

**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
**(A Company Limited by Guarantee)**

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
**(A Company Limited by Guarantee)**

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 MARCH 2022**

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**Trustees** Tim Cooper, Chair  
Aisling Duffy, Vice Chair  
Stephen Cox  
David Ellis  
Anna Galliford, Treasurer  
Huw John (resigned 28 May 2021)  
Azra Kirkby (appointed 13 September 2021)  
Lorraine Robinson  
Mel Shad (appointed 13 September 2021)  
Alyson Stapleton  
James Watson-O'Neill

**Company registered number** 06521773

**Charity registered number** 1127328

**Registered office** 6th Floor  
2 London Wall Place  
London  
EC2Y 5AU

**Chief executive officer** Dr. Rhidian Hughes

**Independent Examiners** MHA MacIntyre Hudson  
Chartered Accountants  
6th Floor  
2 London Wall Place  
London  
EC2Y 5AU

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**Bankers**

Metro Bank Ltd  
One Southampton Row  
London  
WC1B 5HA

Charity Bank Ltd  
Fosse House  
182 High Street  
Tonbridge  
TN9 1BE

Barclays Bank UK PLC  
326-328 High Holborn  
Holborn  
WC1V 7PE

Shawbrook Bank Ltd  
Lutea House  
Warley Hill Business Park  
The Drive Great Warley  
Brentwood  
Essex  
CM13 3BE

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## **VOLUNTARY ORGANISATIONS DISABILITY GROUP**

**(A Company Limited by Guarantee)**

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022**

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The Trustees confirm that the Annual Report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). Since the Charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

VODG is a company limited by guarantee (company number 06521773). It was formed on 3 March 2008 and on 1 April 2008, took over the activities, assets and liabilities of the unincorporated organisation of the same name. It is governed by its articles of association, adopted on 14 November 2019 and is a registered charity (charity number 1127328, registered 30 December 2008). The Charity is subject to the provisions of charity law as well as company law.

#### **Trustee Appointment and Training**

The Trustees can appoint anyone who is a member or the representative of a member to fill a vacancy in the Trustees. Any such person will serve until the next annual general meeting and will then be eligible for re-election by the members.

Trustees receive induction training on taking office, introducing them to the organisation and including briefings from the Chair, Chief Executive and senior managers. Ongoing training and development are also available based on any needs identified in periodic trustees skills questionnaires.

#### **Membership and Officers**

Membership is open to organisations that are registered charities or not for profit organisations and which provide support services to disabled people. Each member holds one vote. The chief officer of each member organisation can attend meetings and vote on its behalf at VODG meetings but may appoint an alternative representative. The business of the Charity is managed by its officers who are responsible to, and elected by, the Charity's member organisations. The officers act as directors of the Charity for the purposes of company law and trustees for charity law purposes. Daily management of the Charity is delegated to Chief Executive Dr Rhidian Hughes.

#### **Aims and Objectives**

The Charity's objectives and purpose as set out in the articles of association are to promote for the public benefit voluntary sector providers of social care support services to disabled people. The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its current and future activities.

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## **VOLUNTARY ORGANISATIONS DISABILITY GROUP**

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### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

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In particular, VODG undertakes the following public benefit activities to further its legal purposes:

- Liaising between charities, voluntary organisations, government agencies and other groups on relevant issues
- Educating and undertaking research in relation to the provision and financing of social care services and/or other support for disabled people by voluntary and charitable providers.
- Identifying needs in the voluntary sector and establishing projects or policies to address them.
- Acting as a representative of the voluntary sector in relation to government policies and legislation.
- Providing advice and information to promote the efficiency and effectiveness of the provision of social care and/or other support services for disabled people by voluntary and charitable providers.

