A restructure has introduced new leadership, bringing expanded skills, fresh ideas, and renewed energy. Alongside them, our dedicated services staff continue to show incredible commitment and passion.

Looking ahead, a key priority is reducing reliance on statutory funding. We are developing a range of chargeable, subsidised and free services to help us respond flexibly while meeting the needs of our families.

> **It's an exciting path, on which we'll tread carefully, consulting with our team and attendees to build services that create a lasting impact for our community.**

About us

Our Vision

A world where people with a learning disability, autistic people and their families are empowered and supported to live life to the full.

Our Mission

We support people with a learning disability and autistic people to create the life they want to live by providing opportunities that develop skills, confidence, and lasting friendships.

Our Services



Play: 5 - 12



Next Steps: 13 - 17



No Limits: 18+



Our Impact

87% of parents and carers said the person they care for has grown in confidence through attending LinkAble.

83% said the person they care for feels less lonely or isolated as a result of attending LinkAble's groups.

73% said as a carer they have better mental health as a result of LinkAble's support

64% said the person they care for has developed new skills through attending LinkAble

730 Sessions and days out

37,178 Hours support delivered

261 Families benefitted



Our year in photos

LinkAble Paralympics



A new community event for LinkAble.

In August 2024, we brought the Paralympics to Woking! Inspired by the 2024 Paris Paralympic Games, we held our own version called the LinkAble Paralympics and Community Fun Day.

Organised in partnership with Freedom Leisure and supported by a generous £2,500 grant from Sport England, the event brought the local community together to enjoy accessible sports followed by a medal ceremony!

Participants of all ages and abilities took part in Boccia, Walking Football, and Accessible Cycling, in friendly, and welcoming atmosphere.

A special thanks to Wheels for All for leading the cycling sessions and to our corporate partner The Fidelis Foundation for keeping everyone refreshed with a water station.

The event was a brilliant success, drawing over 100 attendees, some of whom experienced accessible sports for the first time. Since then, we've been thrilled to see that several attendees have joined our newly launched Boccia Club, which was inspired by the games.

Playing in the Boccia competition I had a fabulous day. I get scared and stressed in new places but there were so many smiling volunteers to help me take part. They made it the best day.
Clive, attendee

All the staff were so welcoming and helpful. From Boccia to cycling the children loved joining in and felt fully included. Looking forward to future events.
Manager, Cherry Trees Care








My son LOVES LinkAble and is always thrilled to go!
Parent

Play

Inclusive groups where children aged 5–11 can express themselves and practise social skills.



Over the past year, we continued supporting children on Saturdays and during school holidays with fun, engaging, and accessible activities. In an exciting step forward for LinkAble, we also launched a brand-new After School Club!

Now, four days a week, we collect children from two local SEND schools for afternoons of creative activities, sensory play, and energetic fun—plus a light meal to keep them going until dinner. This new service gives parents a vital break from caring, while children build friendships and grow in confidence outside the classroom.

> **LinkAble is a lifeline to so many families. Our child is not able to attend mainstream clubs due to his needs but at LinkAble he is happy and thriving.**
> Suraiya, Mum

In January 2025, we expanded our reach by launching a Sunday playscheme in Esher, our first children's provision outside Woking.

With funding from Surrey County Council, we piloted several new initiatives, including a siblings group, soft play stay-and-play sessions, and support for a local nursery to include children with additional needs.

We also ran our first weekend away at Surrey Outdoor Learning, helping children develop independence and giving families a proper break—and the rare chance of a night out!

100%
of parent and carers said their child enjoys LinkAble play schemes.

84%
consider LinkAble staff to be very knowledgeable.

> **LinkAble is vital for our family. It allows our daughter to interact in a safe space, making new friends in a place she loves.**
>
> **The holiday scheme is particularly essential for us because she doesn't cope in a mainstream holiday club.**
> Parent

Meet Chester

Mum, Alison looks back on the difference that five years of attending LinkAble has made for her family.



My son Chester is 10 and has attended LinkAble since he was 5. He has autism, ADHD, and a rare chromosome condition that causes global developmental delay.

At the moment, Chester isn't in school. He used to attend a SEND school, but they struggled to meet his growing needs, particularly as he's been finding it harder to manage his anger as he's getting older.

This has been challenging for us as a family and takes a huge amount of time and energy. Chester needs attention from both me and his dad, but we also need to ensure his 13-year-old brother, Frankie, feels supported too

This is why LinkAble is so important: it gives us precious time and provides Chester with structure, understanding, and a sense of belonging we've struggled to find elsewhere.

I love taking Chester to LinkAble as I can see him light up the moment we arrive. The staff really understand him and know what helps him feel calm, safe, and happy. It's one of the few places where Chester's needs are fully met and he can be himself.

Before we found LinkAble, there really wasn't anywhere suitable for Chester to go. We don't have help nearby, so getting any kind of break was difficult. At times, we felt exhausted and isolated, but I can honestly say that things feel different now.

LinkAble is the only place where I've never been called to collect Chester early. I cannot overstate how important this is! When I drop him off, I know he'll be there for the full session and that he will have a brilliant time.

Those few guaranteed hours give me a chance to get weekly tasks done, spend time with Frankie, or just rest for a moment without worrying. This rest time supports every member of our family. When you have a child with additional needs, it impacts the whole family, but LinkAble gives us balance so that we are a strong and happy unit.

LinkAble gives Chester a sense of belonging and a place where he feels valued and included. For us, we have great peace of mind knowing we can trust LinkAble.

It would be such a loss for Chester if he couldn't attend. For our family, LinkAble isn't just a service. It's a lifeline.

Next Steps

Activities and experiences for young people aged 12–17 to develop and strengthen practical skills for adulthood.

Linkable is, outside of school, our child's social outlet. It is a lifeline for us as it facilitates a break with peace of mind that our child is having fun, gaining skills and being well cared for.
Gayle, Mum

Our Next Steps sessions run on Saturdays, weekday evenings, and during school holidays. They support young people to make friends, develop life skills, and gain confidence for independent living.

To ensure that everyone can take part, we run two Saturday groups on alternate weeks—one for more independent young people and one for those who need extra support.

At our centre and out in the community, young people learn practical skills like:

- using public transport
- handling money and paying for things
- using services like cafés and libraries.

They work towards badges which recognise their achievements in areas like fire safety, first aid, and animal care— which are proudly shown to parents at pick up time.

This year, we launched 'Food and Friends', a new evening youth group focused on socialising and sharing a meal together. It complements our much-loved 'ASD Game Night', where autistic young people can relax, play games, and connect.

Together, these evening youth groups offer vital social opportunities for young people who might otherwise feel isolated.

We really value LinkAble. It's been a part of Marcus's life for many years and is a safe and friendly place for him.
Parent

80%

of parents and carers said their child has increased their confidence through attending Next Steps.

LinkAble is extremely vital for the children and parents, a service much needed!
Parent



Meet Jack

Mum, Nicky shares how the social opportunities at LinkAble have supported Jack to thrive.



When my son Jack was born, we were told he wouldn't walk, talk, or feed himself. Well, how he proved everyone wrong! Jack is a determined young man who continues to amaze us all and I am so grateful for the role LinkAble has played in his life.

Jack is 18 years old and has a rare chromosomal disorder called Tetrasomy 18p. This causes global developmental delay meaning that he needs a huge amount of support from me, which greatly impacts our whole family. Because I need to spend more of my time supporting Jack, his younger brother Alfie (15), can feel frustrated, as of course, he needs my support too.

Thankfully, LinkAble has taken some of the pressure off our family. Over the 10 years that Jack has been attending, I've been able to give Alfie dedicated 1-2-1 time with me.

As a family, LinkAble gives us a needed break. We can do things that are difficult to do with Jack, like going to the cinema or taking a long dog walk. It gives us freedom while knowing Jack is safe and happy.

LinkAble has been absolutely incredible for Jack's development. It has really helped him grow in confidence and find his voice.

He's become more outspoken and loves being around the staff and other young people. I love knowing he has a community.

For Jack, LinkAble is a place where he knows he belongs. He loves the activities, and he always enjoys himself. The social opportunities for him there are so important.

He gets to have a bit of banter, make friends, and just have fun in a way that might not be possible elsewhere. I think people can underestimate how important this is for people with a learning disability—to have a place where you can be accepted for being who you are.

LinkAble has given Jack opportunities to grow, learn, and be part of something special. It's not just about keeping him busy, it's about making sure he feels valued, included, and confident.

Honestly, I can't imagine life without LinkAble. It would feel much more restricted—not just for Jack, but for our whole family.

No Limits

Providing diverse opportunities for adults aged 18+ to learn and practise essential life and social skills.



It's been a year of steady growth for LinkAble's adult services. In March 2024, the programme expanded with exciting new opportunities for our community.

During our holiday schemes, adults enjoyed visits from Birds of Prey, trips to Butser Ancient Farm, and outings to new places like Hayling Island. After a sold-out 2023 Summer Scheme, we expanded the 2024 programme to four days a week, giving more people the chance for meaningful social experiences.

> **Kate's blossomed in confidence through attending LinkAble. It's enabled her to enjoy her hobbies, increase her independence and learn important life skills.**
> Siobhan, Mum

In September, we launched our new daytime programme, adding 'Fitness for All' and 'Music and Media' and increasing group capacity from 12 to 16. Highlights include hosting a radio show, indoor skydiving, and building confidence using gym equipment.

Evening social groups have grown with the launch of a new Boccia club, which has been brilliantly received with regular attendance.

This year has seen a notable rejuvenation of No Limits, with new activities and an expanded programme offering adults more ways to connect with their community, build skills, and create the lives they want to live.

100%
of parent and carers rated No Limits as 'very good' or 'good'.

89%
say the person they care for is less isolated through attending LinkAble.

74%
say the person they care for has developed new skills.

> **The best service that my son attends. LinkAble brings enthusiasm, and a can-do attitude backed up by knowledge and appropriate skillsets.**
> David, Dad

A powerful partnership

Creating long term stability for LinkAble.



Now in its second year, the relationship between The Fidelis Partnership and LinkAble is driving exciting new developments and lasting change in our 'No Limits' activity programme for adults.

The Fidelis Partnership, a London-based insurance company, supports LinkAble through The Fidelis Foundation.

In year one, we were thrilled to receive £20,000. In year two, that support doubled to an incredible £40,000! This funding has enabled us to revolutionised our 'No Limits' service, offering enhanced opportunities to over 125 adults who depend on our support.

Key highlights

1. New Adult Senior Services Team Leader
The donation funded the creation of this position, now held by Emily Lake, who manages new referrals, plans innovative sessions, and co-produces activities with participants, increasing engagement and ensuring stability as No Limits grows.

2. Enhanced programmes and opportunities
Funds have enabled growth across our daytime services, including the launch of the Music and Media, where attendees express themselves through multimedia and musical projects. Existing activities, such as Fitness for All, Wellbeing Wednesday, and Hobby Club, have expanded to support more people.

3. Immediate and long-term impact
The investment has strengthened LinkAble's infrastructure, setting the stage for long-term and sustainable growth while giving adults immediate access to a wider range of meaningful, fun and social activities.

Beyond these generous donations, staff from The Fidelis Partnership have actively engaged with LinkAble, experiencing our work first-hand by volunteering at our Paralympics Community Fun Day. They ran a water station, ensuring attendees stayed hydrated so they could fully enjoy the games!

> **Through The Fidelis Foundation, The Fidelis Partnership is proud to support LinkAble's remarkable work enhancing the wellbeing, independence and inclusion of adults with additional needs. LinkAble's commitment to transforming lives aligns strongly with our values and ethos.**
> Simon Crone, Group Director of Underwriting Operations and EEA CUO, The Fidelis Partnership.

While many funders choose to prioritise children, having dedicated support for our older attendees, powered by such generous funding, has created a legacy of opportunity and support for adults with a learning disability, autistic adults, and their families.

Ultimately, this support has given us the confidence to invest in the future of our adult services, with a strong and committed partner by our side.

Fundraising

A moment to celebrate our fantastic community of supporters who go above and beyond for LinkAble.



We are incredibly fortunate to have the continued support of local community groups, companies, and charitable trusts, all of whom play a vital role in helping LinkAble deliver nearly 40,000 hours of support for families in 2024/25. Without this generosity, we simply would not be able to run these critical services for our families.

In a challenging fundraising climate, we are proud to have secured both statutory and voluntary grant income, which is essential for meeting the growing demand for our services. We remain deeply grateful to the many trusts that have supported our work.



We are also delighted that the Freemasons' Charitable Trust has committed to sponsoring our 'Next Steps' evening sessions for the next three years. This generosity ensures that young people can enjoy safe, structured time away from home, building friendships, social skills, and confidence, supported by our committed staff in a welcoming environment.

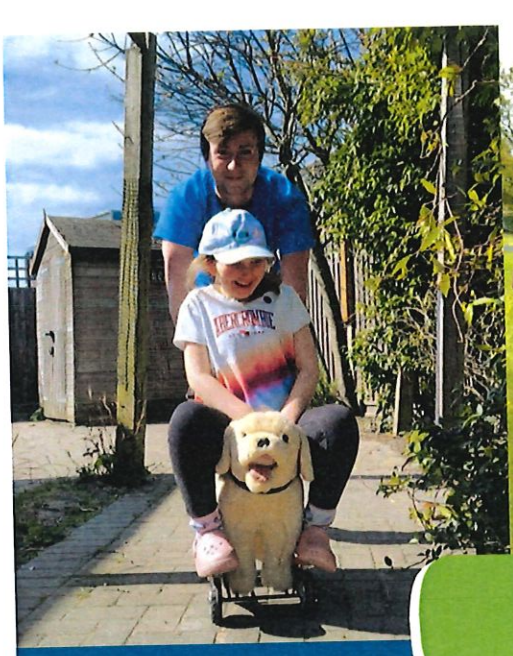
The Fidelis Partnership hosted a Curry Night in aid of LinkAble, raising £1902. The event generated a brilliant sum and introduced new people to our work. We were extremely grateful for this additional support, on top of the exceptional generosity we have already received through our ongoing partnership.

This year marked LinkAble's second year as the chosen charity for Ottershaw WI, which proved a tremendous success, raising £6,823 and increasing awareness of our work in the wider community.

A huge thank you to NHS Professionals at Duke's Court for their fantastic fundraising efforts. Having chosen LinkAble as their Charity of the Year, they have partnered with a group of our adult attendees on a series of fundraising bake sales.

Looking ahead, we're excited to have joined the Run 4 Charity platform, opening up new opportunities for individuals to raise funds by taking part in challenge events. We hope this initiative will grow into a sustainable new income stream for the charity.

Thanks to all these collective efforts, we can continue supporting over 250 families who rely on LinkAble. Thank you all—we couldn't do it without you!







Team Link

Our dedicated services team, office staff, and volunteers work passionately to make LinkAble a warm, welcoming space where every individual is celebrated and supported to thrive.

Q & A with Emily Lake, LinkAble's Senior Adult Services Team Leader

Tell us about your time at LinkAble so far.

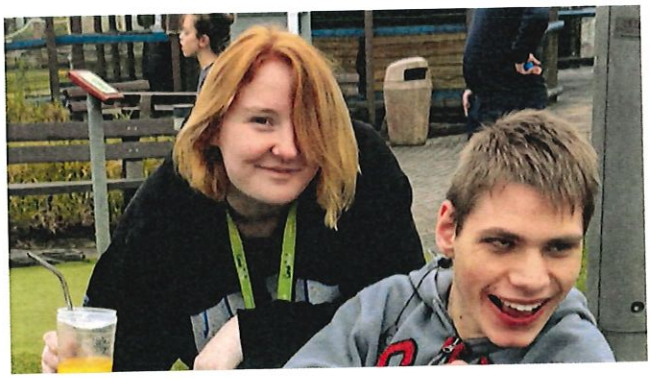
I've worked at LinkAble for 7 years, starting as a Sessional Play Worker, then progressing to Deputy and Group Leader roles. At 18, I began working with adult groups, later leading a variety of sessions before being promoted to Senior Adult Services Team Leader. It's been a brilliant experience which has given me such a wide range of skills!

What's your favourite part of the job?

Building real, meaningful connections with those we support. Seeing people grow in confidence, try something new, or simply enjoy a happy moment is incredibly rewarding. Every day is different, and every small breakthrough feels worth celebrating.

What have you learnt during your time working at LinkAble?

I've learnt the true meaning of person-centred support – empowering people with a learning disability to take control of their lives, celebrate their individuality and pursue their own goals.



Small moments of encouragement, connection, and understanding can have a lasting impact. Independence and confidence look different for everyone, and success means celebrating progress, big or small. Those I support show me the value of creating space for every voice and the power of being present, consistent, and kind.

What do you wish more people understood about having a learning disability or autism?

Having a learning disability or autism doesn't mean someone isn't capable. Everyone has strengths, abilities, and potential. They may just communicate, learn, or process the world differently. With the right support, patience, and understanding, people with additional needs can thrive; we see it every day.



A sustainable future

With a strong new Management Team in place bringing expertise in services, finance, fundraising, marketing, and facilities—we've laid solid foundations.

However, we face a challenging funding landscape. Statutory funding continues to decline, and many charitable trusts are reducing or pausing grants. That's why our strategy focuses on diversifying both our services and income streams.

Our updated Strategic Plan outlines three key development areas:

1 Expanded options for adults

Adults across our community are eager for more opportunities to try new things and connect with others. To meet this need, we're planning a new dual on-site and community-based programme, doubling available spaces and offering a wider range of activities. This will give people more chances to learn new skills, build friendships, and enjoy social connections. It will require investment as we begin to outgrow our current space.

2 PA/Private Carer Service

Many families with direct payments struggle to find trained carers, while PAs often lack support or connection to families.
We'll bridge this gap by creating a trained team of PAs using our existing induction and training programme—professionalising the process, ensuring better matches, and giving families a reliable support option.

3 Post-16 Transition: Pathways to Employment

As young people leave education, we want to offer real choices. Our new programme will support them through small group sessions focused on confidence, independent living, digital skills, and steps toward employment, volunteering, or vocational training.

These services are designed to expand support for families, generate income, and reduce reliance on shrinking local authority contracts. They will run alongside existing programmes, helping us support families while building a more resilient, future-ready LinkAble.
Sue Stockman. CEO, LinkAble

"LinkAble has made a real difference to Hannah—helping her grow in confidence, independence, and social connection.

But what truly sets the sessions apart is the support, care, and cooperation of the staff. Their understanding and consistent encouragement have been crucial.

It's one of the few places where Hannah feels genuinely included and valued—and that peace of mind means the world to me as a parent."

Steve, Dad.

Financial review

The Statement of Financial Activities for the year ended 31st March 2025 shows a surplus of £124,718, consisting of (£44,860) unrestricted deficit, a restricted surplus of £34,578 and an expendable endowment surplus of £135,000.

Income

Total income increased by 62% during the year to £971,984 (2024:£600,431). This included a one-off expendable endowment grant of £135,000; excluding that grant, the underlying increase in income was 39% during 2024-25.

Total income increased due to Income from Charitable activities has increased by 52% to £590,092 (2024:£388,754). This is due to an increase in contract funding from Surrey County Council that enabled us to grow our services including an After School Club and Sunday Scheme.

Expenditure

Total expenditure increased by 41% during the year to £847,266 (2024:£600,837). This is linked to expansion in service delivery and resulting staff costs. This increase in cost also reflects the increasing level of support required by many of the children and young people attending groups who require 1-1 support. Staff costs have risen by 29% to £601,652 (2024: £465,090). This included costs relating to a restructure of the management team to plan for future growth and diversification of services.

Reserves

Reserves are held to ensure the continuity of service provision as well as enabling LinkAble to take advantage of opportunities when they arise. On 31st March 2025, LinkAble's reserves were £332,915 (2024:£208,197) of which £137,837 (£182,697) was unrestricted. Of this, £10,306 has been designated to the Fixed Asset Reserve. Additionally, £135,000 is held as an Expendable Endowment Reserve.

LinkAble's reserves policy is to maintain free reserves of between 3 to 6 months operating costs to allow for short term fluctuations in cash requirements. The current level of free reserves is £127,531 which represents approximately 2 months operating costs, a little below the required level set by the policy. The terms of the expendable endowment mean we are entitled to draw down funding to bring our unrestricted reserves up to the required level, transferring them from the expendable endowment fund however the Trustees have decided to leave the funds in the expendable endowment reserve for the year ended 31st March 2025 and will consider a transfer in the current financial year.

The trustees review the reserves policy annually to ensure it is set at the appropriate level.

Reference and Administrative Details

Legal Charity Name: LinkAble Woking

Registered Charity Number: 1119596

Registered Company Number: 06056940

Registered Office: The Link, 2 Board School Road, Woking, Surrey, GU21 5HE

Directors and Trustees

Colin Evans (Chair)
Andrew Damant (appointed 21.11.24)
Charles Donaldson
Nigel Himsworth
Neil Murrin
Grant MacDonald (appointed 22.05.25)
Nneka Ochonogor
Rachel Pearce (resigned 03.01.25)
Daniel Stephens-White (resigned 16.04.25)
Patrick Tonks
Allan Whitehall (resigned 21.11.24)
Stewart Wilkinson

Senior Leadership

CEO : Susan Stockman

Independent Examiner

JS2 Limited, One Crown Square, Church Street East, Woking, Surrey, GU21 6HR

Bankers

HSBC Bank, 6 Commercial Way, Woking, Surrey, GU21 6EZ

Aldermore Bank, 1st floor, Block B Western House, Lynch Wood, Peterborough, PE2 6FZ

Structure, Governance and Management

Governing Document
LinkAble is a registered charity and a company limited by guarantee governed by its Memorandum and Articles of Association which establishes its objects, powers and governing rules. We are regulated by the Charity Commission and adhere to its guidance regarding effective governance.

Governance Structure
LinkAble has a Board of up to 15 Trustees, although we are currently operating with 9. The Trustee Board meets periodically through the year to set LinkAble's strategy and discuss the progress of previously approved projects. The Trustee Board delegates work to 7 committees - Finance, People, Property, Fundraising, Marketing, Risk & Governance and Programmes.

The day-to-day management of the organisation is carried out by the CEO who is accountable to the Trustees, who carry ultimate legal responsibility for the Charity.

Recruitment and Appointment of Trustees
LinkAble has a formal recruitment policy and appointment process under which potential candidates are considered and selected. New Trustees are identified in a number of ways including advertising and targeted recruitment. The Trustee Board regularly reviews its collective skills and experience against the needs of the Charity's business to ensure that it has appropriate expertise to enable the Charity to deliver its objectives. Several Trustees have left, and several have joined this year resulting in 9 Trustees at the time of issue of this report.

Trustee Induction and Training
LinkAble has a programme of induction and training for Trustees that is set out in the Trustee Recruitment and Appointment Policy.

Risk Management

The trustees take seriously their responsibility for ensuring the safe, secure and professional operation of the Charity. With the assistance of the management team, we maintain and regularly review a risk register, which identifies the key risks to which the charity is or could be exposed. The risk register is based on the Charity Commission's template and guidance. The trustees consider that the principal challenges faced by LinkAble and the associated risks are the need to:

- Continue to support adults and children with learning disabilities
- Operate within set budgets
- Generate sufficient income to support the cost of service delivery thus minimising the cost to service users.

LinkAble has established measures to control and mitigate the likelihood and impact of risks identified in the risk register which is regularly reviewed by committees and the Board. Operational risks are managed through appropriate policies and training, and form part of a regular report to the Trustees from the CEO. Financial risk is managed through policies, budgeting, and reporting; in addition, the financial risks and implications of any proposal are carefully reviewed before a decision is reached.

Although supported by the CEO and the Risk and Governance committee, final responsibility for the management of risk rests with the Trustee Board.

Statement of Trustees Responsibilities

The Trustees (who are also the Directors of LinkAble Woking Limited for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice (SORP);
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities

ON BEHALF OF THE BOARD OF TRUSTEES

C.R. Evans

Date: 18/12/2025

Colin Evans
Chair of the Board of Trustees of LinkAble Woking

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LINKABLE WOKING FOR THE YEAR ENDED 31 MARCH 2025

I report to the charity Trustees on my examination of the accounts of the Company for the Year Ended 31 March 2025 as set out on pages 26 - 38.

Responsibilities and basis of report
As the charity's Trustees of the 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act.

This report is made solely to the charity's Trustees, as a body. My work has been undertaken so that I might state to the charity's Trustees those matters which I am required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for my examination, for this report, or for the statement I have given below.

Independent examiner's statement
The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting 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 (FRS102).

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

JOHN SPEED FCA FCIE
JS2 Limited
One Crown Square
Woking
Surrey
GU21 6HR
Date: 19 December 2025

LINKABLE WOKING LIMITED
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Expendable Endowment Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	68,202	172,615	135,000	**375,817**	189,878
Charitable activities	2	590,092	-	-	**590,092**	388,754
Other trading activities						
- Fundraising events		1,839	-	-	**1,839**	18,105
Interest		3,349	-		**3,349**	2,956
Other income		887	-	-	**887**	738
TOTAL INCOME		664,369	172,615	135,000	**971,984**	600,431
EXPENDITURE ON						
Raising funds	3	53,961	-	-	**53,961**	39,030
Charitable activities						
- Adult services	3	250, 283	62,607	-	**312,890**	212,182
- Children's services	3	414,985	65,430	-	**480,415**	349,625
TOTAL EXPENDITURE		719,229	128,037	-	**847,266**	600,837
NET INCOME/(EXPENDITURE)		(54,860)	44,578	135,000	**124,718**	(406)
Transfers between funds	10	10,000	(10,000)	-	-	-
Net movement in funds		(44,860)	34,578	135,000	**124,718**	(406)
Fund balances brought forward		182,697	25,500	-	**208,197**	208,603
Fund balances carried forward		**137,837**	**60,078**	**135,000**	**332,915**	208,197

The Charitable Company's income and expenditure all derive from continuing activities.

