

APDA

**Asian People's
Disability
Alliance**

Annual Report

2020 - 2021



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OUR AIMS AND OBJECTIVES

APDA was founded in London 30 years ago, as a Pan-Disability Organisation (DPO) to provide culturally specific care for the Asian elderly and disabled community.

It was set up by those who had themselves an in-depth knowledge and personal experience of disability and care. There was very little appropriate support at that time.

APDA is a non-governmental and non-denominational organisation.

Our aims are:

- To provide a needs and user-led culturally appropriate service.
- To collaborate and work in partnership with service planners and mainstream support bodies.
- To act as a resource for disabled people, their carers and their families.
- To work with our disabled peers in the developing world.

WHY WE HAVE THESE AIMS AND OBJECTIVES

We have these aims and objectives so that we can:

- Reach out where mainstream services cannot reach due to

lack of expertise and understanding of disabled people, their carers and families.

- Help incorporate the specific needs of APDA's client group in relation to service planning and areas that affect their lives.
- Provide consultation, peer support and facilitate their social development.
- Link with the Developing World allowing us to share knowledge, experience and disability attributes that assist and enrich socio-economic development.

OUR CURRENT PROVISIONS

DAYCARE

We provide participative activities aimed at improving existing skills, developing new skills, and promoting social development.

Our Day Care Centre is:

- Accredited with local authorities
- Fully accessible and fully equipped for users with mixed disabilities
- The only centre within the locality supporting Asian service users
- Our service is very popular in the local community

HOME AND RESPITE CARE

Our services are:

- Efficient and effective
- Regulated by the Care Quality Commission (CQC)
- Designed to meet the needs and concerns of both users and purchasers
- User-centered and completely needs-led

Our services enable users to:

- Continue to live in the community
- Reduce inappropriate hospitalization
- Give priority to the needs of carers and their families, who are usually poorly supported

OTHER SERVICES

- Befriending- as a growing number of elderly and disabled Asian people find themselves isolated at home and in the community, Befriending enables them to retain their independence and identity
- Information, advice, and guidance- Many of our service users and their families need assistance accessing the

support that is available in a multi-lingual format

- Advocacy- A support service to provide representation if needed in matters related to care support, housing needs and medical care
- Independent living skills- With support, help and encouragement we help service users with disabilities to continue living independently at home
- Cultural events and outings- We help provide social contact our service users need
- Various Therapies- We engage our users through various therapies including exercise, yoga, multi-sport sessions, Asian music therapy, and arts and crafts
- ICT Skilling- Provide support in understanding technology to give service users and their families a gateway into the world beyond their homes
- Campaigns and Policy- Collaborating with external organisations and agencies to raise awareness about barriers for Asian disabled people in the UK and the developing world.

CHAIRPERSON'S REPORT



This year has been one of a great challenge to APDA, as a result of the Covid 19 pandemic.

Even faced with this adversity, so much so that we continue to be regarded by the local authorities as a flagship organisation for providing that essential support to the communities.

In spite of the national lockdowns, we have proudly survived and even excelled in our reach to those who are most vulnerable and have been detrimentally affected by the rising uncertainty and restrictions placed on us all.

We remain very much a far-reaching source of inspiration and a force for good in advocating and promoting for the rights of Disabled and Elderly people around the world. We continue to input at international level in our role holding Special consultative status with the United Nations Council for Economic and Social Development.

Although we have had to pause a few services this year as a result of the restrictions, we have developed and continue to develop new services that better support our users in these changing and difficult times.

We are grateful to the funding providers that have supported us in our ongoing projects and our endeavours to improve the quality of health and engagement within the lives of disabled and elderly Asian

people in and around London.

We continue to be innovative and optimistic that we are able to carry on our valiant efforts to provide the much-needed support and look forward to the year ahead to achieve our continued success as a viable organisation.

On a personal note, I am proud to have been part of this endeavour to face and overcome this Global trial that has been imposed on us all. Working with Zeenat's energy, we have pulled out all the stops and achieved tremendous success this year, and the efforts made as a team will enable us to excel and improve upon what has already been achieved.

Our thanks as always to our team of staff, volunteers, trustees, and all stakeholders who have supported us through the year, and we can rely on for encouraging us upwards and onwards to prove that we can maintain the high standards that service users are expecting.

I will end this report with a dedication to our much loved service users who have sadly departed this mortal coil. We keep them in our hearts and prayers and our thoughts are with their families who have lost their loved ones and are part of the large number of Global victims of the ongoing Covid-19 Pandemic. We look forward to and are hopeful that the year to come brings an end to this tragic chapter, and the next chapter brings more joy and positivity in our lives

**Pradip Shah
(Chairperson)**

CHIEF EXECUTIVES REVIEW



I am so pleased to be able to present another year's reflection of the work carried out at APDA in what has truly been an unusual 12 months in our 31 year history in Health and Social care.

As always, and in keeping with our firm aims and objectives, we have continued to help and support the empowerment of Asian disabled people here in the UK. We have done this with careful & meaningful consideration of their social, cultural, religious, and this year in particularly their safety and environmental needs with the ever-present global pandemic, Covid-19.

We remain very much a user-led organization and have been a lifeline and a point of resource for vital information to keep people safe in this precarious year, with the everchanging environment of lockdowns and restrictions as a result of the virus.

This year we quickly recovered from the initial shock of the problems being presented by Covid-19, to show our will and determination to continue to support Disabled and Elderly Asian people, their families and Carers. Where other

organisations were closed for over 6 months, we remained open and available using new technologies and methods of engagement.

APDA quickly discovered and adopted the use of digital platforms Zoom and Microsoft teams. This gave us the ability to continue to reach out to more of our users with an innovative blend of services. This proved vital to many people and ensured we could do everything in our power to reduce the feeling of isolation and abandonment that they felt from other sectors and sections of society.

We carried out all our engagements and developed new support services whilst always maintaining social distancing and safety measures. Our Daycare Team Leader's review for the year will provide more detailed information on our new delivery model and successes for the year.

