

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





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

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

Registered Address:

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

Directors who served during this year

Cairen Dheensa
David Sudor
Niki Garcha Davies
Parmi Dheensa
Raj Jhamat

Company Secretary – Brian Cove

Bankers: Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

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

Objects of the charity

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

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

Include Me TOO Aims and Objectives

- Supporting B.A.M.E and other marginalised disabled children, young people and their families to access information and support and identify individual needs and overcome barriers
- Provide an opportunity for parents and carers from our diverse communities to collaborate share skills and experiences to support one another through peer and mentoring support
- Provide cultural, holistic support and increase awareness of the full range of services available for disabled children, young people and their families from our diverse communities, promoting inclusive, accessible, culturally appropriate and reflective services, combining and supporting a family/person centred holistic, multi-agency approach
- Increase representation and involvement of all disabled children, young people and their families at all levels of service delivery and decision-making processes
- Increase disability awareness, understanding and inclusion within our diverse communities through partnership with mainstream and grassroots diverse groups, faith Groups, voluntary and community groups
- Campaign and support marginalised voices of disabled children, young people and their families from diverse and marginalised communities to ensure equality, inclusion and their rights and aspirations are supported and recognised
- Support the vision of the charity 'A Disability Friendly, Inclusive and Safe Society through a range of training and resources increasing awareness, inclusion, participation, equality and rights of all disabled children, young people and their families

Trustees Foreword

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

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

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

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

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

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

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

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

Commonwealth Games Baton Relay

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

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

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

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



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

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



Commonwealth Day Westminster Service and a Royal Reception at Buckingham Palace

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

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



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

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

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

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

Upon receiving the award Parmi Dheensa shared the following statement

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

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

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

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

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

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

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

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

REACHING OUT

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

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

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

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

Professional and Community Seminars and Workshops:

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

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

Reaching Out Advocacy

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

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

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

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

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

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

Parent



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

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

TIMEOUT

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

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

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

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

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



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

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



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

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

Child D – 16 years old Autism Pathological Demand Avoidance profile

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

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

#EqualTreatment LeDer Project

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

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

The seminars:

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

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

The workshops covered:

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

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

Commonwealth Heads of Governments Meeting



The Commonwealth Children and Youth Disability Network (CCYDN) and Include Me TOO joined disabled youth advocates and colleagues at the Commonwealth Heads of Government Meeting #CHOGM2022 Rwanda. CCYDN's Africa Region Youth Representative Joseph Migila CCYDN with members of the Include Me TOO,

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

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

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



During CHOGM the 6 sub themes:

1: Trade, Entrepreneurship and Employment .

2: Technology and Innovation.

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

4. Governance and the Rule of Law.

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

6. Health and COVID-19.



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

Strengthening commitments for supporting disabled youth development and empowerment

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



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

Commonwealth Youth Leaders Summit

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

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

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

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

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



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

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

Commitment 1: Provide inclusive education, lifelong learning, and development.

Commitment 2: Ensure meaningful participation, representation in political and public life, and in decision making processes.

Commitment 3: Promote and enhance gender equality.

Commitment 4: Ensure safeguarding from all forms of abuse and harmful practices.

Commitment 5: Promote inclusive and accessible communities.

Commitment 6: Affordable and accessible digital and assistive technologies to enhance access to opportunities and independence.

Commitment 7: Promote accessible and inclusive employment opportunities.

Commitment 8: Remove stigma and discrimination.

Commitment 9: Ensure support, wellbeing, and access to social protections.

Commitment 10: Inclusive assistance in humanitarian action.

Commitment 11: Enhance disability rights implementation through legislation and policy development.

Commitment 12: Collect disaggregated data to understand children and young peoples' disability experiences through intersectional lens.

Commitment 13: Ensure access to inclusive health and social care.

Commitment 14: Promote accessible communication and information.

Commitment 15: Promote independent living with the right support and resources.

Commitment 16: Promote participation of children and young people to engage in tackling climate change.

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

Risk Management and Funding

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

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

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

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

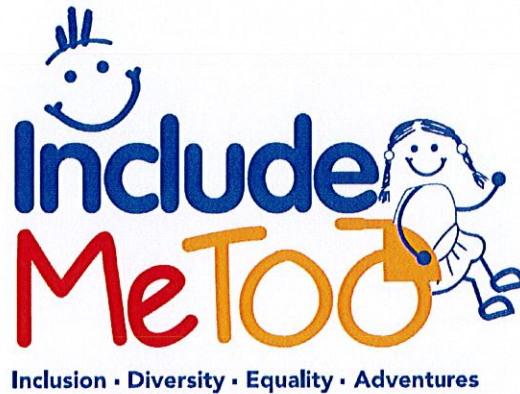
We are continuing to review service models to support our strategic direction and design for our current and future services and explore options for sustainable delivery of the services we provide, exploring collaborative, sustainable and innovative ways of working.