The Charitable Company has no recognised gains or losses other than shown above.

The accompanying notes form part of these financial statements.

Company number: 06056940

LINKABLE WOKING LIMITED

BALANCE SHEET
AS AT 31 MARCH 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed Assets					
Tangible assets	7		23,489		15,431
Current Assets					
Debtors	8	**86,085**		35,306	
Cash at bank and in hand		**259,723**		191,625	
		345,808		226,931	
Current Liabilities					
Creditors: Amounts falling due within one year	9	**(36,382)**		(34,165)	
Net Current Assets			**309,426**		192,766
Total Assets less Current Liabilities			**332,915**		208,197
Net Assets			**332,915**		208,197
Funds					
Unrestricted Funds					
General funds	10		**127,531**		167,266
Designated funds	10		**10,306**		15,431
Restricted Funds	10		**60,078**		25,500
Expendable Endowment Funds	10		**135,000**		-
			332,915		208, 197

For the year ending 31 March 2025 the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The accompanying notes form part of these financial statements.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. They were approved and authorised for issue by the Trustees on and signed on their behalf by

C.R.Evans

Colin Evans, Chair of the Board of Trustees of LinkAble

Dated: 18/12/2025.

LINKABLE WOKING LIMITED

STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 MARCH 2025

	2025		2024	
	£	£	£	£
CASH FLOWS FROM OPERATING ACTIVITIES				
Net income/(expenditure) for the year	**124,718**		(406)	
Adjustments for:				
Depreciation charges	**5,125**		3,733	
Interest received	**(3,349)**		(2,956)	
(Increase) / Decrease in debtors	**(50,779)**		94	
Increase in creditors	**2,217**		14,618	
NET CASH PROVIDED (FROM) / BY OPERATING ACTIVITIES		**77,932**		15,083
CASH FLOWS FROM INVESTING ACTIVITIES				
Purchase of tangible assets	**(13,183)**		(2,962)	
Interest received	**3,349**		2,956	
NET CASH PROVIDED BY/(FROM) INVESTING ACTIVITIES		**(9,834)**		(6)
Change in cash and cash equivalents in the year		**68,098**		15,077
Cash and cash equivalents at the beginning of the year		**191,625**		176,548
Cash and cash equivalents at the end of the year		**259,723**		191,625

LINKABLE WOKING LIMITED

Notes to the Financial Statements for the Year Ended 31 March 2025

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The Trustees consider that there are no significant areas of estimation or judgement.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

At the balance sheet date of 31 March 2025, LinkAble had net assets of £332,915 and in the year ending 31 March 2025 income exceeded expenditure by £124,718. The Trustees have assessed projected future income streams and expenditure over the period to December 31 2026. This has included consideration of anticipated service delivery, possible changes to local authority funding and challenges faced in securing fundraising income. The Trustees have considered plans along with internal processes and systems for managing financial and operational risks. The Trustees have concluded that the strength of the charity's reserves and liquidity of its assets, mean the charity has adequate resources to continue their activities for the foreseeable future, and that there are no material uncertainties about the charity's ability to continue as a going concern.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

e) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor within the objectives of the charity. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes

f) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes the costs of undertaken to further the purposes of the charity and their associated support costs.

g) Allocation of support costs

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a basis consistent with the use of relevant resources.

h) Tangible fixed assets

Fixed assets are stated at original historical cost less aggregate depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life at the following rates

Plant and machinery –	5 years
Fixtures and fittings –	5 years
Computer equipment –	3 years
Motor vehicles –	5 years

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments. Cash balances exclude any funds held on behalf of service users.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

l) Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

Notes to the Financial Statements for the Year Ended 31 March 2025

2. INCOME

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Expendable Endowment Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
INCOME FROM:					
Donations and legacies					
Donations Grants	56,002	-	-	**56,002**	53,481
	12,200	172,615	135,000	**319,815**	136,397
	68,202	172,615	135,000	**375,817**	189,878
Charitable activities					
Charges for services - Adults	187,110	-	-	**187,110**	84,720
Charges for services - Children	75,026	-	-	**75,026**	63,814
SCC Grant for service provision - Children	327,956	-	-	**327,956**	240,220
	590,092	-	-	**590,092**	388,754
	658,294	**172,615**	**135,000**	**965,909**	578,632

Restricted income for the prior year comprised grants of £67,147 and donations of £2,129. All other income was unrestricted.

3. EXPENDITURE

Current year	Direct staff costs £	Direct non- staff costs £	Support costs £	**Total 2025 £**
Cost of Raising Funds	30,397	23,565	-	**53,962**
Charitable Activities				
-Adult Services	203,675	71,990	37,224	**312,889**
-Children's Services	326,145	105,982	48,288	**480,415**
	560,217	**201,537**	**85,512**	**847,266**

Prior year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2024 £**
Cost of Raising Funds	31,499	7,531	-	**39,030**
Charitable Activities				
- Adult's Services	143,910	44,719	23,553	**212,182**
- Children's Services	258,198	60,130	31,297	**349,625**
	433,607	**112,380**	**54,850**	**600,837**

4. SUPPORT COSTS

Current year support costs comprise:

	Charitable Activities		
	Adult Services	Children's Services	**Total 2025**
	£	£	**£**
Governance costs			
Staff	8,083	8,083	**16,166**
Other costs	10,084	10,084	**20,168**
Other support costs			
Staff costs	8,844	16,425	**25,269**
Other staff costs	1,910	3,548	**5,458**
Premises costs	4,395	5,371	**9,766**
Office costs	3,026	3,699	**6,725**
Sundries	848	1,036	**1,884**
Promotional cost	34	42	**76**
	37,224	**48,288**	**85,512**

Prior year support costs comprise:

	Charitable Activities		
	Adult Services	Children's Services	**Total 2024**
	£	£	**£**
Governance costs			
Staff	6,280	6,280	**12,560**
Other costs	2,791	2,791	**5,582**
Other support costs			
Staff costs	6,623	12,300	**18,923**
Other staff costs	506	939	**1,445**
Premises costs	4,473	5,466	**9,939**
Office costs	2,431	2,971	**5,402**
Sundries	422	514	**936**
Promotional cost	27	36	**63**
	23,553	**31,297**	**54,850**

Notes to the Financial Statements for the Year Ended 31 March 2025

5. STAFF COSTS

	Total 2025 £	Total 2024 £
Wages and salaries	563,312	435,213
Social Security	28,753	21,999
Pension Contributions	9,587	7,878
	601,652	465,090

	2025 Number	2024 Number
The average head count during the year was:	52	45

The Key Management personnel comprise the Trustees, the CEO, Head of services and department managers. The total employee benefits of the key management personnel of the Charity inclusive of employer pensions contributions and employers National Insurance contributions were £234,487 (2024: £241,242).

One employee received emoluments in excess of £60,000 inclusive of employer pensions contributions and National Insurance contributions (2024 : none).

6. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

7. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and Fittings £	Motor Vehicles £	Computer Equipment £	Total £
Cost					
At 1 April 2024	4,010	20,324	29,827	833	**54,994**
Additions	-	10,642	-	2,541	**13,183**
At 31 March 2025	4,010	30,966	29,827	3,374	**68,177**
Depreciation					
At 1 April 2024	4,010	5,703	29,827	23	**39,563**
Charge for the year	-	4,310	-	815	**5,125**
At 31 March 2025	4,010	10,013	29,827	838	**44,688**
Net book value					
At 1 April 2024	-	14,621	-	810	**15,431**
At 31 March 2025	-	20,953	-	2,536	**23,489**

8. DEBTORS

	2025	2024
	£	£
Due within one year		
Trade debtors	22,028	16,992
Prepayments	11,021	8,514
Accrued income	22,752	9,800
Other debtors	29,347	-
Social security	937	-
	86,085	35,306

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	5,496	8,842
Social security	-	6,459
Other creditors	2,701	1,691
Accrued expenses	18,368	6,807
Deferred income	9,817	10,366
	36,382	34,165

Analysis of deferred income

	£	£
Amounts brought forward	10,366	9,788
Released to the Statement of Financial Activities	(10,366)	(2,774)
Deferred in the current year	9,817	3,352
Amounts carried forward	9,817	10,366

Notes to the Financial Statements for the Year Ended 31 March 2025

10. MOVEMENT IN FUNDS

	Balance at 1 April 2024	Income	Expenditure	Transfers/ Release of Restriction	Balance at 31 March 2025
	£	£	£	£	£
Restricted funds					
Community Foundation Surrey	-	22,165	(14,665)	-	**7,500**
Gosling Foundation	-	10,000	(10,000)	-	**-**
Surrey County Council	-	35,364	-	-	**35,364**
Fidelis Foundation	-	40,000	(40,000)	-	**-**
The St James Place Foundation	-	2,500	(2,500)	-	**-**
St Faiths Trust	7,500	10,000	(10,000)	-	**7,500**
The Douglas Arter Foundation	300	500	(800)	-	**-**
Arnold Clark	-	1,000	(1,000)	-	**-**
Baily Thomas Charitable Fund	-	5,000	(5,000)	-	**-**
Masonic Charitable Fund	-	12,500	(6,250)	-	**6,250**
William Allen Young Charitable Trust	-	3,000	(3,000)	-	**-**
Margaret Dobson	-	5,000	(5,000)	-	**-**
Dorothy P Grant	-	600	(600)	-	**-**
National Lottery	-	18,486	(15,822)	-	**2,664**
Surrey Freemasons	3,500	-	(3,500)	-	**-**
Clothworkers Foundation	5,000	-	-	(5,000)	**-**
Horsell Amateur Dramatics Society	300	-	(300)	-	**-**
Greenoak Community Focus	300	-	(300)	-	**-**
Asda Foundation	800	-	(800)	-	**-**
Screwfix Foundation	5,000	-	-	(5,000)	**-**
Bruce Wake Charitable Trust	2,000	-	(2,000)	-	**-**
Playground Appeal	800	-	-	-	**800**
St Peters RISF	-	6,500	(6,500)	-	**-**
Total restricted funds	25,500	172,615	(128,037)	(10,000)	**60,078**
Expendable Endowment funds					
The Edward Gostling Fund	-	135,000	-	-	**135,000**
Unrestricted funds					
Designated funds	15,431	-	(5,125)	-	**10,306**
General fund	167,266	664,369	(714,104)	10,000	**127,531**
Total funds as at 31 March 2025	**208,197**	**971,984**	**(847,266)**	-	**332,915**

Notes to the Financial Statements for the Year Ended 31 March 2025

10. MOVEMENT IN FUNDS (Continued)

Prior Year

	Balance at 1 April 2023	Income	Expenditure	Transfers/ Release of restriction	Balance at 31 March 2024
	£	£	£	£	£
Restricted funds					
CommunityFoundation Surrey	8,025	-	(8,025)	-	-
Edward Gostling Foundation	15,000	-	(15,000)	-	-
Woking Borough Council	-	36,427	(36,427)	-	-
The D'Oyly Carte Charitable Trust	2,744	-	(2,744)	-	-
The St James Place Foundation	1,000	-	(1,000)	-	-
St Faiths Trust	6,700	10,000	(9,200)	-	**7,500**
Tesco Community Grant	350	-	(350)	-	-
The Douglas Arter Foundation	400	-	(100)	-	**300**
Surrey Freemasons	6,458	-	(2,958)	-	**3,500**
Woking Rotary	-	1,100	(1,100)	-	-
Clothworkers Foundation	-	10,000	(2,871)	(2,129)	**5,000**
Horsell Amateur Dramatics Society	-	1,500	(1,210)	-	**300**
Greenoak Community Focus	-	300	-	-	**300**
Asda Foundation	-	800	-	-	**800**
Screwfix Foundation	-	5,000	-	-	**5,000**
Bruce Wake Charitable Trust	-	2,000	-	-	**2,000**
O18's Food Donation	-	240	(240)	-	-
Playground Appeal	-	1,889	(1,089)	-	**800**
St Peters RISF	2,900	-	(2,900)	-	-
Total restricted funds	43,577	69,276	(85,224)	(2,129)	**25,500**
Unrestricted funds					
Designated funds	16,202	-	(3,733)	2,962	**15,431**
General fund	148,824	531,155	(511,880)	(833)	**167,266**
Total funds as at 31 March 2024	**208,603**	**600,431**	**(600,837)**	-	**208,197**

Notes to the Financial Statements for the Year Ended 31 March 2025

10. MOVEMENT IN FUNDS (continued)

Purpose of funds

Community Foundation Surrey	Strategic transformation grant to develop our I.T systems and processes and further funding towards the Runnymede Summer scheme.
Gosling Foundation	Funding for the Link Up Youth Group
Surrey County Council	Funding for the purchase of a new Minibus and a separate grant for staff training.
Fidelis Foundation	Funding for the Adults programme
St James Place	Funding to support transition groups for young adults with learning disabilities.
Foundation St Faiths Trust	Funding towards an additional member of staff to support a child on a 1:1 basis.
The Douglas Arter Foundation	Funds towards children's playschemes.
Arnold Clark	Funding for adults schemes
Baily Thomas Charitable Fund	Funding towards core costs
Masonic Charitable Grant	Funding for Children and Young People projects, namely 2 x Link Up Groups and Food & Friends Group.
William Allen Young Charitable Trust	Funding for children's programme
Margaret Dobson	Funding for employment skills project for young adults.
Dorothy Pamela Smith CIO	Sensory toys and equipment for Children's programme.
National Lottery	An Awards For All grant towards Link Up programme for young people and funding for a Paralympics themed event.
Surrey Freemasons	Funding towards the sensory room refurbishment.
Clothworkers Foundation	A grant for the refurbishment of the meeting room (calm space) and kitchen areas. The transfer out from this fund represents fixed assets purchased through the fund.
Horsell Amateur Dramatics Society	Funding for the pantomime Show Day.
Greenoak Community Focus	A donation for sensory toys.
Asda Foundation	A grant towards new calm room equipment.
Screwfix Foundation	A grant towards the kitchen refurbishment. The transfer out from this fund represents fixed assets purchased through the fund.
Woking Rotary	A grant for remote access registration equipment.
Bruce Wake Charitable Trust	Funding for accessible fittings and shower at centre.
Playground Appeal St Peters	Funding for new equipment for the outside play area.
Relief in Sickness Fund	Funding for Adults programme.
O18's Food Donation	A donation for food ingredients for O18 sessions.
Tesco Community Grant	Funding towards support for the skills based adult group.
Woking Borough Council	Funding towards LinkAble's Head of Services role across three years.
The D'Oyly Carte Charitable Trust	Funding to support the Stopgap dance group.
Designated fund	To allow for future depreciation of fixed assets.
Expendable Endowment Funds: The Edward Gostling Fund	Funding from the Edward Gostling Foundation for use against operating costs and able to be transferred from expendable endowment funds into unrestricted reserves at the earlier of either: the reserves fall below a set criteria or the fifth anniversary of when the funds were granted.

Notes to the Financial Statements for the Year Ended 31 March 2025

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Expendable Endowment Funds £	Total Funds £
Fund balances at 31 March 2025 are represented by:				
Fixed Assets	23,489	-	-	**23,489**
Net Current Assets	114,348	60,078	135,000	**309,426**
	137,837	**60,078**	**135,000**	**332,915**

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Fund balances at 31 March 2024 are represented by:				
Fixed Assets	15,431	-	-	**15,431**
Net Current Assets	167,266	25,500	-	**192,766**
	182,697	**25,500**	**-**	**208,197**

12. TRUSTEES' REMUNERATION AND RELATED PARTY TRANSACTIONS

No trustees received remuneration during the year (2024: None). No trustees were reimbursed for personal expenses during the year (2024: None).

Where Trustees (or parties related to them) use the services of the charity, they are received on the same terms as other beneficiaries.

The total donations received from all trustees during the year were £12,298 (2024: £23,210). The donors did not attach any conditions which might alter the nature of the Charity's existing activities. The amount contributed by trustees for fundraising activities for the year totalled £490 (2024: 0).

There were no other related party transactions for the year ended 31 March 2025.

13. OPERATING LEASES

At the reporting end date the charity had the following future minimum lease payments under non- cancellable operating leases which fall due as follows:

	2025 £	2024 £
Operating Leases - Equipment		
Within one year	**1,915**	-
Between two and five years	**958**	-
	2,873	-

LinkAble

enabling • supporting • developing • connecting

Stay in touch

@LinkAble

@LinkAble_Woking

@LinkAble

www.linkable.org.uk

Linkable Woking

England & Wales - Charity number 1119596

Accounts

LinkAble
enabling • supporting • developing • connecting

Annual Report & Financial Statement

For the year that ended March 31st 2024

Registered Charity Number: 1119596 | Company Number: 06056940







LinkAble
enabling • supporting • developing • connecting

Contents



Strategic Report 2023-2024

3. Foreword, Colin Evans, Chair of Trustees
4. Q&A, Sue Stockman, LinkAble CEO
5. About us
6. Why we exist
7. Year in numbers
8. Year in pictures
9. Meet Charlotte
10. Play
11. Next Steps
12. No Limits
14. Team Link
15. Meet Tom
16. Fundraising
17. The future



Financial review

19. Financial Review
20. Reference and administrative details
21. Structure, Governance and Management
22. Statement of Trustees' Responsibilities
23. Independent examiner's report
24. Statement of financial activities
25. Balance sheet
26. Statement of cash flow

27 - 36. Notes to the Financial Statements for the Year Ended 31 March 2024



Foreword

Colin Evans, Chair of Trustees



The past year has seen significant changes for LinkAble, marking a major milestone in our journey. Looking back in a few years, I hope we'll see it as a pivotal time of growth and new beginnings.

Behind the scenes, we're working on upgrading our IT systems and streamlining administrative processes to improve efficiency—we have a grant to kick-start this important project.

Midway through the year, we said goodbye to long-serving CEO Alison Keeley and we welcomed Sue Stockman as LinkAble's new CEO.

By adding trustees with legal and charity management expertise, we strengthened our board, enhancing our ability to provide both strategic guidance and hands-on support to the management team as needed.

The trustees saw this leadership change and new expertise as an opportunity to reinvigorate LinkAble.

Together we have:

- **Revised our Vision, Mission, and Values**
- **Updated our 3-year Strategic Plan**
- **Aligned operations with future goals**

Our primary objective is to expand LinkAble's services, offering more support hours for families in Woking and the surrounding area.

This growth means securing additional funding and increasing our capacity.

In the last quarter of 2023/24, our hours have increased by:

- **30% for under-18 services**
- **40% for over-18 services**

The expansion of Saturday sessions, the Sunday 'Stay and Play' programme, and new adult weekday services, combined with strong Marketing and Communications, has driven this impressive growth.

We're confident we can sustain and build on this in the coming year by broadening children and young people weekend sessions and introducing afterschool clubs.

Our vision for adults focuses on creating pathways to independent living and greater community involvement through projects and employment opportunities.

In my three years as a Trustee, I've watched LinkAble navigate many challenges and emerge stronger each time.

> **"I am constantly inspired by the passion and dedication of our staff who make LinkAble the thriving and supportive community it is today."**

Q & A

Sue Stockman, LinkAble CEO



In October 2023, Sue Stockman joined as our new CEO. With fresh ideas and extensive experience, Sue is leading LinkAble to a successful future.

How has the year been for LinkAble?

The key word this year has been change! With a strong focus on enhancing our impact, we've upgraded our building, expanded our team and resources, and strengthened connections with Surrey's health and social care networks. These improvements ensure we can better support to those we serve.

The management team is ambitious and dedicated, embracing change, finding creative solutions to challenges, and positively communicating with the wider teams to embed our new ways of working.

How has LinkAble supported people with a learning disability and autistic people?

Our weekend, evening, and holiday playschemes have offered fun opportunities for children and young people to make friends and learn new skills. We've added new confidence building off-site activities like climbing, abseiling, and kayaking at Surrey Outdoor Learning Centre.

For adults, we've expanded weekday services, offering sessions focused on fitness, wellbeing, and hobbies. We've also increased support for those with complex needs by providing more 1-2-1 support.

How has LinkAble supported families?

We offer parents and carers a much needed break, helping them focus on themselves or other children, keeping families togethers, and enabling them to stay in work.

What is LinkAble's impact this year?

The impact on the children and young people attending our sessions is huge; they become more independent, confident, and happy while developing friendships and learning new skills.

Our adults gain skills for greater independence, enabling them to make choices about their social lives, living arrangements, and activities.

How will LinkAble enter 2024?

In January 24, we drew on our collective experience of LinkAble and considered new ideas in line with learning disability best practice, to develop a new Vision, Mission and Values along with a three-year Strategic Plan.

> **"The team tell us that having a more planned approach with clear targets, budgets and progress reviews makes it easier to see the impact of their contribution."**

About Us



Our Vision

A world where people with a learning disability, autistic people and their families are empowered and supported to live life to the full.

Our Mission

We support people with a learning disability and autistic people to create the life they want to live by providing opportunities that develop skills, confidence, and lasting friendships.

Our Services



Play: 5 - 12



Next Steps: 13 - 17



No Limits: 18+

Why we exist

We couldn't manage without Linkable. Parent

1 MENTAL HEALTH

Nearly 40% of children with SEND had an overall wellbeing rating indicating possible depression, twice as many as those without SEND.
(Children's Commissioner, Nov 2022)

2 INDEPENDENCE

Only 5.1% of adults with a learning disability known to their local authority in England are in paid work
(NHS Digital, 2021).

3 EDUCATION

22% of teachers did not feel able to meet the needs of SEND pupils.
(Mencap, 2020)

4 POVERTY

31% of people with a learning disability are more likely to live in poverty compared to 18% for non-disabled people
(LeDer, 2021)

5 UNDERSTANDING

7/10 autistic students say that the biggest thing that would make school better is having a teacher who understands autism.
(National Autistic Society, 2021)

6 LONELINESS

People with a learning disability are seven times more likely to be lonely than non-disabled people.
(NIHR, 2022)



Year in numbers

76% of parents and carers said the person they care for feels less isolated because of LinkAble

72%
said the person they care for has developed new skills as a result of attending LinkAble

93%
said they were satisfied with LinkAble's services

703
Sessions and days out

24,764
Hours support delivered

316
Families benefitted

A year in pictures



















Meet Charlotte

Lucy, Mum to Charlotte, talks about how LinkAble impacts her whole family.

My daughter Charlotte is 8 and is diagnosed with Tetrasomy Isochromosome 18p, a very rare chromosomal disorder. She has Global Development Delay and a mind age of around 3 years old. Charlotte has a brother named Jack, who is 11 and transitioning from primary to secondary school.

I can't imagine what life would be like for my family without support from LinkAble.

I can't fully express the impact LinkAble has on our family. Jack truly benefits from the support just as much as Charlotte does. When we found out about Charlotte's diagnosis, my first worry was the impact on Jack.

How would it affect his wellbeing if I had to dedicate so much time to Charlotte? What would his relationship with his sister be like?





Thankfully, because of LinkAble, Jack has a brilliant relationship with Charlotte, which is everything I could have hoped for. I can confidently say that LinkAble's support has been a major contributing factor.

When Charlotte attends LinkAble's Saturday activities, it gives me quality time to spend with Jack. We enjoy activities like bike rides and board games which aren't possible with Charlotte due to her support needs.

This time is incredibly important for both Jack and I. It has resulted in a happy and fulfilled child, who loves spending time with his sister.

LinkAble provides a reliable service, which is vital when you have a child with additional needs. Because of LinkAble's reliability, Jack knows that if Charlotte is going to LinkAble, he is guaranteed some one-on-one time.

When you book with LinkAble, you know it's going to happen.

Play

Supportive groups where children aged 5 - 11 can be themselves, learn new skills and make friends.

In October 2022, we successfully reapplied for short breaks funding through Surrey County Council and began delivering services under our new contract in April 2023.

Since then, we've been exploring ways to enhance our services to better meet the needs of all children and young people we support, and have made some positive changes.

> **"The provision literally saves our family during school holidays and weekends, thank you!"**
> Lucy, Mum

One of our key improvements has been offering separate sessions for autistic children and children with complex needs. These are smaller groups which create a calmer environment, focusing on sensory needs, behavioural needs, and communication.

We provide 1:1 or 2:1 support during these sessions, ensuring that every child can fully engage with our activities.

Our free Stay and Play sessions have been a huge success. They are available to both LinkAble families and those on our waiting list. For many families on the list, this is a good opportunity to access our services.

These sessions are not just about play; they provide valuable family time and an opportunity for parents and carers to connect with others who share similar experiences.

We've received fantastic feedback on how meaningful this time is for everyone involved.

100%
of parent and carers consider LinkAble staff to be very knowledgeable

93%
said their child enjoys LinkAble play schemes

93%
rate LinkAble's facilities and resources as 'very good'

> **"Our daughter loves LinkAble. She is always very excited to attend. She has made some great friends there and looks forward to seeing them."**
> Helen, Mum



Next Steps

Supporting young people (12 - 18) on the journey to adulthood.