Our Homecare team have valiantly continued to deliver the vital and desperately needed Care support at home all through this year. We have adopted very stringent Safety Measures and carried out full Covid-19 Risk Management procedures to ensure the safety of our staff and services users and families. We have been forward thinking in our services, and all PPE had been sufficiently purchase before the Pandemic struck, which put us in a good position for continuing to deliver the services safely.

Our Homecare Team leader will be elaborating in her section of the report on our excellent CQC rated Personal Care and Befriending services and support the team have provided to Asian Disabled and Elderly people, children and their Carers.

Over this past year of 2020-21, we have remained a flagship service provider and DDPO, and we have even managed to still hold many enjoyable events online to celebrate the major Asian Cultural festivals, which are always popular with everyone.

The photos in our events page show our annual marking of The United Nations International Day for Older Persons, International Women's Day and the celebration of Diwali.

Of course, the one most close to all our Hearts, The United Nations International Day for Persons with Disabilities 2020 was marked on 3rd December.

I would also like to take this opportunity to express my sincere appreciation to all those who have given funding, advice and support to us during these difficult months.

Of course, the continuity of the vital services we provide has been possible through the dedication and commitment of the Service users, APDA Committee Members, Staff and Volunteers.

Zeenat Jeewa
(Joint CEO)

DAY CARE AND DEVELOPMENT

I am happy to present the Day Care & Development report. We continue offering mental and physical activities that are stimulating and held in a social environment for people with Disabilities and giving them a safe space to be while giving the Family a vital break.

March 2020 saw the Day Care Centre closed due to Covid-19 and the first lockdown. In June 2020 we carried out a full deep and disinfecting clean of our centre and offices to welcome back the staff. In September 2020 we started providing our online services and activities via Zoom, to all Service Users.

We have been able to provide our new blended model of APDA day care service delivery thanks to the use of technology.

The Zoom Sessions are a full days planned sessions to enable our users & their family to take part remotely with loaned devices from APDA.

Home visit sessions were provided to support service users to engage in indoor activities, to reduce isolation at home and motivational therapies to improve movement, cognition and assist with digital support to access Zoom, accompanied then for appointment with a family member.

Our online sessions have run daily 'Monday to Thursday' with a wide variety of activities, singing and

dance, arts and crafts, and puzzles and games.

We are happy that we have also been able to stay engaged with our clients through weekly contact calls, and door-step welfare checks. We have continued with community outreach services to places of interest when permitted.

Celebrations have always been enjoyed by our clients, friends, family, and staff, and like every other year we have celebrated key days we would usually celebrate in the centre, but through the platform of Zoom. We were glad to host International day of Person's with Disabilities in December 2020 and celebrated International Women's Day in March 2021. Like many other years we welcomed medical students from UCL. The program was successfully run through Zoom from January till the beginning of March where the students joined us to take part in Yoga and group discussions with clients about how disability affects their lives.

Our aims for Day Care still remain strongly and steadfast to maintain independence & preferences, autonomy, and choice. We are different to other Organisations, because we are based on cultural sensitivity services support, tailored activities that respect Asian Lifestyle and religious needs.

Staff:

Even with Pandemic, we carried on supporting the developing of our staff. We safely organised staff training to refresh their skills especially under the Government Guidelines & England Health due to the Pandemic 'COVI19' to keep safety measures while in duty. All staff had their both vaccinations, they also carry out PCR and Flow test weekly and wear PPE while in shift. Staff can speak many languages and APDA can support more service users due to actual demand of service for people who suffer from Dementia and complex needs.

All client feedback received through the year has helped us to grow and continue professional development of our Organisation and our services.

I cannot thank enough Zeenat and the management team for their support and guidance during this difficult

time, without also forgetting my thanks to the day-care team behind me. Together we have built and developed a brand new quality blended approach to daycare.

We are now in a great place with this new model to be continuing to deliver our high quality services that is adaptable and supportive to all our users in the years to come.



Mrs Nouria Yahi
(Day Care Team Leader)

HOMECARE

APDA's homecare department is one of the key services provided at APDA, the support received by our service users and their families give them much needed stimulation and respite in their day to day lives. Like every other year, the passion and enthusiasm to promote the independence of disabled and elderly people has continually and actively been advocated for. We have started receiving a steady flow of requests for care to be provided in people's homes due to all the hard work and awareness APDA built over the years. A reflection of our efforts has been recorded in our most recent CQC inspection, where we have achieved a rating of Good following a thorough



inspection.

The aims of our homecare services are to:

- Provide a safe and appropriate service that meets the individual needs of our service users.
- Our services are bespoke and culturally tailored to our service users' preferences.
- We have a holistic approach to provide support that looks at the whole person and not just their mental or physical health needs.

- Person centred care is always first priority.
- The objective of our homecare service is to maintain and promote the independence of our service users.

About our services:

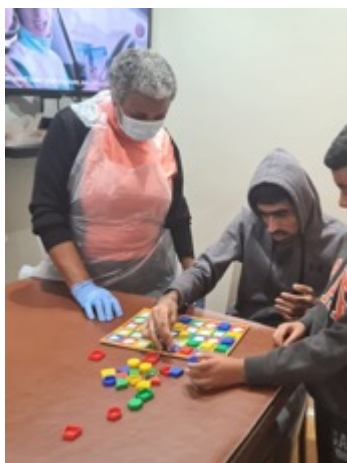
We provide a wide variety of services that are available both indoors and outdoors. Our tailor-made care plans reflect the needs and much required physical and mental stimulation, suited individually to our service user's needs.

Types of care we provide:

- Personal Care – Staff visit service users at home and support their hygiene and nutritional needs.
- Befriending Services – Staff provide support and companionship to service users both indoors and outdoors.
- Domestic Support – Staff provide support for domestic tasks such as meal preparation, shopping and household chore support.
- Community Access – Staff support our service users to continue to access the community and do the things they enjoy best.
- Medical appointment escorting - Staff attend medical appointments with service users to keep them safe and maintain the service user's independence.