### **OUR MEMBERS IN 2021/22**

Ability Housing Association	FitzRoy
Access Social Care	Foundation for People with Learning Disabilities
Active Prospects	Freedom Powerchairs
Advance	Freeways
Affinity Trust	Future Directions
Aldingbourne Trust	Golden Lane Housing
Ambient Support	Grange Centre
Aspens	Grapevine Coventry and Warwickshire
Autism at Kingwood	Guideposts Trust
Autism Education Trust	Halow Project
Autism Matters	Hamelin Trust
Avalon Group	Hft
Avenues Group	Hightown Housing Association
BATIAS Independent Advocacy Services	Imagine Act and Succeed
Bethpage	Inclusive Community Development
Beyond Words	KeyRing
BeyondAutism	KIDS
Brandon Trust	Kisharon
Breakthrough UK	Langdon
Camphill Village Trust	Learning Disability Network London
Canterbury Oast House	Leonard Cheshire Disability
Carers Trust	Lewisham Nexus
Castle Supported Living Ltd	Life Path Trust
Certitude Support	Linkage
Chailey Heritage Foundation	Livability
Changing Our Lives	Look Ahead
Choice Support	MacIntyre
Community Integrated Care	Milestones Trust
Creative Support	Music24
Croydon Mencap	National Autistic Society
Dance Syndrome	National Star
Deafblind UK	Natural Breaks
Dimensions	New Directions Rugby
Disabilities Trust	The Northam Care Trust
Edmund Trust	Norwood
Elfrida Society	Nottingham Community Housing Association
Encompass	Options for Supported Living
Enham Trust	Outlook Care
	Outward

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## VOLUNTARY ORGANISATIONS DISABILITY GROUP

(A Company Limited by Guarantee)

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

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Papworth Trust	Shaw Trust
Partners in Support	Shropshire Peer Counselling and Advocacy Services
Perthyn	SignHealth
PossAbilities	St Anne's Community Services
PSS	St Cuthbert's Care
Purley Park Trust	St Elizabeth's Centre
Queen Elizabeth's Foundation for Disabled People	Stockdales
Reading Mencap	Thera
Real Life Options	Three Cs
Reside Housing Association	Together Trust
Respond	Turning Point
Revitalise	United Response
RNID	Vibrance
The Rossendale Trust	VoiceAbility
Royal Mencap Society	Walsingham Support
Royal National Institute of Blind People	Wilf Ward Family Trust
SeeAbility	Young Epilepsy
Sense	

### ABOUT VODG

VODG is a membership body representing organisations within the voluntary sector who work alongside disabled people. Our members' work is focused on enabling disabled people of all ages to live the lives they choose. VODG believes that an ambitious, trusted and vibrant voluntary sector that works together plays a unique role in achieving this aim.

Our **vision** is for *an ambitious, trusted and vibrant voluntary sector that works together to enable disabled people to live the lives they choose.*

In pursuit of this vision, **our mission** is *to support our members to achieve excellence and to influence those who can improve the environment in which they operate.*

Our **values** guide how we operate – we are

- Ambitious – we have high expectations and strive for our members to achieve excellence.
- Collaborative – we work with others to deliver our mission and encourage our members to work together.
- Proactive – we use our members' expertise to set the agenda and constantly seek ways in which we can make a difference.
- Professional – we work with openness and integrity in everything we do.
- Thoughtful – we use evidence and experience to inform judgments and our contribution is always constructive.

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## VOLUNTARY ORGANISATIONS DISABILITY GROUP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

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Our **beliefs** are passionately held – we believe

- Disabled people's human rights must be upheld, including opportunities to live the lives they choose.
- We embrace equity and diversity and understand the impact on individuals and communities.
- The voluntary sector should play a unique role which is celebrated.
- We should work together, share our successes and plan for a stronger future.
- We should learn from mistakes.
- Regulation should be fair, proportionate and focused on quality, safety and improvement.
- Policymaking should be informed by professional expertise and the views of disabled people and those they wish to involve.

#### *How we work*

We deliver our mission through four **business functions**:

- Membership – enables our members to collaborate and harnesses their views and experiences through networks, events and other approaches.
- Sector development – delivers real-world projects that influence our members' practice and seeks to expand our ability to influence.
- Communications, policy and public affairs – works with government and others to ensure our members' voice is heard and acted upon and ensures the right information gets to our members.
- Organisation and governance – to ensure VODG is fit for purpose, and the future.

Underpinning are organisational development and governance activities.

### STRATEGIC APPROACH

VODG has an ambitious growth agenda to support the membership and the sectors within which they operate. Our intent is to cover core expenditure through a number of diversified income streams comprising subscriptions, grants and consultancies and our investors and supporters.

