

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





Inclusion · Diversity · Equality · Adventures

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

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

Registered Address:

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

Directors who served during this year

Cairen Dheensa
David Sudor
Niki Garcha Davies
Parmi Dheensa
Raj Jhamat

Company Secretary – Brian Cove

Bankers: Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

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

Objects of the charity

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

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

Include Me TOO Aims and Objectives

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

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

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

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

Trustees Foreword

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

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

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

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

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



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

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

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



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

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

- **Partnership and Business Development Coordinator** to support sustainability of our charity, building a strong base by working with a range of funders, donors and sponsors, building and maintaining relationships that last.
- **Social Media and Communications Coordinator**, to increase the charity's visibility and share our work and impact and key messaging to increase disability awareness, understanding, advocacy and support for minoritised and racialised communities with disabled children, young adults and their families on issues impacting them.



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

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

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

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

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

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

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



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

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

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

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

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

REACHING OUT

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

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

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

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

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

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

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

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

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

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

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

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

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

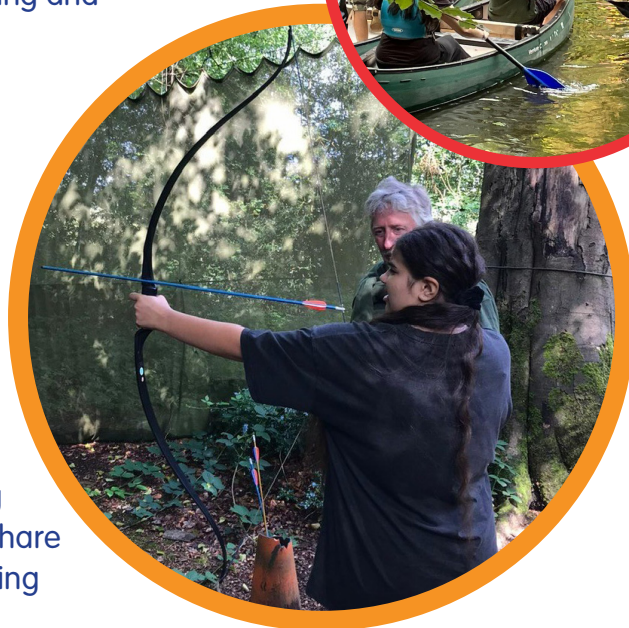
TIMEOUT

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

During this reporting period TIMEOUT focused on:

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

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



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

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



Disabled Children and Young People's Feedback

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

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

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

Child H 15 years – Downs Syndrome

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

Child M 9 years - Micotnic Dystrophy, learning disability

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

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



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

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

WHO 2015 report³ estimations indicate that there are 93 million children aged 0-14 years with moderate and high support needs. In some places, "children with disabilities are up to 17 times more likely to live in institutions than other children"⁴ where they are subject to increased risk of harm, neglect and abuse.



Shrutilata Singh (India) – CCYDN Aisa Region Youth Representative

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



Joy Ubong (Nigeria) - CCYDN African Region Representation

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



Daniel Grice - CCYDN Co – Chair

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

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

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

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

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

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



Jahirul Islam (Bangladesh) – CCYDN Asia Region Representative

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

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

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



Selena Baptiste (St Lucia) – CCYDN Caribbean Region Representative

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

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

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

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

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



Risk Management and Funding

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

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

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

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

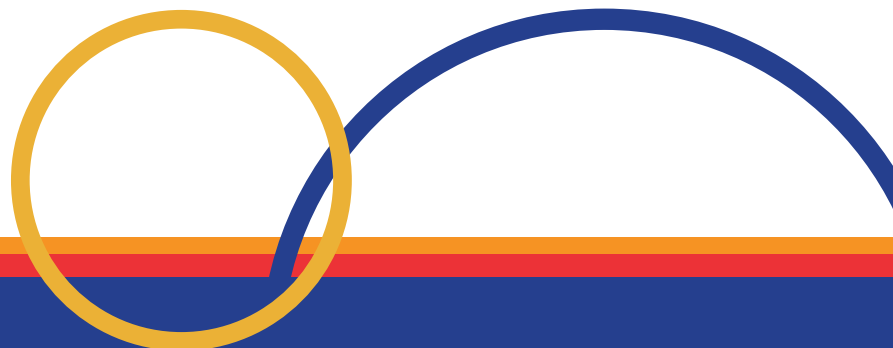
This year we have secured three years funding from Big Lottery. This funding will support existing Reaching Out Service posts which provide advocacy, information and advice for disabled children, young people and their families including for young people with learning disabilities transitioning to adulthood.

