INCLUDE ME TOO

England & Wales · Charity number 1125838

Details

Status	Registered
Legal form	Charitable company
Company number	05710791
Registered	2008-09-11
Register	View on the Charity Commission register

Contact

Address	Wolverhampton Arts Centre Dunkley Street Wolverhampton WV1 4AN
Phone	01902711604
Email	im2@includemetoo.org.uk
Website	www.includemetoo.org.uk

Activities

Objects: TO RELIEVE THE NEEDS OF CHILDREN WITH DISABILITIES AND SPECIAL NEEDS IN THE UK IN PARTICULAR BUT NOT EXCLUSIVELY BY:THE PROVISION OF WORKING LINKS WITH GROUPS PARTICULARLY, BUT NOT LIMITED TO , THE BLACK AND MINORITY ETHNIC COMMUNITY, WITH PARTICULAR REFERENCE TO THE NEEDS OF CHILDREN AND YOUNG PEOPLE WITH DISABILITIES AND SPECIAL NEEDS.THE PROVISION OF LINKAGE BETWEEN PARENTS WITH CHILDREN WITH DISABILITIES AND SPECIAL NEEDS TO ENABLE SUCH PARENTS AND CARERS TO SHARE EXPERIENCES, TO HIGHLIGHT THEIR DIFFICULTIES AND BARRIERS AND THEREBY TO PROVIDE CARE AND SUPPORT FOR SUCH PARENTS AND CARERS.1

Activities: The principal activities of the charity is to support disabled children and young people and their families from Black, Asian & Ethnic Minority Families & marginalised communities backgrounds supporting participation, representation ensuring their needs are understood and supported.Also championing,promoting and supporting ALL disabled children and young people's rights and entitlements. .

Downloaded from opencharities.uk/ew/1125838

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Disability, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£77,679	£87,970	-	-
2024-03-31	£56,310	£80,185	-	-
2023-03-31	£126,514	£123,131	-	-
2022-03-31	£144,769	£126,467	-	-
2021-03-31	£188,286	£153,828	-	-

Trustees

Name	Role	Appointed
DAVID JOHN SUDOR	Chair	
Cairen Dheensa		2015-07-15
Jaskanwaljit Garcha-Davies		2016-01-22
MRS PARMI DHEENSA		
Raj Jhamat		2014-04-27
Susan Kanda		2016-01-22

Downloaded from opencharities.uk/ew/1125838

INCLUDE ME TOO

England & Wales - Charity number 1125838

Accounts

Include MeToo

Inclusion · Diversity · Equality · Adventures

Directors/Trustees Report for the year ending 31st March 2025

Inclusion · Diversity · Equality · Adventures

Directors/Trustees Report for the year ending 31th March 2025

Include Me TOO is a registered charity no: 1125838
Company limited by guarantee: 5710791

Registered Address:
Include Me TOO
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 4AN

Directors who served during this year
Cairen Dheensa
David Sudor
Niki Garcha Davies
Parmi Dheensa
Raj Jhamat

Company Secretary – Brian Cove

Bankers: Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

Finance: Phillips Chartered Accountants
Kingsland House
Stafford Court
Stafford Park 1
Telford TF3 3BD

Objects of the charity

The Charity objectives are carried out within the West Midlands, nationally and internationally with the key principles to strengthen and support disabled children, young people and their families from diverse communities including minoritized and racialised communities with a view to increasing their participation, equality, inclusion, rights, advocacy and representation locally, nationally and internationally.

In pursuit to increase the implementation and awareness of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the United Nations Convention on the Rights of the Child (UNCRC)

Include Me TOO Aims and Objectives

- To provide a range of support including peer support, activities and holiday clubs, outreach, advocacy, access to resources and support, training, mentoring, advice and information, specialist support and services to disabled children, young people and their families.

- To campaign and support on issues that matter to disabled children, young people in their families particularly those that are under -represented, minoritized, and racialized communities to ensure equality, inclusion and their rights are supported, protected and recognised.

- To increase disability awareness, understanding and inclusion amongst diverse communities, organisations and stakeholders through events ,training ,research and targeted support.

- To support the voices. Advocacy, participation and representation of disabled children and young people and their rights as stated in UNCRPD and UNCRC

- To increase awareness and support in safeguarding disabled children and young people against harmful practises and all forms of abuse and removing barriers and challenges they experience.

- To provide disability, equality, inclusion, rights, advocacy, participation training, advice, projects development, delivery and support.

We continue to challenge inequalities, provide cultural and holistic support and work with our diverse disabled communities and stakeholders to remove barriers, encouraging collaboration, sharing solutions, learning, expertise skills and lived intersectional experiences.

We are committed to increasing representation, inclusion and meaning participation of disabled children, young people and their families in decision-making processes impacting their lives.

We are committed to increasing disability awareness, understanding and inclusion within our diverse communities through partnership with mainstream and grassroots diverse groups, faith Groups, voluntary and community groups.

Trustees Foreword

We the trustees of Include Me TOO present our report of the achievements and impact of the charity's work in supporting the inclusion, disability human rights and advocacy for disabled children, young people and families at grassroots from our diverse communities.

As a result of accessing our Reaching Out Advocacy Family Support Service during this year:

- **79% of parents and carers reported they feel empowered, more confident, and less isolated and anxious..**

- **71% of young disabled adults have a transition plan in place to support continuation of their post 16 access to education learning once they leave secondary education.**

'The team at Include Me TOO have taught me so much and continue to support me in ways I never expected. They have empowered me with knowledge and understanding, helping me understand the complex processes like EHCPs with confidence rather than fear. Whenever I feel overwhelmed or unsure, they are always there, whether I need practical guidance, emotional reassurance, or simply someone to listen. In moments when everything feels too much, they step in calmly and compassionately, helping me find clarity and direction again. Knowing I have that consistent support makes all the difference and reminds me that I am never facing this journey alone'. Parent

Include Me TOO has two decades of experience in supporting and working with disabled children, young people, and their families from Black, Asian and Minoritised Ethnic and Marginalised communities at grassroots on the issues impacting their lives and supporting with access to SEND/Disability information, support, and advice.

Our charity continues to advocate on the intersectional lived experiences as inequalities and discriminative practices continue to impact the day to day lives and long term outcomes of disabled children, young people and their families from Black, Asian and Minoritised Ethnic and Marginalised communities. Include Me TOO continue to advocate at both local and national levels campaigning for equity, disability rights, meaningful participation, representation and the inclusion of all disabled children, young people, and their families.

Include Me TOO apply a holistic person-centred and family focused approach, which is culturally sensitive. Our dedicated team empowers parents and carers to develop the best skills, information, knowledge and confidence in how to advocate successfully and navigate statutory services and the complexity of the SEND system. This in turn increases their capabilities to access adequate disability care support, resources, and financial assistance to improve their disabled child)ren) life chances in reaching their full potential and goals.

We are pleased to report that during this reporting period we have secured Big Lottery funding to continue our advocacy, information and advice service Reaching Out.

We welcome two new roles in the charity to support increasing Include Me TOO's profile, reach, impact, sustainability and legacy.

- **Partnership and Business Development Coordinator** to support sustainability of our charity, building a strong base by working with a range of funders, donors and sponsors, building and maintaining relationships that last.

- **Social Media and Communications Coordinator,** to increase the charity's visibility and share our work and impact and key messaging to increase disability awareness, understanding , advocacy and support for minoritised and racialised communities with disabled children, young adults and their families on issues impacting them.

We further secured funding with Awards for All to continue delivering our very popular TIMEOUT Programme for this year. We have found it a challenge identifying alternative funders for TIMEOUT since our previous main funder Children In Need criteria and process has changed. TIMEOUT has been running for over 10 years and makes such a difference to so many disabled children, young people and their families.

Include Me TOO's team, trustees and volunteers remain dedicated and committed to supporting and increasing the disability rights, inclusion, access, advocacy and participation of Black, Asian Minoritised Ethnic and marginalised communities disabled children, young people and their families. We have continued to exceed funded projects outcomes, making a real difference to families and within our diverse communities. We are embracing this new phase in the charity to work with a business approach and move forward with the tech and digital opportunities available to improve our charity's financial position that we may sustain and build upon the charity's achievements to date.

Within this report we present an overview of the charity's achievements and share testimonies and statements from the community we have the privilege to support and work with as we advocate for underrepresented groups, disabled children and young people's rights, meaningful participation, their inclusion, equality and equity for a chance for better futures and good lives.

We wish to share our gratitude to our funders, sponsors and partners and look forward to working towards sustaining and building on Include Me TOO's endeavours to date, maximising opportunities for collaborations, stronger allyships and partnerships to achieve our charity vision of disability rights and inclusion for all.

Accelerating meaningful participation of disabled children and youth in policy development in the Commonwealth

Include Me TOO Executive Director Parmi Dheensa was a panel speaker for the Commonwealth Secretariat Human Rights Unit side event, 'Accelerating meaningful participation of persons with disabilities in policy development in the Commonwealth' held on the 17th Session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities at the United Nations Headquarters in New York in June 2024.

The event was chaired by Professor Luis Franceschi Assistant General Secretary of the Commonwealth.

On behalf of Include Me TOO and the Commonwealth Children and Youth Disability Network Parmi Dheensa shared good practices of intersectional approaches and the importance of the inclusion of disabled children and young people. Emphasising on a child-rights based approach to create an enabling environment for the meaningful and active informed participation of disabled children and youth in developing legalisation and policymaking.

'The human rights set out in both the Convention on the Rights of the Child (CRC) and the Convention on the Rights of Persons with Disabilities (CRPD) in the context to children and young people with disabilities are indivisible.

Children and young people with disabilities meaningful participation requires sufficient time and additional resources including access to platforms to ensure they are able to share their views, To that avail increased awareness that they have rights under CRC and CRPD is necessary and that they have the right to be heard and that what they say, their experiences, their views and ideas matter.

We must ascertain what children and young people with disabilities rights based participatory approach to policymaking and their meaningful participation as right holders should look like to ensure as outlined in CRC article 12 that children and young people's views are sought, taken seriously, they are involved in public decision making and have their views given due weight

The process of meaningful accessible participation in decision making and shaping policies that address the issues effecting them, knowing that they are being listened to and their views are being respected. builds children and young people with disabilities agency as human rights defenders and the realization that they are right holders and duty holders are obligated to protect and implement their rights under CRC and CRPD'.

Extract from Parmi Dheensa's Include Me TOO Executive's Director Speech at the United Nations COSP17 event

REACHING OUT

Our Family Advocacy Support Service continues to offer families opportunities to access one to one information tailored support to meet their individual family's needs. Parents and carers have been supported to complete annual Education Health Care Plan Review's (EHCPR), attend accompanied Team Around the Family (TAF) and Education Health Care Needs Assessment meetings.

'I've used other support services before, but nothing compares to the experience I've had with Include Me TOO. From the very start, I felt truly seen, heard, and supported in a way that I never had before. Instead of feeling lost or unsure, I was given clear information, honest guidance, and the reassurance that someone genuinely cared about my family's journey.

The staff are open and compassionate, taking the time to explain everything and check in regularly, which has lifted a huge weight from my shoulders. Knowing that nothing is being missed and that my family isn't facing this alone has brought a sense of relief, trust, and hope that I didn't think was possible'. ***Parent***

Our team hold pre-meetings with parents and carers to ensure they are equipped with the right information and feel empowered to advocate on all matters on behalf their child (ren).

Parents and carers have also been supported in putting forward requests to access updated Speech and Language Therapy (SALT), Occupational Therapy (OT), Educational Psychologist and Social Care Assessment records.

The Reaching Out team have supported parents and carers with increased understanding and confidence to input and advocate throughput the various processes where decisions are made regarding the support their child(ren) receives. They have received support with understanding reports, ensuring all documents and reports accurately reflect their child(ren)'s learning, health, and emotional support need requirements.

'Before we found Include Me TOO, I felt completely alone, trying to navigate an overwhelming system with no guidance or support. Every step felt like a battle, and I constantly worried that my child's needs were being overlooked. With Include Me TOO by our side, everything began to change. My child now has an EHCP and access to specialist provision that truly understands and supports them. The right professionals are finally involved, working together in a way that puts my child at the centre. Most importantly, I no longer feel isolated or powerless. For the first time, I feel supported, understood, and confident that we are not facing this journey on our own. Include Me TOO has changed everything for our family'. ***Parent***

The Youth Transition Family Support has continued to assist parents and carers with information, advice and advocacy on a range of transition to adulthood issues including:

- Planning for future EHCP.
- Pre-meetings and preparations visits to Post 16 /19 education provisions.
- Access to G.P's Annual Health Reviews.
- Financial Advice and Transition – Council Tax reduction /PIP finance deputy. Exploring Housing / Independent living.
- Transitioning to Adult Health and Social Care.
- Lasting Power of Attorney /Deputyship Finance, Welfare and Health

Over this reporting year we have supported parents/carers to:

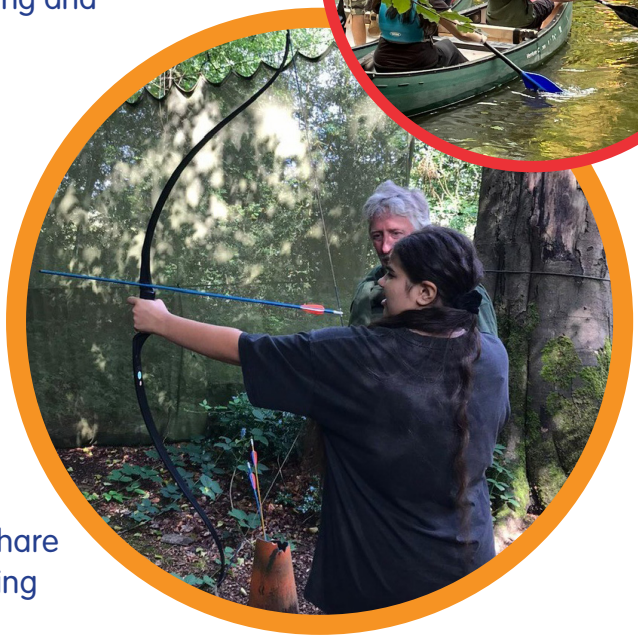
- prepare for meetings with schools and Local Authority - annual reviews, transition planning, Education Health Care Plans (ECHP)
- gather child's views and advocate at meetings to champion their child's goals, aspirations, achievements.
- be better informed and increase knowledge base of legal responsibilities of service providers and Local Authority duty of care provisions under agreed (EHCP) plans.
- feel confident and empowered in their child advocacy roles, and be equipped with the right knowledge and information enabling them to make informed decisions, contribute to meetings, and plan ahead for their child's future.
- gain increased knowledge in accessing Emergency Education Health Care Plan Reviews ensuring EHCP is accurate and reflective of child/young person's needs.
- access child to adult transition social care reviews to ensure young person is adequately supported to access wider community special needs resources.
- have increased confidence in transitioning from Disability Living Allowance to Personal Independent Payments

'Our son L is 16 and has learning disabilities, autism, and severe anxiety. School was not a safe place for him, and the specialist provision he attended failed to protect him emotionally or physically. His EHCP was vague, out of date, and did not reflect his needs, while assessments were delayed and our concerns overlooked. As his anxiety grew, we were forced to remove him from school and educate him at home to keep him safe. Without support or respite, the pressure on our family became overwhelming, made harder by my own learning difficulties, epilepsy, and long-term health conditions.

When Include Me TOO became involved, everything changed. For the first time, we felt listened to and supported. They helped secure a full reassessment of L's EHCP, ensured it accurately reflected his needs, and guided us through post-16 specialist options. As a result, L has transitioned into a specialist college and is re-engaging with learning, forming friendships, and rebuilding confidence. For the first time in years, we feel hopeful that our son is understood, supported, and safe.' ***Parent***

TIMEOUT

TIMEOUT is crucial in supporting and providing affordable and accessible inclusive programme during school holidays and weekends that are full of opportunities for fun, adventures and friendships for disabled children and young people. TIMEOUT provides access to a range of physical, sensory activities, access to heritage places of interest to visit and explore, inclusive and accessible sporting and creative activities increasing and developing a range of social interpersonal skills, support health and wellbeing and their sense of community and belonging.



During this reporting period TIMEOUT focused on:

- Increasing access to recreational leisure activities empowering disabled children and young people and their siblings coming from different backgrounds and mixed abilities to play together, increasing social connections, and building new friendships with peers outside of their immediate social and family circles.
- Increasing levels of engagement in TIMEOUT recreational activities supporting disabled children and young people and their siblings to feel less lonely and socially isolated, and feel more supported and connected to their peers and the project team. Increasing their sense of belonging and improving their overall wellbeing.
- Increasing participation in recreational activities empowering disabled children and young people and their siblings to develop new sporting, creative, and social skills which improves confidence, self-esteem, positive interactions, communications and personal independence.

Throughout TIMEOUT activities disabled children and young people and their siblings gain wider access to social and recreational activities creating opportunities for them to build peer connections, share learning, skills, new experiences, and develop lasting friendship.

TIMEOUT activities during this year included Horse Riding, Indoor Sky Diving, Zip Wiring, Abseiling, Canoeing, Archery, Inclusive Surfing, Creative Arts and Silent Discos. Group Outings to Victorian Town, Sealife Centre, Legoland, Black Country Museum, Fun and Games at our Christmas TIMEOUT session with Naughty Elf. There were visits to theatre as disabled children and their families enjoyed Aladdin production and later in the year Beauty and the Beast production.

Many fun and enjoyable memories and adventures shared and created through TIMEOUT this year and great friendships built.

Disabled Children and Young People's Feedback

Child E Age 14, Autism, Severe Anxieties, Learning Disabilities

'TIMEOUT has changed my life. It has given me chances to go to places and do things I never thought would be possible for me, like Challenge Academy, Fun and Games with Naughty Elf, Surfability and Woodlands Adventure. My favourite place so far is, actually there is two Woodlands and Surfability. When I feel frightened or unsure, the staff don't leave me behind — they stay with me and climb with me. Because of them, I feel safe enough to try, and sometimes even feel proud of myself.

Before TIMEOUT, I felt very alone. I currently don't go to school and I didn't have friends because people didn't always understand me. At TIMEOUT, I have found friends and a place where I belong. I look forward to coming back, seeing familiar faces, and being part of something that matters to me. The team at TIMEOUT truly understand me. They explain things slowly and clearly, in ways I can understand, without ever making me feel silly or different. They help me understand why I need to wear a helmet or a harness, or why I need to be careful near the water. They respect me and treat me with kindness'.

Child H 15 years – Downs Syndrome

'I really enjoy going to the Young People's Group. I like sitting together and taking turns to share what activities I would like to do next, such as Woodlands, Blitz Hill, and bowling. The Include Me TOO team make me feel listened to and make sure I have the chance to say what I want, both in the group and on my own'.

Child M 9 years - Micotnic Dystrophy, learning disability

'I enjoy the holidays as I can see friends I've made at Include Me TOO and really enjoy spending time with them and chatting together. What I like most is that Include Me TOO listen to us and let us choose the activities we want to do. I really hope to be able to go horse riding again! This makes me feel calm and relaxed, it's also funny to see Include Me TOO staff get muddy and messy this makes me laugh a lot'.

Accelerating Children and Youth with Disabilities Participation, Advocacy and Influence in the Commonwealth

Include Me TOO and the Commonwealth Children & Youth Disability Network organised and delivered an official side event at the 17th session of the Conference of State Parties to the CRPD during June 2024 in partnership with the Commonwealth Secretariat, Hope and Homes for Children and Minority Rights Group International.

It cannot be ignored that children and youth with disabilities are one of the most marginalised groups in the world and those who live in rural areas and indigenous communities are further disadvantaged. It has been estimated that there are over 240 million children with disabilities worldwide 1 in 10 children globally have a disability.1 That is 240 million children, and this number is expected to double by 2050. In the Commonwealth, 60% of the population is under the age of 29. With data from the WHO, which suggests that globally, 1 in 6 individuals grapple with significant disability, equivalent to 16% of the world's population,2 a stark reality emerges.

WHO 2015 report 3 estimations indicate that there are 93 million children aged 0-14 years with moderate and high support needs. In some places, "children with disabilities are up to 17 times more likely to live in institutions than other children"4 where they are subject to increased risk of harm, neglect and abuse.

Shrutilata Singh (India) – CCYDN Aisa Region Youth Representative

'I would like to highlight the importance of capacity building of children and youth with deafblindness who rely heavily on support person for their learning and growth. They face significant challenges in communication. It is vital to provide them such opportunities to ensure their inclusion, develop their roles as disability human rights advocates and ensure they can share their ideas and influence change to address the issues important to them'.

Joy Ubong (Nigeria) - CCYDN African Region Representation

'Emphatically, the place of a youth in decision-making and meaningful participation should not be overlooked, as policies, laws and programmes put in place without them in mind creates more barriers'.

Daniel Grice - CCYDN Co – Chair

'The Commonwealth Children and Youth Disability Network (CCYDN) is comprised of majorly of youth with disabilities, we are advocating for our own place in these policy and decision making areas, and really get that meaningful position to have an honest dialogue for our genuine inclusion, advocacy and meaningful participation.

Five key areas, that we feel need to be focused on are

1. *Inclusive Education and Lifelong Learning*
2. *Meaningful Participation in Public and Political Life*
3. *Accessible and Inclusive Forms of Employment*
4. *General Disability Rights*
5. *Safety from all forms of Violence, Abuse and Discrimination'.*

This side event amplified the pivotal role of disabled children and youth in shaping a more disability rights inclusive future within the Commonwealth. The event highlighted initiatives led by disabled young people, focused on enhancing rights, inclusion, advocacy, leadership, and capacity building and Call To Action.

This side event was disabled youth led and the main objective was to:

- Share the perspectives and ideas from disabled youth including those from rural communities, minority and indigenous communities within the Commonwealth on their accelerating their rights, inclusion, advocacy, and leadership.
- Explore opportunities to strengthen the participation of disabled children and youth at all levels of governance.
- Engage key decision-makers and partners to increased support, investment, and recognition of disabled youth with disabilities in leadership roles and activism.
- Foster partnerships and collaboration among stakeholders to advance the rights and well-being of disabled children and youth.
- Raise awareness of the commitments made to child care and protection reform in the 2022 Commonwealth Kigali Declaration on Child Care and Protection Reform

Jahirul Islam (Bangladesh) – CCYDN Asia Region Representative

'Empowering youth leadership through opportunities and skills development fosters confidence, agency, and success in their communities.

Innovative research across diverse disability groups leads to insightful materials tailored to their specific needs and experiences, translating our vision into evidence-based advocacy.

We're actively engaging diverse communities to inspire transformative leadership, aiming to cultivate a robust network of support and collaboration. We're advancing accessible campuses by implementing reasonable accommodations and conducting workshops to foster understanding of inclusion.

Selena Baptiste (St Lucia) – CCYDN Carribbean Region Representative

'Too often, governments and organizations engage in superficial inclusion practices without implementing meaningful policies or providing necessary resources.

However, there are promising practices. Training and capacity building are essential, especially when led by youth-led organizations of persons with disabilities (OPDs). These organizations can share their skills, advocacy journeys, expertise, and provide peer support, emphasizing the importance of youth-led and developed training and delivery. Programs focusing on skill development, leadership training, and education can transform lives. When young people with disabilities are empowered, they not only improve their own circumstances but also become strong advocates for their communities. Resourcing organizations led by youth with disabilities and those focused on children with disabilities' rights is crucial to increasing inclusion, advocacy, and participation for children with disabilities.

