



Inclusion · Diversity · Equality · Adventures

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





Inclusion · Diversity · Equality · Adventures

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

Include Me TOO is a registered charity no: 1125838

Company limited by guarantee: 5710791

Registered Address:

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

Directors who served during this year

Cairen Dheensa
David Sudor
Niki Garcha Davies
Parmi Dheensa
Raj Jhamat

Company Secretary – Brian Cove

Bankers: Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

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

Objects of the charity

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

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

Include Me TOO Aims and Objectives

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

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

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

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

Trustee Foreword

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

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

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

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

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

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

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



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

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

Include Me TOO continue to provide advice, guidance, training, and contributions on policy development, disability inclusion development and advocacy at national and international strategic and political levels.

We experienced challenges this year with our charity offices having to be temporarily relocated due to the ceiling collapsing. We are looking at relocating in the centre to another suitable office and are having discussions with the centre. Our team, youth advocates, volunteers and supporters continued to deliver all the projects and through their commitment this has been another year of making positive impacts on the lives of disabled children, young people and their families and communities.

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

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

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

Devika Malik
CCYDN Asia Region
Representative

Reaching Out

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

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

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

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

Parent

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

Parent

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

Parent

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

Parent

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

This year we have supported families with:

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

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

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

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

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

Time Out

Supported by



BBC
**Children
in Need**

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& Wales no. 802052 and Scotland
no. SC039557

Our TIMEOUT programme continues to create opportunities for disabled children, young people and their siblings to make friendships, interact, develop new skills, and engage in a range of leisure and recreational activities. Through ensuring safe inclusive

spaces and events during the weekends and school holiday disabled children, young people and their siblings have access to fun and adventures with their peers, learning new skills, sharing new experiences, and developing new friendships.

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

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

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

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



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



Disabled Children and Young People's feedback

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

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

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

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

10th Commonwealth Youth Ministers' Meeting

Written by Devika Malik - CCYDN Asia Representative

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




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

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

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

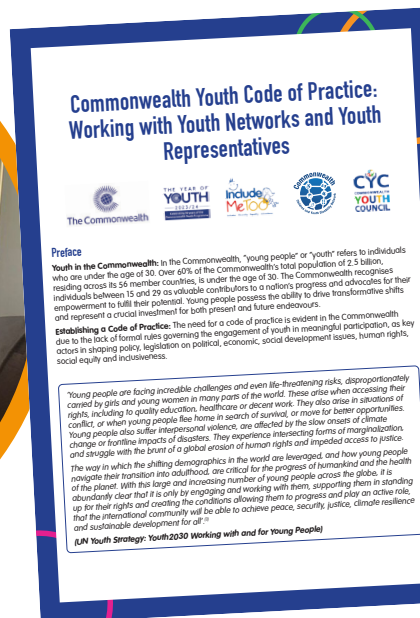


The Commonwealth Children & Youth Disability Network

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

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

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



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

“We recognize young people as essential contributors to the development and progress of our nations, and emphasize the need for comprehensive and inclusive youth-focused policies and programmes.”








Layne Robinson, Head of Social Policy Development at The Commonwealth Secretariat

”

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

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

Presentations from Disabled Youth and Guest Speakers covered:

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



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

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

Shrutilata Singh (India) – CCYDN Youth Representative

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

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

Sabina Moce (Fiji) – CCYDN Pacific Region Representative



The Commonwealth Youth Code of Practice (CYCOP)

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

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

“Establishing the Commonwealth Youth Code of Practice during the **#YearOfYouth** was essential as we even quote in the document itself: ‘It has been evident in the Commonwealth that there is a lack of formal rules governing the engagement of youth in a meaningful participation, as in, as we are key actors in shaping policy, most notably legislation on political matters, economic matters, social development issues, our human rights, maybe social equity and even inclusiveness’. And it highlights as young people, we have a key role in supporting the delivery of the 2030 Global Sustainable Development Goals agenda.

This **Youth Code of Practice** aims to provide that clear and concise guidance to both governments as well as Commonwealth Networks, Associations and even Organisations, with key areas to consider with their efforts for fostering inclusive, acceptance of youth participation. By engaging with us the youth should be, that should be delivered in a manner which is welcoming, respectful, empowering and even encouraging.

So, our inclusion and participation is needed on youth related issues, to support governments, networks or even organisations. To provide those policy developments and strategic direction, and even delivery that can be impactful for our generation and the next.”