In addition to our core approach trustees invest from unrestricted reserves to enable VODG to be deliver on key initiatives and projects. These additional resources have enabled us to develop special programmes to support our members and the sectors within which they operate, improving our business functions and support for staff.

The current year, as before, was one that was focused on COVID-19 and supporting members and the sector towards recovery. Additional investment from unrestricted reserves has enabled VODG to invest in work to develop our approach to equity, diversity and inclusion (EDI) and the commissioning of a new Content Management System (CMS) and a Customer Relationship Management (CRM) database. Initiatives started this year during COVID-19 recovery, will deliver in earnest in the next.



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## **VOLUNTARY ORGANISATIONS DISABILITY GROUP**

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### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

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#### **Activities and Achievements**

##### **Organisation and governance – to ensure VODG is fit for purpose, and the future**

VODG continued to develop its Board membership in line with our commitment to EDI and maintaining key skills for the future. We thanked trustees who stepped down, and have welcomed two new trustees at the 2021 AGM. Our AGM also approved an amendment to our Articles of Association to allow flexibility for future AGMs to be held virtually as well as in person.

During the course of the year, trustees also reviewed and improved our scheme of delegation, further developed an approach to crowdfunding and reviewed our risk management processes. Internal accountability was strengthened through the introduction of an integrated dashboard capturing key metrics on performance and risk management.

We published our EDI guiding statement and action plan. The plan is regularly reviewed and updated. This work has seen a series of dedicated EDI learning events, including one flagship event, as part of our AGM.

**Membership** – enables our members to collaborate and harnesses their views and experiences through networks, events and other approaches.

We introduced several significant and positive changes in 2021/22. Having employed a new Head of Membership, we reviewed our processes and identified the need to introduce a combined Content Management System (CMS) and a Customer Relationship Management (CRM) database. This is a significant step-up change for VODG and will result in improved member experience. The new system is due to launch in the second quarter of 2022/23.

We continue to undertake focused membership recruitment campaigns using a variety of approaches. Integral to this is work to consider the membership journey, particularly in relation to chief executives and for both new and existing members.

In response to COVID-19 and recovery we are diversifying our membership engagement opportunities, offering on-line, small group and large group events. We will continue to grow in person events throughout 2022/23 as part of our recovery plan.

We have a busy calendar for the year ahead, and this includes our flagship annual conference which this year will be held in Birmingham.

**Communications, policy and public affairs** – works with government and others to ensure our members' voice is heard and acted upon and ensures the right information gets to our members.

During 2021/22, the operating environment for VODG members continued to be heavily impacted by coronavirus (COVID-19) and the government policies introduced in response to the pandemic. We have continued to strengthen our focus on influencing government policy and continue to put forward a strong collective voice, informed by, and representative of, our diverse and growing membership.

Regular member engagement, coupled with our presence and participation in key policymaking arenas, has enabled VODG to represent members' experiences and perspectives to the highest levels of government and its agencies. Our involvement spans participating in government discussions and working groups, ministerial meetings, sector stakeholder forums, and in the co-production of government operating guidance. In addition, we continue to brief our members with information that flows down from ministerial offices and government departments.

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## **VOLUNTARY ORGANISATIONS DISABILITY GROUP**

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### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

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The appointment of a Policy and Projects Researcher has enabled us to engage in more robust and credible influencing activity and provide members with resources grounded in evidence-based information and sound analytical detail. For example, this year there has been a special focus on workforce as we undertake our own 'in house' analysis as well as commissioning external projects.

Our influencing activity has been reinforced by proactive and reactive external communications activity, securing coverage in national, regional, and trade media outlets and maximising our collective voice across our social media platforms. The integration of our communications, policy, and public affairs activity results in strong visibility for the voice of our membership and for VODG as an influential and ambitious organisation.

**Development** – Our development work builds VODG's capacity to meet the needs of our members and also seeks to support the sectors in which they operate.

A key part of our role in supporting the sector has been ongoing delivery of a wide range of externally funded projects. We significantly developed our digital initiatives. Involvement in the Digital Lifeline project enabled people with learning disabilities to access both equipment and data. As a founding partner of Digital Social Care we also undertook work to increase adoption of the Data Security and Protection Toolkit (DSPT) among larger providers, undertook DSPT audits and reviewed DSPT opportunities and barriers experienced by diverse providers.