To truly accelerate the participation, advocacy, and influence of children and youth with disabilities in the Commonwealth, we need a multi-faceted approach. Governments must move beyond tokenism by enacting and enforcing inclusive policies, investing in accessible infrastructure, and ensuring genuine representation. Organizations must prioritize capacity building and create platforms for young voices to be heard and valued'.

Presentations by disabled young people and guest speakers covered the following topics:

- Where is the Commonwealth in relation to disabled children and youth disability rights and inclusion?
- Disabled youth, disability human rights activism and leadership in the Commonwealth
- Amplifying Young Voices – Survey on Disabled Young People Participation, Representation and Leadership in Disability Rights Advocacy and Public Decision Making
- Disabled Children and Young People 'Call to Action'2030' for the protection and implementation of their human rights and response to their Global Disability Children and Young People's Charter campaign
- Establishing a Commonwealth Disability Commission and supporting the rights, visibility and voices of disabled children and youth.
- The 2022 Commonwealth Kigali Declaration on Child Care and Protection Reform – as a tool to promote deinstitutionalization and the safeguarding of disabled children and youth their stories and their futures

Commonwealth Children and Youth Disability Network

Risk Management and Funding

The Board of Trustees acknowledges its responsibility for the charity's work delivery and strategic direction, overseeing ongoing assessment of the major risks, ensuring the charity meets its strategic objectives, delivers upon funded and commissioned projects, reviews and assesses operations, finances and control systems that are in place to manage those risks.

Include Me TOO was founded on the Sikh principle of SEVA and was supported through selfless service to helping others. humility, equality, fairness, inclusion, and not under a business approach. Much of the work delivered by the charity has been delivered through in kind time from supporting coordinating, delivering outreach in communities, campaigning, supporting families over many years as our team is small and we focused with funded projects and matching with SEVA delivering at grassroots. With the demand for our services and support we have not had the capacity to fundraise, build connections with corporate and small businesses, organise fundraising events and online fundraisers.

We are moving towards a business model for financial sustainability and increasing our visibility and support via online platforms sharing the charity's impact makes and increasing public and business sector awareness and support for Include Me TOO. We are exploring income generation avenues, fundraising opportunities, delivering on training and events as we have established good networks and have skills and expertise to fill the gaps and build capacity in the sector.

The two new roles in the charity, the Partnership and Business Development Officer and the Social Media and Communications Coordinator, will support raising our charity's profile, increasing supporters for the charity and income generation to strengthen the charity's financial position and sustainability.

This year we have secured three years funding from Big Lottery. This funding will support existing Reaching Out Service posts which provide advocacy, information and advice for disabled children, young people and their families including for young people with learning disabilities transitioning to adulthood.

Big Lottery have funded our charity in the past and this funding was a continuation on our successful delivery in the community and recognition for the impact we continue to make.

We also secured funding from Awards for All for our TIMEOUT programme holiday activities for disabled children, young people increasing opportunities to make new friends, have fun, access opportunities to a range of activities and new experiences and adventures.

Further donations and fundraising increased the income for the charity supporting our projects.

We will seek to secure match funding for current projects and deliver on fundraising strategy and other income generating activities as we recognise the skills and expertise of the charity as key assets we can build upon to increase charity funds and sustainability of Include Me TOO and deliver the charity's vision.

Planning for 2024 to 2025

In the next 12 months Include Me TOO will:

- Create a space to coordinate and influence national efforts for real commitments to progress and address the barriers and challenges which continue to impact on the lives of disabled children, young people and their families from Black, Asian and Minoritised Ethnic and Marginalised communities.

- Include Me TOO will maximise support available for families of disabled children and young people to grants, equipment, local services, information and continue to provide advocacy support.

- Increasing understanding on issues regarding intersectionality particularly the impact on racialised and minoritised disabled communities. Working with key stakeholders to commit to action and changing practice.

- Establish a network of Black, Asian and Minoritised Ethnic and Marginalised communities disabled children, young people and young adults with learning disabilities and their families to increase their advocacy, meaningful participation and representation on issues impacting them and collectively addressing the lived experiences of health and social care inequalities they face to increase their chances to live 'Good Lives'..

- Strengthening and increasing access and support to advocacy for families with disabled children and young people particularly during transitions.

- Launching the Global Disability Children & Young People's Charter #2030 CALL TO ACTION Campaign and garnering signatories at the Global Disability Summit 2025 in Berlin.

- Developing with disabled children and youth people the video campaign for the Global Disability Children & Young People's Charter #2030 CALL TO ACTION

- Continue to campaign and advocate with the Commonwealth Children and Youth Disability Network (CCYDN) and partners on children and young people' disability human rights, inclusion; youth leadership; advocacy and meaningful participation.

- A series of disabled youth led seminars sharing learning, ideas, views and solutions on thematic areas which matter to them

- The Hospital Communication Passport App to complete design and pilot as well as identify partners to work with to progress with the resource.
- Capacity building, skills development and disability rights awareness of the Commonwealth Children and Youth Disability Network (CCYDN) committee members supporting their roles as disability rights advocates.
- Review and update website to be accessible and review charity's social media, tech and digital requirements to maximise online visibility and engagement.
- Secure further continuation funding for existing projects providing a range of support and advocacy to disabled children, young people and their families.
- Financial sustainability: Develop and deliver on fundraising activities and business development and partnerships. Identifying funders, trusts, foundations, potential corporate sponsors, and online fundraising strategies.

Inclusion • Diversity • Equality • Adventures

Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2025

Offices
Wolverhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 1AN

Accountants
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

SATURDAY

AEHTR1AP
A14 20/12/2025 #87
COMPANIES HOUSE

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements

for the year ended 31 March 2025

Contents

	Page
1. Report of the Directors	1
2. Statement of Financial Activities	2
3. Balance Sheet	3
4. Notes to accounts	4-7
5. Independent Examiner's Report	8

Directors Report for Include Me Too
On the Accounts for the year ended 31 March 2025

The directors present their report with the financial statements of the company for the year ended 31st March 2025.

Principal Activity
The principal activity of the company in the period under review was that of the supporting of disabled children, young people and their families through advice, information and training.

Directors
The directors who have held office during the period from 1st April 2024 to 31st March 2025 are as follows:

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Ms P Dheensa

Secretary
The secretary who has held office during the period from 1st April 2024 to 31st March 2025 is as follows:

Mr B Cove

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

.....

Mr D Sudor

Date 18/12/25

Include Me Too
Statement of Financial Activities for the year ending 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	2025 £	2024 £
Incoming resources from charitable activities					
Income	2	12,531	65,148	77,679	56,310
Total incoming resources		12,531	65,148	77,679	56,310
Resources expended					
Charitable activities	3	-	87,970	87,970	80,195
Total resources expended		-	87,970	87,970	80,195
Net incoming resources		12,531	(22,822)	(10,291)	(23,885)
Total funds brought forward at 1st April 2024		6,520	35,552	42,072	65,957
Transfers between funds	-	6,520	6,520	-	-
Total funds carried forward at 31st March 2025		12,531	19,250	31,781	42,072

Include Me Too
Balance Sheet for the year ended 31 March 2025

	Note	2025 £	2024 £
Fixed Assets			
Tangible Assets	4	5,574	1,574
Current assets			
Debtors	5	615	4,615
Cash at bank		30,018	39,783
Total current assets		30,633	44,398
Total assets		36,207	45,972
Creditors	6	4,426	3,900
Net assets		31,781	42,072
Funds of the Charity			
Unrestricted General Funds		12,531	6,520
Restricted Funds		19,250	35,552
Total funds		31,781	42,072

For the year ended 31st March 2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
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 and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on 16/12/25
and were signed on its behalf by:

Mr D Sudor

1. Accounting policies

Basis of preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

2. Incoming resources from charitable activities

	2025 £	2024 £
The Henry Smith Charity	39,700	38,900
Heart of England	24,973	-
Awards For All	-	10,000
Commonwealth Programme	475	4,000
MA Education	355	-
Fundraising events	8,268	-
Donations	3,908	3,410
	77,679	56,310

Include Me Too
Notes to the Financial Statements for the year ended 31 March 2025

3. Total resources expended

	Charitable Activities 2025 £	Charitable Activities 2025 £	Charitable Activities 2024 £	Charitable Activities 2024 £
STAFFING COST				
Staff costs incl NI and pensions	44,128		47,620	
Project management	4,800		8,703	
Payroll	204		204	
Total staffing cost		49,132		56,527
OFFICE COSTS				
Insurances	668		591	
Rent/room hire	4,478		2,459	
Telephone/internet/zoom costs	3,565		2,518	
Total office costs		8,711		5,568
DIRECT PROJECT COSTS				
Other grant project costs	7,113		6,674	
Travel and accommodation cost	7,434		1,035	
Interpreters incl sign language	515		533	
Office stationery	1,371		1,929	
Marketing & social media	2,064		496	
Events and training	-		655	
Total direct project costs		18,497		11,322
OTHER COSTS				
Professional fees-legal and accountancy	3,060		660	
Consultancy and advice	2,000		445	
IT/website support and comsultancy	1,280		2,400	
Monitoring and evaluation	1,350		1,200	
Bank charges and interest	378		180	
Deposits refunded and reimbursements	258		175	
Depreciation	2,375		776	
Sundry	575		569	
Membership	354		373	
Total other costs		11,630		6,778
		87,970		80,195

Include Me Too
Notes to the Financial Statements for the year ended 31 March 2025

4. Fixed Assets

	Equipment £
Cost:	
At 31st March 2024	7,111
Additions	6,375
At 31 March 2025	13,486
Depreciation:	
At 31st March 2024	5,537
Charge for year	2,375
At 31 March 2024	7,912
Net Book Value:	
At 31st March 2025	5,574
At 31st March 2024	1,574

5. Debtors: amounts falling due within one year

	2025 £	2024 £
Trade debtors	615	4,615
	615	4,615

6. Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals	4,426	3,900
	4,426	3,900

7. Reserves and Reserves Policy

Include Me TOO Trustees consider an appropriate level of reserves whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be annually approximately 3 months of resources expended which equates to £14,000 in general funds to cover shortfall in funding flows. Our current free reserves remain at £5,000 of unrestricted funds which falls well below target levels. This year the charity has put in place a robust fundraising strategy to secure adequate levels of funding to sustain the important work of the charity and aims to continue to deliver for future years.

The Trustees review the reserves policy on an annual basis alongside the review of the accounts.

8. Subsidiary company

The charity owns 100% of the shares in a subsidiary company, Include Me Too (IM2) Limited, which assists in gaining funding, providing training and consultancy and supporting the Charity. The loss for the year to 31 March 2025 for Include Me Too (IM2) Limited was £8,025 and the capital and reserves at 31 March 2025 of Include Me Too (IM2) Limited were (£13,887).

9. Taxation status

The company is a registered charity and, under sections 478 and 479 of the Corporation Tax Act 2010 is exempt from corporation tax on its charitable activities.

10. In Kind and Sponsorship Support

The value of in kind and sponsorship support for the year to 31st March 2025 was £22,590 by way of support to projects and administration.

Independent Examiner's Report to the trustees of Include Me Too On the Accounts for the year ended 31 March 2025

Independent examiner's report to the trustees of Include Me Too

I report to the trustees on my examination of the accounts of Include Me Too for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Neil Phillips FCA
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Date: 18/12/25

INCLUDE ME TOO

England & Wales - Charity number 1125838

Accounts

Inclusion · Diversity · Equality · Adventures

Directors/Trustees Report for the year ending 31st March 2024

Directors/Trustees Report for the year ending 31th March 2024

Include Me TOO is a registered charity no: 1125838
Company limited by guarantee: 5710791

Registered Address:
Include Me TOO
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 4AN

Directors who served during this year

Cairen Dheensa
David Sudor
Niki Garcha Davies
Parmi Dheensa
Raj Jhamat

Company Secretary – Brian Cove

Bankers: Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

Bankers: Phillips Chartered Accountants
Kingsland House
Stafford Court
Stafford Park 1
Telford TF3 3BD

Objects of the charity

The Charity objectives are carried out within the West Midlands, nationally and internationally with the key principles to strengthen and support disabled children, young people and their families from diverse communities including minoritized and racialised communities with a view to increasing their participation, equality, inclusion, rights, advocacy and representation locally, nationally and internationally.

In pursuit to increase the implementation and awareness of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the United Nations Convention on the Rights of the Child ((UNCRC)

Include Me TOO Aims and Objectives

- To provide a range of support including peer support, activities and holiday clubs, outreach, advocacy, access to resources and support, training, mentoring, advice and information, specialist support and services to disabled children, young people and their families.
- To campaign and support on issues that matter to disabled children, young people in their families particularly those that are under -represented, minoritized, and racialized communities to ensure equality, inclusion and their rights are supported, protected and recognised.
- To increase disability awareness, understanding and inclusion amongst diverse communities, organisations and stakeholders through events ,training ,research and targeted support.
- To support the voices. Advocacy, participation and representation of disabled children and young people and their rights as stated in UNCRPD and UNCRC
- To increase awareness and support in safeguarding disabled children and young people against harmful practises and all forms of abuse and removing barriers and challenges they experience.
- To provide disability, equality, inclusion, rights, advocacy, participation training, advice, projects development, delivery and support.

We continue to challenge inequalities, provide cultural and holistic support and work with our diverse disabled communities and stakeholders to remove barriers, encouraging collaboration, sharing solutions, learning, expertise skills and lived intersectional experiences.

We are committed to increasing representation, inclusion and meaning participation of disabled children, young people and their families in decision-making processes impacting their lives.

We are committed to increasing disability awareness, understanding and inclusion within our diverse communities through partnership with mainstream and grassroots diverse groups, faith Groups, voluntary and community groups.

Trustee Foreword

We the trustees of Include Me TOO present our report of the work that the charity continues to deliver directly to disabled children, young people and families at grassroots from our diverse communities.

Our charity continues to advocate on the intersectional lived experiences which are crucial to addressing race, ethnicity and disability issues impacting disabled children and young people, and their parents, carers and siblings from Black, Asian and Minoritised Ethnic communities.

During this reporting period Include Me TOO have continued to make a real positive difference to the lives of many families through our range of services and resources. Parents and carers have been supported in increasing their awareness and understanding of their child's needs, becoming stronger advocates, and having better knowledge on disability rights and resources available to their child and family.

During this reporting period the demand for social and health care services is significantly greater due to parent/carers requesting support for diagnosis and assessments for their child(ren). This had led to these services being under tremendous pressure with unavoidable delays in their response times. As a result our charity is receiving more referrals as families struggle to accessing timely support around their child. Additionally, the request from the families for our advocacy support for their child to access specialist provision placements has increased which is challenging as several of the specialist provisions have no places available to take additional children and young people with disabilities until September 2026.

Include Me TOO has become well known, highly regarded, and respected by a wide range of referring agencies, parents and guardians, and professional organisations for offering an alternative person and family centred approach to fostering long-term engagement with parents and carers living with children and young people with complex disability needs.

Our charity's team continue to advocate, champion, and support families to self-navigate statutory disability/SEND systems to access welfare rights, resources, and equipment to secure best life chance outcomes for their disabled child(ren).

Include Me TOO continues campaigning on disability rights, inclusion and meaningful participation of disabled children and young people as their lived experiences, ideas, views matter and are vital in shaping their inclusive futures.

During the 10th Commonwealth Youth Ministers Meeting in London in September 2023 and the Commonwealth Secretariat International Disabled Persons Day December 2023 disabled youth advocated for their Global Disability Children & Young People's Charter Call To Action. This is a important part of our charity's work in advocating for the implementation and recognition of the human rights of disabled children and young people as outlined in the United Nations Convention of the Rights of Persons with Disabilities (UNCRC) and the United Nations Convention on the Rights of the Child.

The Global Disability Children and Young People's Charter (GDCYPC) is a fundamental human rights Charter for countries to take measures and protect the rights of persons with disabilities and commit to anti-discrimination; full and effective participation and inclusion in society; equality of opportunity; accessibility and the rights of children and young people with disabilities within the Commonwealth.

> "CCYDN is advocating for the Commonwealth and all stakeholders to support and action the commitments in the GDCYPC and build upon the momentum of youth with disability advocacy efforts during and since CHOMG18 and GDS 2018 for children and youth with disabilities human rights. Those in attendance today to the question 'Where we are today on children and young people's rights in the Commonwealth' they are being failed if you are not listening to them and standing in solidarity with them, taking on board the issues they have shared in their GDCYPC , do not ignore their, our Call to Action for the 16 commitments in the GDCYPC, engage, respond and get active, share your spaces, action the commitments, tell us what you are doing towards these commitments, include us, work with us."
>
> **Devika Malik**
> **CCYDN Asia Region Representative**

Include Me TOO continue to provide advice, guidance, training, and contributions on policy development, disability inclusion development and advocacy at national and international strategic and political levels.
We experienced challenges this year with our charity offices having to be temporarily relocated due to the ceiling collapsing. We are looking at relocating in the centre to another suitable office and are having discussions with the centre. Our team, youth advocates, volunteers and supporters continued to deliver all the projects and through their commitment this has been another year of making positive impacts on the lives of disabled children, young people and their families and communities.

Within this report we present an overview achievements and testimonies the charity's resolve in continuing advocating on issues experienced within disability and racialised communities, advocating for underrepresented groups inclusion, representation, disability human rights, and equality.

We wish to share our gratitude to our funders, sponsors and partners and look forward to working towards sustaining and building on our charity's work and achievements and increasing opportunities strong partnerships and collaborations to achieve our charity vision of disability rights and inclusion for all.

Reaching Out

The Reaching Out Team Family Advocacy Support have continued to support parents and carers increase their skills, knowledge to advocate for their child(ren)'s rights, make informed decisions, and where necessary, challenge professional decisions in the best interest of improving their child health, social and educational outcomes. By our team simplifying legal terminology information has now become more accessible to parents and carers. This has enabled parents and carers to gain a better understanding of the process, and their parental and child's rights to obtaining access to the right education, health, and social care support service provisions.

Through outreach, one to one support our Advocacy Support Service has supported families by:

- Simplify complex statutory information so parents/carers can make informed decisions in contributing to their child's disability assessments.
- Assisting parents/carers gather relevant information to input into statutory reports.
- Accompanying parents/carers to statutory planning/review meetings.
- Ensuring parents/carers are informed of their legal and disability rights to challenge and influence statutory decisions in the best interest of their disabled child.
- Supporting parents/carers navigate post 16 plus disabilities provision to support their child's transition to adult health and social care services.

I don't get feedback from other groups or support services. With Include Me TOO staff try not to miss loopholes, they have all the information and share it. You are more upfront than other support services I have accessed.

Parent

I have learnt a lot from staff. They are always there when I need them to provide emotional support and help get the EHCPs done. And if it becomes too much they step in and help you

Parent

Strengthening families referred me to IM2 but before that I was completely isolated and alone. After IM2 involvement: son has an NHS diagnosis; he has an EHCP in place; on track for specialist provision; and, he has psychiatrist support. Everyone is now involved. I had nothing before.

Parent

Right now and the past 6 months IM2 have been my lifeline, I have someone to give me guidance to point in the right direction so my child's needs are being met by the right professionals involved. Life is bearable now.

Parent

Through accessing our **Youth Transition Family Support** service our team has continued working to support parents and carers access appropriate updated information related to the many changes impacting the welfare and finances of their son or daughter when they turn 18 years.

This year we have supported families with:

- Social Care or Education Health Care Needs Assessment.
- support to challenge Education Health Care Plan decisions and input into the documents contents aligned with SEND Code of Practice guidelines.
- support and input into either their child's emergency or annual Education Health Care Plan Review.
- support in their child's transition or request to move from a mainstream primary school provision to a specialist SEN school provision.
- support to challenge child's inadequate specialist provision placement and request move to suitable specialist provision whilst child's needs were reviewed.
- assistance to appeal diagnosis through identifying missing information and failures in processes in appropriately administered.
- support to transition their child's from CAMHS to Adult Mental Health Services.
- support to plan for their young person's transition into post 16/19 education and adult social care support.
- advocacy at transitioning to adulthood information sessions.
- support to understand Annual G.P's Health Check Review good practices related to young people with learning disabilities and with complex health needs, and transition to health adult services transition.

I accidentally stumbled upon Include Me TOO, I reached out to them by way of email and they responded and arranged a telephone call. The initial telephone call is one I will never forget I felt listened to and heard for the first time and they realised quickly I had never heard of the things they we're suggesting such as Education Health Care Plan.

The team was mindful and understanding of my 'lack of knowledge' we firstly applied for an education health care needs assessment and Include Me TOO were there every step of the way breaking down jargon, explaining processes and supporting me before, during and after meetings ensuring I was aware and that I understood the information and advice being shared. The process certainly did feel lengthy but knowing there is support a phone call or email away is amazing, my daughter whose previous school had failed her impacting her mental health and emotional wellbeing that escalated to having no choice but deregistering from school and introducing home schooling at that time. Thanks to the support I received from Include Me TOO with the EHCP and their advocacy my daughter now attends a setting part time and is making positive progress each day although slowly but it's still positive.

The charity's team have made me aware and more knowledgeable not only regarding EHCP but the equality act, Disability Living Allowance, grants and my daughter disability rights.

I have said thank you numerous times to Include Me TOO, how can you possibly thank anyone person or organisation enough after such life changing outcomes. I have absolutely no doubt I will need them again in the future and it's an absolute relief I know they are there to support my family and others'. ***Parent***

Time Out

Supported by BBC Children in Need

© BBC 2007 Reg. charity England & Wales no. 802052 and Scotland no. SC039557

Our TIMEOUT programme continues to create opportunities for disabled children, young people and their siblings to make friendships, interact, develop new skills, and engage in a range of leisure and recreational activities. Through ensuring safe inclusive spaces and events during the weekends and school holiday disabled children, young people and their siblings have access to fun and adventures with their peers, learning new skills, sharing new experiences, and developing new friendships.

We introduced our Adventurers activities programme this year which was developed to offer additional youth recreational provision hours to complement our existing TIMEOUT annual holiday programme.

The Adventurers programme included days out to Inclusive Surfing, Indoor Sky Diving, Bowling. Safari Park, Trampolining Park, Ironbridge Valley, Horse Riding. and the Sealife Centre.

Aside from having fun and adventures the aims include supporting disabled children, young people and their siblings to:

(a) Improve social and interpersonal skills.
(b) Increase personal independence.
(c) Feel more confident making new healthy peer friendships.
d) Gain wider access to recreational activities in their local communities

TIMEOUT continues making such a difference to disabled children, young people and their families, continuing giving access to new adventures and experiences and creating lasting fun filled memories as well as celebrating a whole range of achievements.

Disabled Children and Young People's feedback

"TIMEOUT is great, I have got to go to loads of different places like challenge academy, sailability, woodlands adventure and I think my favourite right now is Drayton Manor and if you feel not sure the staff will support and go on rides with you or climb. I have also made new friends and I really like coming back to see them and join in different things. I didn't have any before because I don't go to school the teachers don't get me. Staff at TIMEOUT get me they talk me through the activities or explain things in a way I get it so if I need to wear a helmet or harness, why I should not lean over the boat and they don't make me feel silly about it. I also learnt there are other ways to talk without talking, I can write, use a card for the times I lose my words. I wish to come to TIMEOUT forever."

"I love attending the Young People's Group we sit down together and take it in turns sharing the activities we would like to do next for example Horse Riding; Blitz Hill; Telford Cinema. Include Me TOO team make sure we all have an opportunity to say what we want together and individually.'

"Include Me TOO help us to make new friends and try new things. We even get to see new places that I didn't know even existed. I didn't know I could try surfing and I really hope I can'.