We know that young people with a learning disability and autistic young people often miss out on the specialised support they need when attending mainstream services.

In April 2023, we launched 'Link Up Saturday', to support young people who need extra guidance as they enter adulthood.

These sessions develop life skills including:

- **Independent living skills,** such as travelling, cooking and managing tasks
- **Skills for employment and education,** ensuring access to the right opportunities
- **Building community connections,** fostering friendships and a sense of belonging
- **Making healthy choices,** from exercise and diet to accessing adult health services

Our child loved the skills training with fire safety and food prep. When they get home they love to tell us what they have done.

Julia, Mum

We've had fantastic feedback from parents, carers and our young people who told us these sessions boost confidence, build friendships, and support their journey towards greater independence.

This year we also introduced 'ASD Games Night', a fun, welcoming youth group for autistic young people or those with ADHD.

It's a place where teens can feel understood and comfortable while boosting their social skills.

The group has grown steadily since its launch, and we're thrilled to see it's positive impact.



100%

of parents and carers say LinkAble groups and holiday schemes meet the needs of the person they care for

86%

said their child enjoys LinkAble day visits to community venues

93%

are satisfied with LinkAble's Next Steps activities

Whenever I ask my son if he wants to come to Linkable, he shouts - "Yes, of course!'

Jenny, mum

No Limits

> **I love my LinkAble Fitness. It's fun and it makes me happy.**
> Charlotte

A fun and welcoming environment where adults can learn new skills, increase their confidence and make lasting friendships.

It's been an exciting year for LinkAble's adult services. Our attendees have been practising mindfulness, learning employability skills and improving their fitness with visits to Woking Leisure Centre and 'Wheels for All' accessible cycling, which has been a real hit.

In November, our adult groups prepared for the much-loved LinkAble pantomime. Our daytime and 'Chill Out Wednesday' groups supported by making props, while our ActAbles and DanceAbles groups rehearsed weekly and performed twice to a packed auditorium of family and friends!

In January, we welcomed Rachel Hudspith as our new Adult Services Manager.

With 11 years at LinkAble, Rachel's transition into the role was seamless for our attendees, families, and staff. Since taking on the role, Rachel has been planning a new and more diverse programme of daytime activities.

In 24/25 we intend to expand adult services, growing our groups and offering new opportunities within the local community, while supporting our adults in developing the skills that matter most to them.

71% of parent and carers say that the adult they care for feels less lonely because of LinkAble groups

> **If LinkAble's groups didn't exist - my son would never see his friends and go out in a group to have fun in safety.**
> **Jo, Mum**



> **LinkAble is an invaluable local service that gives vulnerable people a safe place to go and a purpose.**

79%

say the adult they care for has developed new skills through attending LinkAble



> **“Thank you, thank you, thank you! We are so blessed to have LinkAble in our lives.”**
> Parent



Team Link

We are incredibly proud of our dedicated and compassionate team.

Our commitment to supporting people with a learning disability and autistic people is at the heart of everything we do. Every team member plays a crucial role in creating a welcoming, inclusive environment, helping people develop independence, build confidence, and form lasting friendships.

Q and A with Rachel Anderson, LinkAble's new Adult Services Manager



Why did you decide to apply for the Adult Services Manager role?
LinkAble is a huge part of my life and feels like home. When the role was advertised, I jumped at the chance to continue my journey at LinkAble and to breathe new life into our adult services.

What do you like most about the role?
The people! I love welcoming new adults and families to LinkAble. It's also amazing to see families transition from children's services to adult services where they put the skills they have learnt into practice.

What's in store for the future of LinkAble's adult services?
Adult services have really grown this year! We're now running four weekdays, three evening groups, a drama group, and Mayhem.

We plan to add more evening options, move to a five-day term-time schedule, and an Employment Pathway to help adults into the workforce.

60 facilitators delivering sessions

8 office staff behind the scenes

10 superstar volunteers



Meet Tom

Jan, Mum to Tom shares how LinkAble supports Tom's health and social wellbeing.

My son Tom is 52 years old and joined LinkAble in January 2024. He has a learning disability and cerebellar ataxia, a condition which affects his coordination and balance. This requires Tom to have someone on hand when he is walking, particularly on rough or uneven ground.

Before joining LinkAble, Tom's physical health was in decline. His previous day centre had closed six months earlier, and without structured activities, his mobility and overall well-being had noticeably deteriorated.

This was a concerning time for me as Tom's wellbeing is reliant on this structure and without it, he was feeling lost.

> **Since joining LinkAble, I have seen significant improvements in Tom's health and wellbeing.**





Participating in LinkAble's activities has greatly enhanced his mobility, he's also learned about making better food choices and is now a healthier weight.

Tom's neurologist has highlighted the importance of regular physical and mental stimulation to slow the progression of his condition, and LinkAble has been instrumental in providing this essential support.

Tom attends LinkAble's 'Fitness for All,' 'Wellbeing Wednesday,' and 'Hobby Club' groups. These offer a range of activities that promote physical and mental health.

> **Tom has gained a newfound confidence, a sense of accomplishment, and a more positive outlook.**

Thanks to LinkAble's support, Tom has become healthier and happier. The groups have significantly improved his quality of life and helped him better manage his condition.

He has become more independent, which is not only fantastic for him but also gives me great peace of mind.

Fundraising

Our work would not be possible without the generous support of our donors and sponsors.

We are incredibly thankful to the Charitable Trusts, Community Groups, donors, event attendees, and challenge participants who have helped fund our services this year.

In particular, we would like to thank the Community Foundation for Surrey, The National Lottery Community Fund's Awards for All programme, our corporate partner The Fidelis Foundation, and Ottershaw Night Owls WI for their generous support over the past two years.



Community support

Ottershaw Night Owls Women's Institute WI has been a remarkable supporter of LinkAble, choosing us as their charity of the year for two consecutive years. During this time, the WI has offered tremendous help in both fundraising and hands-on support.

A highlight of their efforts includes £2,000 which was doubled through LinkAble's Big Give Christmas appeal 2023, as well as a series of raffles at Christmas events and a Fundraising Fashion Show, raising thousands to support the delivery of our services.

Beyond fundraising, the WI has also rolled up their sleeves, transforming our outdoor space so that it's ready for fun summer activities.

LinkAble is thankful for this ongoing support, which greatly helps our service delivery.



Corporate support

Our partnership with The Fidelis Foundation, which began in April 2023, has made a huge impact on LinkAble's service delivery.

Thanks to a generous £20,000 grant from The Fidelis Foundation, we've been able to enhance our digital infrastructure and expand our service offerings, including the launch of our popular 'Fitness for All' daytime group. Investing in our IT systems has helped streamline operations, including creating a custom app to manage our many bookings.

We've also used the funding to upgrade our physical spaces, such as the kitchen, café, and outdoor areas including a new 'adults-only' outdoor space where participants can grow vegetables to use in our cooking sessions.

Looking forward, our partnership is set for exciting growth. In 2024, we plan to host a Paralympics event to celebrate the 2024 Paralympic Games. With The Fidelis Foundation's support, this event will help us reach new audiences and bring inclusive sports to Woking.

We are so grateful for this partnership which is making a lasting difference for the people who depend on our services.

> **"The incredible generosity of our supporters means that the families who need LinkAble can rely on our vital support."**
>
> Sue Stockman, CEO, LinkAble

The Future

Looking ahead to 2024-2025, we have exciting plans to expand and offer new services.

We're exploring the possibility of launching an afterschool club for children, an alternative education project for young people not attending school, and a new employment support initiative to help adults move into paid work or volunteering.

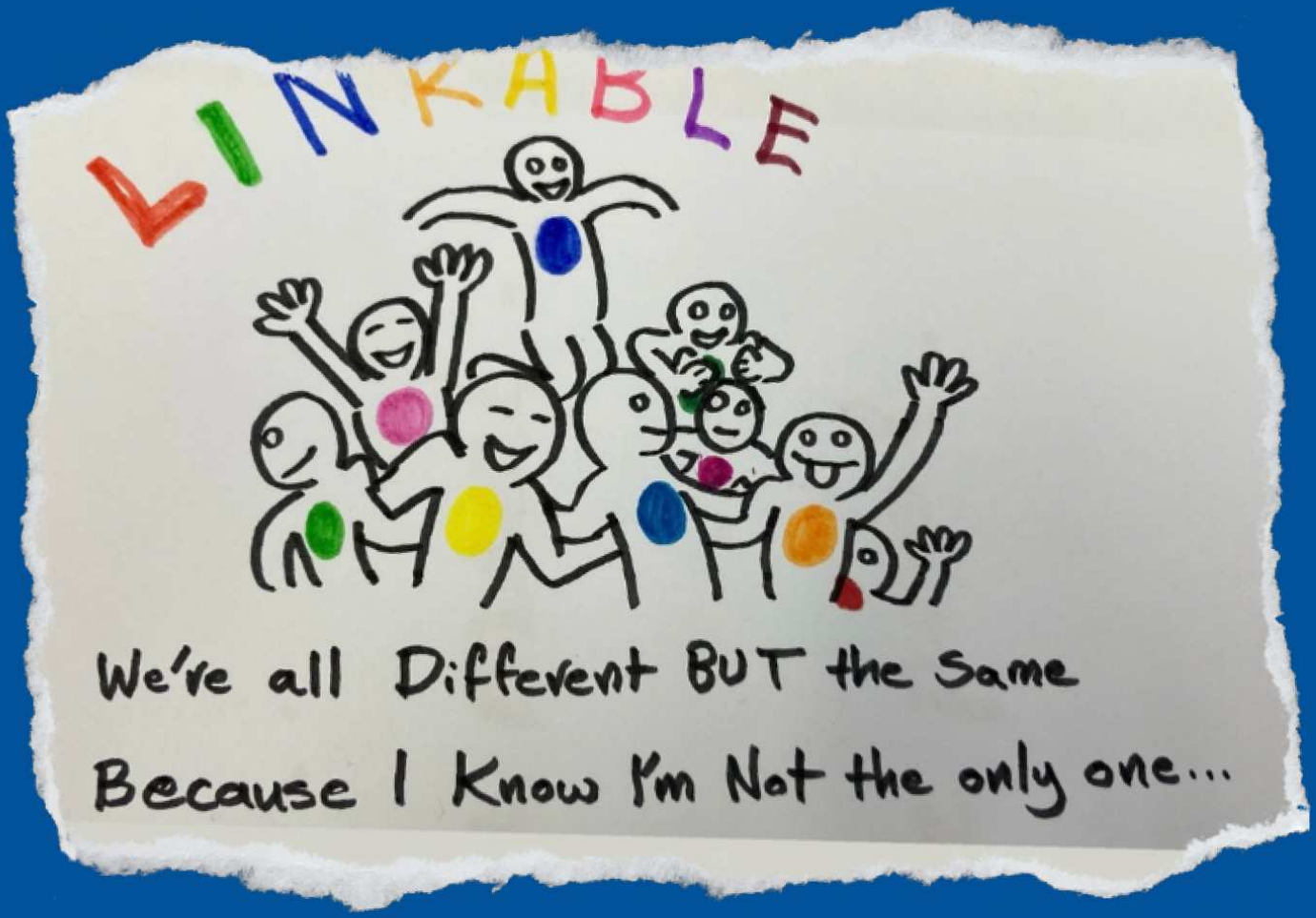
We also aim to grow beyond Woking, reaching into Elmbridge, Runnymede, and Spelthorne. This will allow us to connect with new families while freeing up space in Woking to reduce the waiting list.

None of this would be possible without our amazing group leaders, sessional workers, and playworkers – we're so grateful for their hard work and dedication.

To support them, we're planning a new training programme including eLearning and face-to-face sessions, helping our staff build the skills and confidence they need to continue delivering safe, enjoyable, and effective services.



> **"Our reputation for offering a diverse range of services for people with a learning disability and autistic people is steadily growing, and we're proud to be recognised as a key provider serving the local community."**
> **Sue Stockman, CEO LinkAble**



LinkAble

"We're all Different BUT the same Because I Know I'm Not the only one..."

A drawing and quote by Will, one of LinkAble's adult attendees.

Financial review

The Statement of Financial Activities for the year ended 31st March 2024 shows a deficit of £406, consisting of £17,671 unrestricted surplus and (£18,077) restricted deficit.

Income

Total income increased by 16% during the year to £600,431 (£519,413). During 2023-24, LinkAble groups were finally able to return to service provision in line with pre covid levels, with increased attendance at groups and greater choice of activities throughout the year. Income from Charitable activities has increased by 29% to £388,754 (£301,661).

Expenditure

Total expenditure increased by 12% during the year to £600,837 (£534,734). As LinkAble has been able to operate normal service provision throughout the year, costs of running groups have increased accordingly. This increase in cost also reflects the increasing level of support required by many of the children and young people attending groups. Staff costs have risen by 10% to £465,090 (£442,560) which reflects the increase in minimum wage as well as changes to the structure of the management team enabling future growth.

Reserves

Reserves are held to ensure the continuity of service provision as well as enabling LinkAble to take advantage of opportunities when they arise.On 31st March 2024, LinkAble's reserves were £208,197 (£208,603) of which £182,697 (£165,026) was unrestricted. Of this, £15,431 has been designated to the Fixed Asset Reserve.

LinkAble's reserves policy is to maintain free reserves of between 3 to 6 months operating costs to allow for short term fluctuations in cash requirements. The current level of free reserves is £167,266 which represents approximately 3 months operating costs and is at the required level set by the policy.

The trustees review the reserves policy annually to ensure it is set at the appropriate level.

Reference and Administrative Details

Legal Charity Name: LinkAble Woking

Registered Charity Number: Limited 1119596

Registered Company Number: 06056940

Registered Office: The Link, 2 Board School Road, Woking, Surrey, GU21 5HE

Directors and Trustees

Colin Evans (Chair)
Charles Donaldson
Nigel Himsworth
Neil Murrin
Nneka Ochonogor
Rachel Pearce
Daniel Stephens-White
Patrick Tonks (appointed 7.8.23)
Alan Whitehall
Stewart Wilkinson
Richard Fitzherbert (resigned 24.5.23)

Senior Leadership

CEO (October, 2023 - present)	Susan Stockman
CEO (Prior to October, 2023)	Alison Keeley
Head of Services	Jamie Evans

Advisors

Independent Examiner

JS2 Limited, One Crown Square, Church Street East, Woking, Surrey, GU21 6HR

Bankers

HSBC Bank, 6 Commercial Way, Woking, Surrey, GU21 6EZ
Aldermore Bank, 1st floor, Block B Western House, Lynch Wood, Peterborough, PE2 6FZ

Structure, Governance and Management

Governing Document
LinkAble is a registered charity and a company limited by guarantee governed by its Memorandum and Articles of Association which establishes its objects, powers and governing rules. We are regulated by the Charity Commission and adhere to its guidance regarding effective governance.

Governance Structure
LinkAble has a Board of up to 15 Trustees, although we are currently operating with 10. The Trustee Board meets periodically through the year to set LinkAble's strategy and discuss the progress of previously approved projects. The Trustee Board delegates work to 7 committees - Finance, People, Property, Fundraising, Marketing, Risk & Governance and Programmes.

The day-to-day management of the organisation is carried out by the CEO who is accountable to the Trustees, who carry ultimate legal responsibility for the Charity.

Recruitment and Appointment of Trustees
LinkAble has a formal recruitment policy and appointment process under which potential candidates are considered and selected. New Trustees are identified in a number of ways including advertising and targeted recruitment. The Trustee Board regularly reviews its collective skills and experience against the needs of the Charity's business to ensure that it has appropriate expertise to enable the Charity to deliver its objectives. Several Trustees have left, and several have joined this year resulting in 10 Trustees at the time of issue of this report.

Trustee Induction and Training
LinkAble has a programme of induction and training for Trustees that is set out in the Trustee Recruitment and Appointment Policy.

Risk Management

The trustees take seriously their responsibility for ensuring the safe, secure and professional operation of the Charity. With the assistance of the management team, we maintain and regularly review a risk register, which identifies the key risks to which the charity is or could be exposed. The risk register is based on the Charity Commission's template and guidance. The trustees consider that the principal challenges faced by LinkAble and the associated risks are the need to:

- Continue to support adults and children with learning disabilities
- Operate within set budgets
- Generate sufficient income to support the cost of service delivery thus minimising the cost to service users
- Return to pre Covid 19 service delivery levels and beyond

LinkAble has established measures to control and mitigate the likelihood and impact of risks identified in the risk register which is regularly reviewed by committees and the Board. Operational risks are managed through appropriate policies and training, and form part of a regular report to the Trustees from the CEO. Financial risk is managed through policies, budgeting, and reporting; in addition, the financial risks and implications of any proposal are carefully reviewed before a decision is reached.

Although supported by the CEO and the Risk and Governance committee, final responsibility for the management of risk rests with the Trustee Board.

Statement of Trustees Responsibilities

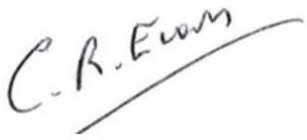
The Trustees (who are also the Directors of LinkAble Woking Limited for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice (SORP);
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the
- charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.

ON BEHALF OF THE BOARD OF TRUSTEES



..... Date: 12.12.2024

Colin Evans
Chair of the Board of Trustees of LinkAble

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LINKABLE WOKING LIMITED FOR THE YEAR ENDED 31 MARCH 2024

I report to the charity Trustees on my examination of the accounts of the Company for the Year Ended 31 March 2024 as set out on pages 24 - 36.

Responsibilities and basis of report

As the charity's Trustees of the 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act.

This report is made solely to the charity's Trustees, as a body. My work has been undertaken so that I might state to the charity's Trustees those matters which I am required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for my examination, for this report, or for the statement I have given below.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting 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 (FRS102).

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



JOHN SPEED FCA FCIE

JS2 Limited
One Crown Square
Woking
Surrey
GU21 6HR

Date: 17th December 2024

LINKABLE WOKING LIMITED
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
INCOME FROM					
Donations and legacies	2	120,602	69,276	**189,878**	182,522
Charitable activities	2	388,754	-	**388,754**	301,661
Other trading activities					
- Fundraising events		18,105	-	**18,105**	33,697
Interest		2,956	-	**2,956**	1,533
Other income		738		**738**	-
TOTAL INCOME		531,155	69,276	**600,431**	519,413
EXPENDITURE ON					
Raising funds	3	39,030	-	**39,030**	44,101
Charitable activities					
- Adult services	3	164,663	47,519	**212,182**	172,356
- Children's services	3	311,920	37,705	**349,625**	318,277
TOTAL EXPENDITURE		515,613	85,224	**600,837**	534,734
NET INCOME		15,542	(15,948)	**(406)**	(15,321)
Transfers between funds	10	2,129	(2,129)	**-**	-
Net movement in funds		17,671	(18,077)	**(406)**	(15,321)
Fund balances brought forward		165,026	43,577	**208,603**	223,924
Fund balances carried forward		**182,697**	**25,500**	**208,197**	208,603

The Charitable Company's income and expenditure all derive from continuing activities.

The Charitable Company has no recognised gains or losses other than shown above.

The accompanying notes form part of these financial statements.

Company number: 06056940

LINKABLE WOKING LIMITED

BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed Assets	7				
Tangible assets			**15,431**		16,202
Current Assets					
Debtors	8	**35,306**		35,400	
Cash at bank and in hand		**191,625**		176,548	
		226,931		211,948	
Creditors: Amounts falling due within one year	9	**(34,165)**		(19,547)	
Net Current Assets			192,766		192,401
Total Assets less Current Liabilities			208,197		208,603
Net assets			208,197		208,603
Funds					
Unrestricted Funds					
General funds	10		**167,266**		148,824
Designated funds	10		**15,431**		16,202
Restricted Funds	10		**25,500**		43,577
			208,197		208,603

For the year ending 31 March 2024 the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The accompanying notes form part of these financial statements. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. They were approved and authorised for issue by the directors on 12.12.2024 and signed on their behalf by

C.R. Evans 12/12/2024

Colin Evans,
Chair of the Board of Trustees of LinkAble

LINKABLE WOKING LIMITED

STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 MARCH 2024

	£	2024 £	£	2023 £
CASH FLOWS FROM OPERATING ACTIVITIES				
Net income for the year	**(406)**		(15,321)	
Adjustments for:				
Depreciation charges	**3,733**		1,993	
Interest received	**(2,956)**		(1,533)	
(Increase) / Decrease in debtors	**94**		(19,701)	
(Decrease) / Increase in creditors	**14,618**		(6,525)	
NET CASH PROVIDED (FROM) / BY OPERATING ACTIVITIES		**15,083**		(41,087)
CASH FLOWS FROM INVESTING ACTIVITIES				
Purchase of tangible assets	**(2,962)**		(18,195)	
Interest received	**2,956**		1,533	
NET CASH PROVIDED BY INVESTING ACTIVITIES		**(6)**		(16,662)
Change in cash and cash equivalents in the year		**15,077**		(57,749)
Cash and cash equivalents at the beginning of the year		**176,548**		234,297
Cash and cash equivalents at the end of the year		**191,625**		176,548

Notes to the Financial Statements for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. The Trustees consider that there are no significant areas of estimation or judgement.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

At the balance sheet date of 31 March 2024, LinkAble made a deficit of £406 and had net assets of £208,197. The Trustees have assessed projected future income streams and expenditure over the period to December 31 2025. This has included consideration of anticipated service delivery, possible changes to local authority funding and challenges faced in securing fundraising income. The Trustees have considered plans along with internal processes and systems for managing financial and operational risks. The Trustees have concluded that the strength of the charity's reserves and liquidity of its assets, mean the charity has adequate resources to continue their activities for the foreseeable future, and that there are no material uncertainties about the charity's ability to continue as a going concern.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably. Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

e) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor within the objectives of the charity. Expenditure which meets these criteria is charged to the fund. Unrestricted funds are donations and other income received or generated for the charitable purposes

f) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of undertaken to further the purposes of the charity and their associated support costs.

g) Allocation of support costs

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a basis consistent with the use of relevant resources.

Reference and Administrative Details

h) Tangible fixed assets

Fixed assets are stated at original historical cost less aggregate depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life at the following rates

Plant and machinery –	5 years
Fixtures and fittings –	5 years
Computer equipment –	3 years
Motor vehicles –	5 years

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments. Cash balances exclude any funds held on behalf of service users.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

l) Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

2. INCOME

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
INCOME FROM:				
Donations and legacies				
Donations	51,352	2,129	**53,481**	22,517
Grants	69,250	67,147	**136,397**	160,005
	120,602	69,276	**189,878**	182,522
Charitable activities				
Charges for services - Adults	84,720	-	**84,720**	63,677
Charges for services - Children	63,814	-	**63,814**	50,320
SCC Grant for service provision - Children	240,220	-	**240,220**	187,664
	388,754	-	**388,754**	301,661
	509,356	**69,276**	**578,632**	484,183

Restricted income for the prior year totalled £129,055, this comprised grants of £128,855 and donations of £200. All other income was unrestricted.

3. EXPENDITURE

Current year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2024 £**
Cost of Raising Funds	31,499	7,531	-	**39,030**
Charitable Activities				
- Adult Services	143,910	44,719	23,553	**212,182**
- Children's Services	258,198	60,130	31,297	**349,625**
	433,607	**112,380**	**54,850**	**600,837**

Prior year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2023 £**
Cost of Raising Funds	40,242	3,859	-	**44,101**
Charitable Activities				
- Adult's Services	113,405	36,317	22,634	**172,936**
- Children's Services	235,286	53,871	29,121	**318,278**
	388,933	94,047	51,755	**534,735**

4. SUPPORT COSTS

Current year support costs comprise:	Charitable Activities		
	Adult Services	Children's Services	**Total 2024**
	£	£	**£**
Governance costs			
Staff	6,280	6,280	**12,560**
Other costs	2,791	2,791	**5,582**
Other support costs			
Staff costs	6,623	12,300	**18,923**
Other Staff costs	506	939	**1,445**
Premises Costs	4,473	5,466	**9,939**
Office Costs	2,431	2,971	**5,402**
Sundries	422	514	**936**
Promotional Cost	27	36	**63**
	23,553	**31,297**	**54,850**

Prior year support costs comprise:	Charitable Activities		
	Adult Services	Children's Services	**Total 2023**
	£	£	**£**
Governance costs			
Staff	8,746	8,746	**17,492**
Other costs	1,687	1,687	**3,374**
Other support costs			
Staff costs	5,648	10,489	**16,137**
Other Staff costs	298	554	**852**
Premises Costs	4,032	4,928	**8,960**
Office Costs	1,885	2,304	**4,189**
Sundries	303	370	**673**
Promotional Cost	35	42	**77**
	22,634	**29,120**	**51,754**

5. STAFF COSTS

	Total 2024	Total 2023
	£	£
Wages and salaries	**435,213**	397,841
Social Security	**21,999**	18,417
Pension Contributions	**7,878**	6,302
	465,090	422,560

	2024 Number	2023 Number
The average headcount during the year was:	**45**	49

The Key Management personnel comprise the Trustees, the CEO, Head of services and department managers.

The total employee benefits of the key management personnel of the Charity inclusive of employer pensions contributions and employers National Insurance contributions were £241,242 (2023: £201,886).