VODG contributed to a number of successful university research and other applications covering largely focused on addressing health inequalities. This includes work around the continuation of the national Learning from Lives and Death (LeDeR) programme, the experience of disabled people with remote consultations and end of life care.

In line with our commitment to EDI, we also applied and received grant approval to investigate the dual impact of COVID-19 and systemic racism on black and minority ethnic disabled people from the Joseph Rowntree Charitable Trust.

We welcome the contribution that commercial partnerships bring to our work and our long-term relationships with industry experts and suppliers during the course of the year.

#### **Equity, diversity and inclusion (EDI)**

VODG's vision is for an ambitious, trusted, and vibrant voluntary sector that works together to enable disabled people to live the lives they choose. Central to this vision is our commitment, alongside the contribution of members, to championing equity, celebrating diversity and ensuring full inclusion.

We recognise our progress in this area has been slow and it is an area rightly demanding greater attention. VODG has published a Guiding Statement and are continuing to commit to a direct focus on EDI. Without this, we cannot uphold our vision, deliver through our mission or be good allies for disabled people, and their support services (including as direct employers).

We recognise that on this journey we cannot do everything at once and will need to prioritise. We will focus first on disability, race, ethnicity and colour as our starting point. We publish our commitments and keep these under regular review.

The latest up to date information is available via this link:

[www.vodg.org.uk/about-us/equity-diversity-and-inclusion-at-vodg/](http://www.vodg.org.uk/about-us/equity-diversity-and-inclusion-at-vodg/)

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## **VOLUNTARY ORGANISATIONS DISABILITY GROUP**

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### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

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Areas of progress include:

- Further diversification of VODG's board representation based on clearly identified gaps set out in recruitment.
- Flagship EDI focused events.
- Securing grant funded resources to strengthen VODG's progress on EDI in the areas within which our members operate.

### **FUTURE PLANS**

VODG has a big agenda, and we continue to be ambitious to deliver for our members, and to maximise our purpose and impact in the sectors within which our members operate. We want to further grow and develop as the 'go to' organisation for our members, as the following headlines set out.

#### **Organisation and governance**

- Annual review of our EDI guiding statement and action plan.
- Review and refresh of audit and risk as part of ongoing development of our governance.
- Plan for and deliver the 2022 trustee recruitment round.

#### **Membership**

- Continue to deliver our membership strategy.
- Further improve our membership intelligence, including feedback and evaluation.
- Review and ensure our member offer reflects our pan-disability purpose as a charity, and the needs and expectations of different membership groups.

#### **Policy, communications and public affairs**

- Maintain a focus on engaging with government and its agencies on policy areas that relate to the provision of disability services.
- Continue to strengthen visibility of VODG, and of the issues facing our membership, among external audiences.
- Ensure a strong EDI focus in policy and public affairs activity.

#### **Development**

- Continue to support the sector through commissioned projects and programmes that aid improvement, learning and development.
- Diversify and increase VODG's non-membership income to contribute to our ambitions in line with our vision, mission and values.

### **FINANCIAL REVIEW**

In the context of the COVID-19 pandemic trustees set a prudent deficit budget at the beginning of the financial year, anticipating continuing challenges for members and the sector. This allowed for unrestricted reserves to be deployed to support high priority projects and workstreams.

In year trustees also approved an additional information technology budget to implement a new customer relationship management and content management system (CRM/CMS) with the development starting in 2021/22 with full implementation planned for 2022/23.

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## **VOLUNTARY ORGANISATIONS DISABILITY GROUP**

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### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

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Thus, for the year ended 31 March 2022, the Charity received unrestricted income of £423,610 (2021 - £507,558) and restricted income of £15,000 (2021 - £5,000). Unrestricted expenditure was £406,316 (2021 - £442,205) and restricted expenditure was £15,000 (2021 - £10,113). Total funds carried forward for the Charity at 31 March 2022 were unrestricted reserves of £497,223 (2021 - £479,929) and restricted reserves of £14,642 (2021 - £14,692).