"I don't see my friends over the holidays as my school is too far away; but I have made friends at Include Me TOO and enjoy seeing them and talking too. The best part is Include Me TOO listen to us and we get to choice activities. I do hope we can do bowling as we want to beat Include Me TOO staff at a game'.

10th Commonwealth Youth Ministers' Meeting

Written by Devika Malik - CCYDN Asia Representative

The 10th Commonwealth Youth Ministers' Meeting took place at Marlborough House, London from 11th – 15th September 2023, under the theme of Aiming Higher: Delivering More for Young People in the Commonwealth.

The summit brought together government ministers, senior officials, young leaders, Commonwealth Youth Networks and representatives from development organisations and civil society from 56 Commonwealth nations & territories; who deliberated throughout the week to invest in and promote young people's development, who constitute 60% of the Commonwealth's population.

The week saw many milestones recognising 2023 as the Commonwealth "Year of Youth"; the 50th Anniversary of the Commonwealth Youth Programme established in August 1973; the 10th Anniversary of the signing of the Commonwealth Charter, and the establishment Commonwealth Youth Council.

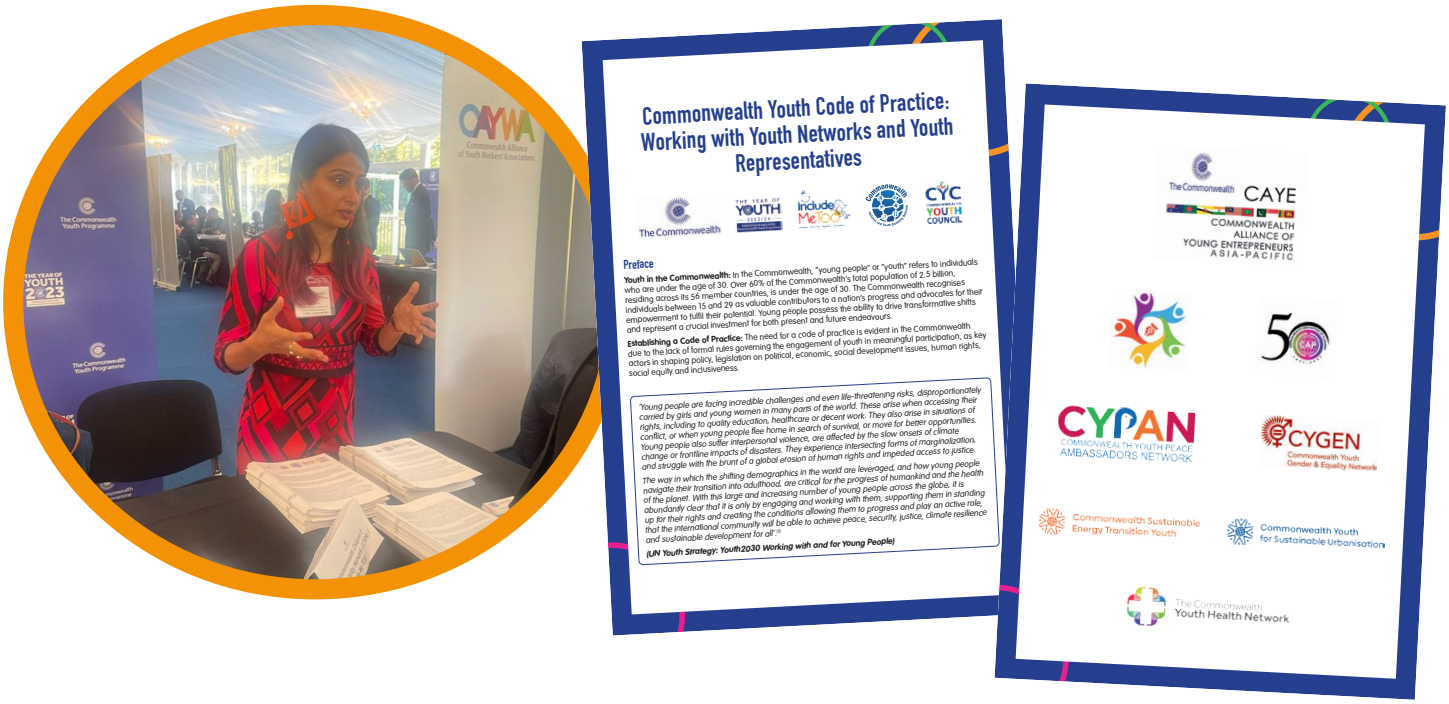
10CYMM saw deliberations across four themes: education, employment, environment and engagement. The Commonwealth Children and Youth Disability Network (CCYDN) ensured that disability was recognised as a cross-cutting theme in all four agendas, and was represented by CCYDN Co-Chair Parmi Dheensa and CCYDN Asia Representative Devika Malik.

The Commonwealth Children & Youth Disability Network

- CCYDN reiterated the importance of and focus on young people with disabilities in decision making spaces across the themes of engagement, employment, environment and education.
- CCYDN highlighted the barriers that youth with disabilities face, whether it is in accessing education and employment; accessing meaningful engagement at decision making platforms or combatting the adverse effects of climate change and much more.
- CCYDN also highlighted how The Commonwealth can make its engagement platforms more accessible for changemakers with disabilities through the provision of accommodations like accessible meeting infrastructure, sign language interpretation services and use of various technologies to facilitate meaningful contribution by youth with disabilities.

The recommendations were well received and duly noted for future events by The Commonwealth Secretariat. CCYDN representatives also perused and suggested amendments to the Ministerial Outcome Statement of the 10CYMM, to ensure that disability rights and inclusion is well threaded throughout and leaves no one behind. As a result, we are glad to note that the 'Marlborough House Commitment for Youth Development' clearly states that "The visibility and agency of youth with disabilities should be considered in this space."

The highlight of CCYDN's contribution to the 10CYMM were the two tools / commitment documents tabled by CCYDN during the roundtable discussions to safeguard the agency of young people with disabilities in decision making forums, to raise awareness, train and enhance inclusive & accessible youth work practice among youth workers, practitioners and youth serving organisations; namely, the **Commonwealth Youth Code of Practice (CYCoP) and Global Disability Children and Young People's Charter (GDCYPC)**; both drafted in consultation with young people with disabilities across the Commonwealth.



Overall, the 10th Commonwealth Youth Ministers' Meeting (10CYMM) saw a range of tangible outcomes for Commonwealth Youth, including AI training opportunities, scholarships, stronger youth networks, new laws to protect vulnerable people, and more opportunities to shape policy; and CCYDN is proud to have been able to secure the voice of young people with disabilities within these commitments.

> "We recognize young people as essential contributors to the development and progress of our nations, and emphasize the need for comprehensive and inclusive youth-focused policies and programmes.'.
>
> **Layne Robinson, Head of Social Policy Development at The Commonwealth Secretariat**

Disabled Youth Leadership, Representation and Disability Human Rights, Youth Advocacy Reimagined

Marking the Year of Youth 2023 this year disabled youth led an event calling for action for their Disability Rights #YearOfYouth Campaign. Advocating for urgency to support and invest in disabled youth leadership, and advocacy, reimagining of the disability rights space to include and accommodate them, whilst respecting their autonomy and role as key disability rights actors.

Presentations from Disabled Youth and Guest Speakers covered:

- Action, protection and implementation of disabled children and young people 's our human rights, delivering upon the 16 commitments of the Global Disability Children and Young People's Charter #YearOfYouth.
- Call to Action – Duty bearers, disability rights and inclusion actors and stakeholders support, and responsiveness to disabled children and youth activism and advocacy.
- What does meaningful participation and inclusion mean to disabled youth.
- Removing systematic and structural barriers impacting on disabled youth leadership, representation and advocacy.
- Launch of the Youth Code of Practice: Working with Youth Networks and Youth Representatives.
- Investing in disabled youth leadership and Youth Disabled Peoples Organisations (YDPO).
- Power and potential of the participation, representation and inclusion of disabled youth and children as right holders and key actors in the disability rights movement and civil rights spaces.

Commonwealth Children and Youth Disability Network

THE YEAR OF YOUTH 2023
Celebrating 50 years of the Commonwealth Youth Programme

Children and young people are indeed the future of our world. However, many young individuals with disabilities face formidable barriers in both physical and digital environments, impeding their full participation in society. To truly understand the concept of meaningful participation and inclusion for disabled youth, we must recognize the critical importance of providing them with accurate and accessible information across all areas of life.

Meaningful participation transcends the mere presence of disabled youth; it demands their active involvement and engagement in all aspects of society. For example, when we discuss inclusion in education, it entails more than granting admission to students with disabilities. It entails ensuring that they can access classrooms, engage in extracurricular activities, and participate on an equal footing with their peers, just as everyone else does. This principle holds true in all areas of life, from employment to community involvement.

Shrutilata Singh (India) – CCYDN Youth Representative

Why Inclusion of children and young people with disabilities? First and foremost, let us acknowledge that disability is not a limitation but a facet of human diversity. Children and young people with disabilities possess unique talents, perspectives, and dreams that can enrich our communities and contribute to a more inclusive society. However, the sad reality is that many individuals with disabilities, especially children and youth with disabilities, continue to face significant barriers that hinder their full and equal participation in society.

One of the primary responsibilities of duty bearers, which includes governments, institutions, and communities, is to ensure the protection, empowerment, and equal opportunities for every child and young person, regardless of their disability. This duty goes beyond mere rhetoric; it requires concrete actions and unwavering commitment.

Sabina Moce (Fiji) – CCYDN Pacific Region Representative

The Commonwealth Youth Code of Practice (CYCOP)

As part of **#YearOfYouth** Commonwealth Children and Youth Disability Network (CCYDN) also led and worked with the Commonwealth Youth Council to produce **The Commonwealth Youth Code of Practice (CYCOP)** a guidance to governments and Commonwealth Networks, Associations and Organisations with key areas to consider and comply with in facilitating their efforts for fostering inclusive, accessible youth participation.

The CYCOP primary aim is to protect and promote the autonomy of young people most marginalised which includes youth with disabilities, valuing their views, experiences and ideas in shaping and delivering the Commonwealth and Global efforts towards sustainable development, innovation; inclusiveness, human rights and social equity. It is a tool for youth networks to use as a Term of Engagement to protect our autonomy, foster meaningful inclusivity, accessible participation, ensuring our safety throughout, respect of youth whilst valuing youth contributions at all times, including their ideas, their views and most notably youth lived experiences.

> “Establishing the Commonwealth Youth Code of Practice during the #YearOfYouth was essential as we even quote in the document itself: ‘It has been evident in the Commonwealth that there is a lack of formal rules governing the engagement of youth in a meaningful participation, as in, as we are key actors in shaping policy, most notably legislation on political matters, economic matters, social development issues, our human rights, maybe social equity and even inclusiveness’. And it highlights as young people, we have a key role in supporting the delivery of the 2030 Global Sustainable Development Goals agenda.
>
> This **Youth Code of Practice** aims to provide that clear and concise guidance to both governments as well as Commonwealth Networks, Associations and even Organisations, with key areas to consider with their efforts for fostering inclusive, acceptance of youth participation. By engaging with us the youth should be, that should be delivered in a manner which is welcoming, respectful, empowering and even encouraging.
>
> So, our inclusion and participation is needed on youth related issues, to support governments, networks or even organisations. To provide those policy developments and strategic direction, and even delivery that can be impactful for our generation and the next.”
>
> **Daniel Grice CCYDN Vice Chair**

The Commonwealth Youth Code of Practice (CYCoP) aims is to enhance the commitments towards Representation & Safeguarding of young people as well as the responsibilities of Persons in Positions of Power & Trust towards young people. The CYCoP also outlines accountability & grievance redressal mechanisms to safeguard the meaningful participation of young people.

Risk Management and Funding

The Board of Trustees acknowledges its responsibility for the charity's work delivery and strategic direction, overseeing ongoing assessment of the major risks, ensuring the charity meets its strategic objectives, delivers upon funded and commissioned projects, reviews and assesses operations, finances and control systems that are in place to manage those risks.

We recognise the charity's challenges which are to:

- find ways to sustain and upscale our support to families as the demand for our services increases.
- retain volunteers and staff to sustain the demand and level of support for our service as we have limited financial resource.
- raise charity's profile online and fundraising presence as a source of generating unrestricted income to financially stabilise and support the long term sustainability of the organisation.

We are applying for continuation funds for our projects and drafting a fundraising and income generation strategy for the sustainability of Include Me TOO charity which aligns with the charity's vision, values and strategic objectives. This will include building up a strong and sustainable supporter base by working with a range of funders including trusts, foundations and corporate sponsors, local businesses including individual donors and maintaining relationships that last.

As part of our long-term strategy we have recognised the need to secure project match funding, and to develop a fundraising strategy that will stablise and sustain the charity's finances in future years.

Diversifying our income streams to become less reliant upon grant funding by reviewing current and potential new services, and where feasible, attaching a chargeable cost to any purchasable service that the charity can deliver within its charitable remit.

Risk Management and Funding

The Board of Trustees acknowledges its responsibility for the charity's work delivery and strategic direction, overseeing ongoing assessment of the major risks, ensuring the charity meets its strategic objectives, delivers upon funded and commissioned projects, reviews and assesses operations, finances and control systems that are in place to manage those risks.

In the next 12 months Include Me TOO will:

- Secure continuation funding for existing projects providing a range of support and advocacy to disabled children, young people and their families.

- Increasing understanding on issues regarding intersectionality particularly the impact on racialised and minoritised disabled communities. Working with key stakeholders to commit to action and changing practice. Including advocating in reducing the health and social care inequalities experienced by Black, Asian and Minoritised Ethnic disabled children, young people with learning disabilities.

- Strengthening and increasing access and support to advocacy for families with disabled children and young people particularly during transitions.

- Developing with disabled children and youth people the video campaign for the Global Disability Children & Young People's Charter #2030 CALL TO ACTION.

- Continue to campaign and advocate with the Commonwealth Children and Youth Disability Network (CCYDN) and partners on disability right and inclusion; youth leadership; advocacy and participation.

- A series of disabled youth led seminars sharing learning, ideas, views and solutions on thematic areas which matter to them.

- The Hospital Communication Passport App to complete design and pilot as well as identify partners to work with to progress with the resource.

- Capacity building, skills development and disability rights awareness of the Commonwealth Children and Youth Disability Network (CCYDN) committee members supporting their roles as disability rights advocates.

- Create a space to coordinate and influence national efforts for real commitments to progress and address the barriers and challenges which continue to impact on the lives of disabled children, young people and their families from Black, Asian, Minority Ethic and marginalised communities.

- Include Me TOO will maximise support available for families of disabled children and young people to grants, equipment, local services, information and continue to provide advocacy support.

- Review and update website to be accessible and review charity's social media, tech and digital requirements to maximise online visibility and engagement.

- Financial sustainability: Develop fundraising and business development strategy Identifying funders, trusts, foundations, potential corporate sponsors, and online fundraising strategies.

Include Me TOO

Inclusion · Diversity · Equality · Adventures

Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2024

Offices
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 1AN

Accountants
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements

for the year ended 31 March 2024

Contents

	Page
1. Report of the Directors	1
2. Statement of Financial Activities	2
3. Balance Sheet	3
4. Notes to accounts	4-7
5. Independent Examiner's Report	8

Directors Report for Include Me Too
On the Accounts for the year ended 31 March 2024

The directors present their report with the financial statements of the company for the year ended 31st March 2024.

Principal Activity
The principal activity of the company in the period under review was that of the supporting of disabled children, young people and their families through advice, information and training.

Directors
The directors who have held office during the period from 1st April 2023 to the date of this report are as follows:

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Secretary

Mr B Cove

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

.....
Mr D Sudor

Date 19th December 2024

Include Me Too
Statement of Financial Activities for the year ending 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	2024 £	2023 £
Incoming resources from charitable activities					
Income	2	3,410	52,900	56,310	126,514
Total incoming resources		3,410	52,900	56,310	126,514
Resources expended					
Charitable activities	3	-	80,195	80,195	123,131
Total resources expended		-	80,195	80,195	123,131
Net incoming resources		3,410	(27,295)	(23,885)	3,383
Total funds brought forward at 1st April 2023		3,110	62,847	65,957	62,574
Total funds carried forward at 31st March 2024		6,520	35,552	42,072	65,957

Include Me Too
Balance Sheet for the year ended 31 March 2024

	Note	2024 £	2023 £
Fixed Assets			
Tangible Assets	4	1,574	-
Current assets			
Debtors	5	4,615	615
Cash at bank		39,783	69,251
Total current assets		44,398	69,866
Total assets		45,972	69,866
Creditors	6	3,900	3,909
Net assets		42,072	65,957
Funds of the Charity			
Unrestricted General Funds		6,520	3,110
Restricted Funds		35,552	62,847
Total funds		42,072	65,957

For the year ended 31st March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
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 and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on 19/12/24 and were signed on its behalf by:

Mr D Sudor

1. Accounting policies

Basis of preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

2. Incoming resources from charitable activities

	2024 £	2023 £
BBC Children in Need	-	17,159
Big Lottery Reaching Communities	-	22,830
Learning Disability England	-	4,500
The Henry Smith Charity	38,900	68,300
Awards For All	10,000	10,000
Commonwealth Programme	4,000	615
Donations	3,410	3,110
	56,310	126,514

3. Total resources expended

	Charitable Activities 2024 £	Charitable Activities 2024 £	Charitable Activities 2023 £	Charitable Activities 2023 £
STAFFING COST				
Staff costs incl NI and pensions	44,001		81,608	
Project management	8,068		4,000	
Recruitment costs	-		775	
Payroll	204		425	
Total staffing cost		52,273		86,808
OFFICE COSTS				
Insurances	591		878	
Rent/room hire	2,459		4,413	
Telephone/internet/zoom costs	3,152		1,992	
Total office costs		6,202		7,283
DIRECT PROJECT COSTS				
Other grant project costs	6,674		9,248	
Travel and accommodation cost	4,654		988	
Interpreters incl sign language	533		1,567	
Office stationery	1,929		1,619	
Marketing & social media	496		830	
Events and training	655		7,635	
Total direct project costs		14,940		21,887
OTHER COSTS				
Professional fees-legal and accountancy	660		1,780	
Consultancy and advice	445		635	
IT/website support and comsultancy	2,400		1,160	
Monitoring and evaluation	1,200		1,350	
Bank charges and interest	180		146	
Deposits refunded and reimbusrements	175		250	
Depreciation	767		949	
Sundry	578		376	
Membership	373		507	
Total other costs		6,778		7,153
		80,195		123,131

4. Fixed Assets

	Equipment £
Cost:	
At 31st March 2023	4,761
Additions	2,350
At 31 March 2024	7,111
Depreciation:	
At 31st March 2023	4,761
Charge for year	776
At 31 March 2024	5,537
Net Book Value:	
At 31st March 2024	1,574
At 31st March 2023	-

5. Debtors: amounts falling due within one year

	2024 £	2023 £
Trade debtors	4,615	615
	4,615	615

6. Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals	3,180	3,194
Social Security and Other Taxes	720	715
	3,900	3,909

7. Reserves and Reserves Policy

The Management Committee have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves held by the charity) should cover three months of the resources expended. Currently our reserves are below this threshold.

8. Subsidiary company

The charity owns 100% of the shares in a subsidiary company, Include Me Too (IM2) Limited, which assists in gaining funding, providing training and consultancy and supporting the Charity. The loss for the year to 31 March 2024 for Include Me Too (IM2) Limited was £15,759 and the capital and reserves at 31 March 2024 of Include Me Too (IM2) Limited were (£5,862).

9. Taxation status

The company is a registered charity and, under sections 478 and 479 of the Corporation Tax Act 2010 is exempt from corporation tax on its charitable activities.

10. In Kind and Sponsorship Support

The value of in kind and sponsorship support for the year to 31st March 2024 was £27,000 by way of support to projects and administration.

Independent Examiner's Report to the trustees of Include Me Too
On the Accounts for the year ended 31 March 2024

Independent examiner's report to the trustees of Include Me Too

I report to the trustees on my examination of the accounts of Include Me Too for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Neil Phillips FCA
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Neil C Phillips

Date: 19/12/24

INCLUDE ME TOO

England & Wales - Charity number 1125838

Accounts

Include MeToo

Inclusion · Diversity · Equality · Adventures

Directors/Trustees Report for the year ending 31st March 2023

Directors/Trustees Report for the year ending 31st March 2023

Include Me TOO is a registered charity no: 1125838
Company limited by guarantee: 5710791

Registered Address:
Include Me TOO
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 4AN

Directors who served during this year
Cairen Dheensa
David Sudor
Niki Garcha Davies
Parmi Dheensa
Raj Jhamat

Company Secretary – Brian Cove

Bankers: Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

Finance: Phillips Chartered Accountants
Kingsland House
Stafford Court
Stafford Park 1
Telford TF3 3BD

Objects of the charity

The principal objective of the charity is to support disabled children, young people and their families from Black, Asian Ethnic Minoritised (B.A.M.E) and other marginalised community backgrounds. The charity supports and promotes social justice, equality and rights for all disabled children and young people.

We provide a range of support including peer support, befriending services, activities and holiday clubs for disabled children, outreach and information and advice to families.

Include Me TOO Aims and Objectives

- Supporting B.A.M.E and other marginalised disabled children, young people and their families to access information and support and identify individual needs and overcome barriers

- Provide an opportunity for parents and carers from our diverse communities to collaborate share skills and experiences to support one another through peer and mentoring support

- Provide cultural, holistic support and increase awareness of the full range of services available for disabled children, young people and their families from our diverse communities, promoting inclusive, accessible, culturally appropriate and reflective services, combining and supporting a family/person centred holistic, multi-agency approach

- Increase representation and involvement of all disabled children, young people and their families at all levels of service delivery and decision-making processes

- Increase disability awareness, understanding and inclusion within our diverse communities through partnership with mainstream and grassroots diverse groups, faith Groups, voluntary and community groups

- Campaign and support marginalised voices of disabled children, young people and their families from diverse and marginalised communities to ensure equality, inclusion and their rights and aspirations are supported and recognised

- Support the vision of the charity 'A Disability Friendly, Inclusive and Safe Society through a range of training and resources increasing awareness, inclusion, participation, equality and rights of all disabled children, young people and their families

Trustees Foreword

We the trustees of Include Me TOO present our report and an overview of the work that the charity continues to deliver with our dedicated team working at grassroot levels directly with disabled children, young people and families from racialised and minoritised communities. Whilst also advocating, advising, providing guidance, training, developing resources and contributing at strategic and policy levels nationally and internationally.

The voluntary and community sector continue to face challenges as the cost of living continues to increase impacting our communities and the daily lives of families and individuals particularly the disability community.

During this reporting period the charity has continued to deliver independent unbiased support and services to families with disabled children and young people, having honest conversations, building trust and advocating for positive change and accountability within the system and structures that at times impend disabled children and young people rights and lives. As a direct result of this work and following on from the success of last year's impact and previous years we have even more demand for our services; with increased referrals of families to our charity from statutory and voluntary services, self-referrals and parents and carers recommending other families to our services.

The hybrid way of working has proven to be effective to support families who are unable to attend training, information workshops 'in person' due to work and caring commitments. This new way of supporting parents and carers has enabled more parents and carers to connect with peers with similar lived experiences. Our charity still encourage parents and carers to meet in person as this is still a valuable way to build peer support and friendships, develop a sense of belonging feeling and being part of their communities.