We listen to the needs of our clients to develop bespoke care packages. Our service users journey includes various home visits to assess the individual needs of each service user and create

a care package which caters to the changing needs of our service users.



Our services provide much needed respite to the loved ones and carers of our service users and the feedback we receive from families help us to shape the future of APDA in this continuously changing environment.

COVID-19 Pandemic

Early 2020 brought the news of an unknown virus, we now know as COVID-19. A virus that changed the lives of each and every one of us and threw the entire healthcare system into turmoil. APDA adapted to enormous change at remarkable speed because of Covid-19 and make large outlays on Personal Protective Equipment (PPE) and other measures to protect our staff and clients. At the start of the pandemic many of our service users stopped receiving services due to the fear and unknowns of the virus. December 2020 brought the news of a world leading vaccine and brought hope into the lives of us all. As the UK rolled out a pioneering vaccination program, we saw the return of our clients to in-home services. Our client vaccination rate is at 100% amongst the adults. We have been fortunate at APDA that unlike many other agencies we have not lost any of our much-loved service users in our homecare department. The

priority of vaccinations for care staff gave our service users much needed re-assurance that we will be able to keep them safe. Our current vaccination rate amongst staff is at 95%. Our staff continually wear all required PPE as an additional safety precaution and also have been carrying weekly COVID-19 testing to keep themselves and our service users safe.

Staff & Training

Over the year we have provided respite and care to 28 families, who have been supported by our team of bi-lingual staff speaking many languages including English, Gujrati, Hindi, Arabic, and Somali. We currently have 17 staff and this year we have welcomed 3 new homecare staff to APDA bringing our total to 20. All staff have been DBS cleared, fully trained and have started to deliver service to our clients. We were also able to carry out First Aid and Manual Handling training with homecare staff at the centre under government guidelines and with COVID-19 safety measures being followed. To further this training all staff also completed online refresher training in the core topics which include Health & Safety, Food Hygiene, Moving & Handling, First Aid Awareness, Mental Capacity, Dementia and Safeguarding.

Ms Saira Nawaz

(Homecare Team Leader April - December 2020)

Mrs Nouria Yahi

(Acting Homecare Team Leader December 20 - March 2021)

ADVICE AND ADVOCACY

Having Achieved the first stage of Quality First, this year we began the journey to gain the next accreditation of AQS for advice. The services we provided were greatly reduced in quantity due to covid 19 restrictions in place, but the quality remained high in the services we did provide.

In the meantime, we are working with Disability Law to triage any

cases that require complex legal support.

We are completing all the steps to gain the Accreditation and we are very hopeful to be able to expand our services in the years to come.

EAST LONDON ACTIVITIES

Our East London services were paused due to National lockdown restrictions on Community Centres. However, we were still engaging with the ladies providing vital information through telephone chats and group messages.

We hope to open our services to the community at the centre once restrictions are lifted and safety measures taken.

Mrs Yasmin-Farida Rahman
(Outreach Team Leader)

OPERATIONAL & DEVELOPMENT SECTION REPORT

This year has been a good test of our online, cloud-based systems. The beginning of this year was spent in lockdown for us all, as shielding was essential for our clients and staff from the unknown of covid-19. The existing online methods we had initiated last year enabled us to carry on working remotely for all our back-office duties. We were able to continue supporting our home care services team to carry out their vital care delivery during the Pandemic.

This year has seen an unprecedented number of funding opportunities to

further support those most vulnerable and affected by the impact of Covid-19.

We were fortunate to be awarded funding from NHS England to deliver a small Befriending project to assist those asian elderly people affected by memory loss and Dementia during the Pandemic. We also delivered a movement and sports activities project funded by Sports England. This was to encourage those who were isolated and stuck at home to take up much needed physical

exercise for better health and well being out comes.

WEBSITE AND FACEBOOK

Our website was developed to include a vital page of information for Service Users and Carers updating them on the Covid-19 situation and lockdown details. Throughout the lockdown our social media platforms have been updated with current and relevant information for our users and their carers and families. We also created online videos for users to access in the first part of lockdown in the areas of movement exercise, yoga and arts and crafts. These videos for Service Users were provided to enable those stuck at home to follow and can be accessed via our website and Facebook page. It has been a year with our main events celebrated online via Zoom Meetings.

INTERNATIONAL

Following the Covid-19 Pandemic, international development organisations are now putting their minds more to embracing the 'localisation' concept concerning global humanitarian actions and giving more recognition that local civil society and their local authorities are best placed for their local humanitarian actions.

And that policies and programmes should come from local processes and practices rather than from external sources. However, to manage risks, a complementary practice between the international and local stakeholders is being suggested.

Covid-19 has taken a heavy toll in many of the low income and poorer countries where APDA has been active in the past. The pandemic has worsened inequalities, particularly for the vulnerable groups who APDA assisted previously.

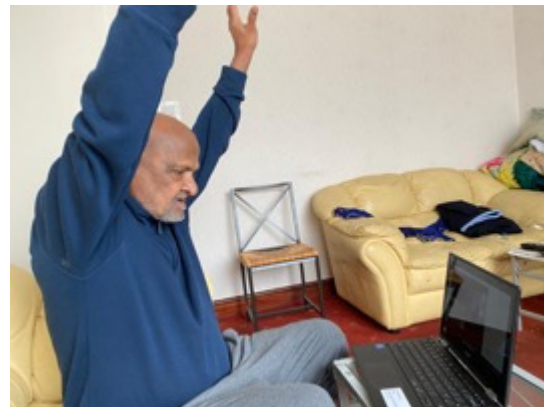
However, as regards our international development, APDA has now had to confine ourselves to internet mode of communication with our networking overseas agencies and the lockdowns have restricted us to currently provide only Consultancies, Advice, Information and Guidance support to our Contacts abroad. "