Restricted funds were held for work on transforming care and the digital lifeline project. Work on transforming care was paused as a consequence of the pandemic and will be restarted in 2022/23. Expenditure matched income on the digital lifeline project.

#### **RESERVES POLICY**

Each year trustees review VODG's response to holding reserves so that these are sufficient to absorb the impact of significant financial shock and its financial operating requirements. Our position is to mirror expected membership subscriptions to our reserves target for each financial year and in 2021/22 the target level of unrestricted reserves was aligned to a subscriptions budget of £270,000. At the year-end, the Charity held unrestricted reserves of £497,223, of which £35,394 has been designated for Strategic expenditure, further details of which can be found in Note 14 to the accounts.

In 2022/23 Trustees do not envisage holding investments in other forms other than cash reserves. To reduce its exposure to risk, VODG continues to diversify cash holdings across four separate banks.

#### **PRINCIPAL RISKS AND UNCERTAINTIES**

Trustees acknowledge their responsibility to regularly review the risks faced by the Charity in all areas of its work and to plan for the management of those risks. We also confirm that control systems are in place to manage such risks.

We identify risks by means of discussion and review at each trustees' meeting, linked to monthly management and monitoring by the leadership team. This process identifies not only financial risks but also encompasses other risk categories such as human resources, external reputation, business performance and organisational capability.

The process links to our operational and strategic objectives by, for example, bringing in consideration of our ability to further our aims of EDI and setting target risk levels based on different risk appetites for key elements of our operations.

The major risks we have identified relate to financial and other pressures on the care and support sector generally, the importance of our staff team, IT systems and growth to delivering more benefits for our members.

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## **VOLUNTARY ORGANISATIONS DISABILITY GROUP**

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### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

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We review and assess by means of a risk register discussed at each trustees meeting. This register takes in not just the nature of the risk itself but also its likelihood and impact. It also further embeds risk management within our management and operational processes by planned actions, monitoring processes and timed follow up for each risk identified and acts as a framework for periodic evaluation and monitoring of both process and outcomes.

#### **REMUNERATION OF KEY MANAGEMENT PERSONNEL**

As part of a review of HR policy and procedure this year, we have revised the principles for staff remuneration.

The reviews are based on the market, and the context of VODG delivery and affordability. Any changes to remuneration are made at the start of each financial year.

The Trustees' Report has been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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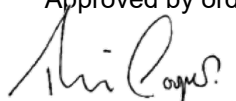
The trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial period. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of trustees and signed on its behalf by:



**Tim Cooper**

Chair of the Board of Trustees

Date: 24/11/2022

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**Independent Examiner's Report to the Trustees of Voluntary Organisations Disability Group**  
**('the Charity')**

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 March 2022.

**Responsibilities and Basis of Report**

As the trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.


**Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed: 

Dated: 07/12/2022

**Stuart McKay BSc FCA DChA**

**MHA MacIntyre Hudson**  
Chartered Accountants  
6th Floor  
2 London Wall Place  
London  
EC2Y 5AU

**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	<b>Note</b>	<b>Unrestricted funds 2022 £</b>	<b>Restricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<b>Total funds 2021 £</b>
<b>Income from:</b>					
Charitable activities	4	421,286	15,000	436,286	508,270
Investments	5	2,324	-	2,324	4,288
<b>Total income</b>		<b>423,610</b>	<b>15,000</b>	<b>438,610</b>	<b>512,558</b>
<b>Expenditure on:</b>					
Charitable activities	6	406,316	15,000	421,316	452,318
<b>Total expenditure</b>		<b>406,316</b>	<b>15,000</b>	<b>421,316</b>	<b>452,318</b>
<b>Net movement in funds</b>		<b>17,294</b>	<b>-</b>	<b>17,294</b>	<b>60,240</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		479,929	14,642	494,571	434,331
Net movement in funds		17,294	-	17,294	60,240
<b>Total funds carried forward</b>		<b>497,223</b>	<b>14,642</b>	<b>511,865</b>	<b>494,571</b>

All income and expenditure derive from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year.

In the prior year, of the total income of £512,558, £5,000 was allocated to restricted funds. Of the total expenditure of £452,318, £10,113 was allocated to restricted funds.

The notes on pages 16 to 30 form part of these financial statements.



