

## 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**



*'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**

*'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**



# #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

**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;

Supported by



**BBC**  
**Children**  
**in Need**

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







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 centered 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 with 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.

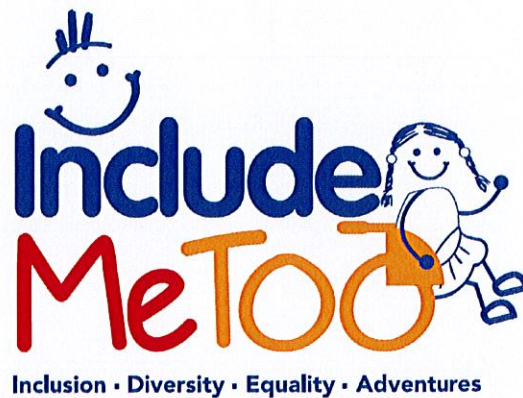


# Planning for 2022 to 2023

## 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 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





# 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

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



Include Me Too

Balance Sheet for the year ended 31 March 2022

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

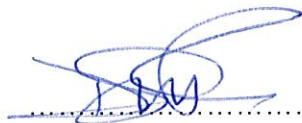
For the year ended 31st March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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
	<u>144,769</u>	<u>188,286</u>

**3. Total resources expended**

	Charitable Activities 2022 £	Charitable Activities 2022 £	Charitable Activities 2021 £	Charitable Activities 2021 £
<b>STAFFING COST</b>				
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
<b>OFFICE COSTS</b>				
Insurances	870		713	
Rent/room hire	3,258		2,096	
Office expenses PPE refurbishment	405		1,406	
Telephone/internet/zoom costs	2,838		2,010	
Total office costs		7,371		6,225
<b>DIRECT PROJECT COSTS</b>				
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
<b>OTHER COSTS</b>				
Professional fees-legal and accountancy	1,098		956	
Consultancy and advice	2,000		2,100	
IT/website support and consultancy	1,200		5,113	
Monitoring and evaluation	2,100		1,000	
Bank charges and interest	79		72	
Deposits refunded and reimburements	625		127	
Depreciation	950		950	
Sundry	529		392	
Total other costs		8,581		10,710
		<u>126,467</u>		<u>153,828</u>



**4. Fixed Assets**

	Equipment £
<b>Cost:</b>	
At 31st March 2021	4,761
Additions	-
At 31 March 2022	<u>4,761</u>
<b>Depreciation:</b>	
At 31st March 2021	2,862
Charge for year	950
At 31 March 2022	<u>3,812</u>
<b>Net Book Value:</b>	
At 31st March 2022	<u>949</u> <sup>x</sup>
At 31st March 2021	<u>1,899</u>

**5. Debtors: amounts falling due within one year**

	2022 £	2021 £
Trade debtors	4,500	2,700
	<u>4,500</u>	<u>2,700</u>

**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
	<u>8,006</u>	<u>14,352</u>

**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:

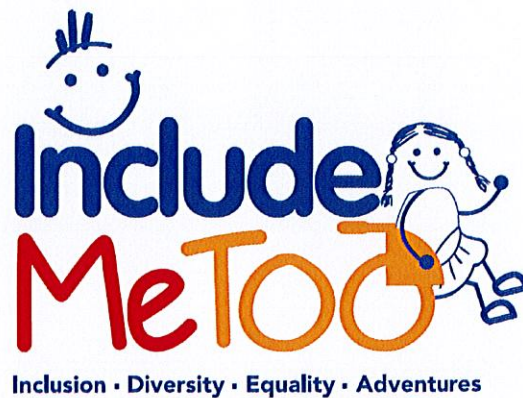
1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and 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 Phillips FCA  
Phillips Ltd  
Chartered Accountants  
4 Pearson Road  
Central Park  
Telford  
Shropshire  
TF2 9TX

*Neil C Phillips*

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

	<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 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 .....



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

Include Me Too

Balance Sheet for the year ended 31 March 2022

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

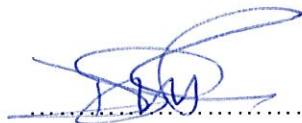
For the year ended 31st March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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
	<u>144,769</u>	<u>188,286</u>

**3. Total resources expended**

	Charitable Activities 2022 £	Charitable Activities 2022 £	Charitable Activities 2021 £	Charitable Activities 2021 £
<b>STAFFING COST</b>				
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
<b>OFFICE COSTS</b>				
Insurances	870		713	
Rent/room hire	3,258		2,096	
Office expenses PPE refurbishment	405		1,406	
Telephone/internet/zoom costs	2,838		2,010	
Total office costs		7,371		6,225
<b>DIRECT PROJECT COSTS</b>				
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
<b>OTHER COSTS</b>				
Professional fees-legal and accountancy	1,098		956	
Consultancy and advice	2,000		2,100	
IT/website support and consultancy	1,200		5,113	
Monitoring and evaluation	2,100		1,000	
Bank charges and interest	79		72	
Deposits refunded and reimburements	625		127	
Depreciation	950		950	
Sundry	529		392	
Total other costs		8,581		10,710
		<u>126,467</u>		<u>153,828</u>



**4. Fixed Assets**

	Equipment £
<b>Cost:</b>	
At 31st March 2021	4,761
Additions	-
At 31 March 2022	<u>4,761</u>
<b>Depreciation:</b>	
At 31st March 2021	2,862
Charge for year	950
At 31 March 2022	<u>3,812</u>
<b>Net Book Value:</b>	
At 31st March 2022	<u>949</u> <sup>x</sup>
At 31st March 2021	<u>1,899</u>

**5. Debtors: amounts falling due within one year**

	2022 £	2021 £
Trade debtors	4,500	2,700
	<u>4,500</u>	<u>2,700</u>

**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
	<u>8,006</u>	<u>14,352</u>

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

*Neil C Phillips*

Date: *19/12/22*