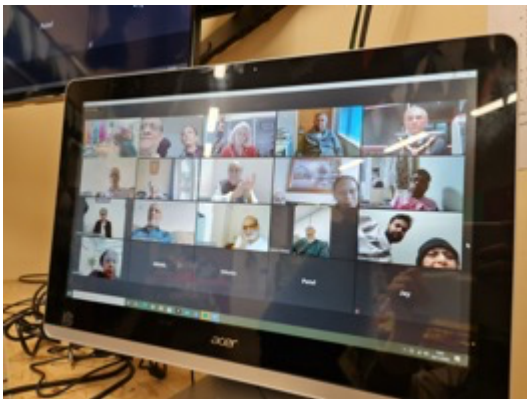
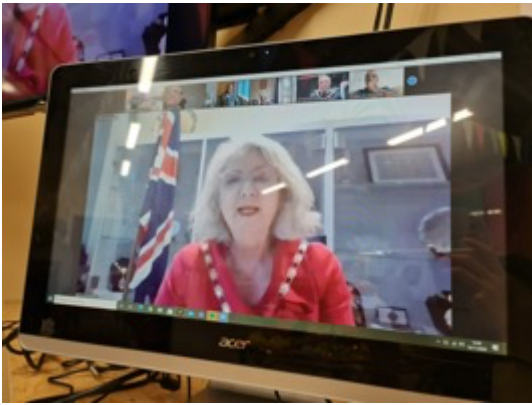
**Michael
Jeewa
(Joint CEO
& Co-
Founder)**

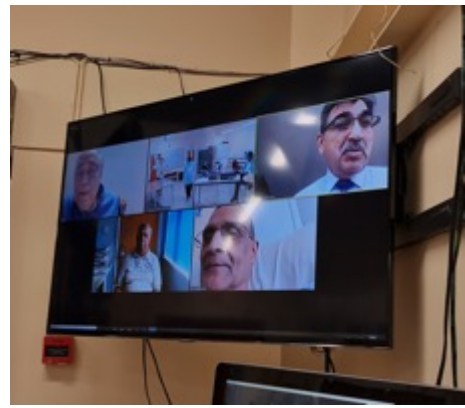


EVENTS , CELEBRATIONS AND ACTIVITIES DURING LOCKDOWN

IDOP20, Diwali20, IDPD20, IDW21- ALL ONLINE



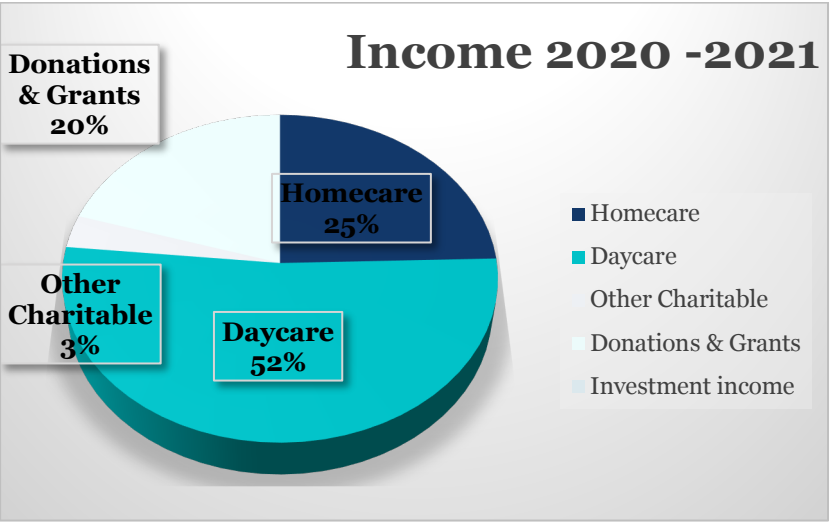




OUR FINANCES

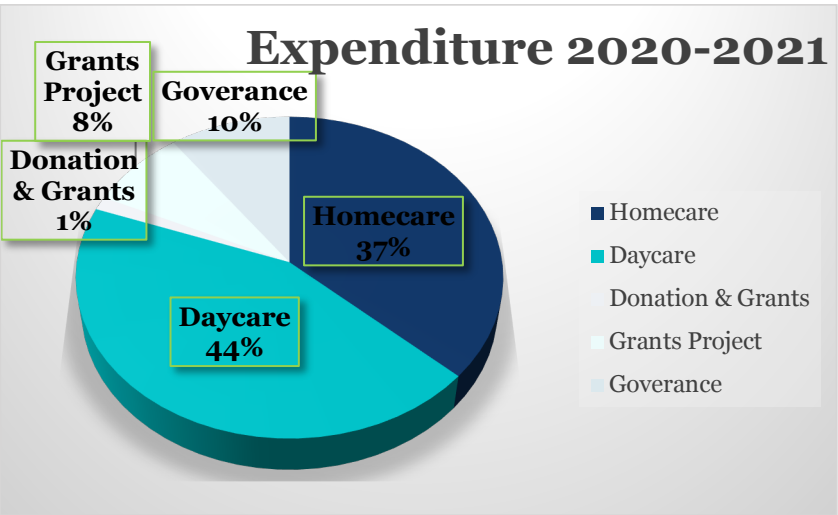
Total Income

£565,513



Total Expenditure

£451,476



MANAGEMENT COMMITTEE

Office Holders

Mr Pradip Shah – Chairperson
Mr Ashok Chabria – Secretary
Miss Rekha Mehta – Joint Treasurer
Miss Jyoti Raja – Joint Treasurer

Other Committee Members

Miss Anna Felice
Mr Azahim Mohamed
Mr Jazal Marzook
Mr Daya Lekamwattage

STAFF MEMBERS

Management Team

Michael Jeewa – Joint CEO
Zeenat Jeewa – Joint CEO

Operations Team

Nouria Yahya – Day Care Team Leader
Saira Nawaaz – Homecare Team Leader
(April 2020 to December 2020)
Fareeda Issace – Finance/HR
David Palfreman – Operations Manager
(April 2020 to June 2020)
Silva Lau – Executive PA Support to Michael
Jeewa.