Hybrid working has also been effective for the charity's team as they are able to engage wider with stakeholders as well as have more parents, carers, statutory and community organisations join the charity's events and discussions.

Include Me TOO have had noticeable increase in the demand for our services from statutory, community and faith sector requiring capacity building and training on disability rights, inclusion, and intersectionality; and requesting advice how and where to signpost families with disabled children to ultimately receive better support and improve access to SEND and disability provision.

Include Me TOO have engaged with faith and voluntary organisations we recognise there is still a great knowledge deficit when it comes to implementing into practices approaches that raises disability awareness and disability inclusion within our diverse multi-racial communities. We will continue to work with partners to increase reach and change needed.

During this reporting period it was wonderful to have the charity's work and leadership given recognition on several platforms shared here in our foreword.

Commonwealth Games Baton Relay

We were all delighted to have Callum Dheensa chosen to be take part in the Queen's Commonwealth Batonbearer's relay in Wolverhampton!

This was a historic occasion and we all here at the charity are privileged to be part of his incredible journey.

On the Sunday Callum completed the final lap of the Commonwealth Baton Bearer Relay Team and the support and cheers he received during the momentum moment was wonderful.

As the Commonwealth Baton was placed on the plinth on the arrival of Callum holding it, the Mayor of Wolverhampton thanked all 49 Wolverhampton Baton Bearers and shared these words about Callum to the crowds.

'A remarkable young disabled changemaker who is adventurous and has been the drive in many disability children and young people's rights and inclusion initiatives. He represents an underrepresented minority of his peers with learning disability with a range of additional needs. Callum has severe learning disabilities, is visually impaired, has a form of cerebral palsy known as spastic quadriplegia and is epileptic. He smashes stereotypes, loves new adventures, sailing, surfing, indoor skydiving.

He is courageous, kind, wise communicating through his gestures and always teaching those around him to be the best version of ourselves, the importance of rights, inclusion, sense of belonging and how to enjoy every opportunity and adventure'.

Commonwealth Day Westminster Service and a Royal Reception at Buckingham Palace

Disabled youth representatives from the Commonwealth Children & Youth Disability Network (CCYDN) with members of Include Me TOO had the privilege of attending the Commonwealth Service at the Westminster Abby alongside Commonwealth Youth Networks, civil society changemakers, activists and leaders working in many fields within the Commonwealth.

The charity's Executive Director and CCYDN Co-Chair Parmi Dheensa was invited alongside CCYDN Co-Chair Divya Goyal to the Commonwealth Day reception at Buckingham Palace hosted by HM King Charles III and The Queen Consort. It was a great opportunity to share the work of both Include Me TOO and CCYDN particularly disabled children and young people's rights, inclusion and representation and the Global Disability Children & Young People's Charter Call to Action with HM King Charles III, the Prince of Wales and the Duchess of Edinburgh.

We continue to advocate the importance for the Commonwealth to collectively respond as:

- There are over 240 million children with disabilities worldwide (according to UNICEF 2021 report).
- Within the Commonwealth 60% of the population of 2.5 billion citizens are young people aged under 29 years, taking this into account with figures from WHO estimating that worldwide 1 in 6 people experience significant disability.

Queen awards the Points of Light UK to Charity's Founder

Our charity's founder and Executive Director was honoured to be awarded by Her Majesty The Queen as a British disability human rights activist the UK Commonwealth Points of Light Award. This was for the recognition of her dedication, leadership and achievements with Include Me TOO and the international work in the Commonwealth she has spearheaded successfully.

Upon receiving the award Parmi Dheensa shared the following statement

'Receiving the Commonwealth Points of Light Award is received on behalf of the combined efforts and recognition of the disabled children, young people their families, disability rights advocates and allies, working with us in solidarity with a shared vision for global disability inclusion.

I am privileged to be part of the Commonwealth disability, children, youth rights movement. I am particularly honoured to know and work alongside the incredible disabled children and young people, self-advocates who are the Commonwealth Children and Youth Disability Network; as they are taking their places, increasing their visibility, reach and recognition as key architects for their inclusive and better futures.

I want to take this opportunity to encourage sharing your privileges and spaces with those who are underrepresented, supporting efforts by working in solidarity. Be part of the much-needed revolutionary change, make spaces at the influential tables, as our disabled communities are diverse with diverse experiences and perspectives that need to be heard and represented. Include and acknowledge disabled children and young people as right holders, as to achieve disability rights and inclusion everyone needs to be included.'

During period of reporting Parmi Dheensa was awarded the Shaw Trust #DisabilityPowerList100 Judges Choice.

Within this report we present an overview of charity's work and the positive impact the charity continues to have on the lives of disabled children, young people and their families and communities. This is made possible by the charity's resilient, passionate team, youth advocates, volunteers and supporters. Include Me TOO will be building upon this reporting period achievements and continue advocating on issues experienced within disability and racialised communities, advocating for disability rights, inclusion and equality. Furthermore increasing the visibility of those under represented and those voices unheard to ensure the inequalities they face are addressed and they can also be included in decisions impacting their lives and have better futures.

We have continued during this period to work with stakeholders, funders and partners and look forward to strengthening collaboration and allyship for the positive change we achieve the vision we share of disability rights and inclusion being fully realised and achieved.

'Judges choices are people chosen by the judging panel to recognise them for their achievements. They are people who have great influence driven and committed to reducing the effects of disability related inequalities. Often working in the background, the judges choices have been instrumental in driving policy change campaigning and initiatives for disability inclusion'.

Kush Kanodia MBA DSc hc (Shaw Trust #DisabilityPowerlist100 Judge)

REACHING OUT

The Reaching Out team supported a considerable number of new families with disabled children and young people from mainstream primary and secondary school. Families who would not normally access our services if mainstream education SEND provision adequately met their child's needs. Education service cuts and reduction in resources resulted in mainstream education SEND provisions failing many of its pupils. SEND service demand now out weight supply. Families are waiting longer to receive a diagnosis, assessments, or an Education Health Care Plan to adequately cater for their child's disability needs.

This has led our team supporting families develop coping strategies to better supports their disabled children with communication, expression, emotional, and behavioural challenges. An increased number of families accessed our services for advocacy support. Increasingly we now are supporting parents struggling to cope with their mental health whilst trying to advocate and navigate an already complex and inaccessible SEND provision for their disabled child.

We exceeded annual target by 188% in relation to parents and carers accessing disability rights related training sessions and information sessions. Parents and carers accessed the following workshops and information sessions:

- Emotional Wellbeing - Managing Emotions and Feelings.
- Understanding Autism and supporting your autistic child.
- Supporting and understanding your child's sensory needs.
- All About Me Communication Passport.
- Getting to know what financial support is available for your child and family.
- Demystifying Education Health Care Plans (EHCP) Making Sense to SEND Families.
- Being prepared and planning ahead – Trusts and Deputyships.
- Getting to know what financial support is available for your child and family as living costs increase.
- Transition post 16 years from SEND schools.
- Transition for SEND and undiagnosed disabled children from Mainstream Schools to Secondary.

Professional and Community Seminars and Workshops:

- Developing a Sense of Belonging through a Rights Based Approach Targeted at Special Needs Professionals
- #EqualTreatment Seminars Challenging Racism and addressing the health and social care inequalities experienced by children and adults with learning disabilities from Black, Asian, Minoritized Ethnic communities (B.A.M.E).
- #EqualTreatment Workshops Challenging Race inequity and improving health and social care inequalities experienced by racialised and minoritized communities experienced by children and young people and learning disabilities.

The Reaching Out team continues to provide parents and carers with one to one support, peer support, accessing grants, financial and welfare advice and support, information and advocacy on Education Health Care Plans, attending meetings and empowering parents and carers as the champions and advocates for their disabled children.

Reaching Out Advocacy

There is still a huge increase service demand for our disability advocacy support service. With services budget cut, families with disabled children are continually facing challenges and struggles in receiving timely assessments and the correct disability support provisions to adequately support their disabled child needs.

The Senior Family Advocacy Support Worker and Youth Transition Family Worker have been a huge asset to our Reaching Out service providing hands on support to families who benefit from the specialist advocacy, advice, and information.

The Reaching Out Family Advocacy Support Service provided families opportunities to access one to one information tailored to meeting their individual family's needs. Parents and carers have been supported to:

- complete annual Education Health Care Plan Review's (EHCPR).
- attend accompanied Team Around the Family (TAF) and Education Health Care Needs Assessment meetings.
- request and receive updated Speech and Language Therapy (SALT) and Occupational Therapy (OT) reports that accurately reflects their child's learning, health and emotional needs support requirements.

Information has been made accessible to parents and carers by our team simplifying legal terminology. This enabled parents and carers to gain a better understanding of the processes, and their parental and child's rights in obtaining access to the right education, health, and social care support service provisions

'Strengthening families referred me to Include Me TOO (IMT). Before this I was completely isolated, alone, and felt professionals blamed my parenting and poor mental health. Following IMT's support intervention my child is NHS diagnosis, as a (EHCP) plan in place, on track to accessing specialist provision, and I now receive psychiatrist support. Professional are now supporting my child. I had nothing before, as I did not know how to access these service. IMT advocated for us and organised support which has helped me and my child, and reduced my stress and feeling helpless'

Parent

The Reaching Out Youth Transition Family Support service has provided support to families with pre-planning of meetings and visits to potential post-16 / post 19 provisions. parents and carers have also been able to access the right updated information related to the many changes impacting the welfare and finances of their son and daughter when they turn 18 years. Support included:

- Planning for the future EHCP.
- Preparing ahead of visiting possible Post 16 / Post 19 education setting or day provision.
- Annual Health reviews.
- Financial advice and transition – Council Tax reduction / PIP finance deputy. Exploring housing / independent living.
- Transitioning to Adult Health and Social Care.
- Power of Attorney / Deputyship finance, welfare and health

TIMEOUT

Supported by BBC Children in Need

© BBC 2007 Reg. charity England & Wales no. 802052 and Scotland no. SC039557

TIMEOUT activities took place over school holidays and generally took place Monday to Friday during the day and the group day trips normally ran between 7.45am- 7pm. The TIMEOUT team also ran weekend sessions and days out during the week over the holidays for the young people social group.

Activities organised during this reporting year included for both the main group and young people's social group the following activities and group outings: Rupert the Therapy Horse; Animal Man; Sailability; Surfability; Zip Wiring; Canoeing; Abseiling; Arts and Crafts; Bollywood Dancing; African Drumming; Theatre production – Ernie's Journey in a Magical Circus Theatre Adventure; Black Country Living Museum; Horse Riding; Drayton Manor Zoo and Park; Safari Park; Challenge Academy; National Adventure Forest Farm; Bonfire Night Display and Fun Fair; Dinosaur Adventure Golf; Bowling and Nandos; Northycote Farm; Dudley Zoo and Castle, Outdoor Cinema - Hocus Pocus.

TIMEOUT has continued to make a huge difference not only to the children but their families having opportunities in sharing the new adventures and experiences our team organise, ensuring they are inclusive, accessible and fun!

A key success has been over the years with TIMEOUT we have continued to have some of the disabled children, their siblings and some of the young people take on the role as befrienders to new children who attend.

Access to wider recreational provision is often a first-time experience with disabled children and young people, and for those who fall into the category of low-income families. However, for children and young people with critical illnesses the probability of this occurring becomes rarer due to frequent hospital visits because of their life threatening or life limited conditions. Our team have ensured their engagement in wider access to thrill seeking, education, and entertainment activities like: surfing; sailability; horse riding; outward bound obstacle courses; adventure farms; theatre; family days out. These opportunities have created lasting memories that they and their family members can cherish. TIMEOUT activities have also continued to support children and young people with limited life expectancy to develop new friendships with their peers.

TIMEOUT has supported many disabled children and young people, and their siblings, with:

- Building new friendships.
- Exploring and accessing places to go and things to do locally and further afield.
- Having fun outdoors and getting active.
- Increasing their confidence in making decisions and confidence in expressing themselves through the various communications they communicate their views and choices.
- Increasing self-esteem and developing life skills particularly amongst disabled young people through the social group activities as they achieved personal goals.
- Having a greater sense of belonging and being included in a community that cares.

Child A– 14 years old has Chromosome 5 deletion, Asthma, Coordination difficulties

'My first TIMEOUT session was very scary as there we're lots of new people but staff we're very nice to me and when I called them Mr and Mrs because this is what I say at school I thought it was really good when they told me just to use their first name. Include Me TOO staff encouraged me to talk to the other children and made sure we was taking turns so when another child was speaking I was listening and they listened to me, me and Kierah have lots in common we both love dancing, singing and Arts and Crafts and we both have brothers my brother is older and Kierah's brother is younger we are going to be best friends forever. I feel very lucky to be part of Include Me TOO and having lots of fun activities to choose. I have made friends. I love being part of Include Me TOO because I can do things I enjoy and try new activities because of TIMEOUT'.

Child D – 16 years old Autism Pathological Demand Avoidance profile

'I love attending the Young People's Group we sit down together and take it in turns sharing the activities we would like to do next for example horse riding, Blits Hill, Telford cinema. We also take turns when we go to Drayton Manor or the Safari Park as there's lots of rides we all enjoy. Include Me TOO team make sure we all have an opportunity to say what we want together and individually.

I have learnt a lot about myself and learnt that I can do things, this is because the team has helped me in my confidence, helped me become a little more independent. We go to lunch a bit earlier and this helps me as the queue's aren't as big and I can now look at a menu and choose and ask for what I want and pay for my order myself and get the change. I could not do this before and have been doing this when I come to TIMEOUT. I also enjoy going on the train with the young people's group, this is another thing I was not able to do but can with the TIMEOUT team who listen to me and have helped me. I always look forward to seeing all my friends at TIMEOUT.'

#EqualTreatment LeDer Project

Include Me TOO continued to work with Learning Disability England and the Race Equality Foundation advocating and increasing awareness on how health and social care inequalities have continued to negatively impact life outcomes of African, Caribbean, Asian and Minority Ethnic (B.A.M.E) people with learning disabilities.

Our charity developed and delivered a series of #EqualTreatment Seminars and follow up workshops which aimed to share the lived experiences of B.A.M.E families with children and adults with learning disabilities of health and social care services and support; and the barriers and challenges they experience. The events explored how to challenge and address racism and inequalities locally and regionally as service providers, communities and families and call for action, accountability and a commitment for change.

The seminars:

- **Increased awareness of the impact of racism and health and social care inequalities on the lives of B.A.M.E children and adults with learning disabilities.**
- **Discussed and shared recommendations how to improve health and social care inequalities, support and treatment of B.AM.E children and adults with learning disabilities.**
- **Explored strengthening local faith/community/voluntary responses and action in regards to tackling health inequalities experienced by children and adults with learning disabilities.**
- **Advocated the importance of increasing understanding, acceptance and inclusion of B.A.M.E children and adults with learning disabilities in our diverse communities – Combating misconceptions, stigma, negative narratives and prejudices.**
- **Call to Action and what is needed at health strategic planning and policy levels.**

#EqualTreatment workshops were delivered to strengthen faith/community/voluntary proactive response and capacity on tackling health inequalities and unfair treatment of the learning disabilities community:

The workshops covered:

- **Identify solutions to reduce heath inequalities, improve advocacy and support for B.A.M.E people with learning disabilities and their families.**
- **Mapping local health initiatives and health projects, B.A.M.E led or supporting diverse communities and local self-advocacy and family support.**
- **Sharing practices of empowerment and self-advocacy and family support.**
- **Understanding barriers and challenges through intersectional lens experiences of learning disabilities and race.**
- **Challenging racism and deconstructing systems which are failing B.A.M.E people with learning disabilities and their families.**

The six themes highlighted in the consultation stage of this work completed by out charity in the previous year we will continue to advocate for change necessary to address the concerns and lived experiences B.A.M.E children and adults with learning disabilities and their families.

Commonwealth Heads of Governments Meeting

The Commonwealth Children and Youth Disability Network (CCYDN) and Include Me TOO joined disabled youth advocates and colleagues ay the Commonwealth Heads of Government Meeting #CHOMG2022 Rwanda. CCYDN's Africa Region Youth Representative Joseph Migila CCYDN with members of the Include Me TOO,

The overall CHOGM Theme was 'Delivering a Common Future: Connecting, Innovating, Transforming, placing an emphasis on delivering a common future requires everyone to take responsibility.

The Commonwealth Youth Forum Theme was **'Taking Charge of Our Future'.**

The 3-day programme bought together 350 youth leaders from across the Commonwealth to discuss the Commonwealth Youth Forum Youth Declaration, translate into actions and draft project plans during day 1 and 2. The aim was to finalise and adopt the declaration formally on day 3.

During CHOGM the 6 sub themes:

1: Trade, Entrepreneurship and Employment .

2: Technology and Innovation.

3: Youth and Human Capital Development: Inclusive, Equitable and Accessible Opportunities.

4. Governance and the Rule of Law.

5. Sustainability: Environment, Climate Change and Blue Economies.

6. Health and COVID-19.

CCYDN, Include Me TOO and Minority Rights Group International contributed in all the thematic groups workshops and organised and delivered a side event at the Commonwealth Youth Forum which covered:

Strengthening commitments for supporting disabled youth development and empowerment

- Increasing support and recognition of the importance of disabled youth involvement in devising solutions for a disability inclusive, accessible and prosperous future for all young people
- Strengthening intergenerational cooperation between disabled youth, leaders and stakeholders
- Gathering support and commitments for the Global Disability Children and Young People Charter Revision to achieve disability inclusive outcomes and actions following CHOGM 2022

Include Me TOO representatives attended the Commonwealth People's Forum side event where the Kagali Declaration was introduced covering safeguarding and the importance of deinstitutionalisation. Our charity gained support with the submissions we presented regarding the importance of safeguarding disabled children and youth against all forms of abuse and violence and highlighting the high number of disabled children and adults living in institutions and the violations of their human rights. We advocated to ensure they are not left behind and for commitment for targeted actions to address these issues and practical steps towards their safety and their deinstitutionalisation and supporting their right to family life and to live safely and be part of their communities.

Commonwealth Youth Leaders Summit

During March 2023 the Commonwealth Children & Youth Disability Network (CCYDN) representatives Divya Goyal (India), Sarah Mwalki (Kenya) and Daniel Grice (UK) attended the Commonwealth Youth Leaders Summit week in Westminster London.

The Commonwealth Youth leaders' summit was an initiative led by the Commonwealth Youth Programme which aimed at bringing 60 youth leaders together to share their experiences, challenges and ideas. The summit provided a platform for Commonwealth youth leaders network to enhance their skills and collaborate.

Youth leaders discussed emerging youth development issues; identified and agreed pragmatic actions to strengthen youth networks and youth engagement; and increased their understanding of the work of the Commonwealth Secretariat, the Commonwealth Youth Programme and other Commonwealth bodies.

Include Me TOO organised and delivered with CCYDN youth representatives the Disability Inclusion session at the summit.

Throughout the week the Commonwealth Youth Networks representatives & youth leaders engaged with our team and explored areas to support and collaborate to improve & increase disability inclusion, accessibility, representation in their networks & workplans.

During the World Day of Social Justice and marking the Year of Youth, the revised Global Disability Children and Young People's Charter (GDCYPC) #YearOfYouth 2023 Campaign was launched.

At the Commonwealth Youth Leaders' Summit the CALL TO ACTION to deliver on the GDCYPC 16 commitments was launched to Commonwealth Youth Networks, Youth Leaders urging for allyship, collaborations and action. Highlighting they all have a role to play in increasing understanding and advocacy that disability rights are human rights and by working together we can influence policy and legislation, make real change to disabled children, young people lives for a fairer, accessible inclusive society and respond to the GDCYPC CALL TO ACTION for 16 Commitments.

Commitment 1:	Provide inclusive education, lifelong learning, and development.
Commitment 2:	Ensure meaningful participation, representation in political and public life, and in decision making processes.
Commitment 3:	Promote and enhance gender equality.
Commitment 4:	Ensure safeguarding from all forms of abuse and harmful practices.
Commitment 5:	Promote inclusive and accessible communities.
Commitment 6:	Affordable and accessible digital and assistive technologies to enhance access to opportunities and independence.
Commitment 7:	Promote accessible and inclusive employment opportunities.
Commitment 8:	Remove stigma and discrimination.
Commitment 9:	Ensure support, wellbeing, and access to social protections.
Commitment 10:	Inclusive assistance in humanitarian action.
Commitment 11:	Enhance disability rights implementation through legislation and policy development.
Commitment 12:	Collect disaggregated data to understand children and young peoples' disability experiences through intersectional lens.
Commitment 13:	Ensure access to inclusive health and social care.
Commitment 14:	Promote accessible communication and information.
Commitment 15:	Promote independent living with the right support and resources.
Commitment 16:	Promote participation of children and young people to engage in tackling climate change.

GDCYPC was revised and developed by disabled youth from across the globe in collaboration with CCYDN, Minority Rights Group International Global Network of Young People with Disabilities, Include Me TOO and The Commonwealth Secretariat.

Risk Management and Funding

The Board of Trustees acknowledges its responsibility for the charity's work delivery and strategic direction, overseeing ongoing assessment of the major risks, ensuring the charity meets its strategic objectives, delivers upon funded and commissioned projects, reviews and assesses operations, finances and control systems that are in place to manage those risks.

We recognise the continuous demand across the services we provide and we are looking to expand the capacity of the delivery team as well as the skills set and expertise to meet the diverse needs of the charity's beneficiaries. We are applying to several funders to sustain the key services and projects the charity provides and increase staffing levels.

With the charity adopting a hybrid model of working we have been reviewing our systems and accessibility across the charity's social media platforms. With the advancements and use of digital and technology and use of social media as a source of connecting, sharing information and key messaging on issues impacting disabled children, young people and their families; we recognise the importance of upskilling the charity's team to increase the visibility of our charity's work and reach.

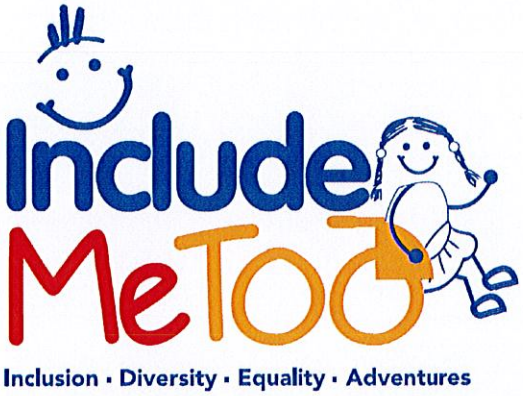
We continue to review the charity's policies and protocols in line with legislation, guidelines, funders requirements and the charity's services and other work areas delivered to ensure the charity's aims and objectives continue being met..

We are continuing to review service models to support our strategic direction and design for our current and future services and explore options for sustainable delivery of the services we provide, exploring collaborative, sustainable and innovative ways of working.

Planning for 2023 to 2024

In the next 12 months Include Me TOO will:

- Build upon the #EqualTreatment work to improve the health and social care needs of B.A.M.E disabled children, young people with learning disabilities reducing inequalities experienced improving outcomes.
- Increasing understanding on issues regarding intersectionality particularly the impact on minoritised and racialised disabled communities. Working with key stakeholders to commit to action and changing practice.
- Strengthening and increasing access and support to advocacy for families with disabled children and young people particularly during transitions
- Continue to campaign and advocate with the Commonwealth Children and Youth Disability Network (CCYDN) and partners on disability right and inclusion; youth leadership; advocacy and participation.
- The Hospital Communication Passport App to complete design and start pilot as well as identify partners to work with to progress with the resource.
- Capacity building, skills development and disability rights awareness of the Commonwealth Children and Youth Disability Network (CCYDN) committee members supporting their roles as disability rights advocates.
- Create a space to coordinate and influence national efforts for real commitments to progress and address the barriers and challenges which continue to impact on the lives of disabled children, young people and their families from Black, Asian, Minority Ethic and marginalised communities.
- Include Me TOO will maximise support available for families of disabled children and young people to grants, equipment, local services, information and continue to provide advocacy support.
- Review and update website to be accessible and review charity's social media, tech and digital requirements.
- Financial sustainability: Identifying funds and contracts to support capacity and vision of the charity, sustaining current and future support and services.



Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2023

Offices
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 1AN

Accountants
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements

for the year ended 31 March 2023

Contents

	Page
1. Report of the Directors	1
2. Statement of Financial Activities	2
3. Balance Sheet	3
4. Notes to accounts	4-7
5. Independent Examiner's Report	8

Directors Report for Include Me Too
On the Accounts for the year ended 31 March 2023

The directors present their report with the financial statements of the company for the year ended 31st March 2023.

Principal Activity
The principal activity of the company in the period under review was that of the supporting of disabled children, young people and their families through advice, information and training.

Directors
The directors who have held office during the period from 1st April 2021 to the date of this report are as follows:

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Secretary

Mr B Cove

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

.....
Mr D Sudor

Date 14/12/23

Include Me Too
Statement of Financial Activities for the year ending 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Incoming resources from charitable activities					
Income	2	3,110	123,404	126,514	144,769
Total incoming resources		3,110	123,404	126,514	144,769
Resources expended					
Charitable activities	3	-	123,131	123,131	126,467
Total resources expended		-	123,131	123,131	126,467
Net incoming resources		3,110	273	3,383	18,302
Total funds brought forward at 1st April 2022		15,529	47,045	62,574	44,272
Total funds carried forward at 31st March 2023		18,639	47,318	65,957	62,574

Include Me Too
Balance Sheet for the year ended 31 March 2023

	Note	2023 £	2022 £
Fixed Assets			
Tangible Assets	4	-	949
Current assets			
Debtors	5	615	4,500
Cash at bank		69,251	65,131
Total current assets		69,866	69,631
Total assets		69,866	70,580
Creditors	6	3,909	8,006
Net assets		65,957	62,574
Funds of the Charity			
Unrestricted General Funds		18,639	15,529
Restricted Funds		47,318	47,045
Total funds		65,957	62,574

For the year ended 31st March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
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 and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on 14/12/23 and were signed on its behalf by:

Mr D Sudor

1. Accounting policies

Basis of preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

2. Incoming resources from charitable activities	2023	2022
	£	£
BBC Children in Need	17,159	38,763
Big Lottery Reaching Communities	22,830	44,075
Learning Disability England	4,500	4,500
The Henry Smith Charity	68,300	28,200
Awards For All	10,000	-
Commonwealth Programme	615	-
Race Equality Council	-	3,000
Wolverhampton City Council	-	24,702
Donations	3,110	1,529
	126,514	144,769

3. Total resources expended

	Charitable Activities 2023 £	Charitable Activities 2023 £	Charitable Activities 2022 £	Charitable Activities 2022 £
STAFFING COST				
Staff costs incl NI and pensions	81,608		76,792	
Project management	4,000		6,002	
Staff training costs	-		-	
Recruitment costs	775		-	
Payroll	425		485	
Total staffing cost		86,808		83,279
OFFICE COSTS				
Insurances	878		870	
Rent/room hire	4,413		3,258	
Office expenses PPE refurnishment	-		405	
Telephone/internet/zoom costs	1,992		2,838	
Total office costs		7,283		7,371
DIRECT PROJECT COSTS				
Project/activities costs	9,248		13,778	
Travel and accommodation cost	988		715	
Interpreters incl sign language	1,567		360	
Office stationery	1,619		2,535	
Vounteers expenses	-		-	
Marketing & social media	830		524	
Equipment	-		5,889	
Events and training	7,635		3,435	
Total direct project costs		21,887		27,236
OTHER COSTS				
Professional fees-legal and accountancy	1,780		1,098	
Consultancy and advice	635		2,000	
IT/website support and comsultancy	1,160		1,200	
Monitoring and evaluation	1,350		2,100	
Bank charges and interest	146		79	
Deposits refunded and reimbusrements	250		625	
Depreciation	949		950	
Sundry	376		529	
Membership	507		-	
Total other costs		7,153		8,581
		123,131		126,467

4. Fixed Assets	Equipment £
Cost:	
At 31st March 2021	4,761
Additions	-
At 31 March 2023	4,761
Depreciation:	
At 31st March 2022	3,812
Charge for year	949
At 31 March 2023	4,761
Net Book Value:	
At 31st March 2023	-
At 31st March 2022	949

5. Debtors: amounts falling due within one year

	2023 £	2022 £
Trade debtors	615	4,500
	615	4,500

6. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade Creditors	-	-
Deferred Income	-	4,500
Accruals	3,194	2,944
Social Security and Other Taxes	715	562
	3,909	8,006

7. Reserves and Reserves Policy

Include Me TOO management committee consider an appropriate level of reserves whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be annually approximately 3 months of resources expended which equates to £35,040 in general funds to cover shortfall in funding flows. Currently our free reserves equates to £5,555 of unrestricted funds which falls well below target levels. To address this Include Me TOO management committee have put in place a robust fundraising strategy to secure adequate levels of funding for future years.

The Trustees review the reserves policy on an annual basis alongside the review of the accounts.

8. Subsidiary company

The charity owns 100% of the shares in a subsidiary company, Include Me Too (IM2) Limited, which assists in gaining funding, providing training and consultancy and supporting the Charity. The profit for the year to 31 March 2023 for Include Me Too (IM2) Limited was £9,252 and the capital and reserves at 31 March 2023 of Include Me Too (IM2) Limited were £9,897.

9. Taxation status

The company is a registered charity and, under sections 478 and 479 of the Corporation Tax Act 2010 is exempt from corporation tax on its charitable activities.

Independent Examiner's Report to the trustees of Include Me Too
On the Accounts for the year ended 31 March 2023

Independent examiner's report to the trustees of Include Me Too

I report to the trustees on my examination of the accounts of Include Me Too for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

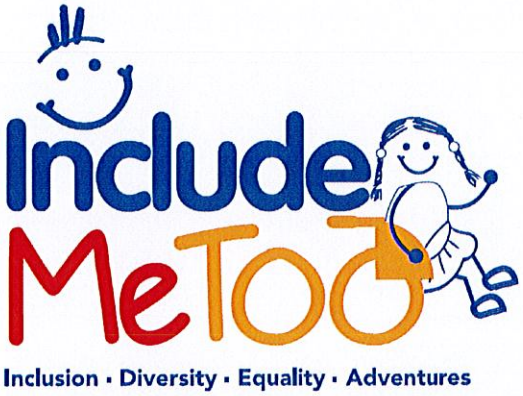
1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Neil C Phillips

Neil Phillips FCA
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Date: 14/12/23



Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2023

Offices
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 1AN

Accountants
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements

for the year ended 31 March 2023

Contents

	Page
1. Report of the Directors	1
2. Statement of Financial Activities	2
3. Balance Sheet	3
4. Notes to accounts	4-7
5. Independent Examiner's Report	8

Directors Report for Include Me Too
On the Accounts for the year ended 31 March 2023

The directors present their report with the financial statements of the company for the year ended 31st March 2023.

Principal Activity
The principal activity of the company in the period under review was that of the supporting of disabled children, young people and their families through advice, information and training.

Directors
The directors who have held office during the period from 1st April 2021 to the date of this report are as follows:

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Secretary

Mr B Cove

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

.....
Mr D Sudor

Date 14/12/23

Include Me Too
Statement of Financial Activities for the year ending 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Incoming resources from charitable activities					
Income	2	3,110	123,404	126,514	144,769
Total incoming resources		3,110	123,404	126,514	144,769
Resources expended					
Charitable activities	3	-	123,131	123,131	126,467
Total resources expended		-	123,131	123,131	126,467
Net incoming resources		3,110	273	3,383	18,302
Total funds brought forward at 1st April 2022		15,529	47,045	62,574	44,272
Total funds carried forward at 31st March 2023		18,639	47,318	65,957	62,574

Include Me Too
Balance Sheet for the year ended 31 March 2023

	Note	2023 £	2022 £
Fixed Assets			
Tangible Assets	4	-	949
Current assets			
Debtors	5	615	4,500
Cash at bank		69,251	65,131
Total current assets		69,866	69,631
Total assets		69,866	70,580
Creditors	6	3,909	8,006
Net assets		65,957	62,574
Funds of the Charity			
Unrestricted General Funds		18,639	15,529
Restricted Funds		47,318	47,045
Total funds		65,957	62,574

For the year ended 31st March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
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 and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on 14/12/23 and were signed on its behalf by:

Mr D Sudor

1. Accounting policies

Basis of preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

2. Incoming resources from charitable activities	2023	2022
	£	£
BBC Children in Need	17,159	38,763
Big Lottery Reaching Communities	22,830	44,075
Learning Disability England	4,500	4,500
The Henry Smith Charity	68,300	28,200
Awards For All	10,000	-
Commonwealth Programme	615	-
Race Equality Council	-	3,000
Wolverhampton City Council	-	24,702
Donations	3,110	1,529
	126,514	144,769

3. Total resources expended

	Charitable Activities 2023 £	Charitable Activities 2023 £	Charitable Activities 2022 £	Charitable Activities 2022 £
STAFFING COST				
Staff costs incl NI and pensions	81,608		76,792	
Project management	4,000		6,002	
Staff training costs	-		-	
Recruitment costs	775		-	
Payroll	425		485	
Total staffing cost		86,808		83,279
OFFICE COSTS				
Insurances	878		870	
Rent/room hire	4,413		3,258	
Office expenses PPE refurnishment	-		405	
Telephone/internet/zoom costs	1,992		2,838	
Total office costs		7,283		7,371
DIRECT PROJECT COSTS				
Project/activities costs	9,248		13,778	
Travel and accommodation cost	988		715	
Interpreters incl sign language	1,567		360	
Office stationery	1,619		2,535	
Vounteers expenses	-		-	
Marketing & social media	830		524	
Equipment	-		5,889	
Events and training	7,635		3,435	
Total direct project costs		21,887		27,236
OTHER COSTS				
Professional fees-legal and accountancy	1,780		1,098	
Consultancy and advice	635		2,000	
IT/website support and comsultancy	1,160		1,200	
Monitoring and evaluation	1,350		2,100	
Bank charges and interest	146		79	
Deposits refunded and reimbusrements	250		625	
Depreciation	949		950	
Sundry	376		529	
Membership	507		-	
Total other costs		7,153		8,581
		123,131		126,467

4. Fixed Assets	Equipment £
Cost:	
At 31st March 2021	4,761
Additions	-
At 31 March 2023	4,761
Depreciation:	
At 31st March 2022	3,812
Charge for year	949
At 31 March 2023	4,761
Net Book Value:	
At 31st March 2023	-
At 31st March 2022	949

5. Debtors: amounts falling due within one year

	2023 £	2022 £
Trade debtors	615	4,500
	615	4,500

6. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade Creditors	-	-
Deferred Income	-	4,500
Accruals	3,194	2,944
Social Security and Other Taxes	715	562
	3,909	8,006

7. Reserves and Reserves Policy

Include Me TOO management committee consider an appropriate level of reserves whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be annually approximately 3 months of resources expended which equates to £35,040 in general funds to cover shortfall in funding flows. Currently our free reserves equates to £5,555 of unrestricted funds which falls well below target levels. To address this Include Me TOO management committee have put in place a robust fundraising strategy to secure adequate levels of funding for future years.

The Trustees review the reserves policy on an annual basis alongside the review of the accounts.

8. Subsidiary company

The charity owns 100% of the shares in a subsidiary company, Include Me Too (IM2) Limited, which assists in gaining funding, providing training and consultancy and supporting the Charity. The profit for the year to 31 March 2023 for Include Me Too (IM2) Limited was £9,252 and the capital and reserves at 31 March 2023 of Include Me Too (IM2) Limited were £9,897.

9. Taxation status

The company is a registered charity and, under sections 478 and 479 of the Corporation Tax Act 2010 is exempt from corporation tax on its charitable activities.

Independent Examiner's Report to the trustees of Include Me Too
On the Accounts for the year ended 31 March 2023

Independent examiner's report to the trustees of Include Me Too

I report to the trustees on my examination of the accounts of Include Me Too for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Neil C Phillips

Neil Phillips FCA
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Date: 14/12/23

INCLUDE ME TOO

England & Wales - Charity number 1125838

Accounts

Include MeToo

Inclusion · Diversity · Equality · Adventures

Directors/Trustees Report for the year ending 31st March 2022

Inclusion · Diversity · Equality · Adventures

Directors/Trustees Report for the year ending 31st March 2022

Include Me TOO is a registered charity no: 1125838
Company limited by guarantee: 5710791

Registered Address:
Include Me TOO
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 4AN

Directors who served during this year
Cairen Dheensa
David Sudor
Niki Garcha Davies
Parmi Dheensa
Raj Jhamat

Company Secretary – Brian Cove

Bankers: Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

Finance: Phillips Chartered Accountants
Kingsland House
Stafford Court
Stafford Park 1
Telford TF3 3BD

Objects of the charity

The principal objective of the charity is to support disabled children, young people and their families from Black, Asian Ethnic Minority (B.A.M.E) and other marginalised community backgrounds. The charity supports and promotes social justice, equality and rights for all disabled children and young people.

We provide a range of support including peer support, befriending services, activities and holiday clubs for disabled children, outreach and information and advice to families

Include Me TOO Aims and Objectives

- Supporting B.A.M.E and other marginalised disabled children, young people and their families to access information and support and identify individual needs and overcome barriers

- Provide an opportunity for parents and carers from our diverse communities to collaborate share skills and experiences to support one another through peer and mentoring support

- Provide cultural, holistic support and increase awareness of the full range of services available for disabled children, young people and their families from our diverse communities, promoting inclusive, accessible, culturally appropriate and reflective services, combining and supporting a family/person centred holistic, multi-agency approach

- Increase representation and involvement of all disabled children, young people and their families at all levels of service delivery and decision-making processes

- Increase disability awareness, understanding and inclusion within our diverse communities through partnership with mainstream and grassroots diverse groups, faith Groups, voluntary and community groups

- Campaign and support marginalised voices of disabled children, young people and their families from diverse and marginalised communities to ensure equality, inclusion and their rights and aspirations are supported and recognised

- Support the vision of the charity 'A Disability Friendly, Inclusive and Safe Society through a range of training and resources increasing awareness, inclusion, participation, equality and rights of all disabled children, young people and their families

Trustees Foreword

We the trustees of Include Me TOO present our report as we all are transitioning following on from COVID 19 pandemic and navigating the impact it has had and continues to have. We also face the cost of living crisis and the challenges it presents in the sector, in our communities and the day to day lives of families and individuals.

Similar to many statutory, voluntary, and community organisations this year we adapted and moved towards more digitalised ways of working, whilst recognising the efficiency and effectiveness of online technology. The charity had held meetings online with project partners', funders, various stakeholders using Zoom and Microsoft Teams.

During this reporting period the charity's team have transitioned to using a a hybrid model of working, when required, ' in person' as well as utilise virtual online events and training delivery.

The hybrid approach to working involves a combination of home and office based working. The advantage of this new style of working for our beneficiaries has been that more professionals are now regularly in attendance at virtual online reviews and planning meetings compared to their attendance at previous face-to-face meetings where apologies were often received. Our team delivering the Reaching Out service still meet and work with families ahead of these meetings to plan and support them through the review and reassessment process. The team continue to accompany families at virtual online meetings, and where required, attend in person meetings to ensure they are supported at every level to access, understand, interpret and receive the correct disability advocacy support and information.

This year has continued to see an increase in demand for the charity's services from parents and carers struggling to self-navigate access to disability support services. There has been an increase of 25% of parents and carers signed posted to are service by other parents and carers who we have in the past successfully supported. We have also seen a surge in client referrals from statutory organisations and campaigning organisations unable to offer the on-going specialist support to parents and carers of disabled children that Include Me TOO are able to offer.

There are many challenges within the sector as the impact of the COVID 19 pandemic is still evident. Many disabled children, young people and their families are falling through the broken cracks of failing statutory services and systems. Furthermore many families are struggling with the cost of living crisis. The charity has delivered several financial and grants workshops and information sessions with Welfare advisors and grant providers to families with disabled children and young people during this period. The team has

continued carry out wellbeing checks and the advocacy work has increased significantly during this year.

Include Me TOO worked with the Race Equality Foundation and Learning Disability England this year to address the health and social care inequalities that continue to impact life outcomes negatively of B.A.M.E people with learning disabilities and their parents and carers. During the COVID 19 pandemic, the fragmented nature of British society and the inequalities in health and social care experiences were exposed starkly. These can no longer be ignored. The health, social and economic inequalities experienced by B.A.M.E communities were evident and caused much concern. The additional impact of disability meant that people with learning disabilities were six times more likely to die from COVID 19 than the wider population. Research shows that race and disability are two stigmatised identities in modern British society. The lack of investment and support for 'cultural competency' for almost two decades is unacceptable. Within this report we share an overview of the work we undertook organising focus groups and the key themes that came out of discussions as we aim to collectively improve the health and social care experiences of B.A.M.E children, young people and adults with learning disabilities. Include Me TOO aim to continue to support efforts in this work with the Race Equality Foundation and Learning Disability England.

As part of our work increasing capacity building and the role of disabled children and young people as Human Rights Holders, we supported the Commonwealth Children and Youth Disability Network (CCYDN) representatives and their peers on several platforms to have their say. During June 2021 in partnership with the Commonwealth Secretariat, Leonard Cheshire and United Nations Girls' Education Initiative, CCYDN organised an official side event at the 14th session of the Conference of State Parties to the CRPD.. The event showcased the vital role and contributions of disabled children and young people as human rights advocates, their role as key actors in both the disability rights movement and youth movement.

Disabled girls and young women took part in an official video campaign as CCYDN was invited to become an official partner for United Nations Girls Education Initiative (UNGEI) and contribute to the 'Girls with Disabilities have an equal right to education' global campaign.

Within this report we present an overview of charity's work and impact the dedication of our amazing team, volunteers and supporters make to the lives of disabled children, young people and their families and communities despite the challenges we are all presented with during these difficult times. Include Me TOO has continued to work with stakeholders promoting campaigns to combat the inequalities and increasing difficulties experienced within disability and racialised communities. We have worked closely with funders, partners and other stakeholders to respond to the increasing needs of the communities we support and remain optimistic for positive change as we remain committed in building stronger communities, families that are disability inclusive and safe.

REACHING OUT

The Reaching Out team have found the back logs and waiting lists to access statutory services for families with disabled children and young people has been further exacerbated by the pandemic impacting the wellbeing of their families.

The team has families over telephone call, zoom video calls and face to face providing information, advice, advocacy and general support.

Workshops and Information sessions have taken place during the day, evenings and occasionally on the weekends covering a range of topics providing guidance, access to resources, peer support and answering queries topics related.

During this period the Reaching Out service has had an increase in families who reached out to the charity for advocacy and support due to their child(ren) missing out on vital education, health, and social care support and interventions necessary for them to thrive and to reach their potential.

Families have shared with us their struggles in navigating and understanding the complex SEND processes to access appropriate person-centred education, health, and social care provisions.

A lot of disability support information is now accessible online. However many of our families are ill-equipped with language barriers and lack of IT skills to navigate these processes to access information.

Examples of events delivered including training and information workshops:

- Health and social care inequalities impacting B.A.M.E families with children and young people with learning disabilities.
- Understanding Education Health Care Plans.
- Understanding Autism and supporting your autistic child.
- Supporting and understanding your child's sensory needs.
- Managing Emotions and Feelings.
- Getting to know what financial support is available for your child and family.
- Supporting undiagnosed SEN children delivered.
- Disability discussion forums and consultative workshops

Parents have carers who attend the various online workshops are able share their experiences, and have shared how they feel reassured they are not alone, as many realised that they were facing similar challenges and lived experiences. Parents and carers during the events have opportunities to share stories of resilience, support they have received and practical tips and advice.

'Include Me TOO are invaluable to the parents that require your support. The impact of your support is that the families the parents/carers of disabled children feel listened too and feel they have someone that can advocate on their behalf as well as given correct and accurate information. Voice for Parents do recommend your service to other parents as Include Me TOO do an amazing job making a difference in the support you give to families with disabled children in the city as you have time and time again demonstrated your understand of the challenges our families face.' ***Voice for Parents***

'Having Include Me TOO there to let me know about what's available to me that I could apply for really helped as I would have missed out on opportunities for my son. Without Include Me TOO I would have been lost really as its scary when you are new to this whole disability world and its really reassuring that I can just contact the team whenever for support or to ask anything'.

'I am so grateful for the support I received getting the laptop as there is no way that we would have been able to afford it financially and it really helps me every day. Everything is much simpler and easy to access now. I am so grateful to Include Me TOO as it really took the pressure off me'.

Uzma

'The team also helped me by completing the Family Fund forms as I wouldn't know how to do it or where to even start. They helped from start to finish and sent the application form me and also chased things. It's really helpful as I know I have someone there to ask questions or if I need something explaining. Its great that I can contact the team if I need help with anything. It takes the stress out of daily struggles knowing that I have the support there as I struggle with my English at times '.

Kashmir

'It's really important to have services like Include Me TOO that help you through applications as it's easier to just leave it and not apply as you do get busy in day-to-day life. The team have been phenomenal in supporting us with this and their support mean so much to my family and more. Without them I would not have applied for the iPad . At times there may be other challenges you face as a family and with the support from agencies, charities such as Include Me TOO it would be so difficult to research or find out about what is actually available out there'. ***Anita***

#EqualTreatment LeDer Project

Include Me TOO were commissioned by the Race Equality Foundation, who are working in partnership with Learning Disability England, to deliver the LeDeR Project. The project highlighted the changes needed to improve the experiences and outcomes for Black, Asian and Minority Ethnic (B.A.M.E.) people with learning disabilities and their families/carers.

The LEDAR report (2020) shows little has been done to combat the double discrimination of race and disability: the extreme effects of institutional discrimination are gross inequalities in life chances and avoidable deaths.

The work undertaken by Include Me TOO aims to support progress in improving the health and social care experiences of People with Learning Disabilities from our diverse communities..

The focus groups discussions provided a space for the parents and carers to share the health and social care experiences of their family members with learning disabilities.

During the focus groups parents and carers shared similar experiences of feeling are abandoned and excluded by health and social care services. They also spoke of individual helpful professionals and service providers, praising community-based support where it was available, including B.A.M.E. groups and other parents.

The families' stark reality is the disparities in accessing the right support in health and social care support are widening for them and the diverse communities they come from. The data highlighted the importance of community disability awareness, as there is a lack of understanding and this leads to families feeling further isolation within their local community. The families' stories of dealing with these negative experiences reflect those documented over the two decades. B.A.M.E. families try to remain resilient, optimistic and trusting that services, local authorities will provide support, but shared they are pushed to breaking point. Their mental and physical wellbeing is being continuously worn down as they are exposed to the vicious circle of inequalities driven by the combination of belonging to the racialised communities and disabled community.

The focus groups highlighted clearly the consistent failings in the system. Families are being broken by the health and social care system not responding nor meeting the needs of their loved ones with learning disabilities impacting on their lives health and wellbeing outcomes. Include Me TOO provided several families with support after the focus groups.