**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 06521773**

**BALANCE SHEET**  
**AS AT 31 MARCH 2022**


	Note	2022 £	2022 £	2021 £	2021 £
<b>Fixed assets</b>					
Intangible assets	10		<b>20,703</b>		-
Tangible assets	11		<b>4,550</b>		2,811
			<b>25,253</b>		2,811
<b>Current assets</b>					
Debtors	12	<b>89,009</b>		103,016	
Cash at bank and in hand		<b>547,978</b>		456,643	
		<b>636,987</b>		559,659	
Creditors: amounts falling due within one year	13	<b>(150,375)</b>		(67,899)	
<b>Net current assets</b>			<b>486,612</b>		491,760
<b>Total net assets</b>			<b>511,865</b>		494,571
<b>Charity funds</b>					
Restricted funds	14		<b>14,642</b>		14,642
Unrestricted funds	14		<b>497,223</b>		479,929
<b>Total funds</b>			<b>511,865</b>		494,571

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006. The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 24 November 2022 and signed on their behalf by:

  
 .....  
**Tim Cooper**  
 Chair

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**1. General information**

Voluntary Organisations Disability Group is a private Company limited by guarantee and is registered with the Charity Commission (Charity Registered Number 1127328) and Registrar of Companies (Company Registration Number 06521773) in England and Wales.

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The address of the registered office is given in the Charity information on pages 1 and 2 of these Financial Statements.

The significant accounting policies applied in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

Voluntary Organisations Disability Group meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Financial Statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value.

The Financial Statements are presented in sterling which is the functional currency of the Charity and rounded to the nearest pound.

**2.2 Funds**

General funds are Unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**2. Accounting policies (continued)**

**2.3 Income**

All incoming resources are included in the Statement of Financial Activities (SoFA) when the Charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the Charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the Charity and it is probable that they will be fulfilled.

Membership income is recognised in the Financial Statements evenly over the period to which the fee relates. Any subscription or consultancy income that has been received in advance is deferred to the following year.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes costs incurred seeking voluntary contributions through donations and the running of any fundraising events during the year;
- Expenditure on charitable activities includes all costs incurred on furthering the objects of the Charity; and
- Other expenditure represents those items not falling into the categories above.

All expenditure is inclusive of irrecoverable VAT.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**2. Accounting policies (continued)**

**2.4 Expenditure (continued)**

Support costs are those that assist the work of the Charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the Charity. Where support costs cannot be directly attributed to particular headings they have been allocated to expenditure on raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Governance costs are those incurred in connection with the running of the Charity and compliance with constitutional and statutory requirements.

**2.5 Tangible fixed assets and depreciation**

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition are included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	- 4 years straight line
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**2.6 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.7 Liabilities**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**2.8 Employee benefits**

When employees have rendered service to the Charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The Charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The costs and liabilities associated with employee benefits are allocated to activities and restricted and unrestricted funds based on days and percentage of time worked on specific projects.

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**2. Accounting policies (continued)**

**2.9 Tax**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**2.10 Going concern**

The Financial Statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist, including the impact of COVID-19. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these Financial Statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charity to be able to continue as a going concern.

**2.11 Intangible assets and amortisation**

Intangible assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Amortisation is provided on the following basis:

Computer software	- 20 % (5 years straight line)
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**2.12 Financial instruments**

The Charity only holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors – trade debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 12. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors and accruals will be classified as financial instruments, and are measured at amortised cost as detailed in Note 13. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**3. Judgements and key sources of estimation uncertainty**

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the Financial Statements:

- Allocation of support costs
- Depreciation rates for tangible fixed assets

**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**4. Income from charitable activities**

	<b>Unrestricted funds 2022 £</b>	<b>Restricted funds 2022 £</b>	<b>Total funds 2022 £</b>
Membership subscription	266,474	-	<b>266,474</b>
Project income	127,562	15,000	<b>142,562</b>
Investor income	27,250	-	<b>27,250</b>
<b>Total 2022</b>	<b>421,286</b>	<b>15,000</b>	<b>436,286</b>