No employees received emoluments in excess of £60,000 either exclusive nor inclusive of employer pensions contributions and National Insurance contributions (2023: none).

6. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

7. TANGIBLE FIXED ASSETS

	Plant and machinery	**Fixtures and Fittings**	**Motor Vehicles**	**Computer Equipment**	**Total**
	£	**£**	**£**	**£**	**£**
Cost					
At 1 April 2023	8,877	30,977	29,827	10,306	**79,987**
Additions	-	2,129	-	833	**2,962**
Disposals	(4,867)	(12,782)	-	(10,306)	**(27,955)**
At 31 March 2024	4,010	20,324	29,827	833	**54,994**
Depreciation					
At 1 April 2023	8,877	14,775	29,827	10,306	**63,785**
Charge for the year	-	3,710	-	23	**3,733**
Eliminated on Disposal	(4,867)	(12,782)	-	(10,306)	**(27,955)**
At 31 March 2024	4,010	5,703	29,827	23	**39,563**
Net book value					
At 1 April 2023	-	16 ,202	-	-	**16,202**
At 31 March 2024	-	14,621	-	810	**15,431**

8. DEBTORS

Due within one year	2024 £	2023 £
Trade debtors	**16,992**	10,047
Prepayments	**8,514**	4,258
Accrued income	**9,800**	21,095
	35,306	35,400

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	**8,842**	4,391
Social security	**6,459**	-
Other creditors	**1,691**	-
Accrued expenses	**6,807**	5,368
Deferred income	**10,366**	9,788
	34,165	19,547

Analysis of deferred income

	£	£
Amounts brought forward	**9,788**	20,283
Released to the Statement of Financial Activities	**(2,774)**	(13,325)
Deferred in the current year	**3,352**	2,830
Amounts carried forward	**10,366**	9,788

Notes to the Financial Statements for the Year Ended 31 March 2024

10 MOVEMENT IN FUNDS

	Balance at 1 April 2023	Income	Expenditure	Transfers/ Release of Restriction	Balance at 31 March 2024
	£	£	£	£	£
Restricted funds					
Community Foundation Surrey	8,025	-	(8,025)	-	-
Edward Gostling Foundation	15,000	-	(15,000)	-	-
Woking Borough Council	-	36,427	(36,427)	-	-
The D'Oyly Carte Charitable Trust	2,744	-	(2,744)	-	-
The St James Place Foundation	1,000	-	(1,000)	-	-
St Faiths Trust	6,700	10,000	(9,200)	-	7,500
Tesco Community Grant	350	-	(350)	-	-
The Douglas Arter Foundation	400	-	(100)	-	300
Surrey Freemasons	6,458	-	(2,958)	-	3,500
Woking Rotary	-	1,110	(1,110)	-	-
Clothworkers Foundation	-	10,000	(2,871)	(2,129)	5,000
Horsell Amateur Dramatics Society	-	1,510	(1,210)	-	300
Greenoak Community Focus	-	300	-	-	300
Asda Foundation	-	800	-	-	800
Screwfix Foundation	-	5,000	-	-	5,000
Bruce Wake Charitable Trust	-	2,000	-	-	2,000
O18's Food Donation	-	240	(240)	-	-
Playground Appeal	-	1,889	(1,089)	-	800
St Peters RISF	2,900	-	(2,900)	-	-
Total restricted funds	43,577	69,276	(85,224)	(2,129)	25,500
Unrestricted funds					
Designated funds	16,202	-	(3,733)	2,962	15,431
General fund	148,824	531,155	(511,880)	(833)	167,266
Total funds as at 31 March 2024	208,603	600,431	(600,837)	-	208,197

Notes to the Financial Statements for the Year Ended 31 March 2024

10 MOVEMENT IN FUNDS (Continued)

Prior Year

	Balance at 1 April 2022	Income	Expenditure	Transfers/ Release of Restriction	Balance at 31 March 2023
	£	£	£	£	£
Restricted funds					
Community Foundation Surrey	-	18,000	(9,975)	-	**8,025**
Edward Gostling Foundation	-	25,000	(10,000)	-	**15,000**
Woking Borough Council	-	34,200	(34,200)	-	**-**
The Sheldon Trust	900	10,000	(10,900)	-	**-**
Surrey Chambers of Commerce	-	3,181	(3,181)	-	**-**
The D'Oyly Carte Charitable Trust	1,213	4,694	(3,163)	-	**2,744**
The Grant Foundation	2,500	-	(2,500)	-	**-**
The William Openshaw Street Charitable Trust	-	3,000	(3,000)	-	**-**
The Ladbrokes Corals Trust	-	1,500	(1,500)	-	**-**
The Shanly Foundation	-	5,000	(5,000)	-	**-**
The St James Place Foundation	-	4,000	(3,000)	-	**1,000**
St Faiths Trust	-	10,000	(3,300)	-	**6,700**
Tesco Community Grant	-	500	(150)	-	**350**
The Douglas Arter Foundation	500	-	(100)	-	**400**
Frimley Fuel	-	180	(180)	-	**-**
Restricted Donation	-	200	(200)	-	**-**
Surrey Freemasons	-	6,600	(142)	-	**6,458**
St Peters RISF	-	3,000	(100)	-	**2,900**
Sensory room donation	1,190	-	(1,190)	-	**-**
Total restricted funds	6,303	129,055	(91,781)	**-**	**43,577**
Unrestricted funds					
Designated funds	40,000	-	(1,993)	(21,805)	**16,202**
General fund	177,621	390,358	(440,960)	21,805	**148,824**
Total funds as at 31 March 2023	223,924	519,413	(534,734)	-	**208,603**

10. MOVEMENT IN FUNDS (continued)

Purpose of funds

Community Foundation Surrey	Funding towards general operating costs for LinkAble as well as additional funding for the weekly skills based group and the performing arts group.
Edward Gostling Foundation	Funding towards ongoing core cost.
Woking Borough Council	Funding towards LinkAble's Head of Services role across three years.
The D'Oyly Carte Charitable Trust	Funding to support the Stopgap dance group.
St James Place Foundation	Funding to support transition groups for young adults with learning disabilities.
St Faiths Trust	Funding towards an additional member of staff to support a child on a 1:1 basis.
Tesco Community Grant	Funding towards support for the skills based adult group.
The Douglas Arter Foundation	Towards the Sensory Room upgrade.
Surrey Freemasons	Funding towards the sensory room refurbishment.
Woking Rotary	A grant for remote access registration equipment.
Clothworkers Foundation	A grant for the refurbishment of the meeting room (calm space) and kitchen areas. The transfer out from this fund represents fixed assets purchased through the fund.
Horsell Amateur Dramatics Society	Funding for the pantomime Show Day.
Greenoak Community Focus	A donation for sensory toys.
Asda Foundation	A grant towards new calm room equipment.
Screwfix Foundation	A grant towards the kitchen refurbishment.
Bruce Wake Charitable Trust	Funding for servicing and training.
O18's Food Donation	A donation for food ingredients for O18 sessions.
Playground Appeal	Funding for the new equipment for the outside play area.
St Peters Relief in Sickness Fund	Funding towards the Sensory Room upgrade.
Designated fund	To allow for future depreciation of fixed assets.

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2024 are represented by:			
Fixed Assets	15,431	-	**15,431**
Net Current Assets	167,266	25,500	**192,766**
	182,697	**25,500**	**208,197**

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2023 are represented by:			
Fixed Assets	16,202	-	**16,202**
Net Current Assets	148, 824	43,577	**192,401**
	165,026	**43,577**	**208,603**

12. TRUSTEES' REMUNERATION AND RELATED PARTY TRANSACTIONS

No trustees received remuneration during the year (2023: None). No trustees were reimbursed for personal expenses during the year (2023: None).

Where Trustees (or parties related to them) use the services of the charity, they are received on the same terms as other beneficiaries.

The total donations received from all trustees during the year were £23,210. The donors did not attach any conditions which might alter the nature of the Charity's existing activities.

There were no other related party transactions for the year ended 31 March 2024.

LinkAble

enabling • supporting • developing • connecting

@LinkAble

@LinkAble_Woking

@LinkAble

www.linkable.org.uk

Registered with FUNDRAISING REGULATOR

Linkable Woking

England & Wales - Charity number 1119596

Accounts

LinkAble
enabling • supporting • developing • connecting

Annual Report & Financial Statement

For the year that ended March 31st 2023



Registered with FUNDRAISING REGULATOR

Registered Charity Number: 1119596
Registered Company Number: 06056940

Supporting people with learning disabilities for over 30 years.

Thank you

Every staff member, volunteer, individual donor, community group, local business and charitable trust. You have played a crucial part in LinkAble's achievements this year.

To everyone who uses our services, thank you for choosing us.

Thank you for being who you are.

We love having you in the LinkAble community.

LinkAble
enabling • supporting • developing • connecting

Contents

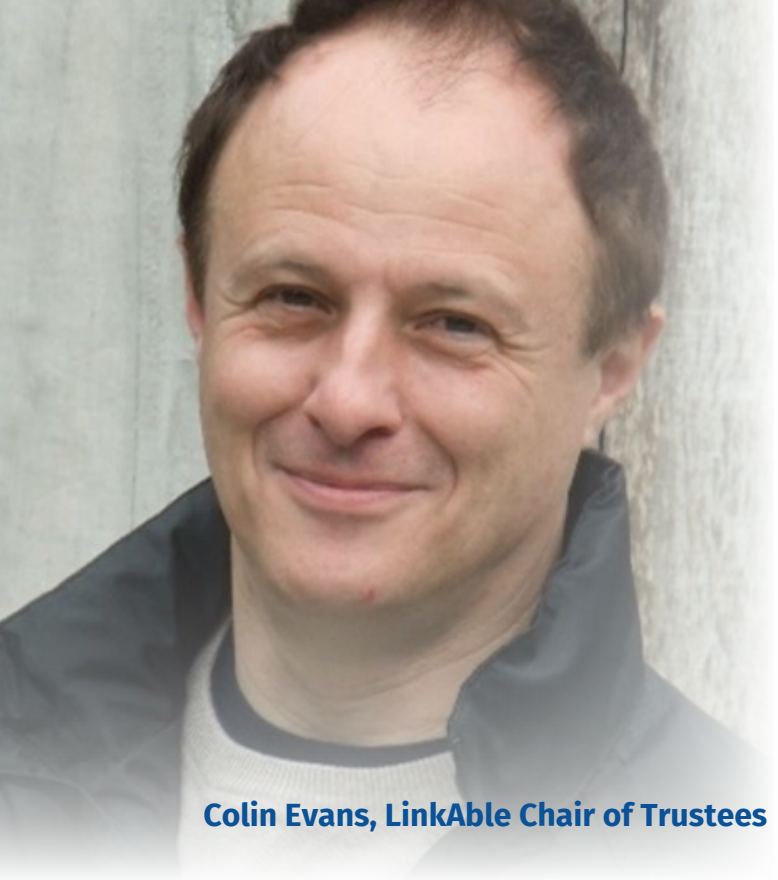
3. Q & A with LinkAble Chair of Trustees and CEO

Strategic Report 2022-2023

5. About LinkAble
7. Our impact
8. Our services
9. Why we exist
10. Our year in pictures
13. Providing lifelong support for Erin
14. Reflecting on our services
15. Team Link
17. Our fundraising
18. How we spend donations
19. Meet Howard
20. The future

Financial review

22. Financial Review
23. Reference and administrative details
24-25. Structure, Governance and Management
26. Statement of Trustees' Responsibilities
27. Independent examiner's report
28. Statement of financial activities
29. Balance sheet
30. Statement of cash flows
31-40. Notes to the Financial Statements for the Year Ended 31 March 2023



Colin Evans, LinkAble Chair of Trustees

Q&A - LinkAble Chair of Trustees and CEO

How has this year been for LinkAble?

Alison - The phrase Phoenix from the ashes springs to mind! We didn't know if COVID would continue or worsen at the start of this financial year. We've had to make some carefully considered decisions, which thankfully have really off.

As with many providers, we are feeling the pinch in our funding. This, although challenging, has been a catalyst to seek more diverse funding streams.

So, despite the difficulties at the start of the year, there have been exciting steps forward.

Colin - This certainly has been a year of COVID recovery for LinkAble. We strongly felt the impact of the virus in the first half of the year, with sickness affecting many staff and beneficiaries.

However, things have gradually returned to normal since November. The reintroduction of Mayhem, LinkAble's club night, was a significant marker that the tide had finally turned.

What impact has LinkAble made this year?

Colin - LinkAble has helped bring normality to those that rely on its services. People with learning disabilities were disproportionately affected by the pandemic, so focusing on service delivery as soon as it was safe was vital. This helped our beneficiaries to re-establish their routines.

Alison – We have also helped bring normality to our beneficiaries' families. By resuming our services, we have provided vital respite for exhausted parents, carers and families.

We've seen a surge in our under-18 waiting lists, so this year, we introduced Stay and Play, a new twice-monthly session that anyone can attend; you don't need to be registered. This way, we can support our community and children can start experiencing LinkAble before they are referred.

How do you think the cost-of-living crisis and public sector cuts have affected LinkAble beneficiaries?

Colin – The impact has been enormous. Many people have left their employment in the care sector to seek higher pay elsewhere, creating a substantial shortage of care workers. This directly affects our customers either in terms of a shortfall in care support hours from agencies (typically 30%) or for those on direct payments; the challenge is finding anyone to employ.

Adults with disabilities are amongst the poorest in society and many of the adults we support are finding it difficult to cope with rising supermarket bills.

How have those cuts affected LinkAble?

Alison – The most critical thing for us is not to pass on increased costs to our beneficiaries, who are already financially challenged. So we must now fundraise even more than before. It has increased the pressure; there's no denying it.

Additionally, we are looking for ways to be more efficient with our costs, like some of our building maintenance. A few local businesses donate their time to help maintain our building, and we plan on increasing these types of relationships.

How has LinkAble supported people during these difficult times?

Alison – We have expanded our services while continually fundraising to keep them as cost-effective as possible. In addition to the fun and social activities we are known for, our services now focus more on skills-based learning, such as cooking from scratch and travel training. We want to equip people with life skills to navigate uncertain times effectively.

Colin – We have become more outward-looking in our fundraising approach, seeking alternative sources since knowing our Surrey County Council contract will change in 2023. By diversifying our fundraising activities, we can increase both the level and certainty of funding.

What is your LinkAble highlight this year?

Colin – I have to come back to Mayhem and everything its return signifies, but aside from this, the refurbishment of our sensory room has been another highlight. We upgraded and added some enhanced sensory experiences to the room, which have been extremely well received.

Alison - My highlight has to be the work of our fantastic team. This year we created a new marketing & comms role which saw Beth Lyford join our team, and I'm thrilled with our marketing improvement. As we better tell our story, we're experiencing a significant increase in engagement.



Alison Keeley, LinkAble CEO

At the start of the year, Melissa Anders took on the Under 18 Service Manager role and excelled. Her enthusiasm and hands-on approach have revolutionised our under-18 services.

In March, we welcomed Ryan Lever as our new Fundraising Manager and Sandra Nixey as our new HR & People Manager. Both come with a wealth of experience and hit the ground running.

How is LinkAble entering 2023?

Colin – LinkAble has had such a positively charged mindset since COVID, so we're greatly looking forward to what the future will bring.

Alison – It feels like such a positive time for LinkAble, so I'm excited to see how this year plays out. New staff have brought a breath of fresh air and we are seeing the benefits of their new perspectives. Our fundraising has progressed and we're looking at new opportunities with different commissioners.

At the start of the year, we were in survival mode. Now that we're out the other side, we can focus on where we're heading - it's exciting! If I had to answer in three words, it would be 'onwards and upwards'.



About LinkAble

We are passionate about supporting people with learning disabilities and/or autism to live joyful and purpose-driven lives.

For over 30 years, LinkAble has been a welcoming community where every person is seen and celebrated as an individual.

We provide activities and experiences that people might not otherwise be able to access without the expert support of our specially trained staff. Our team brings to life the LinkAble belief that everyone deserves the opportunity to participate in meaningful activities, regardless of their needs.

With person-centred care at the heart of everything we do, we promise to support the unique needs, preferences and values of every person who uses our services.

We are here for people at every stage of their life, from five years old, with no upper age limit.

Our Vision

People with learning disabilities and autism achieve their full potential and are valued by society.

Our Mission

To provide life-long support to people of all ages with learning disabilities in Surrey, enabling them to live healthy, happy and more independent lives.


A welcoming community where you are seen and celebrated as an individual.

Our impact



> People with additional needs are often not given enough credit. Like the rest of us they are all individual, all so different and they all have something worth contributing if you give them time.
> I know that LinkAble truly understands this.
> Sarah, mum to Lauren

In 2022/23 we:

Delivered 19,428 hours of support that enriched the lives of people with learning disabilities.

Supported 178 people with learning disabilities to access fulfilling activities and experiences.

Facilitated 691 supported sessions and days out for people with learning disabilities.

"LinkAble is so important to us. It's not just a case of me needing the respite, Sam LOVES these clubs, the outings, and the people. I have another younger son who was diagnosed with ADHD in 2019, so he needs my time support too. When Sam is at LinkAble it gives me some time to dedicate to my other son, so the whole family benefits."
Suzy, mum to Sam

"I can honestly say I don't think I'd be the person I am today if I hadn't worked at LinkAble. I would 100% recommend it as a place to work. It's incredibly fulfilling and you will learn so many new skills. I really don't think there are many places where you will get an experience like you do working at LinkAble."
Lucy, former LinkAble staff

Our services

LinkAble is boldly looking to the future as we navigate the current challenging climate.
We are working to amplify our message, ensuring every person in Woking and the surrounding area who can benefit from our services is aware of us.

By better demonstrating the value of our work, we will increase our engagement with the wider Woking community and reach more people we can support.

Our first step has been to revamp our offer. By splitting up our kids and teen services, we now have three distinct services to support people at every stage of their development.

In April 2023, we launched our rebranded services.

LinkAble services - a fresh new look

Our services off people a place to feel safe and comfortable being themselves, with room to grow and develop at their own pace.

LinkAble No Limits (18+)

LinkAble No Limits is all about living life to the full.
Try fun new things, make friends and practice lifeskills.
Are you ready to choose your own adventure?

LinkAble Next Steps (12 - 18)

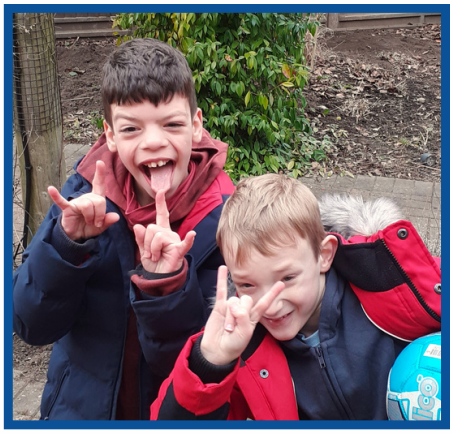
LinkAble Next Steps supports you on the journey to adulthood.
Learn new skills, build independence and explore your community.
Are you excited to take the next steps?

LinkAble Play (5 - 11)

LinkAble Play - explore the world around you in a safe and supported environment.
Be yourself, have fun and be celebrated for who you are.
Let's play!







Why we exist

Social isolation is a devastating and sadly all too common problem for people with learning disabilities. Many of our beneficiaries can struggle to find a place in their community due to a lack of specialist support.

The children, teens and adults that we support have a variety of conditions, including autism, Down's syndrome and cerebral palsy. Some have complex needs and are in wheelchairs, needing one-to-one care, whereas others have more independence. Those we serve are among the most vulnerable and isolated in society. They are excluded from many events, activities and opportunities that most people take for granted.

We believe that all disabled people should have the same opportunity as their non-disabled peers to learn new skills, make friends and enjoy fun activities.

The current climate for people with learning disabilities

The current climate remains challenging, with so many people still facing barriers to inclusion and equal opportunities.

Key issues affecting people's day-to-day life:

Social Isolation

Research suggests that one in three young people with a learning disability spends less than one hour outside their home on a typical Saturday (Mencap, 2019). This can lead to loneliness and a lack of social connections, which can affect mental health and wellbeing.

Physical and mental health

When compared with the general population, research has shown that people with a learning disability were three to four times as likely to die from an avoidable ailment (NICE, 2019). Population-based estimates suggest that in the UK, 40% of adults with learning disabilities experience mental health problems at any point in time (NICE, 2016).

Stigma and discrimination

People with learning disabilities face negative attitudes and discrimination in many areas of life. In a survey by Scope in 2018, 85% of disabled people reported experiencing negative attitudes or behaviours from others because of their disability.

Employment

According to NHS Digital, in 2017/18, only 6% of adults with a learning disability (known to their local authority) were in paid employment in England, compared to 76% of people aged 16-64 in the general population (ONS, 2019).

Our year in pictures















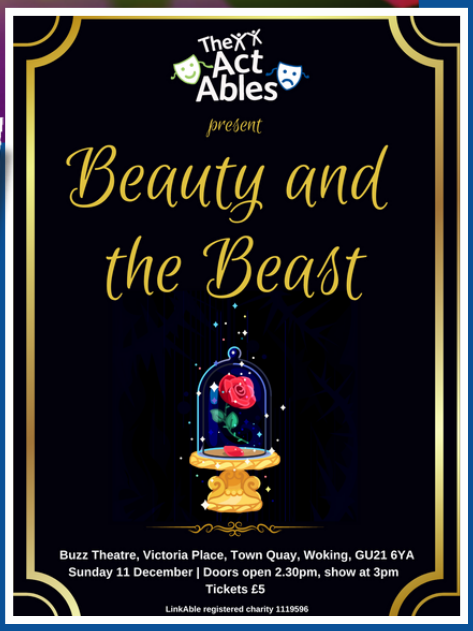

team

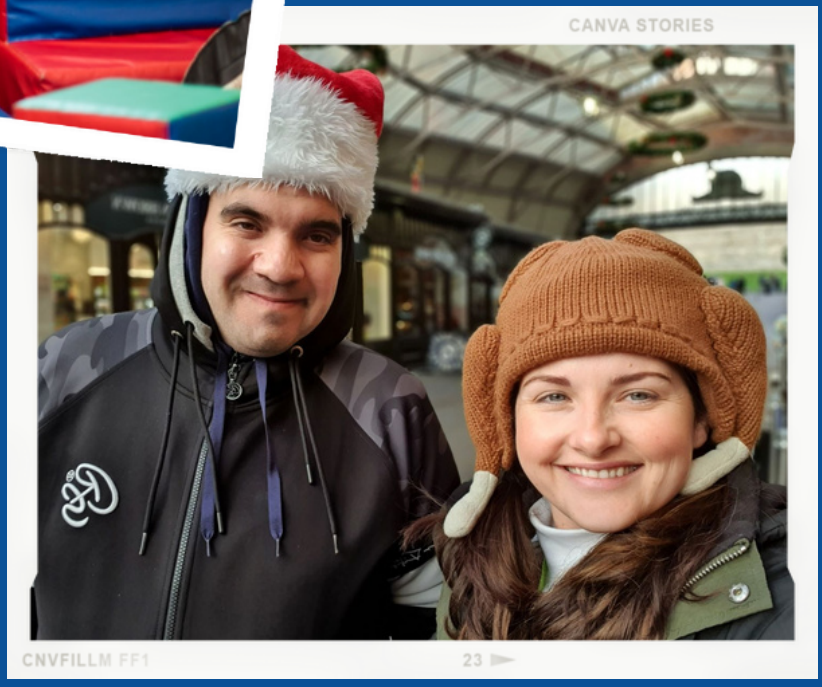







LinkAble
THE CLUB NIGHT FOR ADULTS WITH LEARNING DISABILITIES IS BACK
MAYHEM


The Act Ables
present
Beauty and the Beast
Buzz Theatre, Victoria Place, Town Quay, Woking, GU21 6YA
Sunday 11 December | Doors open 2.30pm, show at 3pm
Tickets £5
LinkAble registered charity 1119596


CANVA STORIES
CNVFILLM FF1
23

What do you like about LinkAble Erin?



> “It's my home I love it.”

Providing lifelong support for Erin

Erin, 20, has grown up with LinkAble, joining us at five years old. Mum, Bridget, told us about Erin's journey with us so far.

My daughter Erin has attended LinkAble for 15 years, using the children's, teens and now adult groups. This means LinkAble has been there at nearly every stage of her development.

Erin has a diagnosis of Down's Syndrome and Autism and so can be very sensitive, needing a lot of reassurance and support from me.

LinkAble is everything to us. It really is. We would be lost without it.

It's a place where Erin is valued and celebrated. All the things she brings to the table are celebrated and the things she finds difficult are supported with patience.

LinkAble has given Erin an identity away from her mum, which is vital - she knows people I don't know! When Erin was young, that didn't exist in her life, and I think it's so important for her independence and her identity.

When you have a child with special needs, you know everything about every part of their life, so for her to have some relationships that are just hers, that's priceless.

Music is a massive part of Erin's life; it's how she learned sentence structure. She always knows the latest music - the minute something drops, she is on it!

Before the pandemic, Erin was too young to attend Mayhem, LinkAble's club night for adults with learning disabilities.

Then after the pandemic, LinkAble had struggled to find a new venue for Mayhem, so when it finally came back at the end of 2022, Erin was over the moon. She screamed the house down!

Erin told me that she absolutely loved Mayhem and is already looking forward to the next one, saying, "It was great, so fun. The music was cool, and the DJs were good."