There were six key themes that emerged from this the concerns shared during these the focus groups:

One: The impact of race, ethnicity and disability-based discrimination on individual and families' health and wellbeing

Two: The lack of appropriate access to the right support and effective accountability of professionals and service providers, planners and funders in meeting needs and their obligations.

Three: The impact of systems that perpetuate social injustice and cultural disadvantage through information, language, communication and cultural bias.

Four: The lack of disability awareness in diverse communities due to stigma, misconceptions, and limited provision and resources to further increase disability inclusion and understanding within communities.

Five: The need for greater advocacy and empowerment amongst families with B.A.M.E. children, young people and adults with learning difficulties

Six: B.A.M.E. children, young people and adults with learning difficulties their families and communities key actors to re- imagine and implement more equitable, innovative and responsive community-led approaches to improve life chances and better health and social care outcomes.

'Building trust and improving our experiences of health and social care for our children with learning disabilities, build that trust. That's been broken for such a long time. This isn't something that's going to get done overnight, you know, it's something that's gonna take a long time. Our communities that has been completely let down in the past and currently.' **(Family's quote)**

Emotional and Wellbeing Holistic Sensory Therapeutic

Following on from the success of the Emotional and Wellbeing Holistic Sensory Therapeutic Support Service, Headstart Wolverhampton commissioned Include Me TOO to deliver the service across the city to disabled children, young people and their families.

The therapeutic support service continued to build upon the pilot and support disabled children, young people and their siblings to better understand and manage their emotions and feelings through a series of sensory and holistic interventions.

The service consists of a programme of workshops offering a range of approaches, activities and strategies to support young people's mental and sensory wellbeing. Providing access to a range of sensory holistic resources which include FAB Sensory Therapy POD, several workshops covering mindfulness, yoga, meditation, sensory safe spaces, grounding techniques and a range of helpful inclusive resources to improve mental and emotional wellbeing.

'The Covid-19 pandemic has had a significant impact on the physical, mental and emotional wellbeing of disabled children and young people. They have experienced increased isolation, while many siblings have also been confined to the home while their brother or sister was shielded.

Include Me TOO has supported young people and their families throughout the pandemic, and I am delighted that HeadStart Wolverhampton has now commissioned the charity to provide this emotional and wellbeing sensory therapeutic support service to more local residents.'

Councillor Beverley Momenabadi, Cabinet Member for Children & Young People

The service was delivered within a hybrid approach with face to face group sessions and one to one session online with therapist these were altered where needed and provided in the evenings and weekends.

Disabled Children, young people and siblings were supported in increasing their understanding about their feelings, emotions and thoughts and how they respond and manage these.

Disabled children and young people and their parents commented that they enjoyed the combination of virtual and face to face sessions and found that this helped reduce anxiety they initially had around meeting new people when joining the group. Overall, they reported they preferred the face to face sessions and found these more enjoyable and fun.

The sessions delivered included our Sensory Integration Therapist whose delivery involved a mixture of understanding psychological theory (the cognitive behavioural therapy model) group discussions and combining writing activities and movement activities.

The programme's sessions also involved mindfulness activities that disabled children and young people were encouraged to practice outside of the sessions. Overall, those that attended the sessions commented on how much they enjoyed them and reported that they feel more able to identify and communicate their feelings to others and they further commented that they did not want the sessions to end.

TIMEOUT

Supported by BBC Children in Need

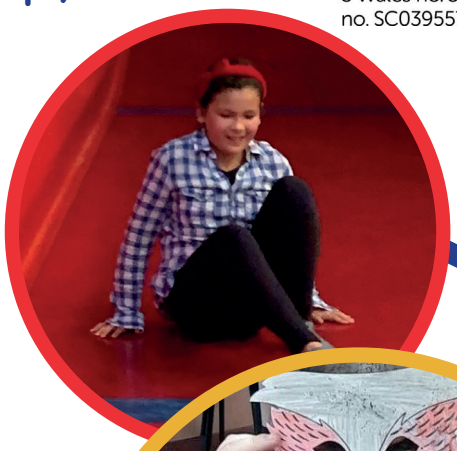
© BBC 2007 Reg. charity England & Wales no. 802052 and Scotland no. SC039557

It was great to be able to return to face to face TIMEOUT activities following the restrictions of the previous year. Initially the TIMEOUT team organised smaller group activities re-establishing friendships, confidence and participation.

Disabled children and young people and their siblings had not met face to face for over a year and by collectively working together the team were able to regain the trust, engagement and confidence of all those who attended the various TIMEOUT sessions. Some of the children and young people became befrienders as they would buddy up with a new group members to help them adjust and fit into the new fun environment provided through TIMEOUT.

Include Me TOO introduced PPE kits to build a sense of belonging to a community through issuing all participants with these kits with the charity's branded t-shirts, hoodies, water bottles (refillable), hand sanitisers and pull string bag. This also supported those anxious following the pandemic providing reassurance they will be supported and kept safe within a caring environment. The TIMEOUT groups sizes transitioned from smaller groups activities to larger groups smoothly to accommodate external activity trips in larger spaces.

Activities organised during this reporting year included for both the main group and young people's social group the following activities and group outings: Animal Man; Arts and Crafts; Bollywood Dancing; African Drumming; Theatre production - Woodlands Tales with Grandad; Wolverhampton Arts Gallery – Halloween for Little Monsters; Bonfire Night Display and Fun Fair; Challenge Academy; Dinosaur Adventure Golf; Horse Riding; Bowling and Pizza Hut; Drayton Manor Park; Cinema group outings ; Adventure Forest Farm; Circus Skills & Fun; Horse Riding; Sailability; Zip Wiring; Canoeing; Rock Climbing; Safari Park; Horse Riding;



There was a first this year as the TIMEOUT team arranged for the Young People's Social Group to experience IFLY indoor Skydiving and they all had a blast and were super in taking part in a new experience of indoor skydiving followed by a Nando's meal treat.

The charity's team really enjoy creating and supporting disabled children, young people and their siblings access to fun adventures and new fun experiences all whilst building friendships and a strong sense of community and belonging.

Global Disability Summit 2022 – Side Event

Building a 'Better Inclusive Future shaped by the Power of Children and Youth with Disabilities their inclusion, advocacy and participation

Include Me TOO worked alongside disabled youth in the Commonwealth Children and Youth Disability Network to organise an official disabled youth led event at the Global Disability Summit 2022 (GDS 2022) with partners the Commonwealth Secretariat and the Global Network of Young People with Disabilities.

The side event focused on the progress made towards the commitments asked by disabled children and young people during the Global Disability Summit 2018 and the importance of the GDS 2022 commitments to deliver on the inclusion and implementation of UNCRPD Articles 4 and 7 and UNCRC Articles 12 and 23.

The COVID-19 pandemic has brought about additional challenges and vulnerabilities, with wide ranging effects to the lives of disabled children, young people and their families. This event highlighted the importance of their inclusion, lived experiences on education, social assistance and social protection, emergency preparedness, health access, particularly age-appropriate mental health, and humanitarian responses, acknowledgement of specific vulnerabilities and their participation.

Disabled youth presented their perspectives representing several Commonwealth countries regarding their rights, persistent challenges and shared solutions. They advocated for real commitment for disabled children and youth inclusion at country, global and political levels on decisions that impact their lives.

Key aims were to gather support to:

1. Strengthen commitments to disabled children and youth on disability inclusion and inclusive development through combined implementation of both UNCRPD and UNCRC
2. Mobilise the power of disabled children and youth in disability, children and youth rights, advocacy movements
3. Increase the recognition of disabled children and youth as rightsholders under UNCRPD and UNCRC the challenges and solutions

Messages from the Commonwealth Children & Youth Disability Network and their Allies during the Global Disability Summit 2022

Jonathan Andrews

I'm proud to have worked with Include Me Too as a youth ambassador to deliver the Global Disability Summit Children and Young Persons programme over GDS 2018. This was developed alongside youth with disabilities and over a very short timeframe, and was additional to the main GDS programme, which had already been set and the Charter of Change commitments already agreed beforehand, but with fellow youth with disabilities nonetheless worked hard to set out a programme aimed at effecting real change for children and young people – which led to the creation of the Global Disability Summit Children & Young Persons Charter.

Very significant achievement as a result of GDS 2018 was the formulation of the Commonwealth Children and Youth with Disabilities Network (CCYDN) as 20 of the 23 countries DC&YP contributed form during the GDS 2018 were from the Commonwealth. There was previously no space in the Commonwealth where the voices of C&YP with disabilities specifically was being listened to or represented,

Devika Malik

While GDS 2022 offers wider commitments to achieve real change, we must not erase or dismiss the voices of children and youth with disabilities, their endeavours in producing their charter at GDS2018, but rather build upon the same and carry its legacy forward.

The Global Disability Children and Young People's Charter at GDS 2018 is part of the history and story towards achieving the rights, inclusion and being listened to as children and youth with disabilities. The progress & landmarks since GDS2018 that we have mentioned today has been youth led, for and by young people with disabilities.

We used the hashtag #NowIsTheTime during GDS2018; we ask YOU when is the time to take action and commit to the asks we have as a community of children and youth with disabilities.

Margherita Dall'Occo

Globally, young people with disabilities face a multitude of challenges, specifically in access, inclusion and participation. Young people are critical in advocacy and in building the disability movement to be able to demand countries to do better. Speaking as a representative of Australia, very little has been done for specifically young disabled people on a nation-wide policy or legislative level.

As a disabled young person, myself, I know we have had to constantly fight for representation, for a seat at the table and for our intersecting identities to be acknowledged. It is necessary that globally, states properly acknowledge and endorse the commitments and youth charter from the Global Disability Summit, but also meaningfully interact and engage with local young people and the disabled youth community which already exists around them.

Without youth advocacy and youth cantered focuses, the disability movement would be missing an important piece.

Ramisha Ijaz

I was always asked what is wrong with you and I could never fathom the answer. Something was definitely wrong but the problem was never with me. The problem was with the society; the lack of inclusiveness and acceptability. We, the young people with psychosocial disabilities, belong to one of the most marginalized communities. We are often denied the most basic rights including the right to education, the right to equal participation, and even the right to life.

Promises of inclusivity and inclusive participation must be fulfilled for all youth with disabilities, especially those living in the margins of society and conflict zones. Youth-led initiatives need to be fully supported and organizations within the disability and youth movement need to collaborate and join hands so that together, we are able to make an impact.

Masheke Limwanya

Where I come from in Zambia education is only inclusive on paper no In reality. We have one of the best if not the best legal framework in the region but it's implementation leaves less to be desired.

From my perspective there is change indeed there is change, but you need a microscope in order to notice it, because though it may be there it is extremely minimal

Rajab Mpilipili

As Youth with Disabilities, we have increased the inclusion and participation of Youth with Disability in the disability movement and advocacy by establishing First typical NGO which deals with Youth with Disabilities in Tanzania. Despite the fact that Tanzania has a large number of the NGOs and CSOs, there was no any specific Organization of Youth with Disabilities Or for Youth with Disabilities until we established "Youth With Disabilities Organization (YoWDO) in February 2021.

So that Youth with Disabilities can have the platform to exercise their leadership potentials and contribute to the development of disability movement and advocacy in Tanzania. 20 Youth with Disabilities and 20 OPDs' leaders were trained on principals of good leadership, organization development and change management, meaningful engagement of Youth, effective communication, and how to run their OPDs professionally.

Selena Jn Baptiste

Within the Caribbean region, greater strides need to be taken to improve the overall quality of life for children and youth with disabilities, allowing them to have the opportunity towards a bright future just as much as their children and youth without disabilities counterparts.

We have been promised change for far too long. Tokenism is not the most sure-fire way towards achieving equity among persons with disabilities within society. In order to make a real, impactful change, we begin at the grass-root level - in our communities, schools, churches, hospitals, offices.

Governments – stop promising and take real action. Legislation is not enacted in one day but can be made possible if we started having the necessary conversations concerning the articles with the CRPD.

Unice Mumo

There is power in mobilizing young people ,looking at some of the challenges they face . Recently we had a meeting with young people with disabilities and to our surprise some had no idea of GDS and some had little knowledge on this. We feel there is a need to target the young people with disabilities in the way information is disseminated.

Seth Burke

It is incredibly important that children with disabilities have a voice and are heard. We are part of society and we deserve to have the same rights, inclusions, opportunities and respect as everyone else.

We must not be an invisible minority who are not seen and not heard. Why should someone else tell us what we can or cant do. We are the ones who know what is important to us.

We have an incredibly powerful voice and must be more visible and have more opportunities to speak on bigger platforms such as this.

It came as a surprise to me to hear that after existing for 22 years I am the first disabled person to take a seat in the Welsh Senedd or Youth Parliament.

Risk Management and Funding

The Board of Trustees acknowledges its responsibility for the charity's work delivery and strategic direction, overseeing ongoing assessment of the major risks, ensuring the charity meets its strategic objectives, delivers upon funded and commissioned projects, reviews and assesses operations, finances and control systems that are in place to manage those risks.

We have taken on board the significant demand for our services and the need to expand the capacity of the charity's delivery team. Additional funding is required to increase staffing levels in meeting the continuous changing needs of families with disabled children and young people from our diverse communities.

We are adopting team staff wellbeing checks and introducing wellbeing and self-care management course for all members of the team to better balance work and home balance and prioritise wellbeing within the charity as the pandemic has been challenging for everyone.

We recognise we also need a post which focuses on community outreach engaging families and community and faith organisation building partnerships and local action to reduce isolation of families with disabled children, increase disability acceptance and understanding and encourage community action.

We will be reviewing how the charity can keep up to speed with the digital and technology advancements in the work environment. The charity's team will all have training on social media as this platform is key to increasing awareness of our work, sharing key messages, promoting the charity's projects, and the difference the charity makes, as well as reaching more families with disabled children and connecting will key stakeholders

We continue to review the charity's policies and protocols in line with legislation, guidelines, funders requirements and the charity's services and other work areas delivered.

Our services, the advocacy and campaigning work we also provide is crucial and sustaining these is what we are working towards ensuring the charity's aims and objectives continue being met..

Financial sustainability:

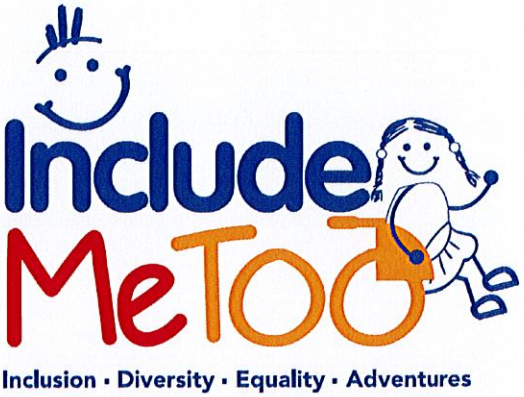
We have secured further funding to support the charity's advocacy work. We are in the process of applying for continuation funding for our key services as we acknowledge the importance of sustaining the charity's key services and projects.

We are continuing to review service models to support our strategic direction and design for our current and future services and explore options for sustainable delivery of the services we provide, exploring collaborative, sustainable and innovative ways of working.

Planning for 2022 to 2023

In the next 12 months Include Me TOO will:

- Build upon the #EqualTreatment work to improve the health and social care needs of B.A.M.E disabled children, young people with learning disabilities reducing inequalities experienced improving outcomes.
- Increasing understanding on issues regarding intersectionality particularly the impact on minoritised and racialised disabled communities. Working with key stakeholders to commit to action and changing practice.
- Strengthening and increasing access and support to advocacy for families with disabled children and young people
- Campaigning with the Commonwealth Children and Youth Disability Network (CCYDN and partners on the Global Disability Children & Young People's Charter revision; specifically aiming for progressive action on the disability rights for disabled children and young people.
- Capacity building, skills development and disability rights awareness of the Commonwealth Children and Youth Disability Network (CCYDN) committee members supporting their roles as disability rights advocates.
- Create a space to coordinate and influence national efforts for real commitments to progress and address the barriers and challenges which continue to impact on the lives of disabled children, young people and their families from Black, Asian, Minority Ethic and marginalised communities.
- Include Me TOO will maximise support available for families of disabled children and young people to grants, equipment, local services, information and continue to provide advocacy support.
- Review and update website to be accessible and review charity's social media, tech and digital requirements.
- Financial sustainability: Identifying funds and contracts to support capacity and vision of the charity, sustaining current and future support and services



Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2022

Offices
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 1AN

Accountants
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements

for the year ended 31 March 2022

Contents

	Page
1. Report of the Directors	1
2. Statement of Financial Activities	2
3. Balance Sheet	3
4. Notes to accounts	4-7
5. Independent Examiner's Report	8

Directors Report for Include Me Too
On the Accounts for the year ended 31 March 2022

The directors present their report with the financial statements of the company for the year ended 31st March 2022.

Principal Activity
The principal activity of the company in the period under review was that of the supporting of disabled children, young people and their families through advice, information and training.

Directors
The directors who have held office during the period from 1st April 2021 to the date of this report are as follows:

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Secretary

Mr B Cove

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

.....
Mr D Sudor

Date 19/12/22

Include Me Too
Statement of Financial Activities for the year ending 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 £	2021 £
Incoming resources from charitable activities					
Income	2	1,529	143,240	144,769	188,286
Total incoming resources		1,529	143,240	144,769	188,286
Resources expended					
Charitable activities	3	-	126,467	126,467	153,828
Total resources expended		-	126,467	126,467	-
Net incoming resources		1,529	16,773	18,302	34,458
Total funds brought forward at 1st April 2021		14,000	30,272	44,272	9,814
Total funds carried forward at 31st March 2022		15,529	47,045	62,574	44,272

Include Me Too
Balance Sheet for the year ended 31 March 2022

	Note	2022 £	2021 £
Fixed Assets			
Tangible Assets	4	949	1,899
Current assets			
Debtors	5	4,500	2,700
Cash at bank		65,131	54,025
Total current assets		69,631	56,725
Total assets		70,580	58,624
Creditors	6	8,006	14,352
Net assets		62,574	44,272
Funds of the Charity			
Unrestricted General Funds		15,529	14,000
Restricted Funds		47,045	30,272
Total funds		62,574	44,272

For the year ended 31st March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
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 and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on 19/12/22
and were signed on its behalf by:

.....

Mr D Sudor

1. Accounting policies

Basis of preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

2. Incoming resources from charitable activities	2022	2021
	£	£
BBC Children in Need	38,763	26,122
BBC Children in Need Next Steps	-	24,988
Big Lottery Reaching Communities	44,075	43,526
Disability Rights Fund	-	14,919
Learning Disability England	4,500	-
The Henry Smith Charity	28,200	28,200
Heart of England	-	5,000
Race Equality Council	3,000	-
Commonwealth Programme	-	3,000
Family Fund	-	2,700
Wolverhampton City Council	24,702	-
Covid 19 Support	-	32,638
Donations	1,529	6,383
Sundry Income		810
	144,769	188,286

3. Total resources expended

	Charitable Activities 2022 £	Charitable Activities 2022 £	Charitable Activities 2021 £	Charitable Activities 2021 £
STAFFING COST				
Staff costs incl NI and pensions	76,792		89,043	
Project management	6,002		4,400	
Staff training costs	-		1,268	
Recruitment costs	-		400	
Payroll	485		459	
Total staffing cost		83,279		95,570
OFFICE COSTS				
Insurances	870		713	
Rent/room hire	3,258		2,096	
Office expenses PPE refurnishment	405		1,406	
Telephone/internet/zoom costs	2,838		2,010	
Total office costs		7,371		6,225
DIRECT PROJECT COSTS				
Timeout activities and other grant project cost	13,778		16,159	
Travel and accommodation cost	715		668	
Interpreters incl sign language	360		4,227	
Office stationery	2,535		1,516	
Vounteers expenses	-		200	
Marketing & social media	524		728	
Equipment	5,889		9,135	
Events and training	3,435		8,690	
Total direct project costs		27,236		41,323
OTHER COSTS				
Professional fees-legal and accountancy	1,098		956	
Consultancy and advice	2,000		2,100	
IT/website support and comsultancy	1,200		5,113	
Monitoring and evaluation	2,100		1,000	
Bank charges and interest	79		72	
Deposits refunded and reimbusrements	625		127	
Depreciation	950		950	
Sundry	529		392	
Total other costs		8,581		10,710
		126,467		153,828

4. Fixed Assets	Equipment **£**
Cost:	
At 31st March 2021	4,761
Additions	-
At 31 March 2022	4,761
Depreciation:	
At 31st March 2021	2,862
Charge for year	950
At 31 March 2022	3,812
Net Book Value:	
At 31st March 2022	949
At 31st March 2021	1,899

5. Debtors: amounts falling due within one year

	2022 **£**	**2021** **£**
Trade debtors	4,500	2,700
	4,500	2,700

6. Creditors: amounts falling due within one year

	2022 **£**	**2021** **£**
Trade Creditors	-	7,056
Deferred Income	4,500	5,526
Accruals	2,944	844
Social Security and Other Taxes	562	926
	8,006	14,352

4. Fixed Assets	Equipment £
Cost:	
At 31st March 2021	4,761
Additions	-
At 31 March 2022	4,761
Depreciation:	
At 31st March 2021	2,862
Charge for year	950
At 31 March 2022	3,812
Net Book Value:	
At 31st March 2022	949
At 31st March 2021	1,899

5. Debtors: amounts falling due within one year

	2022 £	2021 £
Trade debtors	4,500	2,700
	4,500	2,700

6. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade Creditors	-	7,056
Deferred Income	4,500	5,526
Accruals	2,944	844
Social Security and Other Taxes	562	926
	8,006	14,352

7. Reserves and Reserves Policy

Include Me TOO management committee consider an appropriate level of reserves whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be annually approximately 3 months of resources expended which equates to £35,040 in general funds to cover shortfall in funding flows. Currently our free reserves equates to £5,555 of unrestricted funds which falls well below target levels. To address this Include Me TOO management committee have put in place a robust fundraising strategy to secure adequate levels of funding for future years.

The Trustees review the reserves policy on an annual basis alongside the review of the accounts.

8. Subsidiary company

The charity owns 100% of the shares in a subsidiary company, Include Me Too (IM2) Limited, which assists in gaining funding, providing training and consultancy and supporting the Charity. The loss for the year 31 March 2022 for Include Me Too (IM2) Limited was £2,448 and the capital and reserves at 31 March 2022 of Include Me Too (IM2) Limited were £300.

9. Taxation status

The company is a registered charity and, under sections 478 and 479 of the Corporation Tax Act 2010 is exempt from corporation tax on its charitable activities.

10. In Kind and Sponsorship Support

The value of in kind and sponsorship support for the year to 31st March 2022 was £28,000 by way of support to projects and administration.

Independent Examiner's Report to the trustees of Include Me Too On the Accounts for the year ended 31 March 2022

Independent examiner's report to the trustees of Include Me Too

I report to the trustees on my examination of the accounts of Include Me Too for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

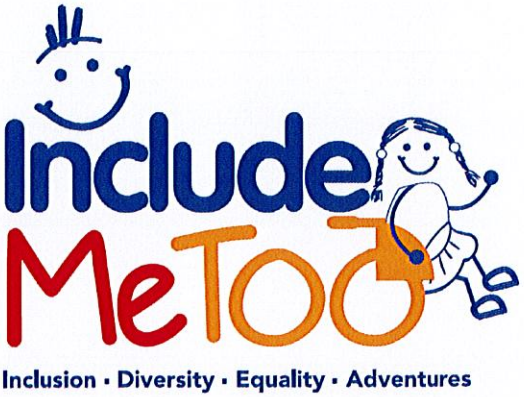
1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Neil C Phillips

Neil Phillips FCA
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Date: 19/12/22



Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2022

Offices
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 1AN

Accountants
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements

for the year ended 31 March 2022

Contents

	Page
1. Report of the Directors	1
2. Statement of Financial Activities	2
3. Balance Sheet	3
4. Notes to accounts	4-7
5. Independent Examiner's Report	8

Directors Report for Include Me Too
On the Accounts for the year ended 31 March 2022

The directors present their report with the financial statements of the company for the year ended 31st March 2022.