Day Care Team

Alpa Patel
Monica Dobrican
Hasina Ahmed
Rung Arung-O'Donell (Noo)

Hitesh Jagda
Jasmin Akhtar
Sunder Kabaria – April 2020 to October 2020
Bryant Robinson – April 2020 to March 2021

ACKNOWLEDGMENTS

We appreciate all the organisations and individuals who support our work and would like to thank them for all the valuable assistance and grant funding through 2019-2020.

London Borough of Brent	Spitalfields Housing Association
Hon. Mayor of Brent	Mr Harbajan Singh & Mrs Singh OBE
London Borough of Harrow	Kate Lawson & Element Law Limited
Hon. Mayor of Harrow	Narayanan PN (Music Therapist)
London Borough of Ealing	Krupa Patel (Yoga Instructor)
London Borough of Hounslow	Binal Trivedy (Dance Teacher)
Tower Hamlets Community Housing	Jalaram (Caterers)
Brent Community Transport (BCT)	Kall Kwik Wembley
Prontaprint Borehamwood	DASA Consultancy
Addictive TV	Ghow Ratnarajah

Also, a huge thank you to all our wonderful volunteers who have supported us with their commitment and skills throughout the year.

BANKERS

HSBC Bank PLC
Welwyn Garden City
Howardsgate
Hertfordshire
AL8 6BH

ACCOUNTANT

ACE Accountants
44 Hartford Avenue
Kenton
Middlesex
HA3 8SY

AUDITORS

Chapmans Chartered
Accountants
3 Coombe Road
London
NW10 0EB

LEGAL ADVISORS

Element Law Limited
Calverley House
55 Calverley House
Tunbridge Wells
Kent TN1 2TU



Day Care & Development Centre
Alric Avenue
London
NW10 8RA
www.apda.org.uk

Registered Charity Number: 114009

Contact Us

Day Care

t 020 8459 1030

e daycare@apda.org.uk

Home & Respite Care

t 020 8830 4880

e homecare@apda.org.uk

General Enquiries

t 020 8830 4220

e director@apda.org.uk

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

CHARITY NO: 1140090
COMPANY NO: 06190051

REPORT AND FINANCIAL STATEMENTS

FOR THE

YEAR ENDED 31 MARCH 2021

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

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ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

LEGAL & ADMINISTRATIVE DETAILS

Address of Charity: Daycare & Development Centre, Alric Avenue
Off Bruce Road
London
NW10 8RA

Management Committee: Company Directors: Zeenat Jeewa (Chief Executive)
Michael Jeewa

Trustees: Pradip Shah (Chairperson)
Ashok Chabria (Secretary)
Jyoti Raja (Joint Treasurer)
Rekha Mehta (Joint Treasurer)
Anna Felice
Jazal Marzook
Daya Lekamwattage
Azahim Mohammed

Bankers: HSBC Bank Plc
Howardgate
Welwyn Garden City
Herts
AL8 6BH

Independent Examiner: Praful Patel
Chapmans Associates Limited
T/A Chapmans
9 Churchill Court
58 Station Road
North Harrow
HA2 7SA

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

REPORT OF THE MANAGEMENT COMMITTEE INCORPORATING DIRECTORS REPORT FOR THE YEAR ENDED 31 MARCH 2021

The Management Committee presents its report (which incorporates the director's report) and financial statements for the period ended 31 March 2021. The legal and administrative details on page 1 form a part of this report.

Constitution and Objectives

Asian People's Disability Alliance Limited (APDA) is a registered charity No.1140090. The Charity is established for the relief of disabled persons, in particular such persons from the Asian community. The Charity is governed by its constitution. The company does not have a share capital and is limited by guarantee.

The Management Committee

APDA is managed by an executive committee, all of whom are Management Committee, made up of Asian people with disabilities and carers. The Committee meets four to six times a year and as at 31st March 2021 comprised of the following:

Office Bearers

Directors: Zeenat Jeewa, Michael Jeewa, Chairperson: Pradip Shah, Hon.Secretary: Ashok Chabria, Joint Treasurers: Jyoti Raja and Rekha Mehta.

Committee Members

Anna Felice; Daya Lekamwattage; Azahim Mohammed; Jazal Marzook.

The Office Bearers and Committee Members are elected at the annual general meeting.

Financial Review

The Charity made a surplus of £114,037 at 31 March 2021 (2020: £(5,742) deficit), reserves stand at £669,603 (2020: £555,566), of which £11,941 (2020: £3,000) are restricted funds and £657,662 (2020: £552,566) are unrestricted. £375,000 of the unrestricted funds are held in a designated reserve for the acquisition of additional space and premises.

Review of Progress of our direct holistic support services to elderly and disabled people and their carers and families:

Day Care and Development Services:

2020-21 has been an extremely challenging year for us, with the organization facing the impact of a Global pandemic not seen in its 30 year history of supporting and delivering person centered care to Asian Disabled people, people with learning difficulties, age related disabilities and their Carers and families.

This year was a great learning curve for us into the world of digital technology and where these technologies proved vital to ensuring we all remained in contact safely.

Our culturally appropriate and specialist service methods had to be reviewed in light of the restrictions due Covid19, and we successfully increased our safety and risk assessed measures to ensure the safety of our staff and service users alike.

As stated in our Aims and Objectives of the Charity, we have continued to constantly engage and consult with our user groups throughout this year, and we are so proud to have been able to continue to ensuring we engage and support our service users in such difficult circumstances. The development and empowerment of all is always central to our annual work and services. Without our essential services, the majority of our clients, and their Carers, would have been completely isolated as they were unable to leave their homes, and their mental and physical health drastically deteriorated. We are so pleased that our services have continued to be utilized throughout the year via new digital platforms and mediums, and through community place visits, to ensure we continue to support very vulnerable, frail elderly and disabled people with our services when they needed us the most.