I don't really have the words to describe what linkable is to us. It's such a big part of our life.

If we were going to move house, one of the main factors in choosing a location would be how close we were to LinkAble.

That's how much it means to us.

Reflecting on our services

Cautious optimism, reflection and progress for our services.

Despite the challenges posed by the pandemic, we remain cautiously optimistic as we move past its impact on our groups, beneficiaries and staff.

Lessons learned

Reflection has been a key theme for us. We have looked back on the past few years and acknowledged the lessons learned. These lessons include our resilience and ability to adapt and the real-world impact our groups and staff have on people with learning disabilities, their families and carers.

We have made solid progress this year. As our groups rebuild their attendance and re-establish their routines, we're asking ourselves, "What's next?" Our services are ever-evolving, and we are excited about the opportunities that lie ahead.

Looking to the future

As we look towards the next year and beyond, we are reaching out to everyone we support. This includes our beneficiaries, their families, carers, and support networks. We want to hear their feedback and ideas about how we can improve our services. We believe that by working together, we can innovate and ensure our services are user-led and never prescriptive.

We know the importance of our work and its impact on those we support. We believe there is always an opportunity to refine, improve, and be even better at what we do. This ethos lies at the heart of our service offer, now and as we move into our exciting future.

Service highlights

Over 18

- 88 people supported across our term-time and holiday schemes.
- 7,300 hours of support delivered by the end of December 2022.
- Launch of DanceAbles, LinkAble's new dance group, providing adults with a platform to express themselves physically through creative dance.
- The long-awaited return of Mayhem, LinkAble's club night for adults with learning disabilities.
- A new professional performance space for our drama group, The ActAbles to perform in. We are now using Buzz Theatre in Woking.

Under 18

- Melissa Anders joined as U18s Services Manager, quickly leading a successful summer scheme.
- Delivered 3,370 hours to nearly 90 families over the five weeks of summer scheme.
- Successfully reapplied for short breaks funding with Surrey County Council and secured a new contract for 2023 onwards to fund essential groups for children and young people.
- A revamp of Saturday sessions to include a wider variety of activities, better meeting the range of needs that we support. Glowing feedback from those we support and our staff has included that the sessions are more fun, engaging and inclusive.

Team Link

Our dedicated staff and volunteers truly are the beating heart of LinkAble.
They are passionately committed to supporting those that use our services to live joyful and purpose-driven lives.

We are extremely proud to provide many young people (16-25 years old) with their first voluntary or paid position, often acting as a catalyst for many of Woking's youth to pursue careers in teaching, care or the medical sector. Lucy Morris, who worked for us for five years and is now working for an eating disorder clinic as a Healthcare Assistant, is a prime example of this.



"I worked at LinkAble for five years from the age of 16. I was also LinkAble's first-ever DofE volunteer, so I've been involved with the organisation since I was 14.

I started out as a sessional worker for the first couple of years. Then I was promoted to a deputy, then group leader. So, as well as the many useful skills I learnt, I can also show career progression.

Like myself, many people who work at LinkAble want to study things like psychology, nursing, paramedics, or medicine at Uni.

I feel like for that demographic, LinkAble provides such good experience and it's also brilliant for your personal statement and CV. I'm now 21 and alongside working at LinkAble, I've just finished University, where I was studying psychology. I've just recently started working for an eating disorder clinic as a healthcare assistant. There are a number of people there who have autism, which is an area I'm really interested in and I have a lot of experience with due to my time at LinkAble. This role is the next step in my career before I start applying for psychology jobs."

The journey of our Under 18 Service Manager, Melissa Anders, is another notable LinkAble staff achievement.



"I have worked for LinkAble for over five years. In September 2017, I joined as a group sessional worker with the under-18 groups. Within two years, I progressed to Group Deputy and then to Group Leader.

In June 2022, I joined the office team as the Under-18s Service Manager, which I feel at 21 is a fantastic achievement! I strive to help every child and young person find sanctuary in LinkAble. This role enables me to make this a reality. I use the knowledge I have gained from my past experience to ensure the under-18 groups run smoothly and safely whilst being fun and inclusive.

My focus has been on improving the experience for our children, young people and staff by collecting feedback on our services and implementing improvements. This enables LinkAble to exercise a user-led approach, which is a value we see as non-negotiable. This approach allows me to continuously innovate, ensuring that our services meet our young people's needs now and as they may change in the future."

New staff

LinkAble welcomed Beth Lyford as Marketing & Communications Manager, Ryan Lever as Trusts & Grants Fundraising Manager, and Sandra Nixey as Human Resources People Manager to the team this year. All have brought innovative ideas to LinkAble and wasted no time in acting on them!

A flurry of new trustees has seen Neil Murrin, Daniel Stephens-White, Charlie Donaldson, Nneka Ochonogor and Stewart Wilkinson join the team. They bring a wide range of expertise, including HR, law and finance.

Volunteering

Our incredible volunteers have provided over 300 hours of support at LinkAble sessions.
We simply could not operate without their vital support.



Alan Peever

I started with Linkable in the summer of 2022, so I've been part of the team approaching a year now. I am a volunteer minibus driver and help with trips for adults and under-18s.

I feel it is good to help voluntary causes whenever possible. I enjoy helping in this small way at LinkAble as it is wonderful to see the beneficiaries enjoy themselves and hear them chatting about their trips!

The LinkAble team are also very friendly, welcoming and professional.

Sue Billingham

I've volunteered at LinkAble for about two years with the Skills Build group on Tuesdays and the holiday schemes for adults.



I think volunteering within your community is so important. If you're fortunate enough to have the luxury of spare time, it's so beneficial to help smaller charities like LinkAble.

I love my time at LinkAble. I enjoy building relationships with the people using the service and seeing the enrichment LinkAble brings to their lives, with a lot of fun, laughter and support along the way.

It's been a lovely addition to my life!







Our fundraising

Despite a challenging year, LinkAble has seen many funding successes.

The Trusts and Grants on which we rely have continued to fund much of our work. However, we have seen an increase in more diverse funding, which we intend to grow over the coming years.

Charity of the year

We were delighted to have been chosen as the Mayor of Woking's charity of the year. Cllr Saj Hussain has helped to raise funds and the profile of LinkAble this year, for which we are extremely grateful.

Speaking about his reason for choosing the charity, Cllr Hussain said,

"Having had a child with additional needs, I know how much extra support is required. LinkAble gives people with learning difficulties the opportunity to build confidence and develop their social skills in a safe environment so that they can enjoy life."

As the Mayor's chosen charity, we received funds from a Woking FC bucket collection, Woking Lions and The Rotary Club of Woking.

Corporate support

This year has seen continued support from local corporates. Squire's Garden Centre in Woking chose LinkAble as their charity of the year, raising £1,236.51 through a 'Quiz and Curry' night and Christmas fundraising activities.

We were also delighted to deliver our disability awareness session to Squire's staff, helping to make Woking a more inclusive place.

Corporate volunteers

LinkAble has saved significant money on building maintenance through the kind support of corporate volunteers.



This year, we welcomed volunteers from Surrey County Council, Talogy, FE Fund and Signmode, who helped with the maintenance of our indoor and outdoor facilities, enabling us to direct funds elsewhere.

Our highlight this year has to be the wonderful individuals who chose to raise funds for us.

A huge thank you to these superstars who raised an incredible £7,712 between them!

- LinkAble Trustee, Richard Fitzherbert, along with his wife Anne did a sponsored month of running, raised £1,552.
- Sarah Osprey who ran the Surrey Half Marathon, raised £1,060 (her employer also matched this!).
- LinkAble Trustee, Nigel Himsworth for his generous donation of £5,000.
- The Directors of Pharmabase Marketing's Christmas card fundraiser, which raised £100.

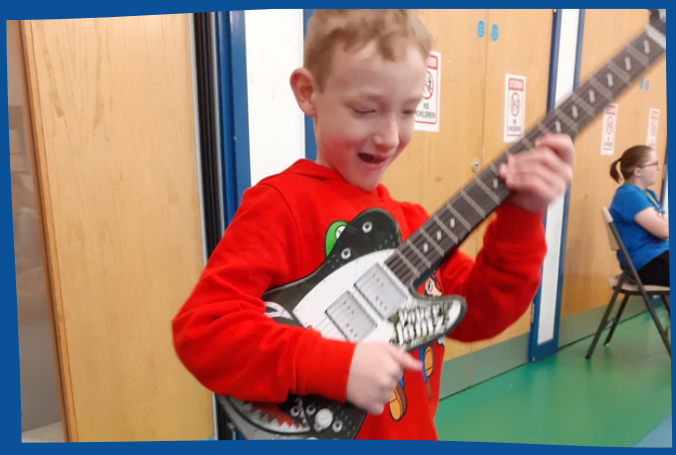
Thank you to:

- The Ottershaw Night Owls for a huge donation of baby wipes and for selecting LinkAble as their chosen charity for the next two years.

None of what we do at LinkAble would be possible without the generosity of the individuals, community groups, local businesses and charitable trusts who have either fundraised or made donations over the last 12 months.

Thank you.

How we spend donations



£5 buys materials to run themed sessions.
Pancake flipping or pumpkin carving, anyone?
Or perhaps a mask to be a superhero for the day!



£10 pays for items like shaving foam and jelly for our fun messy play sessions for kids.
These sessions enable multiple children to enjoy a sensory and engaging experience in a safe and supported environment.



£25 covers the cost of one adult attending a 'Tasty Days' cookery session.
Learn about healthy eating whilst making a meal to share with other adults in the group.
Tasty Days improves confidence, reduces social isolation and encourages healthy living.

£50 funds the monthly maintenance of the LinkAble hoist.
It allows staff to safely support and transfer service users with additional health and mobility needs to access our sensory and soft play rooms.
Our hoist keeps our sessions inclusive, enabling everyone to access all our facilities.



£100 to £120 pays for the entry of up to 10 people to local attractions.
To places like soft play, theme parks, adventure farms and outdoor activity centres.
LinkAble's off-site activities offer many of our service users the opportunity to enjoy days out that they may otherwise not be able to enjoy without the support of our specially trained staff.

Meet Howard

Mum Joy, told us why LinkAble is such a vital service for her son Howard.

My son Howard is five years old, and he started coming to LinkAble nearly a year ago. Howard is autistic and non-verbal, and he attends a special needs school.

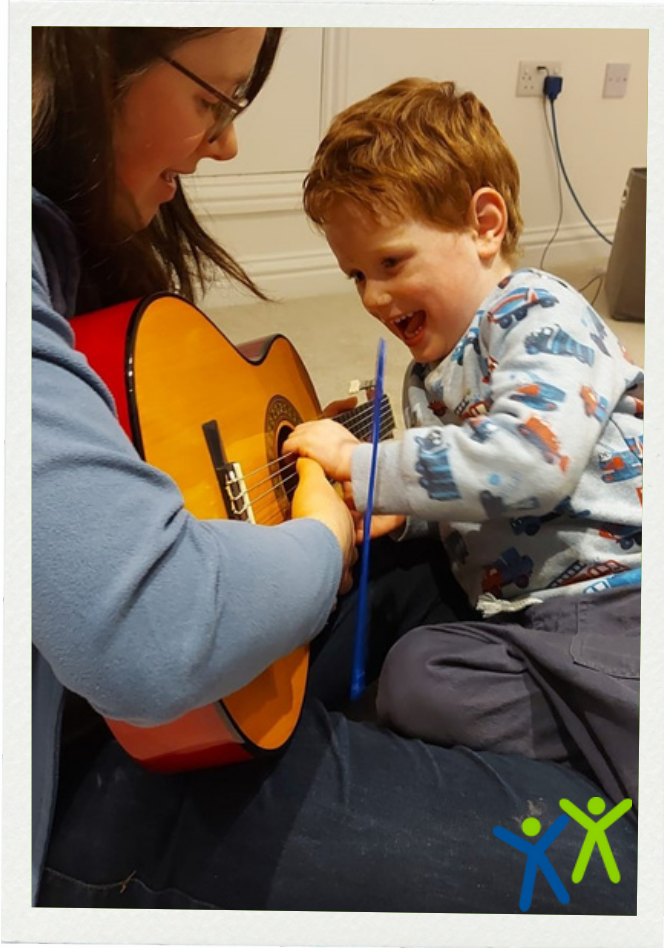
Like many parents, my husband and I don't have enough leave from work between us to cover the school holidays. But unlike most parents, we can't use a mainstream holiday club or childminder for childcare, as they cannot meet Howard's needs.

If we didn't have somewhere like LinkAble to take care of Howard, then I don't know how we would cover childcare in the school holidays – I would probably have to leave my job so that I could look after him.

Although Howard can't talk or tell me what he thinks of LinkAble when I tell him it's time to go to LinkAble, he always gets into the car happily and is happy to go in, so I'm confident that he feels happy and safe there. When I drop him off and pick him up, the staff always seem very enthusiastic and they tell me what Howard has been up to.

I have been impressed at how much effort is made to make the sessions interesting for the children, with both on-site activities and trips off-site, so we feel that it's a place that's good for Howard's development and not just somewhere for him to go when we're busy with work.

Because of this, Howard has started attending some of the Saturday sessions as well as the school holiday ones. This allows us to take our daughter out to some nice places that we would find difficult to take Howard to.



It's really valuable for us to have some more relaxed time with our daughter, and we don't feel guilty about taking Howard to LinkAble because we know that he will be well looked after and there will be lots of activities for him.

We made a donation to LinkAble, as we only pay £29 a day, and I'm sure it must cost more than that to run. I feel that since we are using the service, we should give back a bit if we can.

Being a parent of a special needs child is very demanding and challenging. It's a great encouragement to know that LinkAble is making an effort to support us.

The future

We have ambitious plans for the future.

Every day, we see how, with the right support, people with learning disabilities can live joyful and purpose-driven lives.

How do we expand on this?

We want the people using our services to have the best possible experience in the place that they call home.

Our first step is to increase our relationships with corporates across Woking by supporting them in realising their Corporate Social Responsibility targets. By enabling businesses to help local disabled people, we move closer to a cohesive community where people with additional needs feel more supported.

Fine-tuning our services will also play a key role in realising our expansion. We must be ambitious beyond our current achievements, always aspiring to build upon our successes and learn from our mistakes. Key to this is an ongoing dialogue with those we support and our staff who support them.

So, across the year, we will complete a full survey of our families that will inform our service developments. Our future funding applications will focus on supporting our service expansion to ensure we can properly respond to our survey results.

Finally, we will implement groups for our new contract with Surrey County Council, strengthening our relationship with the council and broadening that partnership. We strive to include new groups or services to meet the needs of people who don't yet benefit from LinkAble.



"LinkAble is everything to us, it really is.

We would be lost without it."

Bridget, mum to LinkAble attendee, Erin.

Financial Review

The Statement of Financial Activities for the year ended 31st March 2023 shows a deficit of £15,321, consisting of (£52,595) unrestricted deficit and £37,274 restricted surplus.

Income

Total income increased by 14% during the year to £519,413 (£455,568). During 2022-23, LinkAble groups were finally able to return to service provision in line with pre-Covid levels, with increased attendance at groups and greater choice of activities throughout the year. Income from Charitable activities has increased by 8.7% to £301,661 (£277,633).

Income from donations and other fundraising activities has risen by 22% to £216,219 (£177,078), which is due to increased income from Trusts and Foundations, and partly as LinkAble was nominated Mayoral Charity of the Year in Woking.

Expenditure

Total expenditure increased by 18% during the year to £534,734 (£451,477). As LinkAble has been able to operate normal service provision throughout the year, costs of running groups have increased accordingly. This increase in cost also reflects the increasing level of support required by many of the children and young people attending groups. Staff costs have risen by 18% to £422,560 (£358,469), which reflects the increase in minimum wage as well as changes to the structure of the management team, enabling future growth.

Reserves

Reserves are held to ensure the continuity of service provision as well as enabling LinkAble to take advantage of opportunities when they arise. On 31st March 2023, LinkAble's reserves were £208,603 (£223,924), of which £165,026 (£217,621) was unrestricted. Of this, £16,202 is designated to the Fixed Asset Reserve.

LinkAble is committed to growing its service provision beyond pre-Covid levels and has put measures in place to aide this, which will result in increased cost and a greater need for strong reserves going forward.

LinkAble's reserves policy is to maintain free reserves of between 3 to 6 months operating costs to allow for short-term fluctuations in cash requirements. The current level of free reserves is £148,824, which represents approximately 3 months operating costs and is at the required level set by the policy.

The trustees review the reserves policy annually to ensure it is set at the appropriate level.

Reference and administrative details

Legal Charity Name:
LinkAble Woking Limited
Registered Charity Number:
1119596
Registered Company Number:
06056940
Registered Office:
The Link, 2 Board School Road, Woking, Surrey, GU21 5HE

Directors and Trustees

Colin Evans (Chair)	Appointed as Chair 11 May 2022
Charles Donaldson	Appointed 11 May 2022
Nigel Himsworth	
Neil Murrin	Appointed 22 February 2023
Nneka Ochonogor	Appointed 11 May 2022
Rachel Pearce	
Daniel Stephens-White	Appointed 22 February 2023
Allan Whitehall	
Stewart Wilkinson	Appointed 26 October 2022
Sarah Ball	Resigned 6 January 2023
Stuart Best	Resigned 23 June 2022
Richard Fitzherbert	Resigned 24 May 2023
Ramani Langley	Resigned 6 August 2022
Alexander Reddock	Resigned 11 May 2022

Senior Leadership

CEO	Alison Keeley
Head of Services	Jamie Pleavin-Evans
Head of Finance	Sasha Newell

Advisors

Independent Examiner
JS2 Limited, One Crown Square, Church Street East, Woking, Surrey, GU21 6HR

Bankers
- HSBC Bank, 6 Commercial Way, Woking, Surrey, GU21 6EZ
- Aldermore Bank, 1st floor, Block B Western House, Lynch Wood, Peterborough, PE2 6FZ
- Monmouthshire Building Society, Monmouthshire House, John Frost Square, Newport, South Wales, NP20 1PX

Structure, Governance and Management

Governing Document

LinkAble is a registered charity and a company limited by guarantee governed by its Memorandum and Articles of Association which establishes its objects, powers and governing rules. We are regulated by the Charity Commission and adhere to its guidance regarding effective governance.

Governance Structure

LinkAble has a Board of up to 15 Trustees, although we are currently operating with 9. The Trustee Board meets periodically through the year to set LinkAble's strategy and discuss the progress of previously approved projects. The Trustee Board delegates work to 7 committees - Finance, People, Property, Fundraising, Marketing, Risk & Governance and Programmes.

The day-to-day management of the organisation is carried out by the CEO who is accountable to the Trustees, who carry ultimate legal responsibility for the Charity.

Recruitment and Appointment of Trustees

LinkAble has a formal recruitment policy and appointment process under which potential candidates are considered and selected. New Trustees are identified in a number of ways including advertising and targeted recruitment. The Trustee Board regularly reviews its collective skills and experience against the needs of the Charity's business to ensure that it has appropriate expertise to enable the Charity to deliver its objectives.

Trustee Induction and Training

LinkAble has a programme of induction and training for Trustees that is set out in the Trustee Recruitment and Appointment Policy.

Structure, Governance and Management

Risk Management

The trustees take seriously their responsibility for ensuring the safe, secure and professional operation of the Charity. With the assistance of the management team, we maintain and regularly review a risk register, which identifies the key risks to which the charity is or could be exposed. The risk register is based on the Charity Commission's template and guidance. The trustees consider that the principal challenges faced by LinkAble and the associated risks are the need to:

- Continue to support adults and children with learning disabilities
- Operate within set budgets
- Generate sufficient income to support the cost of service delivery thus minimising the cost to service users
- Return to pre-Covid 19 service delivery levels and beyond

LinkAble has established measures to control and mitigate the likelihood and impact of risks identified in the risk register which is regularly reviewed by committees and the Board. Operational risks are managed through appropriate policies and training, and form part of a regular report to the Trustees from the CEO. Financial risk is managed through policies, budgeting, and reporting; in addition, the financial risks and implications of any proposal are carefully reviewed before a decision is reached.

Although supported by the CEO and the Risk and Governance committee, final responsibility for the management of risk rests with the Trustee Board.

Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of LinkAble Woking Limited for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice (SORP);
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities

ON BEHALF OF THE BOARD OF TRUSTEES

C.R. Evans

..... Date: 21/12/2023

Colin Evans, Chair of the Board of Trustees of LinkAble

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LINKABLE WOKING LIMITED FOR THE YEAR ENDED 31 MARCH 2023

I report to the charity Trustees on my examination of the accounts of the Company for the Year Ended 31 March 2023, as set out on pages 28-40.

Responsibilities and basis of report

As the charity's Trustees of the 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act.

This report is made solely to the charity's Trustees, as a body. My work has been undertaken so that I might state to the charity's Trustees those matters which I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for my examination, for this report, or for the statement I have given below.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting 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 (FRS102).

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



JOHN SPEED FCA FCIE
JS2 Limited, One Crown Square, Woking , Surrey, GU21 6HR

Date: 21 December 2023

LINKABLE WOKING LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (including the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
INCOME FROM					
Donations and legacies	2	53,467	129,055	**182,522**	170,091
Charitable activities	2	301,661	-	**301,661**	277,633
Other trading activities					
- Fundraising events		33,697	-	**33,697**	6,987
Interest		1,533	-	**1,533**	857
TOTAL INCOME		390,358	129,055	**519,413**	455,568
EXPENDITURE ON					
Raising funds	3	44,101	-	**44,101**	42,704
Charitable activities					
- Adult services	3	118,953	53,403	**172,356**	172,092
- Children's services	3	279,899	38,378	**318,277**	236,681
TOTAL EXPENDITURE		442,953	91,781	**534,734**	451,477
Net income and net movement in funds		(52,595)	37,274	**(15,321)**	4,091
Fund balances brought forward		217,621	6,303	**223,924**	219,833
Fund balances carried forward		165,026	43,577	**208,603**	223,924

The Charitable Company's income and expenditure all relate to continuing operations.

The Charitable Company has no recognised gains or losses other than shown above.

The accompanying notes form part of these financial statements.

LINKABLE WOKING LIMITED

Company number: 06056940

BALANCE SHEET
AS AT 31 MARCH 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed Assets					
Tangible assets			**16,202**		-
Current Assets					
Debtors	8	**35,400**		15,699	
Cash at bank and in hand		**176,548**		234,297	
		211,948		249,996	
Creditors: Amounts falling due within one year	9	**(19,547)**		(26,072)	
Net Current Assets			**192,401**		223,924
Total Assets less Current Liabilities			**208,603**		223,924
Net assets			**208,603**		223,924
Funds					
Unrestricted Funds					
General funds	10		**148,824**		177,621
Designated funds	10		**16,202**		40,000
Restricted Funds	10		**43,577**		6,303
			208,603		223,924

For the year ending 31 March 2023 the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The accompanying notes form part of these financial statements.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. They were approved and authorised for issue by the directors on 21/12/2023 and signed on their behalf by

C.R. Evans

Colin Evans, Chair of the Board of Trustees of LinkAble

LINKABLE WOKING LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

FOR THE YEAR ENDED 31 MARCH 2023		2023		2022
	£	£	£	£
CASH FLOWS FROM OPERATING ACTIVITIES				
Net income for the year	**(15,321)**		4,091	
Adjustments for:				
Interest received	**(1,533)**		(857)	
(Increase) / Decrease in debtors	**(19,701)**		(12,398)	
(Decrease) / Increase in creditors	**(6,525)**		(23,575)	
NET CASH PROVIDED (FROM) / BY OPERATING ACTIVITIES		**(43,080)**		(32,739)
CASH FLOWS FROM INVESTING ACTIVITIES				
Purchase of tangible assets	(16,202)		-	
Interest received	1,533		857	
NET CASH PROVIDED BY INVESTING ACTIVITIES		**(14,669)**		857
Change in cash and cash equivalents in the year		**(57,749)**		(31,882)
Cash and cash equivalents at the beginning of the year		**234,297**		266,179
Cash and cash equivalents at the end of the year		**176,548**		234,297

Notes to the Financial Statements for the Year Ended 31 March 2023

LINKABLE WOKING LIMITED

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The Trustees consider that there are no significant areas of estimation or judgement.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

At the balance sheet date of 31 March 2023, LinkAble made a deficit of £15,321 and had net assets of £208,603. The Trustees have assessed projected future income streams and expenditure over the period to 31st December 2024. This has included consideration of anticipated service delivery, possible changes to local authority funding and challenges faced in securing fundraising income. The Trustees have considered plans along with internal processes and systems for managing financial and operational risks. The Trustees have concluded that the strength of the charity's reserves and liquidity of its assets, mean the charity has adequate resources to continue their activities for the foreseeable future, and that there are no material uncertainties about the charity's ability to continue as a going concern.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

e) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor within the objectives of the charity. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

f) Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes the costs of undertaken to further the purposes of the charity and their associated support costs.

g) Allocation of support costs
Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a basis consistent with the use of relevant resources.

h) Tangible fixed assets
Fixed assets are stated at original historical cost less aggregate depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life. All assets are currently fully depreciated.

i) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments. Cash balances exclude any funds held on behalf of service users.

k) Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Notes to the Financial Statements for the Year Ended 31 March 2023

2. INCOME

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
INCOME FROM:				
Donations and legacies				
Donations	22,317	200	**22,517**	21,302
Grants	31,150	128,855	**160,005**	148,789
	53,467	129,055	**182,522**	170,091
Charitable activities				
Charges for services - Adults	63,677	-	**63,677**	46,960
Charges for services - Children	50,320	-	**50,320**	37,675
SCC Grant for service provision - Children	187,664	-	**187,664**	190,009
Government Job retention Scheme	-	-	**-**	2,989
	301,661	-	**301,661**	277,633
	355,128	129,055	**484,183**	447,724

Restricted income for the prior year comprised grants of £117,294. All other income was unrestricted.