Principal Activity
The principal activity of the company in the period under review was that of the supporting of disabled children, young people and their families through advice, information and training.

Directors
The directors who have held office during the period from 1st April 2021 to the date of this report are as follows:

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Secretary

Mr B Cove

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

.....
Mr D Sudor

Date 19/12/22

Include Me Too
Statement of Financial Activities for the year ending 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 £	2021 £
Incoming resources from charitable activities					
Income	2	1,529	143,240	144,769	188,286
Total incoming resources		1,529	143,240	144,769	188,286
Resources expended					
Charitable activities	3	-	126,467	126,467	153,828
Total resources expended		-	126,467	126,467	-
Net incoming resources		1,529	16,773	18,302	34,458
Total funds brought forward at 1st April 2021		14,000	30,272	44,272	9,814
Total funds carried forward at 31st March 2022		15,529	47,045	62,574	44,272

Include Me Too
Balance Sheet for the year ended 31 March 2022

	Note	2022 £	2021 £
Fixed Assets			
Tangible Assets	4	949	1,899
Current assets			
Debtors	5	4,500	2,700
Cash at bank		65,131	54,025
Total current assets		69,631	56,725
Total assets		70,580	58,624
Creditors	6	8,006	14,352
Net assets		62,574	44,272
Funds of the Charity			
Unrestricted General Funds		15,529	14,000
Restricted Funds		47,045	30,272
Total funds		62,574	44,272

For the year ended 31st March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
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 and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on 19/12/22
and were signed on its behalf by:

.....

Mr D Sudor

1. Accounting policies

Basis of preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

2. Incoming resources from charitable activities	2022	2021
	£	£
BBC Children in Need	38,763	26,122
BBC Children in Need Next Steps	-	24,988
Big Lottery Reaching Communities	44,075	43,526
Disability Rights Fund	-	14,919
Learning Disability England	4,500	-
The Henry Smith Charity	28,200	28,200
Heart of England	-	5,000
Race Equality Council	3,000	-
Commonwealth Programme	-	3,000
Family Fund	-	2,700
Wolverhampton City Council	24,702	-
Covid 19 Support	-	32,638
Donations	1,529	6,383
Sundry Income		810
	144,769	188,286

3. Total resources expended

	Charitable Activities 2022 £	Charitable Activities 2022 £	Charitable Activities 2021 £	Charitable Activities 2021 £
STAFFING COST				
Staff costs incl NI and pensions	76,792		89,043	
Project management	6,002		4,400	
Staff training costs	-		1,268	
Recruitment costs	-		400	
Payroll	485		459	
Total staffing cost		83,279		95,570
OFFICE COSTS				
Insurances	870		713	
Rent/room hire	3,258		2,096	
Office expenses PPE refurnishment	405		1,406	
Telephone/internet/zoom costs	2,838		2,010	
Total office costs		7,371		6,225
DIRECT PROJECT COSTS				
Timeout activities and other grant project cost	13,778		16,159	
Travel and accommodation cost	715		668	
Interpreters incl sign language	360		4,227	
Office stationery	2,535		1,516	
Vounteers expenses	-		200	
Marketing & social media	524		728	
Equipment	5,889		9,135	
Events and training	3,435		8,690	
Total direct project costs		27,236		41,323
OTHER COSTS				
Professional fees-legal and accountancy	1,098		956	
Consultancy and advice	2,000		2,100	
IT/website support and comsultancy	1,200		5,113	
Monitoring and evaluation	2,100		1,000	
Bank charges and interest	79		72	
Deposits refunded and reimbusrements	625		127	
Depreciation	950		950	
Sundry	529		392	
Total other costs		8,581		10,710
		126,467		153,828

4. Fixed Assets	Equipment **£**
Cost:	
At 31st March 2021	4,761
Additions	-
At 31 March 2022	4,761
Depreciation:	
At 31st March 2021	2,862
Charge for year	950
At 31 March 2022	3,812
Net Book Value:	
At 31st March 2022	949
At 31st March 2021	1,899

5. Debtors: amounts falling due within one year

	2022 **£**	**2021** **£**
Trade debtors	4,500	2,700
	4,500	2,700

6. Creditors: amounts falling due within one year

	2022 **£**	**2021** **£**
Trade Creditors	-	7,056
Deferred Income	4,500	5,526
Accruals	2,944	844
Social Security and Other Taxes	562	926
	8,006	14,352

4. Fixed Assets	Equipment £
Cost:	
At 31st March 2021	4,761
Additions	-
At 31 March 2022	4,761
Depreciation:	
At 31st March 2021	2,862
Charge for year	950
At 31 March 2022	3,812
Net Book Value:	
At 31st March 2022	949
At 31st March 2021	1,899

5. Debtors: amounts falling due within one year

	2022 £	2021 £
Trade debtors	4,500	2,700
	4,500	2,700

6. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade Creditors	-	7,056
Deferred Income	4,500	5,526
Accruals	2,944	844
Social Security and Other Taxes	562	926
	8,006	14,352

7. Reserves and Reserves Policy

Include Me TOO management committee consider an appropriate level of reserves whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be annually approximately 3 months of resources expended which equates to £35,040 in general funds to cover shortfall in funding flows. Currently our free reserves equates to £5,555 of unrestricted funds which falls well below target levels. To address this Include Me TOO management committee have put in place a robust fundraising strategy to secure adequate levels of funding for future years.

The Trustees review the reserves policy on an annual basis alongside the review of the accounts.

8. Subsidiary company

The charity owns 100% of the shares in a subsidiary company, Include Me Too (IM2) Limited, which assists in gaining funding, providing training and consultancy and supporting the Charity. The loss for the year 31 March 2022 for Include Me Too (IM2) Limited was £2,448 and the capital and reserves at 31 March 2022 of Include Me Too (IM2) Limited were £300.

9. Taxation status

The company is a registered charity and, under sections 478 and 479 of the Corporation Tax Act 2010 is exempt from corporation tax on its charitable activities.

10. In Kind and Sponsorship Support

The value of in kind and sponsorship support for the year to 31st March 2022 was £28,000 by way of support to projects and administration.

Independent Examiner's Report to the trustees of Include Me Too On the Accounts for the year ended 31 March 2022

Independent examiner's report to the trustees of Include Me Too

I report to the trustees on my examination of the accounts of Include Me Too for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Neil C Phillips

Neil Phillips FCA
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Date: 19/12/22

INCLUDE ME TOO

England & Wales - Charity number 1125838

Accounts

Include Me Too

Inclusion · Diversity · Equality · Adventures

Directors/Trustees Report for the year ending 31st March 2021

Directors/Trustees Report for the year ending 31st March 2021

Include Me TOO is a registered charity no: 1125838
Company limited by guarantee: 5710791

Registered Address:
Include Me TOO
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 4AN

Directors who served during this year
Cairen Dheensa
David Sudor
Niki Garcha Davies
Parmi Dheensa
Raj Jhamat

Company Secretary – Brian Cove

Bankers: Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

Finance: Phillips Chartered Accountants
Kingsland House
Stafford Court
Stafford Park 1
Telford TF3 3BD

Objects of the charity

The principal objective of the charity is to support disabled children, young people and their families from Black, Asian Ethnic Minority (B.A.M.E) and other marginalised community backgrounds. The charity supports and promotes social justice, equality and rights for all disabled children and young people.

We provide a range of support including peer support, befriending services, activities and holiday clubs for disabled children, outreach and information and advice to families

Include Me TOO Aims and Objectives

- Supporting B.A.M.E and other marginalised disabled children, young people and their families to access information and support and identify individual needs and overcome barriers

- Provide an opportunity for parents and carers from our diverse communities to collaborate share skills and experiences to support one another through peer and mentoring support

- Provide cultural, holistic support and increase awareness of the full range of services available for disabled children, young people and their families from our diverse communities, promoting inclusive, accessible, culturally appropriate and reflective services, combining and supporting a family/person centred holistic, multi-agency approach

- Increase representation and involvement of all disabled children, young people and their families at all levels of service delivery and decision-making processes

- Increase disability awareness, understanding and inclusion within our diverse communities through partnership with mainstream and grassroots diverse groups, faith Groups, voluntary and community groups

- Campaign and support marginalised voices of disabled children, young people and their families from diverse and marginalised communities to ensure equality, inclusion and their rights and aspirations are supported and recognised

- Support the vision of the charity 'A Disability Friendly, Inclusive and Safe Society through a range of training and resources increasing awareness, inclusion, participation, equality and rights of all disabled children, young people and their families

Trustees Foreword

We the trustees of Include Me TOO present our report during the most challenging times of a global pandemic COVID 19 which has affected all of our lives, the families and communities we are part of, there have been many changes as we learn to adapt, respond and sustain the work of the charity.

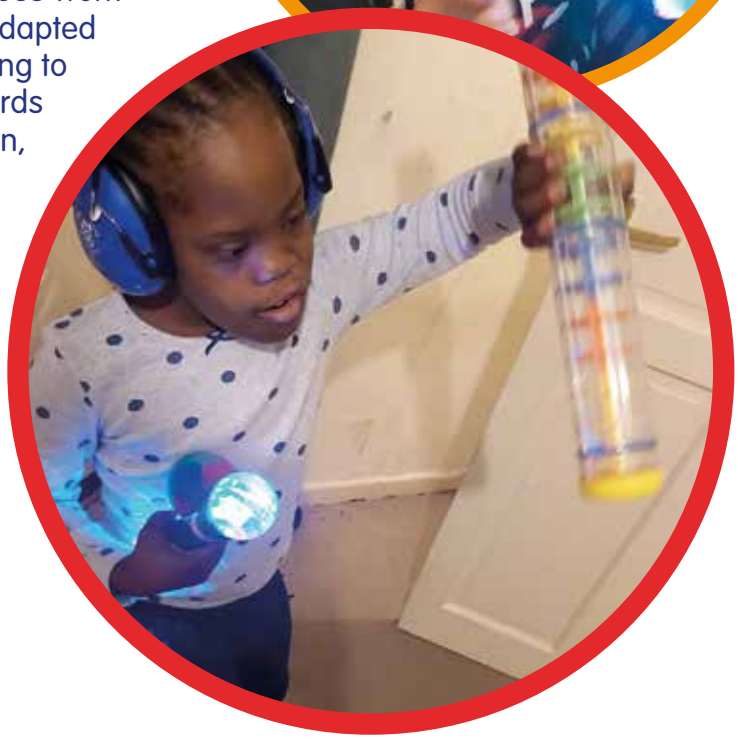
We acknowledge and thank our incredible charity's team and volunteers who have been resilient, resourceful and worked extremely hard this year, delivering the various services and support the charity provides. Our charity was able to respond and adapt to meet the needs of the disabled children, young people, families and communities we support.

During this year we continued to deliver the charity's services remotely, and reviewed and improved delivering a range of support, training, workshops, meetings online.

There were several national and international campaigns we supported which advocated for existing inequalities to be addressed that were further impacted by the pandemic affecting disproportionately the disabled community and racialised communities. Consequently, highlighting poor outcomes for those with intersectional identities which are covered as protected characteristics under the Equality Act. Furthermore, advocating disability rights as being a human rights issue and COVID 19 responses and recovery should not leave behind disabled children, young people and their families.

With the demand on our services and the responsive support the charity provided during the pandemic we were successful in securing much needed additional funding as families self-referring and services referring families to the charity continued to increase considerably.

In this report we present an overview of the various work areas the charity has continued to deliver and adapted in response to the pandemic. Whilst endeavouring to maximise impact to make positive change towards disability rights and inclusion of disabled children, young people, their families and communities.



COVID 19
Emergency Support

During COVID 19 there was an increased demand for the support our charity provides as families with disabled children and young people experienced additional challenges as a direct impact of the pandemic.

Many disabled children, young people and their families were having to self-isolate and were shielding due to being on the high-risk categories. Our Reaching Out service was even more vital as a lifeline to these families during these times. Our team continued to provide services remotely and where necessary socially distanced support, these included one to one support; completing referrals and assessments of needs; applying for grants and equipment on their behalf; organising and supporting families to access our weekly on-line support group; ensuring and dropping off essentials, medications to families as well as weekly meals each Saturday since lockdown for a period of four months.

Our information, advice and advocacy work with families increased and demand was very high as we delivered the following interventions:

- supporting families to keep connected, by assisting them to learn and be confident using online social media platforms such as facetime and zoom for support group, workshops etc...
- providing interventions and advice for parents and carers who were concerned as their disabled child(ren) is struggling being out of school/college/short breaks routines and are having behavioural challenges
- increasing support to families with autistic children, children with Asperger's Syndrome, behavioural difficulties who are high risk to self-harming and increased behavioural challenges due to limited sensory release (caused by limited space, routines, interventions and restrictions of lockdown)
- increased support to introducing coping interventions, resources and peer support

In the city our charity is based, Include Me TOO were the only charity supporting families with disabled children and young people on a practical level. We had surrounding areas contacting us as mainstream support to disabled children and families had been reduced significantly.

Families were more isolated than any other time, they shared how anxious they were with us and how they did not know what they would do if we were had not been here supporting them.

Parents and carers were exhausted as they found themselves having to provide all care 24 hours, 7 days a week, this included physio, sensory therapy and other key therapies their child(ren) needs to support their health, learning and wellbeing; and this was due to the key support being withdrawn during this pandemic. (The key support that was provided pre COVID 19 usually in settings their child(ren) would normally attend, and external support as respite, physios, occupational therapists, personal assistants coming into their homes.) Additional the negative impact was felt by families who were shielding their disabled child(ren) due their conditions being categorised as high risk, this resulted in them being further isolated and having increased stress.

Our Reaching Out team during this reporting period were already working at full capacity ensuring families could get in touch with a member of the team during this time 7 days a week. Families were reaching out from across the UK and the team received messages on social media for support as well emails and calls.

We were able to access COVID 19 Additional Funding for our Outreach and Advocacy work to support the demand to our Reaching Out Service and provide specific support responding to the impact of the pandemic to families our charity support and families who were reaching out to access our services.

Grant and equipment support and Peer Support feedback

Mom is a lone parent with two children. Her 11 years old son has developmental delay, diagnosed with overgrowth syndrome, complex language disorder, autism and sensory processing disorder.

'I couldn't believe how easy the process was with the right support and will definitely be applying again. We go out once or twice a week on the bike and it means he is getting some exercise. It's been amazing really. I wouldn't have been able to get specialist equipment for my son without Include Me TOO's support to complete the form for Family Fund. My son now looks forward to his bike rides and getting outside as we do not have a garden. I never would have financially been able to afford this.

Joining Include Me TOO has been a life changer especially during the lockdown. I have been able to meet ladies in the support group who are now friends and I have also been able to access services which I otherwise wouldn't have been able to access to. The support has made such a difference as I do not feel isolated, my stress and anxieties have reduced and being able to speak to other parents and sharing experiences we have in common has helped'. I still face many difficulties but having that support there has made such a big difference and I cannot thank Include Me TOO enough'

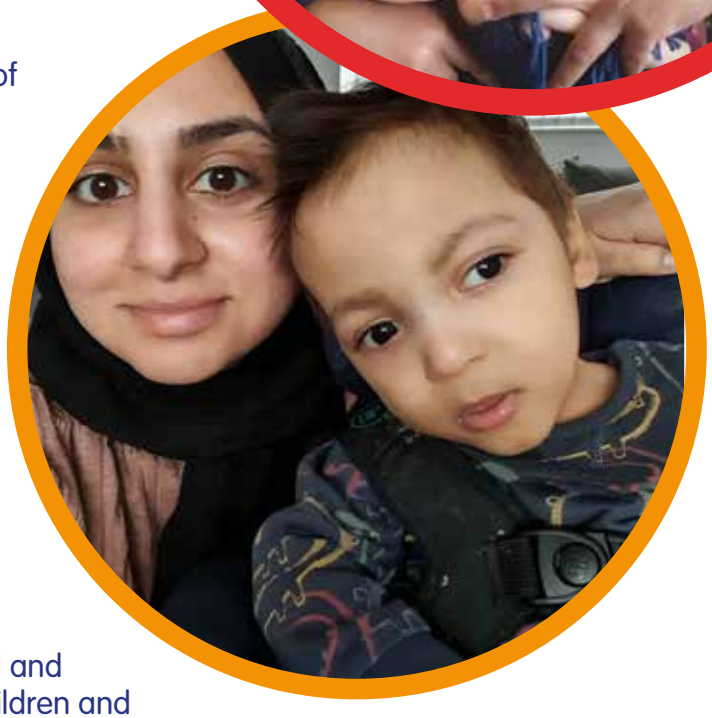
REACHING OUT

The Reaching Out service secured match funding towards the three years running costs of the outreach and advocacy support our charity provides.

Reaching Out continues to make a real difference at the grassroots reaching out to families with disabled children and young people who are struggling to cope; experiencing loneliness; not aware of what is available to them; are experiencing barriers and challenges to access the support, advice and information to get the best outcomes for their disabled child(ren) and family.

This year despite all the additional challenges we all experienced and the changing landscape, we continued to reach out, engage and support families providing a range of information, advice, resources, workshops and peer support.

We were able to support families on a range of issues and concerns whilst also supporting building their capacity, knowledge and skills.



The demand for our services particularly Reaching Out increased and our interventions were responsive to the experiences families shared with us. The aims of Reaching Out were most prevalent as families had limited or no access to other external support.

We delivered a range of on-line disability awareness and information workshops to parents and carers.

In partnership with Family Fund, we delivered two joint workshops around increase financial and disability support for families with disabled children and young people, with a particular focus on targeting families from B.A.M.E communities raising disabled children and young people during COVID pandemic.

Families were supported to complete grants and applications for household items, computer equipment, outdoor and Indoor Physical Equipment, Sensory Play and therapeutic Items.

Families were able to contact the Reaching Out team via telephone and WhatsApp and became a support line to many parents and carers who were isolated and strugglingly coping during the pandemic lockdown.

Increasing skills and knowledge training feedback

Family with 14 years old son, who has complex learning difficulties, Wiedemann-Steiner Syndrome, sleep apne and has a Mitronoff catheter.

'Include Me TOO have always got my back. I know I can contact them any time and they will try to help. I find doing all these forms quite time consuming so it's great that the team are there to offer support for this. It really takes a lot of pressure of me and I know it's done then and I just have to wait. I have taking part in Include Me TOO's parent and carer training which has really helped me gain confidence and knowledge. I am much more aware now of what I can access and services available to me. Without Include Me TOO it would be much harder to navigate'.

Information and advice feedback

The family first joined Include Me TOO through attending the charity's TIMEOUT sessions which their 6 years old daughter who has cerebral palsy, global development delay and is a wheelchair user enjoys attending. She is the eldest sister and has two younger siblings a brother and sister.

'My daughter really loves attending the TIMEOUT sessions. It amazing all the things the charity does that we can take part in as a family and it means my daughter can meet other children like herself and make friends.

Include Me TOO have really supported us by helping me with filling out forms to apply for fund for sensory needs for our daughter. A few of the forms were filled over the phone due to COVID 19 with the team and they really talked me through everything and gave me the guidelines I needed in order to get the right things for my daughter. The messages I received from the team and that fact that I know they are there for me and the family if we needed any additional help such as the Zoom meetings or weekly meals or getting medication or anything means a lot to me as I know they are there if I am struggling'.

Cultual and Inclusive Support feedback

Mom has attended several Include Me TOO community workshops, learning new approaches and techniques she could use at home with her 11 year old son. Since accessing support through the charity Mom has met other parents and families from her community and her confidence and awareness of the support and resources available to her son and family has increased.

'Include Me TOO have provided me and my family with so much support and in my language so I can understand and this has helped me to know what support there is for my son and the other children. I have not had much support from other services, because of no one speaking my language. Having someone who is able to translate and explain forms really makes my life a lot easier and it helps me to have support from more services that I couldn't before. When I met the team at Include Me TOO it was great as I know they can understand and support me in the best way possible. If I didn't have them, I would have missed out accessing services. I know there are not many services available where language support is provided and where my culture and traditions are understood and supported, the charity it's really been a lifeline for me"

Emotional and Wellbeing Holistic Sensory Therapeutic

The mental, physical and emotional wellbeing of disabled children and young people has been significantly impacted as a result of the COVID-19 pandemic. Restrictions meant they were unable to access educational settings, or physiotherapy, speech and language or behavioural support services.

We were able to secure funds to pilot a new project to provide a tailored Sensory Holistic Therapeutic Support programme for disabled children, young people and their siblings emotional and mental wellbeing. This pilot aimed to improve better understanding and managing of their emotions and feelings by introducing a series of sensory and holistic interventions.

The project was delivered remotely through virtual group interactive workshops and one to one sessions with the aim to eventually be delivered face-to-face. This pilot provides key early intervention and preventative support and delivered through sensory integration and holistic approaches.

We provided all the resources which included the Include Me TOO's FAB Sensory Therapy POD to all the families who participated. The POD had several items used in the interactive sessions and supported creating calming sensory spaces within their homes.

An accompanying resource was provided and within the interactive workshops' mindfulness resources were provided, yoga, meditation and grounding techniques

30 disabled children and families have been part of the pilot phase taking part in groups which run as eight-week programmes.

Here is a snapshot of the impact of this service from feedback from families.

'Our son is 15 years old, diagnosed with pathological demand avoidance and autism along with other things. He struggles to emotionally regulate as well as truly understand his own emotions and help himself when in crisis due to crippling anxiety. We accessed the therapeutic support in the hope he would meet others that also who have difficulties as he feels no one gets him, and wanted to learn to understand himself better. The sessions were fantastic as they really helped him think about things that helped him to keep calm and regulate himself. The group was a good size to work in and the kits in themselves are amazing. Yoga and breathing techniques really helped him with calming and everything was useful. We would highly recommend this course for the family to complete together but more importantly for young people to learn to help themselves.'

said Jayne mom of son aged 15

'Accessing this service and therapy has made a huge difference to our daughter. It was delivered in a way that was suitable and comfortable for her. She was able to join in and interact in an environment which boosted her confidence and at times open up about things she finds difficult. The therapy was adapted to suit her needs and we have always struggled with this with previous support we have had for her emotional wellbeing. We are able to use the strategies and techniques for the whole family, I would definitely recommend and the all the therapists and staff are so supportive.'

said Sarah mom of daughter aged 12

By using pictures, diagrammatic, and animated short videos disabled children, young people and their siblings were helped to understand CBT and how their mind, body, and behaviour works, in order to feel less isolated in their distress.

The project has provided them access to a range of approaches, activities and strategies which they can use as a toolkit to support their emotional, mental and sensory wellbeing.

Families have shared how much they learnt as they watched and listened to their children during the group sessions and have requested 'regular' sessions as it was evident each group made experienced some progress. The improvements they observed and felt were feeling able to express their thoughts better and having better understanding of their emotions and feelings, which helped reduce their fears, stress and anxieties

TIMEOUT

Supported by BBC Children in Need

© BBC 2007 Reg. charity England & Wales no. 802052 and Scotland no. SC039557

With the national and local restrictions and lockdowns throughout this year our TIMEOUT team supporting disabled children, young people and their siblings had to scale down activities, adapt and provide remote online sessions, alternate approaches. The team certainly demonstrated resourcefulness and successful engagement on a whole new level despite the challenges that were present during the pandemic and restrictions put in place the team followed guidelines and maximised opportunities and resources to deliver a range of fun and engaging activities.