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Membership subscription	266,518	-	266,518
Project income	225,002	5,000	230,002
Investor income	11,750	-	11,750
<i>Total 2021</i>	<i>503,270</i>	<i>5,000</i>	<i>508,270</i>

**5. Investment income**

	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Bank interest receivable	2,324	<b>2,324</b>	4,288
<i>Total 2021</i>	<i>4,288</i>	<i>4,288</i>	

**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**6. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2022 £</b>	<b>Support costs 2022 £</b>	<b>Total funds 2022 £</b>
Charitable activities	396,510	24,806	<b>421,316</b>

	<i>Activities undertaken directly 2021 £</i>	<i>Support costs 2021 £</i>	<i>Total funds 2021 £</i>
Charitable activities	417,587	34,731	452,318

**Analysis of direct costs**

	<b>Charitable Activities 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Information materials	2,911	<b>2,911</b>	1,607
Meetings and events	5,545	<b>5,545</b>	4,217
Projects	58,588	<b>58,588</b>	75,423
Staff costs	309,860	<b>309,860</b>	283,467
Strategic expenditure	19,606	<b>19,606</b>	49,265
Bad debts	-	-	3,608
<b>Total 2022</b>	396,510	<b>396,510</b>	417,587



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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**6. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Charitable Activities 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Office and Administration	10,957	<b>10,957</b>	8,391
Governance costs	5,074	<b>5,074</b>	12,530
Communications	6,911	<b>6,911</b>	11,739
Depreciation	1,864	<b>1,864</b>	2,071
<b>Total 2022</b>	<u>24,806</u>	<u><b>24,806</b></u>	<u>34,731</u>

**7. Governance costs**

	<b>2022 £</b>	<i>2021 £</i>
Legal and professional fees	<b>3,074</b>	10,530
Independent examiner's remuneration	<b>2,000</b>	2,000
<b>Total</b>	<u><b>5,074</b></u>	<u>12,530</u>

**8. Trustees' and key management personnel remuneration and expenses**

During the year, no trustees received any remuneration or other benefits (2021 - £NIL).

The total amount of employee benefits received by key management personnel was £112,672 (2021: £109,858). The Charity considers its key management personnel to comprise;

- trustees
- senior management

During the year ended 31 March 2022, no trustee expenses have been incurred (2021 - £NIL).

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**9. Staff costs**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>262,701</b>	237,979
Social security costs	<b>25,523</b>	26,567
Defined contribution pension costs	<b>21,636</b>	18,921
	<b>309,860</b>	283,467

The average number of persons employed by the Charity during the year was as follows:

	<b>2022</b>	<b>2021</b>
	<b>No.</b>	<b>No.</b>
Direct staff	<b>5</b>	4

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<b>2022</b>	<b>2021</b>
	<b>No.</b>	<b>No.</b>
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	<b>1</b>	-

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**10. Intangible assets**

	<b>Computer software £</b>
<b>Cost</b>	
Additions	<b>20,703</b>
At 31 March 2022	<b>20,703</b>
<b>Net book value</b>	
At 31 March 2022	<b>20,703</b>
At 31 March 2021	<b>-</b>

During the year, the Charity has capitalised the development costs of a new, bespoke CRM system. The system is currently under construction, and therefore no amortisation has been recognised at the year-end date.

**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**11. Tangible fixed assets**

	<b>Computer equipment £</b>
<b>Cost or valuation</b>	
At 1 April 2021	10,871
Additions	3,603
At 31 March 2022	<u>14,474</u>
<b>Depreciation</b>	
At 1 April 2021	8,060
Charge for the year	1,864
At 31 March 2022	<u>9,924</u>
<b>Net book value</b>	
At 31 March 2022	<u>4,550</u>
<i>At 31 March 2021</i>	<u>2,811</u>

**12. Debtors**

	<b>2022 £</b>	<b>2021 £</b>
<b>Due within one year</b>		
Trade debtors	82,950	101,276
Prepayments	6,059	1,740
	<u>89,009</u>	<u>103,016</u>

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**13. Creditors: Amounts falling due within one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade creditors	<b>7,221</b>	14,665
Other taxation and social security	<b>27,268</b>	13,033
Other creditors	<b>5,241</b>	2,455
Accruals and deferred income	<b>110,645</b>	37,746
	<b>150,375</b>	67,899
	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Deferred income at 1 April 2021	<b>23,333</b>	93,333
Resources deferred during the year	<b>104,565</b>	-
Amounts released from previous periods	<b>(23,333)</b>	(70,000)
	<b>104,565</b>	23,333

Income deferred at the year-end relates to Project and conference income received in advance of the 2022/23 financial period.