3. EXPENDITURE

Current year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2023 £**
Cost of Raising Funds	40,242	3,859	-	**44,101**
Charitable Activities				
- Adult Services	113,405	36,317	22,634	**172,936**
- Children's Services	235,286	53,871	29,121	**318,278**
	388,933	**94,047**	**51,755**	**534,735**

Prior year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2022 £**
Cost of Raising Funds	38,227	4,477	-	**42,704**
Charitable Activities				
- Adult's Services	116,725	36,792	18,575	**172,092**
- Children's Services	175,801	37,524	23,356	**236,681**
	330,753	**78,793**	**41,931**	**451,477**

4. SUPPORT COSTS

Current year support costs comprise:	Charitable Activities Adult Services	Charitable Activities Children's Services	**Total 2023**
	£	£	**£**
Governance costs			
Staff	8,746	8,746	**17,492**
Other costs	1,687	1,687	**3,374**
Other support costs			
Staff costs	5,648	10,489	**16,137**
Other Staff costs	298	554	**852**
Premises Costs	4,032	4,928	**8,960**
Office Costs	1,885	2,304	**4,189**
Sundries	303	370	**673**
Promotional Cost	35	42	**77**
	22,634	**29,120**	**51,754**

Prior year support costs comprise:	Charitable Activities Adult Services	Charitable Activities Children's Services	Total 2022
	£	£	£
Governance costs			
Staff	8,167	8,167	16,334
Other costs	913	913	1,826
Other support costs			
Staff costs	3,984	7,398	11,382
Other Staff costs	222	413	635
Premises Costs	2,723	3,328	6,051
Office Costs	1,787	2,184	3,971
Sundries	461	564	1,025
Promotional Cost	318	389	707
	18,575	**23,356**	41,931

5. STAFF COSTS

	Total 2023 £	Total 2022 £
Wages and salaries	**397,841**	337,402
Social Security	**18,417**	15,014
Pension Contributions	**6,302**	6,053
	422,560	358,469

	2023 Number	2022 Number
The average headcount during the year was:	**49**	48

The Key Management personnel comprise the Trustees, the CEO, Head of services and department managers.
The total employee benefits of the key management personnel of the Charity were £201,886 (2022: £179,704).

No employees received emoluments in excess of £60,000 (2022: none).

6. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

7. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and Fittings £	Office Equipment £	Computer Equipment £	Total £
Cost					
At 1 April 2022	8,877	12,782	29,827	10,306	**61,792**
Additions	-	18,195	-	-	**18,195**
At 31 March 2023	8,877	30,977	29,827	10,306	**79,987**
Depreciation					
At 1 April 2022	8,877	12,782	29,827	10,306	**61,792**
Depreciation	-	1,993	-	-	**1,993**
At 31 March 2023	8,877	14,775	29,827	10,306	**63,785**
Net book value					
At 1 April 2022	-	-	-	-	-
At 31 March 2023	-	16,202	-	-	16,202

8. DEBTORS

Due within one year	2023 £	2022 £
Trade debtors	**10,047**	-
Prepayments	**4,258**	5,148
Accrued income	**21,095**	10,551
	35,400	15,699

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	**4,391**	3,109
Accruals	**5,368**	2,680
Deferred income	**9,788**	20,283
	19,547	26,072

Analysis of deferred income

	£	£
Amounts brought forward	**20,283**	38,613
Released to the Statement of Financial Activities	**(13,325)**	(38,613)
Deferred in the current year	**2,830**	20,283
Amounts carried forward	**9,788**	20,283

Notes to the Financial Statements for the Year Ended 31 March 2023

10. MOVEMENT IN FUNDS

	Balance at 1 April 2022	Income/ new designation	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Restricted funds					
Community Foundation Surrey	-	18,000	(9,975)	-	**8,025**
Edward Gostling Foundation	-	25,000	(10,000)	-	**15,000**
Woking Borough Council	-	34,200	(34,200)	-	**-**
The Sheldon Trust	900	10,000	(10,900)	-	**-**
Surrey Chambers of Commerce	-	3,181	(3,181)	-	**-**
The D'Oyly Carte Charitable Trust	1,213	4,694	(3,163)	-	**2,744**
The Grant Foundation	2,500	-	(2,500)	-	**-**
The William Openshaw Street Charitable Trust	-	3,000	(3,000)	-	**-**
The Ladbrokes Coral Trust	-	1,500	(1,500)	-	**-**
The Shanly Foundation	-	5,000	(5,000)	-	**-**
The St James Place Foundation	-	4,000	(3,000)	-	**1,000**
St Faiths Trust	-	10,000	(3,300)	-	**6,700**
Tesco Community Grant	-	500	(150)	-	**350**
The Douglas Arter Foundation	500	-	(100)	-	**400**
Frimley Fuel	-	180	(180)	-	**-**
Restricted donation	-	200	(200)	-	**-**
Sensory room donation	1,190	-	(1,190)	-	**-**
Surrey Freemasons	-	6,600	(142)	-	**6,458**
St Peters RISF	-	3,000	(100)	-	**2,900**
Total restricted funds	6,303	129,055	(91,781)	-	**43,577**
Unrestricted funds					
Designated funds:					
Capital improvements	40,000	-	-	(40,000)	**-**
Fixed asset reserve	-	-	(1,993)	18,195	**16,202**
General fund	177,621	390,358	(440,960)	21,805	**148,824**
Total funds as at 31 March 2023	**223,924**	**519,413**	**(534,734)**	**-**	**208,603**

10. MOVEMENT IN FUNDS (Continued)

Prior year

	Balance at 1 April 2021	Income/ new designation	Expenditure	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Restricted funds					
Community Foundation Surrey	-	30,572	(30,572)	-	-
St James Place Foundation	1,500	-	(1,500)	-	-
Edward Gostling Foundation	-	5,000	(5,000)	-	-
Bailly Thomas Charitable Trust	4,000	-	(4,000)	-	-
Woking Borough Council	-	34,200	(34,200)	-	-
The Sheldon Trust	-	11,000	(10,100)	-	**900**
Surrey Chambers of Commerce	-	10,331	(10,331)	-	-
Peter Harrison Foundation	-	10,000	(10,000)	-	-
The D'Oyly Carte Charitable Trust	-	2,213	(1,000)	-	**1,213**
The National Lottery	-	9,978	(9,978)	-	-
The Douglas Arter Foundation	-	500	-	-	**500**
The Barchester Foundation	-	500	(500)	-	-
The Grant Foundation	-	3,000	(500)	-	**2,500**
Sensory room donation	-	1,190	-	-	**1,190**
Total restricted funds	5,500	118,484	(117,681)	-	**6,303**
Unrestricted funds					
Designated funds:					
Capital improvements	40,000	-	-	-	40,000
General fund	174,333	337,084	(333,796)	-	117,621
Total funds as at 31 March 2022	**219,833**	**455,568**	**(451,477)**	-	**223,924**

10. MOVEMENT IN FUNDS (Continued)

Purpose of funds

St James Place Foundation	Funding to support transition groups for young adults with learning disabilities.
Community Foundation Surrey	Funding towards general operating costs for LinkAble as well as additional funding for the weekly skills based group and the performing arts group.
Woking Borough Council	Funding towards LinkAble's Head of Services role across three years.
The Sheldon Trust	Funding to support transition groups for young adults with learning disabilities. Additional funding to support U18 trips out.
Edward Gostling Foundation	Funding towards ongoing core cost.
The D'Oyly Carte Charitable Trust	Funding to support the Stopgap dance group.
The William Openshaw Street Charitable Trust	Funding towards ongoing core cost.
The Ladbrokes Coral Trust	Funding towards operating cost of adult groups.
St Faiths Trust	Funding towards an additional member of staff to support a child on a 1:1 basis.
Tesco Community Grant	Support for the skills based adult group.
Surrey Freemasons	Funding towards the sensory room refurbishment.
St Peters Relief in Sickness Fund	Towards the Sensory Room upgrade.
The National Lottery	Support towards LinkAble core costs.
The Douglas Arter Foundation	Towards the Sensory Room upgrade.
The Barchester Foundation	To support the Adult Living Skills programme.
The Grant Foundation	Funding towards U18 operating cost.
Peter Harrison Foundation Surrey Chambers of Commerce	Funds an additional member of staff to support a child on a 1:1 basis. Funding to support kickstart employee.
Bailly Thomas Charitable Trust	Covid 19 funding to support loss of revenue due to services being unable to run or run in a smaller capacity, plus operating costs
The Shanly Foundation	Supporting Kids And Teens With Learning Disabilities.
Designated funds	To allow for capital improvements to the building and future growth in services and future depreciation of fixed assets

Notes to the Financial Statements for the Year Ended 31 March 2023

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2023 are represented by:			
Fixed assets	16,202	-	16,202
Debtors	35,400	-	35,400
Bank	130,781	45,767	176,548
Creditors	(17,357)	(2,190)	(19,547)
	165,026	**43,577**	**208,603**

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2022 are represented by:			
Debtors	15,699	-	15,699
Bank	222,623	11,674	234,297
Creditors	(20,701)	(5,371)	(26,072)
	217,622	**6,303**	**223,924**

12. TRUSTEES' REMUNERATION AND RELATED PARTY TRANSACTIONS

No remuneration was paid to the Trustees' and no expenses were paid to any Trustee in the year (2022: none).

There were no related party transactions during the year (2022: none).

Linkable Woking

England & Wales - Charity number 1119596

Accounts

LinkAble
enabling • supporting • developing • connecting

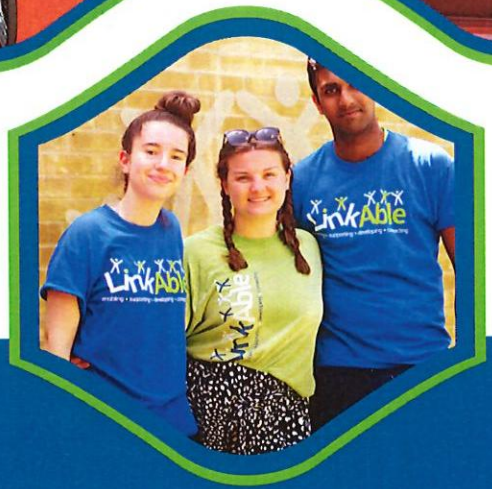
Registered with FUNDRAISING REGULATOR

ANNUAL REPORT
AND FINANCIAL STATEMENTS

LINKABLE WOKING LIMITED FOR THE YEAR ENDED MARCH 31ST 2022





SUPPORTING CHILDREN AND ADULTS WITH LEARNING DISABILITIES IN WOKING AND THE SURROUNDING AREAS

Registered Charity Number: 1119596
Registered Company Number: 06056940

Contents

Pages 3 - 17 **REPORT OF THE TRUSTEES**

- Our impact
- LinkAble
- Mission, Vision, Values
- Objectives
- Message from the CEO
- Message from the Chair of Trustees
- Support offered
- Head of Services update
- Fundraising
- HR & volunteering
- The future
- Financial summary
- Reference and administrative details
- Structure, governance and management
- Statement of Trustee responsibilities

Pages 18 **INDEPENDENT EXAMINERS REPORT**

Pages 19 **STATEMENT OF FINANCIAL ACTIVITIES**

Pages 20 **BALANCE SHEET**

Pages 21 **STATEMENT OF CASH FLOWS**

Pages 22 to 30 **NOTES TO THE FINANCIAL STATEMENTS**

Our impact

'LinkAble has taught Hannah about life, helped her meet new people and build lasting friendships and learn new ways of doing things such as being part of a group or team.' - **Steve, father to LinkAble service user Hannah**

"LinkAble meant Duncan was around staff who understood him and his needs and ran activities in a way that he could join in". Duncan currently works four days a week at a social enterprise and volunteers one day a week at a charity shop. What he has learned at LinkAble over the years has helped him become confident enough to do this". - **Sue, mother to LinkAble service user Duncan**

'I've learnt more from the service users than I could ever have taught them'- **Lydia, LinkAble Volunteer**

I can't say often enough how valuable their service is to people in our area with learning difficulties: every penny donated helps lighten the lives of people who can do little to help themselves.' - **Jonathan ex LinkAble trustee**

LinkAble is an organisation that has been a part of our lives for over 10 years. Throughout this period they have provided a lifeline for us, and for many other families in a similar position to ourselves' - **David, father to LinkAble service user Alex**

'I chose to volunteer at LinkAble because the values of the organisation resonate with me. I really liked how LinkAble are teaching and delivering different skills that will help the service users gain independence. The organisation supports a wide variety of service users and I have a great relationship with them' - **Camille, LinkAble volunteer**

In 2021/22 we...



Supported 111 children and young people as well as 76 adults with learning disabilities



Delivered 16,488 hours of support to people with learning disabilities



Delivered 754 supported sessions and days out for people with learning disabilities

LinkAble
enabling • supporting • developing • connecting

Since it was established in 1989 LinkAble has been providing support to people with learning disabilities. Enabling them to live healthy, happy and independent lives as well as offering opportunities for them to achieve their potential.

We need your continued support to meet our core costs, which enables us to keep our highly trained staff and specially adapted centre available for over 180 individuals and their families who have come to rely on us.

Without your continued support LinkAble would be unable to provide an effective solution for the lack of support and social inclusion faced by many people with learning disabilities within Woking and its surrounding areas.













About LinkAble

The range of development, leisure and social activities which the charity provides continues to grow. People with learning disabilities face many barriers that can exclude them from mainstream society. We help break down those barriers by supporting service users and offering them opportunities to engage in meaningful and stimulating recreation whilst making links with their local community.



Vision

People with learning disabilities and autism achieve their full potential and are valued by society.



Mission

- To provide life-long support to people of all ages with learning disabilities in Surrey to enable them to live healthy, happy and independent lives and
- To offer them opportunities to achieve their potential



Values

- Aim High
- Think individual
- Own it
- Are trusted
- Work together
- Are thrifty

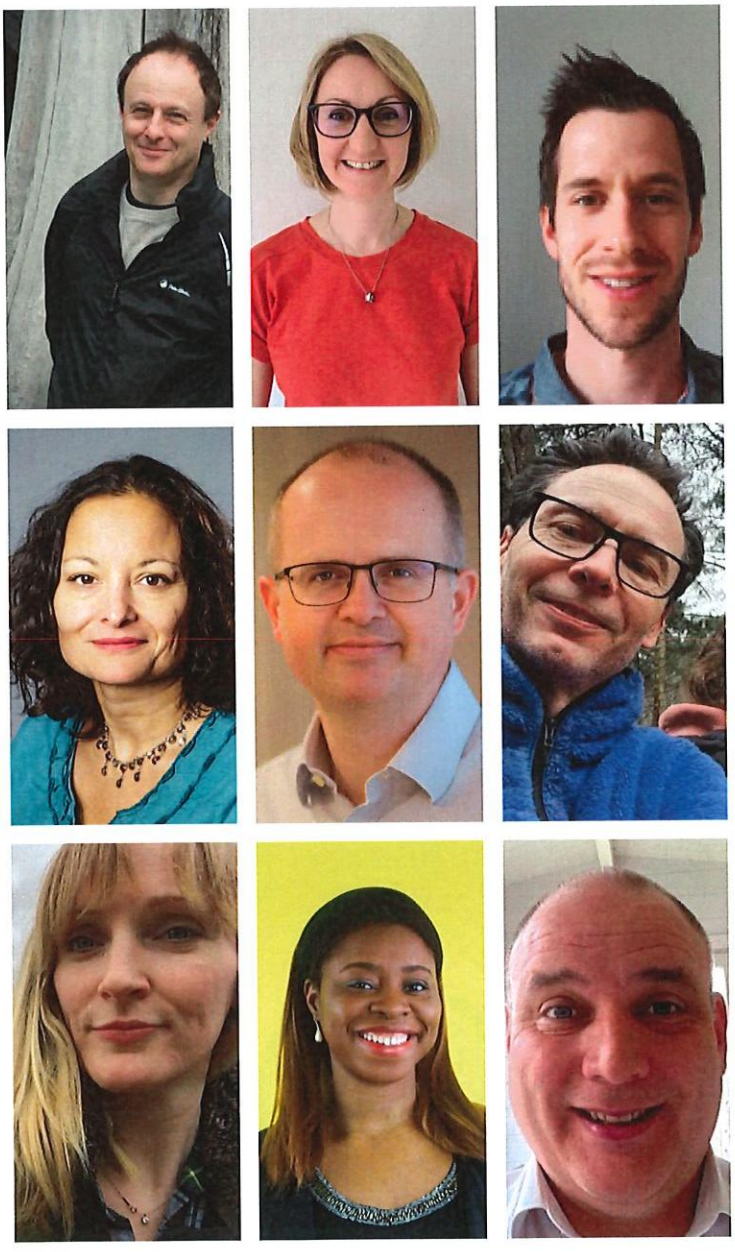
Objectives and activities

LinkAble's strategic objectives are reviewed by Trustees on a quarterly basis. There is a wider review during the November Awayday when there are revisions to reflect changes to the environment LinkAble operates in. In 2021/22 the focus of the Away Day was primarily about recovering client attendance hours following on from 2 years of Covid measures.

PRINCIPLE ACTIVITIES

LinkAble is based in Woking and delivers services from its base in Woking and at venues in the community in Woking and Surrey Heath. The charity supports children and adults with learning disabilities by running a range of groups and activities. Anyone with a learning disability can attend, without need for formal diagnosis.

We seek input from service users and their families when creating programmes and developing existing ones. We ensure that there are a wide range of activities which are suitable for all our clients.



PUBLIC BENEFIT

The Trustees have paid due regard to guidance from the Charity Commission regarding public benefit. In the view of the Trustees the Charity complies fully with guidance on both points; this evidenced by the description of our aims and our achievements set out in this document.

A message from the CEO

At the start of April 2021, even though we were hopeful, no one could be sure what the year would bring. LinkAble navigated the year, responding to changes in guidelines whilst keeping in close contact with our beneficiaries and responding to their needs.

We have seen the pandemic heighten the need for the services we provide and the support we offer to children and adults with learning disabilities and their families and carers. We have consulted with our community, and we have launched new services in response to their needs, some of which had started to be planned at the beginning of 2020.

As we were only able to offer limited sessions to our Under 18 service users in the earlier months of the financial year, we looked for ways to increase the support we could offer when the situation permitted it. We even ran sessions on the bank holidays between Christmas and New Year, something we have never done before.

I am proud to be the CEO of an organisation which has responded to the challenges we have faced with calmness and creativity.



"Our careful stewardship of our resources and our regular communications with our staff team and those who access our services meant that we were quickly able to move between virtual and face to face services as appropriate"

- Alison Keeley

HIGHLIGHT

LinkAble delivered 3 full terms of our new Living Skills programme for adults.

A message from the Chair of Trustees

We know from feedback that the sessions we provide make a big difference to the lives of our beneficiaries as well as their parents and carers.

Despite the difficulties the year presented, we are grateful for what we have been able to achieve and for the foundations they provide to help us build further. It may seem like years ago, but back in April 2021 our groups for children and young people were slowly resuming and expanding numbers, and our adult groups were all still running online.



"I'd like to take the opportunity to thank our staff who have continued to work through the challenging conditions."

- Colin Evans

This was the end of the longest period of limited school spaces, closed colleges, work, volunteering opportunities, and online sessions throughout the pandemic. For much of this time, our groups had been hosted on Zoom or used online resources wherever possible and many of our service users had spent 6 months isolating away from families, schools, their friends, and fun activities.

In the background as services gradually returned we have been investing in our future. Diversifying our fundraising activities, increasing our marketing capabilities and developing 3 full terms of our new Living Skills programme designed specifically for adults with a learning disability.

At LinkAble every donation makes a difference. On behalf of all the staff, volunteers, Trustees and most importantly the beneficiaries of LinkAble thank you again for your continued support.

HIGHLIGHT

Outgoing Chair of Trustees, Ramani Langley took on the 2021 Virtual London marathon taking on a 26.2 mile section of the Woking to Basingstoke canal, raising over £700.

Support offered

At LinkAble there are three main service strands: children (5 – 11), youth (11 – 18) and adults (18 plus). We meet with all those wishing to access our services and use the information gathered to tailor our offer to meet the needs of the individual service user.

- Our children's services run on Saturdays and during school holidays. They offer younger service users opportunities to play, experiment, learn, take carefully managed risks and form meaningful friendships in a safe environment supported by specially trained staff



- Our youth service runs on Saturdays, in the school holidays and during the week at Youth Clubs. Individuals can access activities and experiences that they might not be able to access without the support of our specially trained staff



- Our services for adults with learning disabilities can be broadly sorted into two groups. Day time services tend to be used by adults with higher needs and focus on providing new experiences and accessing supported activities which give back to the community

- Our evening services generally feature more user-led social and recreational activities with some focusing on transitioning between teens and adult groups. These groups include physical activities, theatre visits and cooking. We also run activities for those interested in the arts with separate singing and dancing groups as well as our drama groups meeting on a Sunday



Head Of Services Update

In summer 2021 we delivered our annual scheme for children and young people and put on the first scheme our adult service users had been able to join in with for two years.

In April 2021, we started offering in-person groups again, starting with our children and young people groups and then, across May, our adult groups, gradually bringing everything back to running at the Link or out in the community.

Since the summer of 2021, all our groups expanded their hours and what we could offer as activities. This was despite an ever-shifting COVID landscape and the looming threat of new lockdowns, new variants and Christmas being cancelled again.

By March of 2022, our groups had returned to normal offering weekend and holiday schemes, covering everything from interactive sessions, essential life skills development, social outings, cooking lessons to fitness sessions.

We have come a long way in a relatively short time, weathered a lot of instability and even been able to launch new groups throughout the year for example 'Without Walls' our new transition programme.



"Our groups have kept people connected, helped them develop skills, friendships and reduce isolation. We believe our groups are an invaluable resource"

- Jamie Evans, Head of Services

HIGHLIGHT

In summer 2021 we delivered our annual scheme for children and young people and put on the first scheme our adult clients had been able to join in with for two years.

Fundraising

The opportunities for emergency funding that had presented themselves during the previous year were fewer and far between as the world recovered from pandemic.



Despite the challenging environment LinkAble enjoyed some notable successes during the year. These ranged from £10,000 from the Surrey Community Fund as well as £9,000 from the Community Foundation for Surrey towards running costs. We were successful with applications to The National Lottery Awards for All (£9,500), and several new charitable trusts responded positively to requests for support throughout the year. Plus, we are grateful for the continued support of the Ann Rylands Small Donation Program (£1,500), The Edward Gostling Foundation (£5,000), The Borrows Charitable Trust (£1,500) and Ratcliffe Trust (£2,000).

There were some very successful individual fundraising achievements. Ex-trustee Jonathan Pressey (pictured) ran the 100km Race to the Stones Ultra Marathon which took him 19hrs to complete. He raised over £2,000 an incredible effort with Jonathan's motivation being personal as his son Marcus had attended LinkAble in the past.

None of what we do at LinkAble offers would be possible without the generosity of the many individuals, community groups, local businesses and charitable trusts who have either fundraised or made donations over the last 12 months.

FUNDRAISING

LinkAble receives Local Authority funding, from Surrey County Council, towards the cost of our core activities for children. We also received funding from Woking Borough Council towards core cost.

Fundraising is vital to be able to operate the services that we currently provide, and we are grateful for each of the individual, corporate and regular donations we have received. We are also grateful for the fundraising efforts of many people and groups in the community, and the trusts and foundations who support us.

We are registered with the Fundraising Regulator and comply with the standards outlined in the Fundraising Regulator's Code of Fundraising Practice for the UK. We do not work with Professional Fundraising Organisations or Commercial Participators, and do not sell or pass on our supporters' personal data. We have received no complaints in relation to our fundraising practices.

Finally, people attending LinkAble services contribute to part of the cost of providing the service.

HIGHLIGHT

Our Christmas Appeal to raise the remaining funds for the sensory room refurbishment generated over £1,100 and the project is due for completion in Autumn 2022.

HR & VOLUNTEERING

LinkAble prides itself on ensuring that all of its sessions are run by suitably trained staff and volunteers who have good knowledge and understanding or our clients.



We often recruit from within Woking and the areas around it and are responsible for providing young people (16-25 years old) with their first voluntary or paid position. Staff and volunteers who work with us as teenagers often go on to careers in teaching as well as the care and medical sector.

We do everything we can to make working or volunteering at LinkAble an enjoyable and exciting experience with many of our staff working with the charity for many years or returning to work for the charity regularly during their studies.

- Number of paid staff: 116 (5 Full Time) (111 part time office and sessional staff)
- Number of volunteers: 27 (not including trustees) 45 including trustees
- 55 new starters joined the charity across the year and 38 staff made the decision to move on to new opportunities

HIGHLIGHT

Volunteers contributed over 800 hours of support during 2021/22, not including work experience and Duke of Edinburgh students.

