



Asian People's  
Disability Alliance  
(APDA)

2024 – 2025

# ANNUAL REPORT



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## About Us

Asian People's Disability Alliance (APDA), a Deaf and Disabled People's Organisation (DDPO) in London, UK, has been providing culturally specific support to the Asian elderly and disabled community for over 35 years.

APDA is a non-governmental and non-denominational organisation. The organisation was established by individuals with disabilities, who brought firsthand knowledge and experience of being disabled in society and requiring care. At that time, there was minimal suitable support and little recognition of their needs.

APDA was granted Special Consultative Status with the Economic & Social Council of the United Nations in 2007 for its work in the Disability Field. We continue to raise awareness, identify prevailing issues and report our findings on matters that affect Disabled people, Older people, Women and people from Minoritised Ethnic communities.

## Management Committee Members

### Office Holders

Title	Name
Chairperson	Mr. Pradip Shah
Vice Chair	Mr. Azahim Mohamed
Secretary	Mr. Ashok Chabria
Treasurer	Miss. Rekha Mehta
Other Committee Members	Mr. Jazal Marzook
	Mr. Daya Lekamwattage
	Mrs. Kawal Singh OBE
	Mrs. Amina Mullah



# Staff Members

## Operations Team

Title	Name	Date
CEO	Ms. Zeenat Jeewa	Present
Finance/HR	Ms. Fareeda Issace	Retired October 24
Accounts Officer/Operations	Silva Lau	Present
Development Manager	Kweku Benefo	Present
Day Care Leader	Ayesha Khapedi	Until May 24
	Inderjit Singh Shehri	Started February 25
Homecare Leader	Sumaiya Cassim	Until May 24
	Tamina Aslam	Started June 24
Outreach Officer, East London	Yasmin-Farida Rahman	Present
Wellbeing Coordinator Barnsley Street	Rohema Bibi	Started March 24

## Day Care Team

Name	Date
Alpa Patel	Present
Hasina Ahmed	Present
Monica Dobrican	Present
Rung Arung-O'Donell (Noo)	Present
Hitesh Jagda	Present
Arif Sheikh	Present
Dhruvi Shah	Present
Arpita Shah	Present
Cedric Hiles (Driver)	Until November 24

## Our Aims

- To provide needs and user-led culturally appropriate services.
- To collaborate and work in partnership with service planners in local authorities, government departments and NHS bodies, community and voluntary sector (third sector), and other entities who deliver services or goods to communities.
- To act as a resource for disabled people, their carers and their families.
- To collaborate and work with our disabled peers in the developing world.

## Our Objectives

- 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 social development.
- Link with the Developing World allowing us to share knowledge, experience and current disability attributes that assist and enrich socio-economic development.
- Ensure learning and accessibility is in the heart of all our services and campaigns.

## Our Current Provisions

### Daycare

Inclusive activities aimed at improving existing skills, developing new skills, and promoting social development.

#### **Our Day Care Opportunities is:**

- Accredited with local authorities
- Fully accessible and fully equipped for users with physical and sensory impairments
- The only centre within the locality supporting Disabled Asian service users
- An accessible and bespoke four-strand provision below:
  - i) Home Support: Within the service user's home; telephone contact; face to face activities and support
  - ii) Virtual Online activities, learning and support, and virtual peer sessions
  - ii) Community: Within safe spaces in the local community and outings to places of interest
  - iv) Centre Based: Activities delivered well in safe spaces /buildings



## Home care and Respite

### Our services are:

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

### Our services enable users to:

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



### Other Services

- **Befriending** – as a growing number of Older and disabled Asian people find themselves isolated within in the community, Befriending enables them to grow confidence, retain their independence and access the local community.



- **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



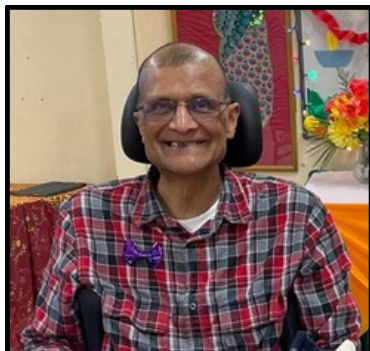
- **Advocacy** – A support service to provide representation if needed in matters related to care support, housing needs and medical care

- **Peer support & Independent living skills** – With support, help and encouragement we help people disabled by society to continue living independently at home, and grow resilience and confidence.



- **Employment, Training and Learning** – We are developing this service to enable more Disabled people to be better supported in the workplace. Grow opportunities and learning, ultimately creating for better working conditions.

# Chairperson's Review



APDA, as a Disabled People's Organization (DDPO) was set up, managed and continues to be run by disabled people ourselves. All our services are user-led and needs-led, and always in keeping with social care developments. APDA proudly continues to be innovative and involving and supporting clients, users and carers with advice and support through difficult situations that they may face, and always ensuring the voices of disabled people count and are heard.