Unfortunately, we had to pause our work at our Ladies project in Tower Hamlets for this financial year due to the covid restrictions imposed since March 2020. We had to stop delivering services within community centers as these were

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

REPORT OF THE MANAGEMENT COMMITTEE INCORPORATING DIRECTORS REPORT FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

not authorized to open for groups. We have however, continued supporting our service users via regular telephone calls to ensure they felt connected and supported by the organization.

Home Respite and Personal Care services:

This year has been a challenging one for our homecare services, but we are extremely grateful to our staff team who have worked tirelessly throughout the pandemic and this financial year.

APDA is so proud to be able to state we were able to safely deliver services throughout the year, we carried out covid-19 risk assessments for each service user and ensured we increased our cleaning routines, provided full PPE and safety measures were put in place immediately as the pandemic become known to us.

We continue to ensure that the service we provide within people's homes far exceeds the often basic personal care from other providers. Where they focus on time driven tasks, we believe in quality care and delivering the tasks needed rather than time allocated. We have valiantly continued to support disabled people during this year in areas of their life, and our homecare service continues to enable Carers their much needed respite and peace of mind for the quality of personal care and purposeful 'befriending' support that we provide to their loved ones, elderly and disabled family member in their homes.

We have continued to ensure all our staff remain suitably and fully updated in their training in all areas of safety with respect to Covid-19 measures and our homecare support to enable the high quality of our services to be maintained.

We also ensure that only the minimal number of carers are provided wherever possible to reduce the possibility of cross contamination and maintain good infection control measures. This also ensures that the staff and service users are able to build a strong, stable relationship and gain trust between them, as it is very important to us to ensure the service user's best interest and choice is at the heart of our services.

Advocacy and Advice Services

Our Advocacy and Advice Service has been provided remotely this year due to the pandemic restrictions in place through the year. We ensured we shared all the relevant Covid-19 related information to all our service users so that they remained informed and were equipped with the knowledge they needed through what was such a traumatic year.

Our service users and their families are all classed within the BAME Vulnerable and Clinically Vulnerable groups according to SAGE, and so they were disproportionately disadvantaged by the Pandemic, both with their health and their finances.

Overseas Development

APDA celebrated the United Nations International Day of Persons with Disabilities 2020 on 3rd December 2020 on a more reduced capacity than previous years due to the Covid restrictions in place, with performances from our staff and speeches from guests via Zoom digital platform.

This year's theme of the United Nations Day was "Building Back Better" toward a disability-inclusive, accessible and sustainable post Covid-19 World.

We also celebrated UN International Day for Older Persons on 1st October 2020, with the Theme of "Pandemics: Do they change how we address age and ageing." This was the 30th Anniversary of this Special United Nations International Day.

All our support to overseas organisations & input into matters affecting disabled people around the world were delivered remotely on digital platforms of Zoom and Microsoft Teams, with our input into the UN's 59th Session of the Commission for Economic & Social Development in February 2021 done virtually in digital workshops and seminars.

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

REPORT OF THE MANAGEMENT COMMITTEE INCORPORATING DIRECTORS REPORT FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

Delivering benefit to the disabled public in keeping with our Aims and Objectives:

All our activities, which are based on our aims and objects, continue to be of great benefit to the disabled public, and in particular, our culturally tailored support services helped in the mental and physical development of frail elderly and disabled people, including those with learning difficulties.

APDA is a Disabled People's Organization (DDPO) set up, managed and run by disabled people themselves. All our services are user-led and needs-led

Keeping in the forefront of social care development, APDA has continued to be involved in supporting clients, users and carers with advice and support through this Pandemic, ensuring the voice of disabled people count and are heard.

We continue to proudly deliver a specialist, bespoke service to Asian disabled & elderly people and their Carers and families as a whole. Our culturally tailored user-led and needs-led support services continue throughout this turbulent year to be popularly taken up by disabled public from several London boroughs, and we have provided the advice and consultation input to help the lives of further disabled people around the UK and the globe affected by Covid-19 virus.

Public Benefit Statement

The charity is a public benefit entity. The trustees have complied with the duty in section 4 of the 2011 Charities Act to have due regard to guidance published by the Charity Commission, including public benefit guidance.

Structure, Governance and Management Governing Document

The Organisation is a charity registered with the Charity Commission under the Charities Act 1960 and is governed by its constitution.

Recruitment and Appointment of Management Committee

Members of the Committee are recruited for their experience, knowledge, acumen and other attributes that could help in the development of the Organisation, capacity building the Organisation and enabling it to sustain itself in the ever changing environment of the voluntary sector.

In addition to committee members with personal knowledge and lived experience of disability, APDA Ltd now has a number of members with diverse backgrounds in business and other charitable organisations to accommodate the new environment of commissioning, contracts and tender bids, etc as well as to help APDA's efforts to sustain it-self in times of financial constraints and austerity practices.

All members of the Management Committee give their time on a voluntary basis and receive no benefits from the charity. Claims for out of pocket expenses are in accordance with the voluntary sector rules and rates.

Soon after joining, new members are given induction training together with relevant handouts and information materials to enable them to become familiar with the Organisation and its functions.

Suitable training to enhance their skills and help them to make effective input in the Organisation's development is also arranged.

The Members are also advised and recommended to study and adopt the good practice guides on the roles and responsibilities of the management committee produced by the NCVO, Charities Commission and other such bodies.

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

REPORT OF THE MANAGEMENT COMMITTEE INCORPORATING DIRECTORS REPORT FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

Risk Management

The Management Committee actively review the major risk which the charity faces on a regular basis and believe that maintaining reserves at current levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Management Committee have also examined other operational and business risks faced by the Charity through its Risk matrix and confirm that they have established systems to mitigate the significant risks.