Although challenging the team considered and planned thoroughly the logistics of how activities would be delivered online, coordinating resources to reach disabled children and young people for instance arts and crafts materials, baking materials for online sessions, and how to keep engagement and interaction during online sessions and online safety.

Disabled children, young people and their siblings selected with our team the online activities they would be keen to get involved in. Majority of the TIMEOUT programme was delivered via ZOOM online and families were supported how to access zoom and we ensured our online safety protocols were revised and updated.

The zoom online TIMEOUT sessions included Inclusive Dance, Inclusive Yoga and Meditation, Arts & Crafts, Bollywood Dancing and Music Therapy.

During the year where there were periods where restrictions were relaxed the TIMEOUT team organised external excursions, following COVID 19 guidelines, the protocols put in place internally by the charity, using PPE equipment to reducing risk. We prearranged small bubble groups of children and young people to participate in recreational activities locally which included Challenge Academy, Picnic in the Park, Dinosaur Adventure Golf, Safari Park, Dudley Zoo and Sailability.

The Young People's Social Group was also delivered via ZOOM online and all the resources to participate on each activity were delivered to the homes of the young people. The online activities were chosen by the group and these included making homemade pizza's on -line in the comfort of their own home. Chill and chat with hot chocolate and marshmallows allowing time for young people to just have a chat (a virtual Costa's). They made cupcakes together on line, and had their own online session with a DJ choosing their favourite music and a few of them were brave in sharing some of their dance moves.

We recognise and embrace the successes of this new way of working and believe we will continue to deliver some online services in tandem with resumed face to face activities in the future when the pandemic has ended.

Reducing isolation, supporting friendships, confidence, wellbeing and access to public places post pandemic for new adventures and experiences will be key next year as we do not underestimate the impact the pandemic has had on children and young people we support.

Callum Promise - FAB Sensory Bags

To celebrate Callum's 21st Birthday we fundraised for our FAB Sensory Bags (Fun & Adventure in a Bag) for disabled children and young people with sensory and complex needs.

'Callum was the initial spark of positive energy that founded Include Me TOO charity. We know from first-hand how much sensory toys and equipment can bring so much joy, big smiles, great interaction and happy memories.

We were thrilled to receive donations exceeded the original target. This meant that we were able to bring Sensory Fun and Adventure tailored for individual needs to more disabled children and young people through the FAB Sensory Bags and certainly they make such a great difference.

We also received further funding to provide our FAB Sensory Bags to local disabled children having to shield during COVID 19. Additionally, we were able to deliver online group workshops to families regarding sensory integration and play and how the FAB Sensory Bags items can support their child(ren) anxieties, relaxation and increase social and sensory interaction.

The COVID-19 Children and Young People's Global Statement and Recommendations

Disabled young people representatives of DPO's and NGO's from Fiji, Malta, France, India, Maldives, Kenya, Tanzania, Zambia Mauritius, Australia, Nepal, Sri Lanka, Pakistan, Canada and United Kingdom came together for roundtable discussions during May and June 2020. These were organised by Include Me TOO and the Commonwealth Children and Youth Disability Network, regarding COVID-19 and the vital importance to protect disabled children and young people human rights and inclusion during this global pandemic. The COVID 19 Children and Young People with Disabilities Statement and Recommendations was produced by these young people calling for commitment not to be left behind in COVID-19 responses and recovery.

With an estimation of between 180 and 220 million youth with disabilities worldwide, and an estimation that there are 93 million children with disabilities, of which nearly 80% live in developing countries already one of the most disadvantaged groups. Before the pandemic they experienced barriers and challenges due to limited accessibility, resources and the negative stigma and discrimination associated with disabilities and impairments.

Disabled children, young people and their families need to be part of efforts for disability inclusive responses and recovery to this pandemic.

We collectively advocated for disabled children and young people's human rights to not be compromised, as they already have challenges to accessing the right and appropriate support and resources to give them an equal chance to thrive and reach their potential.

The COVID-19 Children and Young People with Disabilities Global Statement and Recommendations was the first detailed response regarding the impact of the pandemic on children and youth with disabilities as well as being produced by them.

There are 12 Recommendations under the following headings:

1. Inclusive Accessible Education and Learning Development
2. Health and Social Care
3. Accessible information
4. Social distancing, support and wellbeing
5. Participation and Representation
6. Young Women and girls with disabilities
7. Safeguarding and protecting from all forms of abuse and harmful practices
8. Economic Empowerment and Employment
9. Stigma and Discrimination
10. Independent Living
11. Legislation and Policies
12. Data

Key stakeholders in the disability and human rights movement provided their endorsements, supporting the recommendations to protect children and young people with disabilities human rights and inclusion and commitment not to be left behind in COVID-19 responses and recovery

This COVID 19 Children and Young People with Disabilities Statement and Recommendations is supported and endorsed by:

IM2 Hospital Communication Passport – resources and workshops

The Commonwealth Children and Youth Disability Network (CCYDN) worked with Include Me TOO to maximise access to the Hospital Communication Passport (HCP) resource as a response to the pandemic and to improve the experiences of disabled persons when accessing health, medical care and treatment.

CCYDN worked with youths, DPO's and NGO's translating the resource in the following languages Swahili, Hindi, Dhivehi, Tamil, Sinhala, Urdu, Portuguese and Spanish.

The resource was introduced through organised regional online workshops to Asia, Africa, Pacific and Caribbean. The sessions covered the importance of this resource for disabled persons during the pandemic; how the resource can be used and how it supports disabled persons of all ages access and communication whilst supporting their rights. safety and dignity.

The Hospital Communication Passport resource has been produced into interactive PDFs and the next stage is for the HCP APP to be developed and made available in the coming year.

During the regional workshops discussions took place regarding practicalities, how to roll out HCP in respective countries, how this resource can be part of the COVID 19 hospitals and medical centres processes in their care and treatment protocols. How to increase access to these resource to all disabled persons.

With CCYDN we delivered train the trainer workshops establishing local partners and focal points in Maldives, India, Sri Lanka, Pakistan, Tanzania, Zambia, Cameroon, Kenya, Australia and Fiji.

During the COVID-19 pandemic the inequalities experienced by disabled people have been amplified and increased concerns of the lack of and non-existent accessible care and treatment and weather their needs and requirements will be supported.

The Hospital Communication Passport:

- Provides the most important things that hospital and medical staff must know about persons with disabilities as soon as they arrive.
- Shares vital information to support persons with disabilities regarding their access and support needs, their communication, sensory, physical and personal care needs
- Supports persons with disabilities safety and dignity

This resource has been recognised as a vital resource beyond being used just for the pandemic.

IDEAS Capacity Building Programme and Masterclass Series

The IDEAS Capacity Building Programme and Masterclass Series was delivered during November 2020 to March 2021. Its aim was supporting disabled young people to increase and build their skills and confidence as Disability Rights Representatives, Changemakers and Advocates. 33 countries were represented; there were 50 places for the programme (which was oversubscribed) and CCYDN and Include Me TOO accommodated 125 young people with disabilities. Each of the workshops and Masterclasses included discussions, worksheets and follow up actions.

IDEAS Capacity Building Workshops covered:

- Using Disability Rights Tools to Promote and Protect the Rights of Children and Young People with Disabilities
- Young People with Disabilities Role in Advocacy Disability Rights and Inclusion
- Accessing Social Media Platforms Confidently to have Your Say, Connect, Advocate and Campaign

IDEAS Masterclasses Series covered several key themes and we were joined by a range of key disability actors, advocates and changemakers.

IDEAS Masterclass One
The Role of Digital Platforms and Tech for Better Inclusion and Accessibility

IDEAS Masterclass Two
The Rules of Law and Governance

IDEAS Masterclass Three
Gender Equality. Young Women and Girls with Disabilities

IDEAS Masterclass Four
Economic Empowerment and Employment for Young People with Disabilities

IDEAS Masterclass Five
Ending Disability Stigma, Taboos and Discrimination

IDEAS Masterclass Six
Inclusive Accessible Education and Learning

Risk Management and Funding

The Board of Trustees acknowledges its responsibility for the charity's work delivery and strategic direction, overseeing ongoing assessment of the major risks, ensuring the charity meets its strategic objectives, delivers upon funded and commissioned projects, reviews and assesses operations, finances and control systems that are in place to manage those risks.

In this reporting year we have continued to deliver our charity services and support remotely. We have delivered services online, via telephone, zoom, teams and following guidelines to keep everyone safe, limiting risk associated with the COVID 19 pandemic.

In the year ahead we are planning to adopt a hybrid approach to continue delivering some services on-line whilst transitioning back to face to face activities once pandemic as ended or within relaxed COVID 19 guideline measures. On-line services seem to work better for some parents and carers with work commitment and other responsibilities. This will help ease the pressures experienced by parents and carers who have to juggle multiple meetings to meet their disabled child's needs.

We continue to review the charity's policies and protocols in line with legislation, guidelines, funders requirements and the charity's services and other work areas delivered.

We are currently exploring which online platform would support the various work and activities the charity is providing as we move towards a hybrid model of working, and identifying any additional costs and financial implications.

We have continued to be in touch with funders and have successfully delivered the various projects whilst working remotely and delivering online.

During this year the charity's reach continued to grow as the interest and referrals to our services grew. The capacity of the team has been stretched this year and further resources are required to meet demand and for our charity to be responsive and proactive in supporting disabled children, young people and their families. With the addition of the negative impact and devastation of the pandemic on their lives and responding to the changing landscape and raising numbers of families in need of support.

Our services, the advocacy and campaigning work we also provide is crucial and sustaining these is what we are working towards that we may continue achieving our charity's aims and objectives.

As we are still experiencing this pandemic, we continue assessing risks during these times and work closely with our counterparts in the sector whilst ensuring we continue to deliver on our charity's obligations.

Financial sustainability:

This year we were successful in securing match funding for one of our key services and receiving funds to deliver the additional support we were providing in response to the pandemic.

We continue to work towards sustaining the charity's key services and projects and, in the year ahead will be applying to identified funders.

We will continue to review service models to support our strategic direction and design for our current and future services and explore options for sustainable delivery of the services we provide. As well as explore partners we can work in collaboration with to achieve disability rights, inclusion, sustainable and innovative ecosystem.

Planning for 2021 to 2022

In the next 12 months Include Me TOO will:

- Address health and social issues impacting B.A.M.E disabled children, young people and their families which have been highlighted during the COVID 19 pandemic. There is a history of persistent health inequalities experienced by B.A.M.E persons with learning disabilities and high mortality rates. We aim to increase awareness of compounding factors on Race and Disability and demand action
- Advocate with and for disabled children and young people rights to be protected and be part of COVID 19 recovery whilst raising awareness and action for the implementation of the both the Human Rights Frameworks, the UN Convention on the Rights of Disabled Persons, and UN Convention on the Rights of the Child.
- Campaigning with the Commonwealth Children and Youth Disability Network (CCYDN and partners on the Global Disability Children & Young People's Charter and the Global Sustainable Development Goals; specifically aiming for progressive action on the disability rights for disabled children and young people.
- Capacity building, skills development and disability rights awareness of the Commonwealth Children and Youth Disability Network (CCYDN) committee members supporting their roles as disability rights advocates.
- Create a space to coordinate and influence national efforts for real commitments to progress and address the barriers and challenges which continue to impact on the lives of disabled children, young people and their families from Black, Asian, Minority Ethic and marginalised communities.
- Include Me TOO will maximise support available for families of disabled children and young people to grants, equipment, local services, information and continue to provide advocacy support.
- Review and update website to be accessible and review charity's social media, tech and digital requirements.
- Financial sustainability: Identifying funds and contracts to support capacity and vision of the charity, sustaining current and future support and services

Inclusion · Diversity · Equality · Adventures

Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2021

Offices
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 1AN

Accountants
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

SATURDAY
AAJMQ57S
A10 18/12/2021 #270
COMPANIES HOUSE

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements

for the year ended 31 March 2021

Contents

	Page
1. Report of the Directors	1
2. Statement of Financial Activities	2
3. Balance Sheet	3
4. Notes to accounts	4-7
5. Independent Examiner's Report	8

Directors Report for Include Me Too
On the Accounts for the year ended 31 March 2021

The directors present their report with the financial statements of the company for the year ended 31st March 2021.

Principal Activity
The principal activity of the company in the period under review was that of the supporting of disabled children, young people and their families through advice, information and training.

Directors
The directors who have held office during the period from 1st April 2020 to the date of this report are as follows:

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Secretary

Mr B Cove

This report has been prepared in accordance with the special provisions of part 15 of the companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

.....
Mr D Sudor

Date 16/12/21

Include Me Too
Statement of Financial Activities for the year ending 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 £	2020 £
Incoming resources from charitable activities					
Income	2	7,193	181,093	188,286	86,395
Total incoming resources		7,193	181,093	188,286	86,395
Resources expended					
Charitable activities	3	-	153,828	153,828	85,026
Total resources expended		-	153,828	153,828	85,026
Net incoming resources		7,193	27,265	34,458	1,369
Total funds brought forward at 1st April 2020		6,807	3,007	9,814	8,445
Total funds carried forward at 31st March 2021		14,000	30,272	44,272	9,814

Include Me Too
Balance Sheet for the year ended 31 March 2021

	Note	2021 £	2020 £
Fixed Assets			
Tangible Assets	4	1,899	-
Current assets			
Debtors	5	2,700	-
Cash at bank		54,025	10,633
Total current assets		56,725	10,633
Total assets		58,624	10,633
Creditors	6	14,352	819
Net assets		44,272	9,814
Funds of the Charity			
Unrestricted General Funds		14,000	6,807
Restricted Funds		30,272	3,007
Total funds		44,272	9,814

For the year ended 31st March 2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
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 and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on 16/12/21
and were signed on its behalf by:

.....

Mr D Sudor

1. Accounting policies

Basis of preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

2. Incoming resources from charitable activities

	2021	2020
	£	£
BBC Children in Need	26,122	35,067
BBC Children in Need Next Steps	24,988	-
Big Lottery Reaching Communities	43,526	22,283
Disability Rights Fund	14,919	25,536
The Henry Smith Charity	28,200	-
Heart of England	5,000	-
Commonwealth Programme	3,000	-
Family Fund	2,700	-
Covid 19 Support	32,638	-
Donations	6,383	-
Sundry Income	810	3,509
	188,286	86,395

3. Total resources expended

	Charitable Activities 2021 £	Charitable Activities 2021 £	Charitable Activities 2020 £
STAFFING COST			
Staff costs incl NI and pensions	89,043		
Project management	4,400		
Staff training costs	1,268		
Recruitment costs	400		
Payroll	459		
Total staffing cost		95,570	40,896
OFFICE COSTS			
Insurances	713		
Rent/room hire	2,096		2,971
Office expenses PPE reimbursement	1,406		
Telephone/internet/zoom costs	2,010		967
Total office costs		6,225	
DIRECT PROJECT COSTS			
Timeout activities and other grant project cost	9,103		6,474
Travel cost	668		15,888
Interpreters incl sign language	4,227		
Office stationery	1,516		649
Vounteers expenses	200		
Marketing & social media	728		426
Equipment	9,135		
Events and training	8,690		
Total direct project costs		34,267	8,865
OTHER COSTS			
Professional fees-legal and accountancy	956		781
Consultancy and advice	2,100		5,147
IT/website support and comsultancy	5,113		
Monitoring and evaluation	1,000		
Bank charges and interest	72		208
Deposits refunded and reimbusrements	127		
App design	7,056		
Depreciation	950		
Sundry	392		1,754
Total other costs		17,766	
		153,828	85,026

4. Fixed Assets	Equipment £
Cost:	
At 31st March 2020	1,912
Additions	2,849
At 31 March 2021	4,761
Depreciation:	
At 31st March 2020	1,912
Charge for year	950
At 31 March 2021	2,862
Net Book Value:	
At 31st March 2021	1,899
At 31st March 2020	-

5. Debtors: amounts falling due within one year

	2021 £	2020 £
Trade debtors	2,700	-
	2,700	-

6. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade Creditors	7,056	-
Deferred Income	5,526	-
Accruals	844	819
Social Security and Other Taxes	926	-
	14,352	819

7. Reserves and Reserves Policy

Include Me TOO management committee consider an appropriate level of reserves whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be annually approximately 3 months of resources expended which equates to £38,457 in general funds to cover shortfall in funding flows. Currently our free reserves are well below target levels. To address this Include Me TOO management committee have put in place a robust fundraising strategy to secure adequate levels of funding for future years.

The Trustees review the reserves policy on an annual basis alongside the review of the accounts.

8. Subsidiary company

The charity owns 100% of the shares in a subsidiary company, Include Me Too (IM2) Limited, which assists in gaining funding, providing training and consultancy and supporting the Charity. The profit for the year 31 March 2021 for Include Me Too (IM2) Limited was £13,735 and the capital and reserves at 31 March 2021 of Include Me Too (IM2) Limited were £2,747.

9. Taxation status

The company is a registered charity and, under sections 478 and 479 of the Corporation Tax Act 2010 is exempt from corporation tax on its charitable activities.

Independent Examiner's Report to the trustees of Include Me Too On the Accounts for the year ended 31 March 2021

Independent examiner's report to the trustees of Include Me Too

I report to the trustees on my examination of the accounts of Include Me Too for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Neil Phillips FCA
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Date: 16/12/21

Inclusion · Diversity · Equality · Adventures

Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2021

Offices
Newhampton Arts Centre
Dunkley Street
Wolverhampton
West Midlands
WV1 1AN

Accountants
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

SATURDAY
AAJMQ57S
A10 18/12/2021 #270
COMPANIES HOUSE

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements

for the year ended 31 March 2021

Contents

	Page
1. Report of the Directors	1
2. Statement of Financial Activities	2
3. Balance Sheet	3
4. Notes to accounts	4-7
5. Independent Examiner's Report	8

Directors Report for Include Me Too
On the Accounts for the year ended 31 March 2021

The directors present their report with the financial statements of the company for the year ended 31st March 2021.

Principal Activity
The principal activity of the company in the period under review was that of the supporting of disabled children, young people and their families through advice, information and training.

Directors
The directors who have held office during the period from 1st April 2020 to the date of this report are as follows:

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Secretary

Mr B Cove

This report has been prepared in accordance with the special provisions of part 15 of the companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

.....
Mr D Sudor

Date 16/12/21

Include Me Too
Statement of Financial Activities for the year ending 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 £	2020 £
Incoming resources from charitable activities					
Income	2	7,193	181,093	188,286	86,395
Total incoming resources		7,193	181,093	188,286	86,395
Resources expended					
Charitable activities	3	-	153,828	153,828	85,026
Total resources expended		-	153,828	153,828	85,026
Net incoming resources		7,193	27,265	34,458	1,369
Total funds brought forward at 1st April 2020		6,807	3,007	9,814	8,445
Total funds carried forward at 31st March 2021		14,000	30,272	44,272	9,814

Include Me Too
Balance Sheet for the year ended 31 March 2021

	Note	2021 £	2020 £
Fixed Assets			
Tangible Assets	4	1,899	-
Current assets			
Debtors	5	2,700	-
Cash at bank		54,025	10,633
Total current assets		56,725	10,633
Total assets		58,624	10,633
Creditors	6	14,352	819
Net assets		44,272	9,814
Funds of the Charity			
Unrestricted General Funds		14,000	6,807
Restricted Funds		30,272	3,007
Total funds		44,272	9,814

For the year ended 31st March 2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
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 and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on 16/12/21
and were signed on its behalf by:

.....

Mr D Sudor

1. Accounting policies

Basis of preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

2. Incoming resources from charitable activities

	2021	2020
	£	£
BBC Children in Need	26,122	35,067
BBC Children in Need Next Steps	24,988	-
Big Lottery Reaching Communities	43,526	22,283
Disability Rights Fund	14,919	25,536
The Henry Smith Charity	28,200	-
Heart of England	5,000	-
Commonwealth Programme	3,000	-
Family Fund	2,700	-
Covid 19 Support	32,638	-
Donations	6,383	-
Sundry Income	810	3,509
	188,286	86,395

3. Total resources expended

	Charitable Activities 2021 £	Charitable Activities 2021 £	Charitable Activities 2020 £
STAFFING COST			
Staff costs incl NI and pensions	89,043		
Project management	4,400		
Staff training costs	1,268		
Recruitment costs	400		
Payroll	459		
Total staffing cost		95,570	40,896
OFFICE COSTS			
Insurances	713		
Rent/room hire	2,096		2,971
Office expenses PPE reimbursement	1,406		
Telephone/internet/zoom costs	2,010		967
Total office costs		6,225	
DIRECT PROJECT COSTS			
Timeout activities and other grant project cost	9,103		6,474
Travel cost	668		15,888
Interpreters incl sign language	4,227		
Office stationery	1,516		649
Vounteers expenses	200		
Marketing & social media	728		426
Equipment	9,135		
Events and training	8,690		
Total direct project costs		34,267	8,865
OTHER COSTS			
Professional fees-legal and accountancy	956		781
Consultancy and advice	2,100		5,147
IT/website support and comsultancy	5,113		
Monitoring and evaluation	1,000		
Bank charges and interest	72		208
Deposits refunded and reimbusrements	127		
App design	7,056		
Depreciation	950		
Sundry	392		1,754
Total other costs		17,766	
		153,828	85,026

4. Fixed Assets	Equipment £
Cost:	
At 31st March 2020	1,912
Additions	2,849
At 31 March 2021	4,761
Depreciation:	
At 31st March 2020	1,912
Charge for year	950
At 31 March 2021	2,862
Net Book Value:	
At 31st March 2021	1,899
At 31st March 2020	-

5. Debtors: amounts falling due within one year

	2021 £	2020 £
Trade debtors	2,700	-
	2,700	-

6. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade Creditors	7,056	-
Deferred Income	5,526	-
Accruals	844	819
Social Security and Other Taxes	926	-
	14,352	819

7. Reserves and Reserves Policy

Include Me TOO management committee consider an appropriate level of reserves whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be annually approximately 3 months of resources expended which equates to £38,457 in general funds to cover shortfall in funding flows. Currently our free reserves are well below target levels. To address this Include Me TOO management committee have put in place a robust fundraising strategy to secure adequate levels of funding for future years.

The Trustees review the reserves policy on an annual basis alongside the review of the accounts.

8. Subsidiary company

The charity owns 100% of the shares in a subsidiary company, Include Me Too (IM2) Limited, which assists in gaining funding, providing training and consultancy and supporting the Charity. The profit for the year 31 March 2021 for Include Me Too (IM2) Limited was £13,735 and the capital and reserves at 31 March 2021 of Include Me Too (IM2) Limited were £2,747.

9. Taxation status

The company is a registered charity and, under sections 478 and 479 of the Corporation Tax Act 2010 is exempt from corporation tax on its charitable activities.

Independent Examiner's Report to the trustees of Include Me Too On the Accounts for the year ended 31 March 2021

Independent examiner's report to the trustees of Include Me Too

I report to the trustees on my examination of the accounts of Include Me Too for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Neil Phillips FCA
Phillips Ltd
Chartered Accountants
4 Pearson Road
Central Park
Telford
Shropshire
TF2 9TX

Date: 16/12/21