Daniel Grice CCYDN Vice Chair

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

Risk Management and Funding

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

We recognise the charity's challenges which are to:

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

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

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

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

Risk Management and Funding

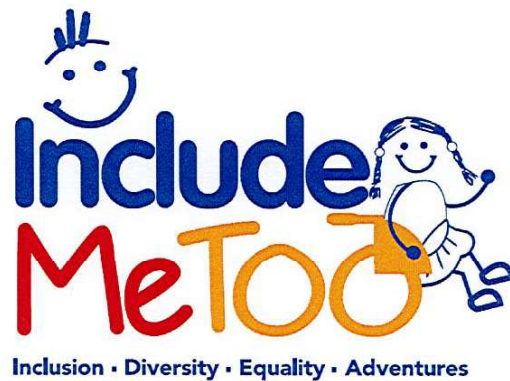
The Board of Trustees acknowledges its responsibility for the charity's work delivery and strategic direction, overseeing ongoing assessment of the major risks, ensuring the charity meets its strategic objectives, delivers upon funded and commissioned projects, reviews and assesses operations, finances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

In the next 12 months Include Me TOO will:

- Secure continuation funding for existing projects providing a range of support and advocacy to disabled children, young people and their families.
- Increasing understanding on issues regarding intersectionality particularly the impact on racialised and minoritised disabled communities. Working with key stakeholders to commit to action and changing practice. Including advocating in reducing the health and social care inequalities experienced by Black, Asian and Minoritised Ethnic disabled children, young people with learning disabilities.
- Strengthening and increasing access and support to advocacy for families with disabled children and young people particularly during transitions.
- Developing with disabled children and youth people the video campaign for the Global Disability Children & Young People's Charter #2030 CALL TO ACTION.
- Continue to campaign and advocate with the Commonwealth Children and Youth Disability Network (CCYDN) and partners on disability right and inclusion; youth leadership; advocacy and participation.
- A series of disabled youth led seminars sharing learning, ideas, views and solutions on thematic areas which matter to them.
- The Hospital Communication Passport App to complete design and pilot as well as identify partners to work with to progress with the resource.
- Capacity building, skills development and disability rights awareness of the Commonwealth Children and Youth Disability Network (CCYDN) committee members supporting their roles as disability rights advocates.
- Create a space to coordinate and influence national efforts for real commitments to progress and address the barriers and challenges which continue to impact on the lives of disabled children, young people and their families from Black, Asian, Minority 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 to maximise online visibility and engagement.
- Financial sustainability: Develop fundraising and business development strategy Identifying funders, trusts, foundations, potential corporate sponsors, and online fundraising strategies.





Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2024

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

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

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

for the year ended 31 March 2024

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

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

Principal Activity

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

Directors

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

Ms P Dheensa

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa


Mrs J Garcha-Davies

Secretary

Mr B Cove

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

ON BEHALF OF THE BOARD


.....
Mr D Sudor

Date 19th December 2024

Include Me Too

Statement of Financial Activities for the year ending 31 March 2024

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

Include Me Too

Balance Sheet for the year ended 31 March 2024

	Note	2024 £	2023 £
Fixed Assets			
Tangible Assets	4	1,574	-
Current assets			
Debtors	5	4,615	615
Cash at bank		39,783	69,251
Total current assets		<u>44,398</u>	<u>69,866</u>
Total assets		<u>45,972</u>	<u>69,866</u>
Creditors	6	<u>3,900</u>	<u>3,909</u>
Net assets		<u>42,072</u>	<u>65,957</u>
Funds of the Charity			
Unrestricted General Funds		6,520	3,110
Restricted Funds		35,552	62,847
Total funds		<u>42,072</u>	<u>65,957</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 19/12/24 and were signed on its behalf by:



Mr D Sudor

Include Me Too

Notes to the financial statements for the year ended 31 March 2024

1. Accounting policies

Basis of preparation

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

Incoming resources

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

Resources expended

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

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

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2024

3. Total resources expended

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2024

4. Fixed Assets

Cost:

At 31st March 2023

Additions

At 31 March 2024

Depreciation:

At 31st March 2023

Charge for year

At 31 March 2024

Net Book Value:

At 31st March 2024

At 31st March 2023

Equipment
£

4,761

2,350

7,111

4,761

776

5,537

1,574

-

5. Debtors: amounts falling due within one year

Trade debtors

2024

£

4,615

2023

£

615

4,615

615

6. Creditors: amounts falling due within one year

Accruals

Social Security and Other Taxes

2024

£

3,180

720

3,900

2023

£

3,194

715

3,909

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2024

7. Reserves and Reserves Policy

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

8. Subsidiary company

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

9. Taxation status

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

10. In Kind and Sponsorship Support

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

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

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Neil C Phillips

Date: *19/12/24*