Reserves Policy

APDA Ltd adopts its reserve policy to ensure that the Charity maintain its reserve of at least 9 month's running costs. This should enable APDA Ltd to continue to operate in the event of changes in income from its income generating activities. APDA Ltd's management committee will continue to review its income and expenditure on an ongoing basis and maintain its long term sustainable strategic activities. There are no material uncertainties about the charity's ability to continue.

Responsibilities of the Management Committee

Law applicable to charities in England and Wales requires the Management Committee to prepare financial statements for each financial year which gives a true and fair view of the Charity financial activities during the year and of its financial position at the end of the year. In preparing those financial statements, the Management Committee is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been Followed, subject to any 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 Management Committee are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and to 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.

On Behalf of the Management Committee



Zeenat Jeewa - Director

Date: 29/12/21

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED**

**Independent examiner's report to the trustees of Asian People's Disability Alliance Limited
(the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the period ended 31 March 2021

Responsibilities and basis of report

As the charity's trustees of the Company (and also 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 Company 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 your charity's accounts as 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

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:

1. accounting records were not kept in respect of the Company 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.



Praful Patel
Chapmans Associates Limited
T/A Chapmans
9 Churchill Court
58 Station Road
North Harrow
HA2 7SA

Date: 29/12/2021

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
INCOMING RESOURCES					
Incoming resources from generated funds:					
Donations and Grants	2	894	113,350	114,244	11,718
Investment income		43	-	43	172
Incoming resources from Charitable activities:					
Homecare		138,845	-	138,845	167,138
Day care center		294,281	-	294,281	385,169
Other Charitable Activities	3	18,100	-	18,100	65,902
Total Incoming Resources		<u>452,163</u>	<u>113,350</u>	<u>565,513</u>	<u>630,099</u>
OUTGOING RESOURCES					
Costs of generating funds					
Costs of generating voluntary income					
Charitable activities	4	301,919	104,409	406,328	572,258
Governance costs	4	45,148	-	45,148	63,583
Total Resources expended		<u>347,067</u>	<u>104,409</u>	<u>451,476</u>	<u>635,841</u>
Net income for the year		105,096	8,941	114,037	(5,742)
Balances brought forward at 1 April 2020		<u>552,566</u>	<u>3,000</u>	<u>555,566</u>	<u>561,308</u>
Balances carried forward at 31st March 2021		<u>657,662</u>	<u>11,941</u>	<u>669,603</u>	<u>555,566</u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The notes on Pages 11 to 17 form part of these financial statements.

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

BALANCE SHEET AS AT 31ST MARCH 2021

	Notes	2021 £	2020 £
Fixed Assets			
Tangible Fixed Assets	8	4,018	6,077
Current Assets			
Debtors	9	75,930	137,978
Cash at bank and in hand		<u>672,637</u>	<u>495,353</u>
		748,567	633,331
Current Liabilities			
Creditors: amounts falling due within one year	10	<u>(82,982)</u>	<u>(83,842)</u>
Net Current Assets		665,585	549,489
Net Assets	11	<u>669,603</u>	<u>555,566</u>
Unrestricted funds			
Designated funds		375,000	375,000
General funds		282,662	177,566
Restricted funds		11,941	3,000
Total Funds	12	<u>669,603</u>	<u>555,566</u>

Trustees' statement required by Section 249B(4) for the year ended 31st March 2021:

In approving these financial statements as trustees of the company we hereby confirm:

- (a) that for the year ended 31st March 2021 the company was entitled to exemption conferred by Section 477 of the Companies Act 2006;
- (b) that no notice has been deposited at the registered office of the company pursuant to Section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31st March 2021 and

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

COMPANY NO: 06190051

**BALANCE SHEET
AS AT 31ST MARCH 2021**

(c) that we acknowledge our responsibilities for:

- (1) ensuring that the company keeps proper accounting records which comply with Section 386 and 387 of the Companies Act 2006 and
- (2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year ended on that date in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Management Committee on 29/12/21
and signed on its behalf by

.....


Zeenat Jeewa – Director

The notes on Pages 11-17 form part of these financial statements.

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

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**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021**

	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities				
Cash generated from operations (see below)		178,195		(54,983)
Investing activities				
Purchase of tangible fixed assets	(954)		(350)	
Interest received	43		172	
Net cash used in investing activities		(911)		(178)
Net increase/(Decrease) in cash and cash equivalents		177,284		(55,161)
Cash and cash equivalents at beginning of year		495,353		550,514
Cash and cash equivalents at end of year		<u>672,637</u>		<u>495,353</u>
Cash generated from operations		2021		2020
		£		£
Surplus/(Deficit) for the year		114,037		(5,742)
Adjustments for:				
Investment income recognized in statement of financial activities		(43)		(172)
Depreciation and impairment of tangible fixed assets		3,013		3,482
Movements in working capital:				
Decrease/ (increase) in debtors		62,048		(45,787)
Increase/(Decrease) in creditors		(860)		(6,764)
Cash generated from operations		<u>178,195</u>		<u>(54,983)</u>

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting Policies

Charity information

The charity is a company registered in England, limited by guarantee. Its registered office is at Daycare & Development Centre, Alric Avenue, Off Bruce Road, London, NW10 8RA. The legal and administrative information appearing on page 3 form a part of these notes.

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(a) Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 UK and Republic of Ireland (FRS 102) (effective 1 January 2015), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

(b) Income

All income is recognized in the statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

(c) Expenditure

Liabilities are recognized as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

(d) Funding accounting

- Unrestricted funds are available for use at the discretion of the Management Committee in furtherance of the general objectives of the charity.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(e) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to, and virtually certain to receive, the income and the amount can be quantified with reasonable accuracy. The following policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognized when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be qualified. The value of services provided by the volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

(f) Resources expended

- Expenditure is recognized on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it related:
- Costs of generating funds comprise the costs associated with attracting voluntary income.

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

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NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

- 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 all locate directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly and others are apportioned on an appropriation basis e.g floor area, per capita or estimated usage as set out in Note 4.