**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**14. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
Equity, diversity and inclusion	-	-	-	20,394	20,394
State of the sector	-	-	-	10,000	10,000
Shift the dial	-	-	-	5,000	5,000
	<u>-</u>	<u>-</u>	<u>-</u>	<u>35,394</u>	<u>35,394</u>
<b>General funds</b>					
General Funds	<u>479,929</u>	<u>423,610</u>	<u>(406,316)</u>	<u>(35,394)</u>	<u>461,829</u>
<b>Total Unrestricted funds</b>	<u>479,929</u>	<u>423,610</u>	<u>(406,316)</u>	<u>-</u>	<u>497,223</u>
<b>Restricted funds</b>					
Delivery Task Force and Transforming Care	14,642	-	-	-	14,642
Digital Lifeline Project	-	15,000	(15,000)	-	-
	<u>14,642</u>	<u>15,000</u>	<u>(15,000)</u>	<u>-</u>	<u>14,642</u>
<b>Total of funds</b>	<u>494,571</u>	<u>438,610</u>	<u>(421,316)</u>	<u>-</u>	<u>511,865</u>

**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**14. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2021 £</i>
<b>Unrestricted funds</b>				
General Funds	414,576	507,558	(442,205)	479,929
<b>Restricted funds</b>				
Sleep-ins and Overnight Support	5,113	-	(5,113)	-
Delivery Task Force and Transforming Care	14,642	-	-	14,642
Digital Lifeline Project	-	5,000	(5,000)	-
	19,755	5,000	(10,113)	14,642
<b>Total of funds</b>	<b>434,331</b>	<b>512,558</b>	<b>(452,318)</b>	<b>494,571</b>

Restricted funds are held by the Charity to support dedicated activity to address sector issues: funding (including payment for overnight support) and transforming care.

Delivery Task Force and Transforming Care: Funds brought and carried forward for intended expenditure on work to enable people with learning disabilities and/ or autism to live more independent lives in the community, with support, and closer to home. Such work now links to NHS England's national plan Building the Right Support.

Digital Lifeline Project: An emergency response project getting devices, data and digital skills support to digitally excluded people with learning disabilities in England and funded by the Department for Digital, Culture, Media & Sport. This income is restricted under the terms of our agreement with the lead partner, Good Things Foundation and has been used for provider engagement and raising awareness of the project outcomes.

During the year, the Trustees approved the designation of £35,394 of unrestricted funds. £20,394 was designated for strategic work on equity, diversity and inclusion, £10,000 to support research and reporting on voluntary sector care and support provision and £5,000 to achieve step change in political awareness and understanding of the sector in which the Charity's members operate. The designated funds are expected to be utilised in the following financial year.

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**VOLUNTARY ORGANISATIONS DISABILITY GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**15. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2022 £</b>	<b>Restricted funds 2022 £</b>	<b>Total funds 2022 £</b>
Tangible fixed assets	4,550	-	<b>4,550</b>
Intangible fixed assets	20,703	-	<b>20,703</b>
Current assets	622,345	14,642	<b>636,987</b>
Creditors due within one year	(150,375)	-	<b>(150,375)</b>
<b>Total</b>	<b>497,223</b>	<b>14,642</b>	<b>511,865</b>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	2,811	-	<b>2,811</b>
Current assets	545,017	14,642	<b>559,659</b>
Creditors due within one year	(67,899)	-	<b>(67,899)</b>
<b>Total</b>	<b>479,929</b>	<b>14,642</b>	<b>494,571</b>

**16. Related party transactions**

Other than trustee and key management personnel transactions detailed in Note 8, there were no related party transactions during the year (2021: £NIL).

Some of the directors of this Charity are also directors of entities that are members of this Charity. All transactions with these various entities are at arms length and on the same terms for all member charities. None of the directors of this Charity or the entities that they represent derive any benefit from the arrangements.