The future

As we head into 2022-23, we are working towards a greater sense of normality for our groups and on ways to expand and improve on what we do.



Key to this is developing our marketing for the groups that communicates what makes them so special. Throughout the pandemic they were an anchor for people during the most testing of times.

Our groups have kept people connected, helped them develop skills, friendships and reduce isolation. We believe our groups are an invaluable resource and across the coming year, our focus will be on making sure everyone who needs the support and interaction we provide can access it.



We expect 2022/23 to be a challenging 12 months. The cost of living crisis has yet to fully play out and it remains unclear how this will impact LinkAble and its clients. One thing is for certain is that as a charity we will do everything we can to minimise any increase in costs to keep them as low as possible for our clients.

Maintaining and evolving existing programmes such as Life Skills Plus for adults is a priority in the year ahead, as is developing new ones. We plan to do this by establishing partnerships with other providers and we will continue to ask our clients and their families what they want by way of support.



Organisationally we would like to improve our internal processes and systems to increase efficiency. Furthermore, the sensory room refurbishment will be completed in the autumn and other much needed building and property maintenance such as the installation of a new fence following the storms earlier this year.

As ambitious as we are, we cannot achieve everything alone so this is why fundraising is vital to achieving our plans and even more reason why we are delighted to have been chosen as the Woking Mayors charity for 2022/23.

Financial Summary

The Statement of Financial Activities for the year ended 31st March 2022 shows a surplus of £4,091, consisting of £3,288 unrestricted and £803 restricted surpluses. During the first half of the year Covid-19 continued to have an impact on LinkAble's financial performance, with Adult groups unable to return in full until September 2021. Whilst our services for Kids and Teen groups resumed earlier, we had to run face to face sessions in a smaller capacity to enable adherence with Covid 19 guidelines.



Income

Total income has increased by 10% to £455,568 (£412,757). Whilst Income charged for services has increased significantly compared to last year, this is still only 58% of 2019-20, showing the slow recovery of groups running. We were fortunate to secure trust and grant funding throughout the year allowing us to continue supporting our service users whether in person or online.

Expenditure

Total expenditure increased by 16% during the year to £451,477 (£390,400). As more groups returned in person, direct costs have risen accordingly compared to last year when many groups were run on-line. We took advantage of the part time Furlough scheme as groups began to return face to face in a smaller capacity. We have continued to keep a tight control on cost during this period of uncertainty.

Reserves

Reserves are held to ensure the continuity of service provision as well as enabling LinkAble to take advantage of opportunities when they arise. On 31st March 2022, LinkAble's reserves were £223,924 of which £217,621 was unrestricted. Of this, £40,000 has been designated for capital improvements to the building and for innovation and growth of services (2021: Unrestricted reserves of £214,333). LinkAble is committed to growing its service provision beyond pre Covid 19 levels, which will result in increased cost and a greater need for reserves in the interim period.

LinkAble's reserves policy is to maintain free reserves of between 3 to 6 months operating costs to allow for short term fluctuations in cash requirements. The current level of free reserves is £177,621 which represents approximately 4.5 months of operating costs and is therefore within the acceptable range.

The Trustees review the reserves policy quarterly to ensure it is set at the appropriate level.

Reference and Administrative Details

Legal Charity Name: LinkAble Woking Limited

Registered Charity Number: 1119596

Registered Company Number: 06056940

Registered Office: The Link, 2 Board School Road, Woking, Surrey, GU21 5HE

Directors and Trustees

Colin Evans (Chair)	Appointed as Chair 11 May 2022
Sarah Ball	
Charles Donaldson	Appointed 11 May 2022
Richard Fitzherbert	
Nigel Himsworth	
Nneka Ochonogor	Appointed 11 May 2022
Rachel Pearce	Appointed 28 July 2021
Allan Whitehall	Appointed 23 February 2022
Carolyn Arnold	Resigned 4 January 2022
Stuart Best	Resigned 23 June 2022
Saf Ismail	Resigned 11 June 2021
Pat Kirby	Resigned 18 March 2022
Ramani Langley	Resigned 6 August 2022
Hema Luqman	Resigned 7 July 2021
Alexander Reddock	Appointed 9 November 2021, resigned 11 May 2022
Neil Sheppard	Resigned 21 June 2021
Allan Musoke	Resigned 7 February 2022
Natalie Waller	Resigned 29 June 2021
Stewart Wilkinson	Appointed 26 October 2022

Senior Leadership

CEO	Alison Keeley
Head of Services	Jamie Pleavin-Evans
Head of Finance	Sasha Newell

Advisors

Independent Examiner
JS2 Limited, One Crown Square, Church Street East, Woking, Surrey, GU21 6HR

Bankers
HSBC Bank, 6 Commercial Way, Woking, Surrey, GU21 6EZ

Aldermore Bank, 1st floor, Block B Western House, Lynch Wood, Peterborough, PE2 6FZ

Monmouthshire Building Society, Monmouthshire House, John Frost Square, Newport, South Wales, NP20 1PX

Structure, Governance and Management

Governing Document

LinkAble is a registered charity and a company limited by guarantee governed by its Memorandum and Articles of Association which establishes its objects, powers and governing rules. We are regulated by the Charity Commission and adhere to its guidance regarding effective governance.

Governance Structure

LinkAble has a Board of up to 15 Trustees, although we are currently operating with 9. The Trustee Board meets periodically through the year to set LinkAble's strategy and discuss the progress of previously approved projects. The Trustee Board delegates work to 7 committees - Finance, People, Property, Fundraising, Marketing, Risk & Governance and Programmes.

The day-to-day management of the organisation is carried out by the CEO who is accountable to the Trustees, who carry ultimate legal responsibility for the Charity.

Recruitment and Appointment of Trustees

LinkAble has a formal recruitment policy and appointment process under which potential candidates are considered and selected. New Trustees are identified in a number of ways including advertising and targeted recruitment. The Trustee Board regularly reviews its collective skills and experience against the needs of the Charity's business to ensure that it has appropriate expertise to enable the Charity to deliver its objectives. Several Trustees have left, and several have joined this year resulting in 9 Trustees at the time of issue of this report.

Trustee Induction and Training

LinkAble has a programme of induction and training for Trustees that is set out in the Trustee Recruitment and Appointment Policy.

Risk Management

The trustees take seriously their responsibility for ensuring the safe, secure and professional operation of the Charity. With the assistance of the management team, we maintain and regularly review a risk register, which identifies the key risks to which the charity is or could be exposed. The risk register is based on the Charity Commission's template and guidance. The trustees consider that the principal challenges faced by LinkAble and the associated risks are the need to:

- Continue to support adults and children with learning disabilities
- Operate within set budgets
- Generate sufficient income to support the cost of service delivery thus minimising the cost to service users
- Return to pre Covid 19 service delivery levels

LinkAble has established measures to control and mitigate the likelihood and impact of risks identified in the risk register which is regularly reviewed by committees and the Board. Operational risks are managed through appropriate policies and training, and form part of a regular report to the Trustees from the CEO. Financial risk is managed through policies, budgeting, and reporting; in addition, the financial risks and implications of any proposal are carefully reviewed before a decision is reached.

Although supported by the CEO and the Risk and Governance committee, final responsibility for the management of risk rests with the Trustee Board.

Statement of Trustees Responsibilities

The Trustees (who are also the Directors of LinkAble Woking Limited for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice (SORP);
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.

ON BEHALF OF THE BOARD OF TRUSTEES

C R Evans

..... Date: 31 / 10 / 2022

Colin Evans, Chair of the Board of Trustees of LinkAble

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LINKABLE WOKING LIMITED FOR THE YEAR ENDED 31 MARCH 2022

I report to the charity Trustees on my examination of the accounts of the Company for the Year Ended 31 March 2022 as set out on pages 19 - 30.

Responsibilities and basis of report

As the charity's Trustees of the 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act.

This report is made solely to the charity's Trustees, as a body. My work has been undertaken so that I might state to the charity's Trustees those matters which I am required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for my examination, for this report, or for the statement I have given below.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting 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 (FRS102).

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



JOHN SPEED FCA FCIE
JS2 Limited
One Crown Square
Woking
Surrey
GU21 6HR

Date: 14th November 2022

LINKABLE WOKING LIMITED

STATEMENT OF FINANCIAL ACITIVITIES (including the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOME FROM					
Donations and legacies	2	52,797	117,294	**170,091**	139,978
Charitable activities	2	277,633	-	**277,633**	258,739
Other trading activities					
- Fundraising events		5,797	1,190	**6,987**	13,433
Interest		857	-	**857**	607
TOTAL INCOME		337,084	118,484	**455,568**	412,757
EXPENDITURE ON					
Raising funds	3	41,204	1,500	**42,704**	42,028
Charitable activities					
- Adult services	3	76,587	95,505	**172,092**	124,685
- Children's services	3	216,005	20,676	**236,681**	223,687
TOTAL EXPENDITURE		333,796	117,681	**451,477**	390,400
Net income and net movement in funds		3,288	803	**4,091**	22,357
Fund balances brought forward		214,333	5,500	**219,833**	197,476
Fund balances carried forward		217,621	6,303	**223,924**	219,833

The Charitable Company's income and expenditure all relate to continuing operations.

The Charitable Company has no recognised gains or losses other than shown above.

The accompanying notes form part of these financial statements.

LINKABLE WOKING LIMITED

Company number: 06056940

BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2022 £	2021 £	2021 £
Current Assets					
Debtors	8	**15,699**		3,301	
Cash at bank and in hand		**234,297**		266,179	
		249,996		269,480	
Creditors: Amounts falling due within one year	9	**(26,072)**		(49,647)	
Net Current Assets			**223,924**		219,833
Total Assets less Current Liabilities			**223,924**		219,833
Net assets			**223,924**		219,833
Funds					
Unrestricted Funds					
General funds	10		**177,621**		174,333
Designated funds	10		**40,000**		40,000
Restricted Funds	10		**6,303**		5,500
			223,924		219,833

For the year ending 31 March 2022 the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The accompanying notes form part of these financial statements.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. They were approved and authorised for issue by the directors on and signed on their behalf by

C.R. Evans 31.10.22

Colin Evans, Chair of the Board of Trustees of LinkAble

LINKABLE WOKING LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	£	2022 £	£	2021 £
CASH FLOWS FROM OPERATING ACTIVITIES				
Net income for the year	**4,091**		22,357	
Adjustments for:				
Interest received	**(857)**		(607)	
(Increase) / Decrease in debtors	**(12,398)**		6,569	
(Decrease) / Increase in creditors	**(23,575)**		11,150	
NET CASH PROVIDED (FROM) / BY OPERATING ACTIVITIES		**(32,739)**		39,469
CASH FLOWS FROM INVESTING ACTIVITIES				
Interest received	**857**		607	
NET CASH PROVIDED BY INVESTING ACTIVITIES		**857**		607
Change in cash and cash equivalents in the year		**(31,882)**		40,076
Cash and cash equivalents at the beginning of the year		**266,179**		226,103
Cash and cash equivalents at the end of the year		**234,297**		266,179

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The Trustees consider that there are no significant areas of estimation or judgement.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

At the balance sheet date of 31 March 2022, LinkAble made a surplus of £4,091 and had net assets of £223,924. The Trustees have assessed projected future income streams and expenditure over the period to 31st October 2023. This has included consideration of anticipated service delivery, possible changes to local authority funding and challenges faced in securing fundraising income. The Trustees have considered plans along with internal processes and systems for managing financial and operational risks. The Trustees have concluded that the strength of the charity's reserves and liquidity of its assets, mean the charity has adequate resources to continue their activities for the foreseeable future, and that there are no material uncertainties about the charity's ability to continue as a going concern.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

e) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor within the objectives of the charity. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes

f) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes the costs of undertaken to further the purposes of the charity and their associated support costs.

g) Allocation of support costs

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a basis consistent with the use of relevant resources.

h) Tangible fixed assets

Fixed assets are stated at original historical cost less aggregate depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life. All assets are currently fully depreciated.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments. Cash balances exclude any funds held on behalf of service users.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. INCOME

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOME FROM:				
Donations and legacies				
Donations	21,302	-	**21,302**	25,350
Grants	31,495	117,294	**148,789**	114,628
	52,797	117,294	**170,091**	139,978
Charitable activities				
Charges for services - Adults	46,960	-	**46,960**	10,180
Charges for services - Children	37,675	-	**37,675**	11,292
SCC Grant for service provision - Children	190,009	-	**190,009**	213,500
Scouts' Innovation Grant fund	-	-	**-**	369
Government Job retention Scheme	2,989	-	**2,989**	23,398
	277,633	-	**277,633**	258,739
	330,430	117,294	**447,724**	398,717

Restricted income for the prior year comprised grants of £77,918. All other income was unrestricted.

3. EXPENDITURE

Current year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2022 £**
Cost of Raising Funds	38,227	4,477	-	**42,704**
Charitable Activities				
- Adult Services	116,725	36,792	18,575	**172,092**
- Children's Services	175,801	37,524	23,356	**236,681**
	330,753	**78,793**	**41,931**	**451,477**

Prior year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2021 £**
Cost of Raising Funds	39,698	2,330	-	**42,028**
Charitable Activities				
- Adult's Services	85,363	24,091	15,231	**124,685**
- Children's Services	173,476	18,878	31,333	**223,687**
	298,537	**45,299**	**46,564**	**390,400**

4. SUPPORT COSTS

Current year support costs comprise:

	Charitable Activities		
	Adult Services	Children's Services	**Total 2022**
	£	£	**£**
Governance costs			
Staff	8,167	8,167	16,334
Other costs	913	913	1,826
Other support costs			
Staff costs	3,984	7,398	11,382
Other Staff costs	222	413	635
Premises Costs	2,723	3,328	6,051
Office Costs	1,787	2,184	3,971
Sundries	461	564	1,025
Promotional Cost	318	389	707
Vehicle and Travel	-	-	-
	18,575	**23,356**	**41,931**

Prior year support costs comprise:

	Charitable Activities		
	Adult Services	Children's Services	**Total 2021**
	£	£	£
Governance costs			
Staff	4,118	9,608	**13,726**
Other costs	562	1,043	**1,605**
Other support costs			
Staff costs	2,258	5,278	**7,536**
Other Staff costs	64	118	**182**
Premises Costs	4,727	8,777	**13,504**
Office Costs	1,849	3,434	**5,283**
Sundries	573	1,066	**1,639**
Promotional Cost	665	1,237	**1,902**
Vehicle and Travel	415	772	**1,187**
	15,231	**31,333**	**46,564**

5. STAFF COSTS

	Total 2022	Total 2021
	£	£
Wages and salaries	337,402	300,528
Social Security	15,014	13,455
Pension Contributions	6,053	5,816
	358,469	319,799

	2022 Number	2021 Number
The average headcount during the year was:	48	45

The Key Management personnel comprise the Trustees, the CEO, Head of services and department managers.
The total employee benefits of the key management personnel of the Charity were £179,704 (2021: £177,703).

No employees received emoluments in excess of £60,000 (2021: none).

6. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

7. TANGIBLE FIXED ASSETS

	Plant and machinery	Fixtures and Fittings	Office Equipment	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1 April 2021	8,877	12,782	29,827	10,306	**61,792**
At 31 March 2022	8,877	12,782	29,827	10,306	**61,792**
Depreciation					
At 1 April 2021	8,877	12,782	29,827	10,306	**61,792**
At 31 March 2022	8,877	12,782	29,827	10,306	**61,792**
Net book value					
At 1 April 2021	-	-	-	-	-
At 31 March 2022	-	-	-	-	-

8. DEBTORS

Due within one year	2022 £	2021 £
Prepayments	**5,148**	2,362
Accrued income	**10,551**	939
	15,699	3,301

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	**3,109**	1,196
Accruals	**2,680**	9,838
Deferred income	**20,283**	38,613
	26,072	49,647

Analysis of deferred income

	£	£
Amounts brought forward	**38,613**	35,509
Released to the Statement of Financial Activities	**(38,613)**	(8,341)
Deferred in the current year	**20,283**	11,445
Amounts carried forward	**20,283**	**38,613**

10. MOVEMENT IN FUNDS

	Balance at 1 April 2021	Income/ new designation	Expenditure	Balance at 31 March 2022
	£	£	£	£
Restricted funds				
Community Foundation Surrey	-	30,572	(30,572)	-
St James Place Foundation	1,500	-	(1,500)	-
Edward Gostling Foundation	-	5,000	(5,000)	-
Bailly Thomas Charitable Trust	4,000	-	(4,000)	-
Woking Borough Council	-	34,200	(34,200)	-
The Sheldon Trust	-	11,000	(10,100)	900
Surrey Chambers of Commerce	-	10,331	(10,331)	-
Peter Harrison	-	10,000	(10,000)	-
The D'Oyly Carte Charitable Trust	-	2,213	(1,000)	1,213
The National Lottery	-	9,978	(9,978)	-
The Douglas Arter Foundation	-	500	-	500
The Barchester Foundation	-	500	(500)	-
The Grant Foundation	-	3,000	(500)	2,500
Sensory room donation	-	1,190	-	1,190
Total restricted funds	5,500	118,484	(117,681)	6,303
Unrestricted funds				
Designated fund	40,000	-	-	40,000
General fund	174,333	337,084	(333,796)	177,621
Total funds as at 31 March 2022	**219,833**	**455,568**	**(451,477)**	**223,924**

	Balance at 1 April 2020	Income/ new designation	Expenditure	Balance at 31 March 2021
	£	£	£	£
Restricted funds				
M&G	1,326	-	(1,326)	-
Community Foundation Surrey	-	42,543	(42,543)	-
St James Place Foundation	-	2,500	(1,000)	1,500
Edward Gostling Foundation	-	5,000	(5,000)	-
The Shanly Foundation	-	2,500	(2,500)	-
Bailly Thomas Charitable Trust	-	4,000	-	4,000
Surrey County Council	-	21,375	(21,375)	-
Total restricted funds	1,326	77,918	(73,744)	5,500
Unrestricted funds				
Designated fund	30,000	10,000	-	40,000
General fund	166,150	324,839	(316,656)	174,333
Total funds as at 31 March 2021	**197,476**	**412,757**	**(390,400)**	**219,833**

10. MOVEMENT IN FUNDS (continued)

St James Place Foundation	Funding to support transition groups for young adults with learning disabilities.
Bailly Thomas Charitable Trust	Covid 19 funding to support loss of revenue due to services being unable to run or run in a smaller capacity, plus operating costs
Community Foundation Surrey	Funding towards general operating costs for LinkAble as well as funding for the Tasty Days weekly cooking group.
Woking Borough Council	Funding towards LinkAble's Head of Services role across three years.
The Sheldon Trust	Funding to support transition groups for young adults with learning disabilities. Additional funding to support U18 trips out.
Surrey Chambers of Commerce	Funding to support two kickstart employees for 6 months.
Edward Gostling Foundation	Funding towards core costs enabling services to return to pre-pandemic levels of provision.
Peter Harrison Foundation	Funds an additional member of staff to support a child on a 1:1 basis.
The D'Oyly Carte Charitable Trust	Funding to support the Stopgap dance group.
The National Lottery	Support towards LinkAble core costs.
The Douglas Arter Foundation	Towards the Sensory Room upgrade.
The Barchester Foundation	To support the Adult Living Skills programme.
The Grant Foundation	Funding towards U18 operating cost.
Designated fund	To allow for capital improvements to the building and future growth in services.

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2022 are represented by:			
Debtors	15,699	-	**15,699**
Bank	222,623	11,674	**234,297**
Creditors	(20,701)	(5,371)	**(26,072)**
	217,622	**6,303**	**223,924**

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2021 are represented by:			
Debtors	3,301	-	**3,301**
Bank	239,632	26,547	**266,179**
Creditors	(28,600)	(21,047)	**(49,647)**
	214,333	**5,500**	**219,833**

12. TRUSTEES' REMUNERATION AND RELATED PARTY TRANSACTIONS

No remuneration was paid to the Trustees' and no expenses were paid to any Trustee in the year (2021: none).

There were no related party transactions during the year (2021: none).

Contact

LinkAble
The Link
2 Boardschool Road
Woking
GU21 5HE
Tel:01483 770037
email: info@linkable.org.uk
www.linkable.org.uk



Linkable Woking

England & Wales - Charity number 1119596

Accounts

enabling • supporting • developing • connecting

Report of the Trustees and Financial Statements for the Year Ended 31 March 2021 for LINKABLE WOKING LIMITED

Registered Charity Number: 1119596
Registered Company Number: 06056940

LINKABLE WOKING LIMITED

Contents of the Financial Statements for the Year Ended 31 March 2021

	Page
Reference and Administrative Details	1
Chairman's Report	2
Report of the Trustees	3 to 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Statement of Cash Flows	13
Notes to the Financial Statements	14 to 22

LINKABLE WOKING LIMITED

Reference and Administrative Details for the Year Ended 31 March 2021

Legal Charity Name:	LinkAble Woking Limited
Commonly known as:	LinkAble
Registered Charity Number:	1119596
Registered Company Number:	06056940
Registered Address:	The Link 2 Board School Road Woking Surrey GU21 5HE
Trustees:	
Ramani Langley	- Chair
Shirley Elen	- Resigned 30th June 2020
Andrew Karno	- Resigned 11th August 2020
Kerry Price	- Resigned 4th September 2020
Jonathan Pressey	- Resigned 31st December 2020
Hema Luqman	- Resigned 7th July 2021
Sarah Ball	
Stuart Best	
Richard Fitzherbert	
Natalie Waller	- Resigned 29th June 2021
Carolyn Arnold	- Appointed 24th June 2020
Pat Kirby	- Appointed 24th June 2020
Neil Sheppard	- Appointed 21st July 2020, Resigned 21st June 2021
Saf Ismail	- Appointed 22nd October 2020, Resigned 11th June 2021
Allan Musoke	- Appointed 22nd October 2020
Colin Evans	- Appointed 22nd October 2020
Nigel Himsworth	- Appointed 24th February 2021
Rachel Pearce	- Appointed 28th July 2021
CEO:	Alison Keeley
Independent Examiner:	JS2 Limited One Crown Square Church Street East Woking Surrey GU21 6HR
Bankers:	HSBC 6 Commercial Way Woking Surrey GU21 6EZ Aldermore Bank 1st floor, Block B Western House Lynch Wood, Peterborough PE2 6FZ Monmouthshire Building Society Monmouthshire House John Frost Square, Newport South Wales, NP20 1PX

LINKABLE WOKING LIMITED

Chair's Report
for the Year Ended 31 March 2021

The year 2020/2021 has been a challenging year for everyone and yet I am pleased to report that by most measures LinkAble has thrived. Our staff, service users and families have adapted with a positive attitude throughout. We understand the disruption it causes when we have to close the Link or introduce new processes so my personal thanks to everyone for being so understanding and flexible. I am particularly struck with how committed and innovative our staff are. When they could no longer deliver face to face services, they found other ways: They scheduled individual and group zoom calls. They created personal videos for service users. They filmed themselves doing various activities and injected such humour and energy into their productions that I am certain they made a real difference. I know how much I enjoyed watching their videos. Impossible to do so without smiling! When we had to close at Christmas, staff delivered Christmas presents to service users and some even helped our families by picking up prescriptions for them in the middle of lockdown.

Our staff, like our supporters really believe in what we do at LinkAble because they understand how much difference it makes to the lives of our service users and their families. Like all small charities we face constant financial challenges, but our supporters continue to pull out all the stops for us and have kept us going through very changeable times. We have missed being able to run LinkAble events both because it's always so lovely to get everyone together and also from a fundraising point of view. People have still found ways to support us. Special thanks to Kim Owens who took up our London Marathon place and despite the event being cancelled has gone on to raise well over £5,000 for us by holding various events and running virtual marathons. An amazing achievement! Our own CEO, Alison also ran for a mile, on the hour for 25 hours, completing a marathon of her own and raising over £1,500. She was even joined by a few Trustees, but only for a token 1 mile in the middle of the day.

Every year, the Trustees of LinkAble hold an Away Day to discuss strategy and the future of LinkAble. This year, we couldn't meet face to face, so we did things a little differently. We discussed a range of ideas and proposals and voted on our favourites. We also put this vote out to staff, service users and their families. I was delighted that 65 of you responded. The top projects were to redo the garden and sensory rooms and to launch a "Living Skills" programme for our adult service users. We are in the initial stages of planning and fundraising for the garden and sensory rooms and the Living Skills pilot launched in April 2021. Several other longer-term initiatives were also popular, and we are in the process of putting together the business case for those to ensure they are viable before starting the projects. We are wary of taking on too much, whilst always keen that LinkAble should evolve in line with the requirements of our service users' and their families

It was very fortunate that we had moved to Office 365 last year. This combined with installing a new VOIP telephone system and getting the booking system online has made it much easier for our staff to work remotely when we were forced to close the Link office.

In terms of our services, we recognise that, as ambitious as we are, we cannot achieve everything alone. LinkAble is continually forging partnerships with other community groups to widen the range of what we can offer to our service users. We are grateful to all the local businesses who have worked with us this year, supporting our service users and fundraising for us. Hoebridge Golf Society raised an amazing £8,500 for us.

We are indebted to all the trusts, corporate and statutory bodies and individuals who have supported LinkAble through the year. Each and every contribution makes a difference, and we are grateful for it. We simply would not be able to continue the work we do without their generosity.