(g) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life:

Office equipment	25% on cost
Motor Vehicles	25% on cost

(h) Going Concern

At the time of approving the financial statements, the Management Committee have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

(i) Pensions

Employees of the Charity are entitled to Join a defined contribution. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within staff costs.

2. Donations and grants

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Grants received	-	113,350	113,350	-
Donations	894	-	894	11,718
	<u>894</u>	<u>113,350</u>	<u>114,244</u>	<u>11,718</u>

3. Other Charitable Activities

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Meal Contribution Income	-	-	-	18,757
DWP	14,259	-	14,259	19,342
Passenger Assistance	-	-	-	27,192
Miscellaneous income	3,841	-	3,841	611
	<u>18,100</u>	<u>-</u>	<u>18,100</u>	<u>65,902</u>

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**NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

4. Total Resources Expended

Charitable Activities

	Basis of allocation	Home Care Activities	Day Care Activities	Development Project	Grant Projects	Governance	Total 2021	Total 2020
Cost directly allocated to	£	£	£	£	£	£	£	£
Staff Cost	Direct	142,702	137,254	5,376	16,965	39,761	342,058	417,342
Travel and Minibus	Direct	488	9,183		3,286	34	12,991	60,905
Volunteer expenses	Direct				525		525	-
Independent Examiners fees	Direct	450	1,080			270	1,800	2,500
Other Cost	Direct	1,968	7,070	288	8,634	1,586	19,546	56,785
Training	Direct	373	201		2,500		3,074	3,957
Support costs Allocated to activities								
Premises	Usage	4,451	12,196		1,306	877	18,830	16,784
General office and finance staff	Usage	8,343	19,205	241	3,265	1,663	32,717	36,370
Consultancy	Usage	1,210	2,885			125	4,220	34,373
Legal & Prof	Usage	5,250	6,592			578	12,420	2,869
Depreciation	Usage	223	2,526	114		151	3,014	3,482
Bank Charges	Usage	57	121			103	281	474
Total Resources expended		<u>165,515</u>	<u>198,313</u>	<u>6,019</u>	<u>36,481</u>	<u>45,148</u>	<u>451,476</u>	<u>635,841</u>

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

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**NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

5. Staff Costs And Numbers

	Total Funds 2021 £	Total Funds 2020 £
Wages, Salaries, Pension, other cost	332,123	397,162
Employers NIC	9,938	20,180
	<u>342,058</u>	<u>417,342</u>

No employee received emoluments of more than £60,000.

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows;

	2021	2020
Day Care	10	11
Home Care	24	29
Governance	4	3
Total part and full time staff	<u>38</u>	<u>43</u>

6. Management Committee Remuneration & Related Party Transactions

The total remuneration paid to members of the management committee was £58,425 (£2020: £59,850) which was paid to the Chief Executive. The total amount of travel costs reimbursed to management committee members during the year was £1,954.

No member of the management committee or other person related to the charity had any personal interest in any contract or transaction entered into by the Charity during the year.

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

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NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

7. Taxation

As a charity, Asian People's Disability Alliance Limited is exempt from tax on income and gains.

8. Tangible Fixed Assets

	Office Equipment	Motor Vehicles	Total 2021	Total 2020
Cost	£	£	£	£
1 April 2020	24,436	33,250	57,686	57,336
Additions	954	-	954	350
At 31 March 2021	<u>25,390</u>	<u>33,250</u>	<u>58,640</u>	<u>57,686</u>
Accumulated Depreciation				
At 1 April 2020	18,359	33,250	51,609	48,127
Charge for the year	3,013	-	3,013	3,482
At 31 March 2021	<u>21,372</u>	<u>33,250</u>	<u>54,622</u>	<u>51,609</u>
Net Book Value				
At 31st March 2021	<u>4,018</u>	<u>-</u>	<u>4,018</u>	<u>6,077</u>

9. Debtors

	2021	2020
	£	£
Trade Debtors	69,099	133,955
Other debtors and prepayments	6,831	4,023
Total	<u>75,930</u>	<u>137,978</u>

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

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NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

10. Creditors: Amounts Falling Due within One Year

	2021	2020
	£	£
Trade creditors	23,463	24,294
Other creditors and accruals	59,519	59,548
Total	82,982	83,842

11. Analysis of Net Assets Between Funds

	Unrestricted Funds	Restricted Funds	Total 2021 £	Total 2020 £
Tangible fixed assets	4,018	-	4,018	6,077
Current assets	739,626	8,941	748,567	633,331
Current liabilities	(82,982)	-	(82,982)	(83,842)
Net Assets at 31 March 2021	660,662	8,941	669,603	555,566

ASIAN PEOPLE'S DISABILITY ALLIANCE LIMITED

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NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

12. Movements in funds

	At 1 April 2020 £	Incoming Resources £	Outgoing Resources £	At 31 March 2021 £
Restricted				
Activities Fund	3,000	113,350	(104,409)	11,941
Total Restricted Funds	<u>3,000</u>	<u>113,350</u>	<u>(104,409)</u>	<u>11,941</u>
Unrestricted				
General funds	177,566	452,163	(347,067)	282,662
Designated funds	<u>375,000</u>	<u>-</u>	<u>-</u>	<u>375,000</u>
Total Unrestricted Funds	<u>552,566</u>	<u>452,163</u>	<u>(347,067)</u>	<u>657,662</u>
Total Funds	<u>555,566</u>	<u>565,513</u>	<u>(451,476)</u>	<u>669,603</u>

Purposes of Restricted Funds

London Community Response: £8,941
Brent Advice Project: £3,000

The amounts held are balances of funds received for the above named projects.

Designated funds

The income funds of the Charity include designated funds of £375,000, set aside out of unrestricted funds by the management committee to apply and investing towards acquiring of more space and premises needed by APDA to expand and increase its activities and much needed essential services to more Asian Disabled people. The Management Committee also intends to designate further funds for the above-mentioned purposes over the coming years.