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

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

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

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



Planning for 2024 to 2025

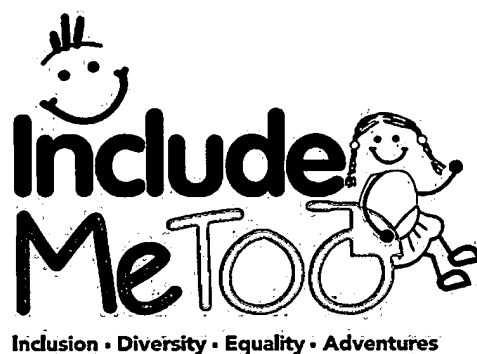
In the next 12 months Include Me TOO will:

- Create a space to coordinate and influence national efforts for real commitments to progress and address the barriers and challenges which continue to impact on the lives of disabled children, young people and their families from Black, Asian and Minoritised Ethnic and Marginalised communities.
- Include Me TOO will maximise support available for families of disabled children and young people to grants, equipment, local services, information and continue to provide advocacy support.
- Increasing understanding on issues regarding intersectionality particularly the impact on racialised and minoritised disabled communities. Working with key stakeholders to commit to action and changing practice.
- Establish a network of Black, Asian and Minoritised Ethnic and Marginalised communities disabled children, young people and young adults with learning disabilities and their families to increase their advocacy, meaningful participation and representation on issues impacting them and collectively addressing the lived experiences of health and social care inequalities they face to increase their chances to live 'Good Lives'..
- Strengthening and increasing access and support to advocacy for families with disabled children and young people particularly during transitions.
- Launching the Global Disability Children & Young People's Charter #2030 CALL TO ACTION Campaign and garnering signatories at the Global Disability Summit 2025 in Berlin.
- Developing with disabled children and youth people the video campaign for the Global Disability Children & Young People's Charter #2030 CALL TO ACTION
- Continue to campaign and advocate with the Commonwealth Children and Youth Disability Network (CCYDN) and partners on children and young people' disability human rights, inclusion; youth leadership; advocacy and meaningful participation.
- A series of disabled youth led seminars sharing learning, ideas, views and solutions on thematic areas which matter to them



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





Include Me Too

Registered Charity number 1125838
Company Limited by guarantee number 5710791

Accounts for the Year Ended 31 March 2025

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

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

SATURDAY



AEHTR1AP

A14

20/12/2025

#87

COMPANIES HOUSE

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

for the year ended 31 March 2025

Contents

| | <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 2025

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

Principal Activity

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

Directors

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

Mr D Sudor

Mrs R Jhamat

Mr C Dheensa

Mrs J Garcha-Davies

Ms P Dheensa


Secretary

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

Mr B Cove

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

ON BEHALF OF THE BOARD


.....
Mr D Sudor

Date 18/2/25

Include Me Too

Statement of Financial Activities for the year ending 31 March 2025

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

Include Me Too

Balance Sheet for the year ended 31 March 2025

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

For the year ended 31st March 2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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

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

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

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



Mr D Sudor

Include Me Too

Notes to the financial statements for the year ended 31 March 2025

1. Accounting policies

Basis of preparation

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

Incoming resources

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

Resources expended

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

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

2. Incoming resources from charitable activities

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2025

3. Total resources expended

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

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2025

4. Fixed Assets

Cost:

At 31st March 2024

Additions

At 31 March 2025

Depreciation:

At 31st March 2024

Charge for year

At 31 March 2024

Net Book Value:

At 31st March 2025

At 31st March 2024

Equipment
£

7,111

6,375

13,486

5,537

2,375

7,912

5,574

1,574

5. Debtors: amounts falling due within one year

Trade debtors

2025

£

615

2024

£

4,615

615

4,615

6. Creditors: amounts falling due within one year

Accruals

2025

£

4,426

2024

£

3,900

4,426

3,900

Include Me Too

Notes to the Financial Statements for the year ended 31 March 2025

7. Reserves and Reserves Policy

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

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

8. Subsidiary company

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

9. Taxation status

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

10. In Kind and Sponsorship Support

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

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

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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



Date: 18/12/25