My personal thanks to all the staff, volunteers and Trustees of LinkAble. We have been successfully running for over 30 years because your dedication and energy allows us to continue to help local people with learning disabilities live healthy, happy and independent lives.

Ramani Langley, Chair of the Board of Trustees of LinkAble

Report of the Trustees for the Year Ended 31 March 2021

Mission and Core Values

LinkAble has supported children, young people and adults with learning disabilities for more than 30 years. The range of development, sporting and social activities which the charity provides continues to grow. People with learning disabilities face many barriers that can exclude them from mainstream society. We help break down those barriers by supporting service users and offering them opportunities to engage in meaningful and stimulating recreation whilst making links with their local community.

Vision

People with learning disabilities and autism achieve their full potential and are valued by society

Mission

- To provide life-long support to people of all ages with learning disabilities in Surrey to enable them to live healthy, happy and independent lives and
- To offer them opportunities to achieve their potential

Values

- **Aim High** – we are ambitious for ourselves and each other and celebrate and share in success. We constantly strive to improve and be the best.
- **Think individual** – the experience of our service users is our number one priority at all times. We strive to be innovative and creative in our approach and offer personalised support.
- **Own it** – we take individual and collective responsibility for our actions. We are open and honest and will learn from our experiences.
- **Are trusted** – by the community and funding authorities to work in the best interests of our service users and the charity – for now and for the future.
- **Work together** – we work positively with colleagues, service users and partners. We are supportive of others, work well as a team and are open to constructive challenge.
- **Are thrifty** – we maximise our resources and work efficiently to get best value for money.

OBJECTIVES AND ACTIVITIES

LinkAble's strategic objectives are regularly updated by the Board of Trustees. The annual Away Day in November 2020 had a different format this year. At the first session, Trustees reviewed a range of ideas and projects to help us meet our objectives. We then put these ideas out to the vote of Trustees, services users and families and collated the most popular ideas. These were then ratified at a second session and subsequently we have done the planning and, in some cases started the work to put the top choices into action.

Principle Activities

LinkAble is based in Woking and delivers services from its base in Woking and at venues in the community in Woking and Surrey Heath. The charity supports children and adults with learning disabilities by running a range of groups and activities. Anyone with a learning disability can attend, without need for formal diagnosis.

We seek input from service users and their families when creating programmes and developing existing ones. We ensure that there are a wide range of activities which are suitable for all our service users.

Our Services

At LinkAble there are three main service strands: children (5 – 11), youth (11 – 18) and adults (18 plus). We meet with all those wishing to access our services and use the information gathered to tailor our offer to meet the needs of the individual service user. Transitioning services (open to those aged 16 and above) allow service users continuity of service as they move from childhood to adulthood.

- Our children's services run on Saturdays and during school holidays. They offer younger service users opportunities to play, experiment, learn, take carefully managed risks and form meaningful friendships in a safe environment supported by specially trained staff

- Our youth service runs on Saturdays, in the school holidays and during the week at Youth Clubs. Individuals can access activities and experiences that they might not be able to access without the support of our specially trained staff

- LinkAble's services for adults with learning disabilities can be broadly sorted into two groups. Day time services tend to be used by adults with higher needs and focus on providing new experiences and accessing supported activities which give back to the community. Our evening services generally feature more user-led social and recreational activities such as sporting activities, theatre visits and cooking together. We also run activities for those interested in the arts with our singing group meeting on a Tuesday evening and our drama groups meeting on a Sunday. We run bi-monthly nightclub evenings which frequently attract over 200 people.

LinkAble aims to run services 7 days a week and in 50 weeks of the year. All of our services focus on social inclusion, group engagement and individual development. We often arrange for activities to take place in the local community giving people with learning disabilities a visible presence in society and promoting integration. We see our service users growing in confidence and self-belief as well as forging long lasting friendships with other service users as they participate in the activities we run. LinkAble not only supports our service users – it provides a vital respite for family and friends who care for them.

Our services for Under 18s are part funded by Surrey County Council with the remainder of the funding for these services coming from contributions from service users and the charity's own fundraising efforts. With no funding from the local authority available for adult services these programmes are entirely funded by fundraising and contributions from service users.

2020/21 has been an extraordinary year for LinkAble with our services severely impacted by Covid in terms of lockdowns, ever changing government guidelines and restrictions between lockdowns, together with the physical and mental challenges for service users, staff and volunteers associated with participating in our revised and severely reduced service delivery. Throughout the year, we remained in contact with our service users and their families and offered a wide range of support. A key part of our support for our service users and their families at this time was the development of our virtual offerings which we began to deliver in April 2020. For our Under 18s we offered a range of services which were adapted to the needs of individual children. These included weekly zoom calls, bespoke videos and general videos and resources which were shared through social media and on our website. For our adults we introduced daily groups on weekdays, delivered via zoom where they could meet, learn new skills and develop friendships. The groups had a different focus each day and included a Zumba session, art and crafts, and cookery. The virtual services have been very well received with many families and service users sharing with us the benefits they have seen for interacting with LinkAble in this way.

Highlights for the Year 2020-21

We started 2020/21 supporting 126 children and 137 adults, delivering more than 500 hours of face-to-face service hours each week. This volume and style of delivery came to an end with the first lockdown on 23rd March 2020. As we acclimatised to the developing situation, we evolved virtual delivery for many of our sessions with some face-to-face delivery in line with guidelines and the limitations of The Link. In total we have delivered 395 virtual sessions (adults 311, children 84) and 141 face to face sessions (adults 38, children 103). Throughout the year we have stayed in touch with all our service users through social media with a steady stream of updates and invitations to the services we have been able to run.

During the year, LinkAble has been very fortunate to secure funding to support our service delivery. We are particularly thankful to Surrey County Council and The Community Foundation for Surrey, for their continued support. LinkAble was also able to take advantage of the Government Furlough scheme for some staff during lockdowns and then on a part time basis once services began to resume.

LinkAble is grateful to all those individuals who have participated in sponsored events on our behalf. Our London Marathon place holder, Kim Owens, has raised over £5,000 despite the physical event being postponed to October 2021.

LinkAble was chosen as one of two nominated charities by the Hoe Bridge Golf Society who raised over £8,500 on our behalf.

The management team has adapted to many changes throughout the year. The new online booking system went live enabling the management team to streamline the booking and payment process, as well as allowing remote access to information. Office efficiency was improved by moving much of the charity's IT function across to Office 365, and a new VOIP system has been installed meaning the LinkAble management team are able to work seamlessly from home or in the office.

During the pandemic, Trustees and staff met regularly and often to ensure everyone was fully briefed and able to make informed decisions about how to safely continue with services or to suspend them. Staff were supported in being able to work from home with regular online team meetings.

You can see the Highlights of our year in this video https://www.youtube.com/watch?v=v-axaD7IQ6A

Public Benefit

The Trustees have paid due regard to guidance from the Charity Commission regarding public benefit and the reporting of public benefit. In the view of the Trustees the Charity complies fully with guidance on both points: this is evidenced by the description of our aims and our achievements set out above.

Future Plans

Linkable plans to continue to build on the solid foundations in place with our focus on developing our staff, carefully managing, and monitoring our funding and continuing to provide much-needed services in the local community.

We plan to further develop our corporate relationships providing volunteering opportunities, fundraising, enhanced local community profiles and many other mutual benefits.

We expect to need to be flexible in face of an unpredictable world and so we will continue to innovate in the types of services we offer as well as their delivery methods to meet our service users' needs. During the year we identified a need amongst our younger adults for sessions that teach a wide range of life-skills (including healthy living, finances, IT, independent travel etc) and provide support to put them into practice ultimately assisting independence. We have developed these into a 12-day pilot course which started to run early in the new financial year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

LinkAble is a registered charity and a company limited by guarantee governed by its Memorandum and Articles of Association which establishes its objects, powers and governing rules. We are regulated by the Charity Commission and adhere to its guidance regarding effective governance.

Governance Structure

LinkAble has a Board of up to 15 Trustees, although we are currently operating with 10. The Trustee Board meets periodically through the year to set LinkAble's strategy and discuss the progress of previously approved projects. The Trustee Board delegates work to 6 committees - Finance, People, Property, Fundraising & Marketing, Risk & Governance and Programmes.

The day-to-day management of the organisation is carried out by the CEO who is accountable to the Trustees, who carry ultimate legal responsibility for the Charity.

Recruitment and Appointment of Trustees

LinkAble has a formal recruitment policy and appointment process under which potential candidates are considered and selected. New Trustees are identified in a number of ways including advertising and targeted recruitment. The Trustee Board regularly reviews its collective skills and experience against the needs of the Charity's business to ensure that it has appropriate expertise to enable the Charity to deliver its objectives. Several Trustees have left, and several have joined this year resulting in 10 Trustees at the time of issue of this report.

Trustee Induction and Training

LinkAble has a programme of induction and training for Trustees that is set out in the Trustee Recruitment and Appointment Policy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk Management

The Board of Trustees takes seriously its responsibility for ensuring the safe, secure and professional operation of the Charity. We maintain and regularly review a risk register, which identifies the key risks to which the charity is or could be exposed. The risk register is based on the Charity Commission's template and guidance. Current principal challenges and associated risks include:

Risk	Mitigation
Continued impact of COVID-19	LinkAble has already been negatively impacted by the Government measures put in place over the last year. It is unknown what the longer-term impact will be however where possible, this will be mitigated by moving services on-line should future lockdowns result in an enforced shut down of our building.
Increased difficulty in generating income	More targeted bids, increased differentiations of LinkAble and our services. Corporate partnerships, raising of profile of charity in local area, monthly and quarterly financial information shared with Finance Committee and Board
Lower service user numbers	Keep services relevant, continue to innovate and ensure strong social media and local media presence to attract more service users.

LinkAble has established measures to control and mitigate the likelihood and impact of identified risks. Risks are logged in the Risk Register and regularly reviewed by committees and the Board. Operational risks are managed through appropriate policies and training, and form part of a regular report to the Trustees from the CEO. Financial risk is managed through policies, budgeting, and reporting; in addition, the financial risks and implications of any proposal are carefully reviewed before a decision is reached.

Although supported by the CEO and the Risk and Governance committee, final responsibility for the management of risk rests with the Trustee Board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Financial Review

The Statement of Financial Activities for the year ended 31st March 2021 shows a surplus of £22,357.

Total income fell by 31% during the year. This is partly due to a large legacy payment received in the prior year, and the LinkAble Ball in the prior year which was held in November 2019. During 2020-21, the impact of Covid 19 has meant that we have not been able to run as many of our groups face to face. Although we have been able to move many of our adult groups online, this has been at a much lower price. The disruption throughout the year has resulted in significantly lower income from services. We were fortunate to secure emergency funding throughout the year allowing us to continue supporting our service users whether in person or online. Covid 19 has meant we have also been unable to run fundraising events in the usual way.

Total expenditure fell by 29% during the year. We have been able to keep a tight control on cost and have taken advantage of the Furlough scheme for staff working with adult groups. We have run shorter, smaller groups or where possible on-line groups which has resulted in lower sessional staff costs.

Funding Sources

LinkAble receives Local Authority funding, from Surrey County Council, towards the cost of our core activities for children.

Fundraising is vital to be able to operate the services that we currently provide, and we are grateful for each of the individual, corporate and regular donations we have received. We are also grateful for the fundraising efforts of many people and groups in the community, and the trusts and foundations who support us.

We are registered with the Fundraising Regulator and comply with the standards outlined in the Fundraising Regulator's Code of Fundraising Practice for the UK. We do not work with Professional Fundraising Organisations or Commercial Participators, and do not sell or pass on our supporters' personal data. We have received no complaints in relation to our fundraising practices.

Finally, people attending LinkAble services contribute to part of the cost of providing the service.

Reserves

LinkAble's reserves as at 31st March 2021 were £219,833 of which £214,333 was unrestricted. Of this, £40,000 has been designated for capital improvements to the building and for innovation of services (2020: Unrestricted reserves of £196,150). Reserves are held in order to ensure the continuity of service provision as well as enabling LinkAble to take advantage of opportunities when they arise.

LinkAble's reserves policy is to maintain free cash reserves of between 3 & 6 months operating costs to allow for short term fluctuations in cash requirements. The current level of free cash reserves is £171,032 and represents approximately 5 months of operating costs and is therefore within the acceptable range.

The Trustees review the reserves policy quarterly to ensure it is set at the appropriate level.

Report of the Trustees for the Year Ended 31 March 2021

Statement of Trustees Responsibilities

The Trustees (who are also the Directors of LinkAble Woking Limited for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice (SORP);
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.

ON BEHALF OF THE BOARD OF TRUSTEES

R Langley ..... Date: 22 / 10 / 2021

Ramani Langley, Chair of the Board of Trustees of LinkAble

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LINKABLE WOKING LIMITED FOR THE YEAR ENDED 31 MARCH 2021

I report to the charity Trustees on my examination of the accounts of the Company for the Year Ended 31 March 2021 as set out on pages 11 - 22.

Responsibilities and basis of report

As the charity's Trustees of the 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act.

This report is made solely to the charity's Trustees, as a body. My work has been undertaken so that I might state to the charity's Trustees those matters which I am required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for my examination, for this report, or for the statement I have given below.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting 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 (FRS102).

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

25th October 2021

JOHN SPEED FCA FCIE
JS2 Limited
One Crown Square
Woking
Surrey
GU21 6HR

Date:

LINKABLE WOKING LIMITED

Statement of Financial Activities

For the Year Ended 31 March 2021

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM					
Donations and legacies	2	62,060	77,918	**139,978**	175,488
Charitable activities	2	258,739	-	**258,739**	371,987
Other trading activities - fundraising events		13,433	-	**13,433**	49,629
Interest		607	-	**607**	201
TOTAL INCOME		334,839	77,918	**412,757**	597,305
EXPENDITURE ON					
Raising funds	3	36,820	5,208	**42,028**	67,676
Charitable activities					
- Adult services	3	78,247	46,438	**124,685**	193,717
- Children's services	3	201,589	22,098	**223,687**	288,279
TOTAL EXPENDITURE		316,656	73,744	**390,400**	549,672
Net income and net movement in Funds		18,183	4,174	**22,357**	47,633
Fund balances brought forward		196,150	1,326	197,476	149,843
Fund balances carried forward		214,333	5,500	**219,833**	197,476

The Charitable Company's income and expenditure all relate to continuing operations.
The Charitable Company has no recognised gains or losses other than shown above.
The accompanying notes form part of these financial statements.

LINKABLE WOKING LIMITED

Company number: 06056940

Balance sheet
As at 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
CURRENT ASSETS					
Debtors	8	**3,301**		9,870	
Cash at Bank and in Hand		**266,179**		226,103	
		269,480		235,973	
Creditors: Amounts falling due within one year	9	**(49,647)**		(38,497)	
Net Current Assets			**219,833**		197,476
Total Assets less Current Liabilities			**219,833**		197,476
Net assets			**219,833**		197,476
Funds					
Unrestricted Funds					
General funds	10		**174,333**		166,150
Designated funds	10		**40,000**		30,000
Restricted Funds	10		**5,500**		1,326
			219,833		197,476

For the year ending 31 March 2021 the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. They were approved and authorised for issue by the directors on
and signed on their behalf by

R Langley 22.10.21

Ramani Langley, Chair of the Board of Trustees of LinkAble

LINKABLE WOKING LIMITED

Statement of Cash Flows
For the Year Ended 31 March 2021

	£	2021 £	£	2020 £
CASH FLOWS FROM OPERATING ACTIVITIES				
Net income for the year	**22,357**		47,633	
Adjustments for:				
Interest received	**(607)**		(201)	
Decrease in debtors	**6,569**		1,971	
Increase/(Decrease) in creditors	**11,150**		(16,381)	
NET CASH PROVIDED BY OPERATING ACTIVITIES		**39,469**		33,022
CASH FLOWS FROM INVESTING ACTIVITIES				
Interest received	**607**		201	
NET CASH PROVIDED BY INVESTING ACTIVITIES		**607**		201
Change in cash and cash equivalents in the year		**40,076**		33,223
Cash and cash equivalents at the beginning of the year		**226,103**		192,880
Cash and cash equivalents at the end of the year		**266,179**		226,103

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The Trustees consider that there are no significant areas of estimation or judgement.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

At the balance sheet date of 31st March 2021, LinkAble made a surplus of £22,357 and had net assets of £219,833. Although income has reduced compared to last year, LinkAble was able to secure emergency funding to continue operations. Trustees anticipate income from services to continue at a lower level for the first three months of the year due to continued lockdowns and restrictions however are confident that once restrictions are eased and the vaccination programme success continues, income should return to normal levels over the next 12 months. We continue to monitor all relevant government guidance and make appropriate changes to our risk assessment and delivery protocols as needed.

Trustees are also looking at ways to diversify income streams going forward to minimise any potential disruption that may occur during the winter months.

The Trustees have reviewed the charity's financial position and the current level of reserves. They have considered future plans along with internal processes and systems for managing financial and operational risks. As a result, the Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

e) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor within the objectives of the charity. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes

f) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes the costs of undertaken to further the purposes of the charity and their associated support costs.

g) Allocation of support costs
Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a basis consistent with the use of relevant resources.

h) Tangible fixed assets
Fixed assets are stated at original historical cost less aggregate depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life. All assets are currently fully depreciated.

i) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered.
Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments. Cash balances exclude any funds held on behalf of service users.

k) Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. INCOME

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM:				
Donations and legacies				
Donations	25,350	-	**25,350**	102,273
Grants	36,710	77,918	**114,628**	73,215
	62,060	77,918	**139,978**	175,488
Charitable activities				
Charges for services - Adults	10,180	-	**10,180**	98,163
Charges for services - Children	11,292	-	**11,292**	46,807
SCC Grant for service provision - Children	213,500	-	**213,500**	215,000
Scouts' Innovation Grant fund	369	-	**369**	12,000
Government Job retention Scheme	23,398	-	**23,398**	
Other income	-	-	-	17
	258,739	-	**258,739**	371,987
	320,799	**77,918**	**398,717**	547,475

3. EXPENDITURE

Current year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2021 £**
Cost of Raising Funds	39,698	2,330	-	**42,028**
Charitable Activities				
- Adult Services	85,363	24,091	15,231	**124,685**
- Children's Services	173,476	18,878	31,333	**223,687**
	298,537	**45,299**	**46,564**	**390,400**

Prior year	Direct staff costs £	Direct non-staff costs £	Support costs £	**Total 2020 £**
Cost of Raising Funds	51,179	16,497	-	**67,676**
Charitable Activities				
- Adult's Services	113,185	40,732	39,800	**193,717**
- Children's Services	211,678	33,008	43,593	**288,279**
	376,042	**90,237**	**83,393**	**549,672**

4. SUPPORT COSTS

Current year support costs comprise:

	Charitable Activities		
	Adult Services	Children's Services	**Total 2021**
	£	£	**£**
Governance costs			
Staff	4,118	9,608	**13,726**
Other costs	562	1,043	**1,605**
Other support costs			
Staff costs	2,258	5,278	**7,536**
Other Staff costs	64	118	**182**
Premises Costs	4,727	8,777	**13,504**
Office Costs	1,849	3,434	**5,283**
Sundries	573	1,066	**1,639**
Promotional Cost	665	1,237	**1,902**
Vehicle and Travel	415	772	**1,187**
	15,231	**31,333**	**46,564**

Prior year support costs comprise:

	Charitable Activities		
	Adult Services	Children's Services	**Total 2020**
	£	£	£
Governance costs			
Staff	8,301	8,301	**16,602**
Other costs	1,249	1,249	**2,498**
Other support costs			
Staff costs	4,135	7,928	**12,063**
Other Staff costs	392	392	**784**
Premises Costs	15,224	15,224	**30,448**
Office Costs	5,222	5,222	**10,444**
Sundries	1,032	1,032	**2,064**
Promotional Cost	1,141	1,141	**2,282**
Vehicle and Travel	3,104	3,104	**6,208**
	39,800	**43,593**	**83,393**

5. STAFF COSTS

	Total 2021	Total 2020
	£	£
Wages and salaries	**300,528**	381,513
Social Security	**13,455**	16,741
Pension Contributions	**5,816**	6,453
	319,799	404,707

	2021 Number	2020 Number
The average headcount during the year was:	**45**	59

The Key Management personnel comprise the Trustees, the CEO, Head of services and department managers. The total employee benefits of the key management personnel of the Charity were £177,703 (2020: £172,252).

No employees received emoluments in excess of £60,000 (2020: none).

6. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

7. TANGIBLE FIXED ASSETS

	Plant and machinery	Fixtures and Fittings	Office Equipment	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1 April 2020	8,877	12,782	29,827	10,306	**61,792**
At 31 March 2021	8,877	12,782	29,827	10,306	**61,792**
Depreciation					
At 1 April 2020	8,877	12,782	29,827	10,306	**61,792**
At 31 March 2021	8,877	12,782	29,827	10,306	**61,792**
Net book value					
At 1 April 2020	-	-	-	-	-
At 31 March 2021	-	-	-	-	-

8. DEBTORS

Due within one year	2021 £	2020 £
Prepayments	**2,362**	7,760
Accrued income	**939**	2,110
	3,301	9,870

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	**1,196**	610
Accruals	**9,838**	2,378
Deferred income	**38,613**	35,509
	49,647	38,497

Analysis of deferred income

	£
As at 1st April 2020	**35,509**
Released to the Statement of Financial Activities	**(8,341)**
Deferred in the current year	**11,445**
As at 31 March 2021	**38,613**

10. MOVEMENT IN FUNDS

	Balance at 1 April 2020	Income/ new designation	Expenditure	Balance at 31 March 2021
	£	£	£	£
Restricted funds				
M&G	1,326	-	(1,326)	-
Community Foundation Surrey	-	42,543	(42,543)	-
St James Place Foundation	-	2,500	(1,000)	**1,500**
Edward Gostling Foundation	-	5,000	(5,000)	-
The Shanly Foundation	-	2,500	(2,500)	-
Bailly Thomas Charitable Trust	-	4,000	-	**4,000**
Surrey County Council	-	21,375	(21,375)	-
Total restricted funds	1,326	77,918	(73,744)	**5,500**
Unrestricted funds				
Designated fund	30,000	10,000	-	**40,000**
General fund	166,150	324,839	(316,656)	**174,333**
Total funds as at 31 March 2021	**197,476**	**412,757**	**(390,400)**	**219,833**

	Balance at 1 April 2019 £	Income/ new designation £	Expenditure £	Balance at 31 March 2020 £
Restricted funds				
SEND	-	13,267	(13,267)	-
Peter Harrison Foundation	-	10,000	(10,000)	-
The Postcode Lottery	-	2,881	(2,881)	-
M&G	-	4,495	(3,169)	**1,326**
Community Foundation Surrey	-	1,857	(1,857)	-
St Peter Home RISF	-	2,500	(2,500)	-
Douglas Arter Foundation	-	500	(500)	-
Frimley Fuel Allotment	-	220	(220)	-
Total restricted funds	-	35,720	(34,394)	**1,326**
Unrestricted funds				
Designated fund	-	30,000	-	**30,000**
General fund	149,843	531,585	(515,278)	**166,150**
Total funds as at 31 March 2020	**149,843**	**597,305**	**(549,672)**	**197,476**

Purposes of Restricted and Designated Funds:

St James Place Foundation	Funding to support transition groups for young adults with learning disabilities.
Edward Gostling Foundation	Covid 19 funding to support loss of revenue due to services being unable to run or run in a smaller capacity, plus operating costs
The Shanly Foundation	Covid 19 funding to support loss of revenue due to children's services being unable to run or run in a smaller capacity, plus operating costs.
Bailly Thomas Charitable Trust	Covid 19 funding to support loss of revenue due to services being unable to run or run in a smaller capacity, plus operating costs
Surrey County Council	Emergency Covid 19 funding for loss of revenue and operating costs.
SEND	SCC funding to oversee and administer funds for the set up of 3 new adult SEND choirs.
Peter Harrison Foundation	Funds an additional member of staff to support a child on a 1:1 basis.
The Postcode Lottery	Funding a weekly cookery and healthy eating session for adults with learning disabilities.
M&G	The cost of setting up a new booking system to allow efficiency in the booking process for both children and adults.
Community Foundation Surrey	Funding to continue the weekly cooking session previously funded by The Postcode Lottery.
St Peter Home RISF	Supporting our We Can Do Anything group for adults with learning disabilities.
The Douglas Arter Foundation	To fund staff costs in our transition social groups for adults aged 18-25yrs, bridging the gap between child and adult groups.
Frimley Fuel Allotment	A bursary grant for GU15 and GU16 postcodes.
Designated fund	To allow for capital improvements to the building. With more time being spent on site due to Covid 19, many areas need to be updated.

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2021 are represented by:			
Debtors	3,301	-	**3,301**
Bank	239,632	26,547	**266,179**
Creditors	(28,600)	(21,047)	**(49,647)**
	214,333	**5,500**	**219,833**

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2020 are represented by:			
Debtors	7,534	2,336	**9,870**
Bank	212,923	13,180	**226,103**
Creditors	(24,307)	(14,190)	**(38,497)**
	196,150	**1,326**	**197,476**

12. TRUSTEES' REMUNERATION AND RELATED PARTY TRANSACTIONS

No remuneration was paid to the Trustees' and no expenses were paid to any Trustee in the year (2020: none).

There were no related party transactions during the year (2020: none).