

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.

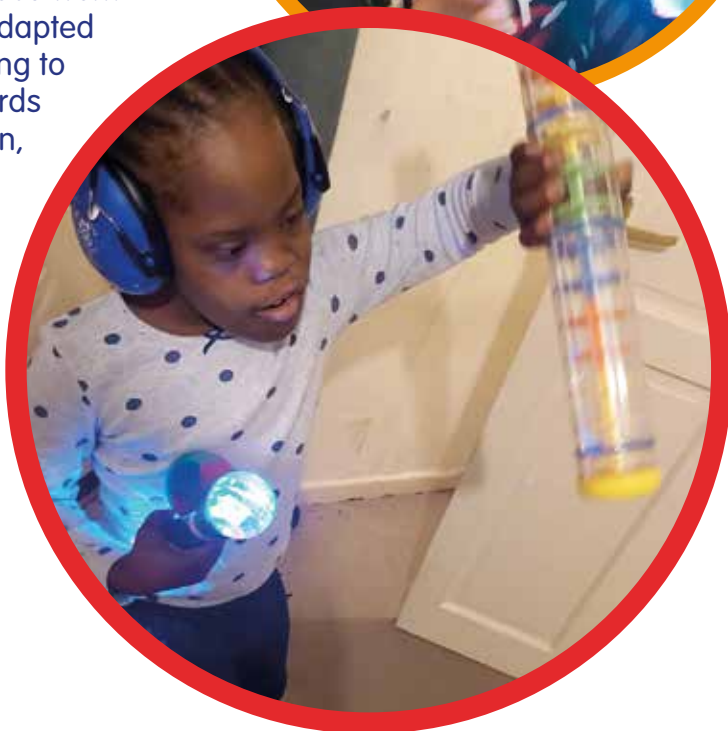
During this year we continued to deliver the charity's services remotely, and reviewed and improved delivering a range of support, training, workshops, meetings online.

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.

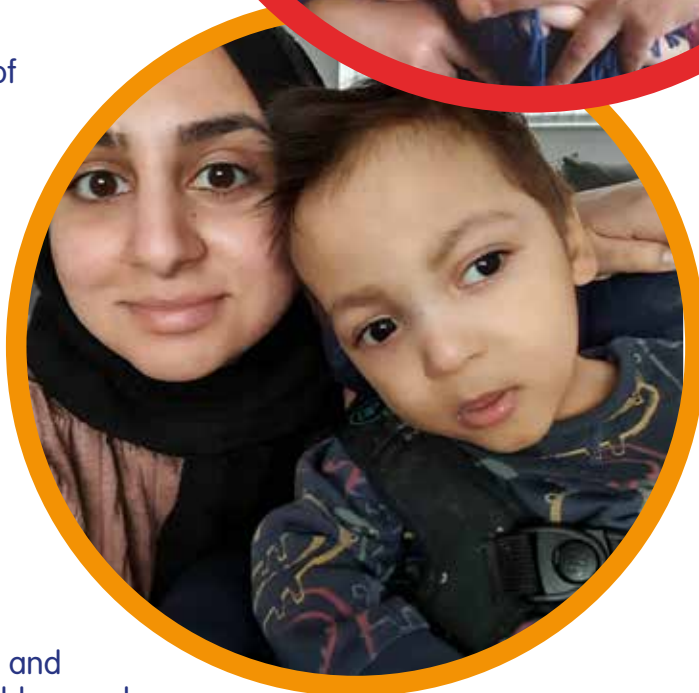
The demand for our services particularly Reaching Out increased and our interventions were responsive to the experiences families shared with us. The aims of Reaching Out were most prevalent as families had limited or no access to other external support.

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'.

Cultural 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

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.



JUSTGIVING.COM

Giving the Gift of Sensory Fun

Learn



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:



Save the Children



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 whether 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.

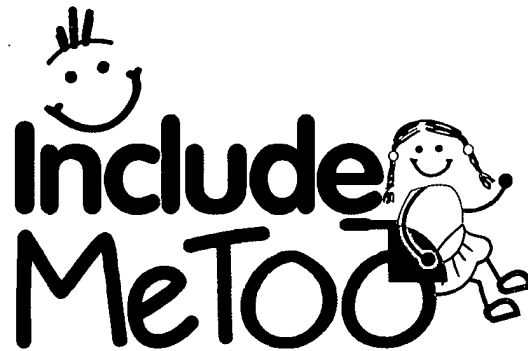
We continue to work towards sustaining the charity's key services and projects and, in the year ahead will be applying to identified funders.