Planning for 2023 to 2024

In the next 12 months Include Me TOO will:

- Build upon the #EqualTreatment work to improve the health and social care needs of B.A.M.E disabled children, young people with learning disabilities reducing inequalities experienced improving outcomes.
- Increasing understanding on issues regarding intersectionality particularly the impact on minoritised and racialised disabled communities. Working with key stakeholders to commit to action and changing practice.
- Strengthening and increasing access and support to advocacy for families with disabled children and young people particularly during transitions
- Continue to campaign and advocate with the Commonwealth Children and Youth Disability Network (CCYDN) and partners on disability right and inclusion; youth leadership; advocacy and participation.
- The Hospital Communication Passport App to complete design and start pilot as well as identify partners to work with to progress with the resource.
- Capacity building, skills development and disability rights awareness of the Commonwealth Children and Youth Disability Network (CCYDN) committee members supporting their roles as disability rights advocates.
- Create a space to coordinate and influence national efforts for real commitments to progress and address the barriers and challenges which continue to impact on the lives of disabled children, young people and their families from Black, Asian, Minority 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 2023

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

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

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements
for the year ended 31 March 2023
Contents

	<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 2023

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

Principal Activity

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

Directors

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

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa


Mrs J Garcha-Davies

Secretary

Mr B Cove

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

ON BEHALF OF THE BOARD


.....
Mr D Sudor

Date 14/12/23

Include Me Too

Statement of Financial Activities for the year ending 31 March 2023

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

Include Me Too

Balance Sheet for the year ended 31 March 2023

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

For the year ended 31st March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

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

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

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



Mr D Sudor

Include Me Too

Notes to the financial statements for the year ended 31 March 2023

1. Accounting policies

Basis of preparation

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

Incoming resources

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

Resources expended

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

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

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2023

3. Total resources expended

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2023

4. Fixed Assets

	Equipment £
Cost:	
At 31st March 2021	4,761
Additions	-
At 31 March 2023	<u>4,761</u>
Depreciation:	
At 31st March 2022	3,812
Charge for year	949
At 31 March 2023	<u>4,761</u>
Net Book Value:	
At 31st March 2023	<u>-</u>
At 31st March 2022	<u>949</u>

5. Debtors: amounts falling due within one year

	2023 £	2022 £
Trade debtors	615	4,500
	<u>615</u>	<u>4,500</u>

6. Creditors: amounts falling due within one year

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2023

7. Reserves and Reserves Policy

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

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

8. Subsidiary company

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

9. Taxation status

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

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

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

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

Responsibilities and basis of report

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

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

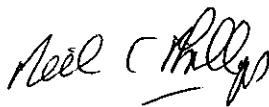
Independent examiner's statement

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

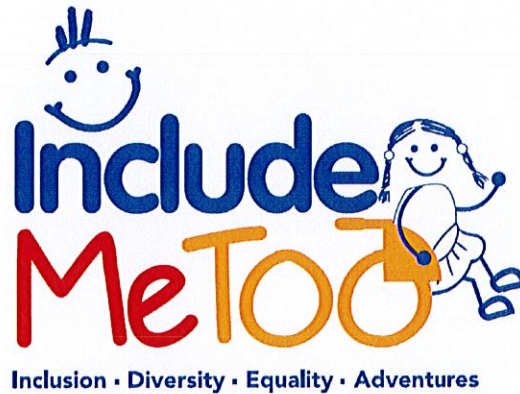
1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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

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



Date: 14/12/23



Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2023

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

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

Include Me Too
Company No 5710791
Charity No 1125838
Contents of the Financial Statements
for the year ended 31 March 2023
Contents

	<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 2023

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

Principal Activity

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

Directors

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

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa


Mrs J Garcha-Davies

Secretary

Mr B Cove

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

ON BEHALF OF THE BOARD


.....
Mr D Sudor

Date 14/12/23

Include Me Too

Statement of Financial Activities for the year ending 31 March 2023

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

Include Me Too

Balance Sheet for the year ended 31 March 2023

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

For the year ended 31st March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

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

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

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



Mr D Sudor

Include Me Too

Notes to the financial statements for the year ended 31 March 2023

1. Accounting policies

Basis of preparation

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

Incoming resources

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

Resources expended

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

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

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2023

3. Total resources expended

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2023

4. Fixed Assets

	Equipment £
Cost:	
At 31st March 2021	4,761
Additions	-
At 31 March 2023	<u>4,761</u>
Depreciation:	
At 31st March 2022	3,812
Charge for year	949
At 31 March 2023	<u>4,761</u>
Net Book Value:	
At 31st March 2023	<u>-</u>
At 31st March 2022	<u>949</u>

5. Debtors: amounts falling due within one year

	2023 £	2022 £
Trade debtors	615	4,500
	<u>615</u>	<u>4,500</u>

6. Creditors: amounts falling due within one year

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2023

7. Reserves and Reserves Policy

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

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

8. Subsidiary company

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

9. Taxation status

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

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

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

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

Responsibilities and basis of report

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

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

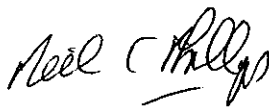
Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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

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



Date: 14/12/23