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 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.
- 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

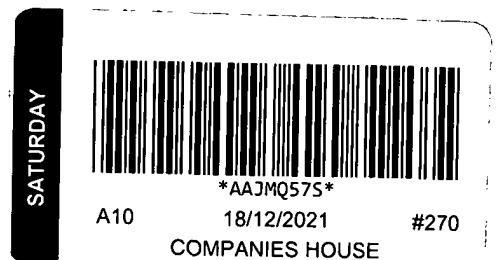
Registered Charity number 1125838

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



Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements
for the year ended 31 March 2021
Contents

	<u>Page</u>
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		<u>56,725</u>	<u>10,633</u>
Total assets		<u>58,624</u>	<u>10,633</u>
Creditors	6	<u>14,352</u>	<u>819</u>
Net assets		<u>44,272</u>	<u>9,814</u>
Funds of the Charity			
Unrestricted General Funds		14,000	6,807
Restricted Funds		30,272	3,007
Total funds		<u>44,272</u>	<u>9,814</u>

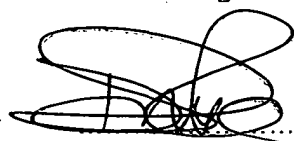
For the year ended 31st March 2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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 on16/12/21
and were signed on its behalf by:



Mr D Sudor

Include Me Too

Notes to the financial statements for the year ended 31 March 2021

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
	<u>188,286</u>	<u>86,395</u>

Include Me TooNotes to the Financial Statements for the year ended 31 March 2021**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
Volunteers 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 consultancy	5,113		
Monitoring and evaluation	1,000		
Bank charges and interest	72		208
Deposits refunded and reimbursements	127		
App design	7,056		
Depreciation	950		
Sundry	392		1,754
Total other costs		17,766	
		153,828	85,026

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2021

4. Fixed Assets

Cost:

At 31st March 2020

Additions

At 31 March 2021

Depreciation:

At 31st March 2020

Charge for year

At 31 March 2021

Net Book Value:

At 31st March 2021

At 31st March 2020

Equipment
£

1,912

2,849

4,761

1,912

950

2,862

1,899

-

5. Debtors: amounts falling due within one year

Trade debtors

2021

£

2,700

2020

£

-

2,700

-

6. Creditors: amounts falling due within one year

Trade Creditors

Deferred Income

Accruals

Social Security and Other Taxes

2021

£

7,056

5,526

844

926

14,352

2020

£

-

-

819

-

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.

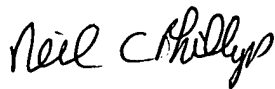
Independent examiner's statement

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:

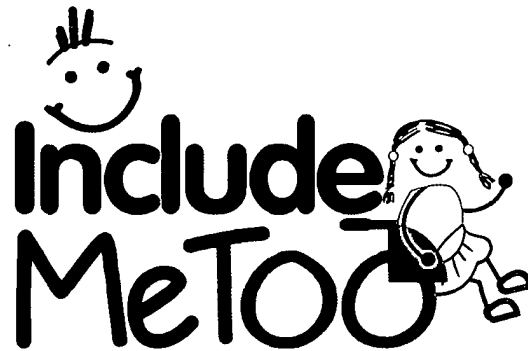
1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and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

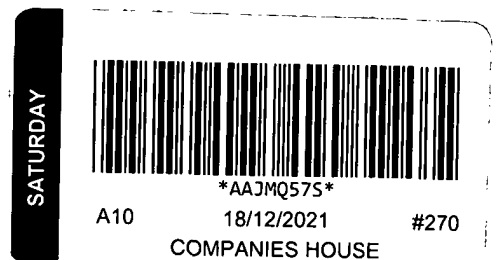
Include Me Too

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



Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements
for the year ended 31 March 2021
Contents

	<u>Page</u>
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		<u>56,725</u>	<u>10,633</u>
Total assets		<u>58,624</u>	<u>10,633</u>
Creditors	6	<u>14,352</u>	<u>819</u>
Net assets		<u>44,272</u>	<u>9,814</u>
Funds of the Charity			
Unrestricted General Funds		14,000	6,807
Restricted Funds		30,272	3,007
Total funds		<u>44,272</u>	<u>9,814</u>

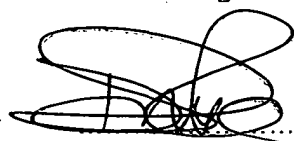
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These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Directors on16/12/21
and were signed on its behalf by:



Mr D Sudor

Include Me Too

Notes to the financial statements for the year ended 31 March 2021

1. Accounting policies

Basis of preparation

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Donations	6,383	-
Sundry Income	810	3,509
	<u>188,286</u>	<u>86,395</u>

Include Me TooNotes to the Financial Statements for the year ended 31 March 2021**3. Total resources expended**

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Timeout activities and other grant project cost	9,103		6,474
Travel cost	668		15,888
Interpreters incl sign language	4,227		
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Include Me TooNotes to the Financial Statements for the year ended 31 March 2021**4. Fixed Assets****Cost:**

At 31st March 2020

Additions

At 31 March 2021

Depreciation:

At 31st March 2020

Charge for year

At 31 March 2021

Net Book Value:

At 31st March 2021

At 31st March 2020

Equipment
£

1,912

2,849

4,761

1,912

950

2,8621,899-**5. Debtors: amounts falling due within one year**

Trade debtors

2021

£

2,700

2020

£

-

2,700-**6. Creditors: amounts falling due within one year**

Trade Creditors

Deferred Income

Accruals

Social Security and Other Taxes

2021

£

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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.

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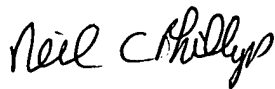
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I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

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



Date:16/12/21.....