Our staff teams have worked tirelessly through the year, with some changes in our front facing office staff through the year, but services never stopping. Our focus is always on ensuring the needs are met by our beneficiaries even through very challenging financial times.

As always, proudly holding our special consultative status with the United Nations on Social and Economic Development, we were thrilled to celebrate the United Nations International Day of Persons with Disabilities on Tuesday 3rd December 2024. This marked event in our calendars is always such a special day for us, as people with disabilities, health conditions and impairments. As always, we celebrated the day in our unique happy, fun and colourful & culturally appropriate way.

I am pleased to provide this year's annual review of APDA's activities for the year 2024-25. We proudly continue to be of great benefit to disabled members of the public, and in particular our culturally tailored support services have continued to help in the mental and physical development & sustaining wellbeing of vulnerable elderly, disabled people, their Carers and their wider families.

We took the opportunity with participants attending to spread awareness of the need for more inclusion and conducive environments for disabled people to thrive and grow their skills and talents, even greater accessible paths for growth and inclusion in all spheres of society.

We were also pleased to have celebrated International Women's Day on 8th March 2024, alongside UN International Day for Older Persons on 5th October 2024, the theme very much aligned with the work we do, "Ageing with Dignity; The importance of strengthening care and support systems worldwide". We highlighted the importance of ensuring better investments are put into place to support the care needs of older people. It is widely accepted that populations around the world are aging for longer, life expectancy is growing year on year. We always advocate for the need to invest in good & accessible care support systems to ensure all members of our societies are looked after when they need it.

Our CEO will elaborate more on our strategic work and the individual section heads will detail their achievements and wonderful work done through the year.

I hope you enjoy reading through our review, and understand the reach and depth of all that APDA brings.

**With my best wishes,  
Pradip Shah**



# CEO Overview of the Year

Welcome to our Annual review for the Year 2024 to 2025, a tiny peek into the work that we have been doing or involved with over the past 12 months.

This year has seen continued pressures on us all with the rising costs and reduced service budgets which has greatly affected many service users, their families and our staff teams.

This pressure across the whole of society impacts everyone in the UK, and especially more our beneficiaries who are already disabled within society, but now further pushed into poverty. With the financial constraints & energy debt hanging over many of us, the numbers of people requiring interventional support from our organisation has doubled, with each service area seeing a constant number of new referrals & signposting from third sector colleagues, local authorities & statutory agencies to our day opportunities at both centres, homecare services, advice and too often advocacy support.

The people we have seen through our doors this year all continue to be those most disenfranchised in society requiring complex support packages for their social & health care needs to be met by our experienced staff.

As always, it was so important for us to mark and raise awareness around the year for people affected by various



conditions; Mental Health Awareness Week, Deaf Awareness Week, Suicide Prevention Day, Cancer Awareness, etc.

Even with the seriousness of the economic environment, we continued to stay strong in our support offer, and ensure safe and happy environments were provided to the people we see. As a result, the year has flown by in a flurry of colour, culture, cake, culinary delights and connections. From Peace at Easter, Energy at Eid, Beautiful lights of Diwali, Sounds of Chinese New Year to the Bright bursts of Holi, we've packed in laughter, learning, and lots of love.

We also ensured we provided the essential Research workshops, information sessions and vital health talks , of which were delivered at both our West and East London centre based activity sessions to keep the wide reach of the organisation.

We are continuing our partnership with the

London Boroughs of Brent, Harrow & Tower Hamlets, helping to shape their new day opportunities, social care services and borough wide strategic planning. Staff have been busy attending Regular meetings with them to stay informed about issues and improvements within the council, during which we provide our feedback and share our current experiences to help inform their decision-making to be inclusive and supportive for older persons and persons disabled by society.

Our East London funded project which holds health & well-being sessions are even more popular, with the numbers gaining year on year of the project. Providing much needed culturally appropriate exercise and movement sessions for older and marginalised women in the borough of Tower Hamlets, alongside the health information sessions and the talking safe spaces. Participants, who are women, have stated while being part of the project it gives them feelings of worth, empowered to support others in their communities, and are proud of the achievements they have made. We are grateful to Tower Hamlets for their funding for this project for the next three years. We are also grateful to Tower Hamlets Community Housing for their unwavering support and enabling us to use their community building in Bethnal Green to deliver our sessions twice a week.

We were happy to have been able to continue providing the accessible transportation service this year to disabled and older people. This year not only providing over 7,000 pick-ups and drops to and from our Daycentre with our minibuses, we also enabled disabled

people and their carers to visit many places in and around London & M25 areas, like Battersea Zoo, Boat trip on the Thames to the Bekonscot Model Village. Both community members and staff had the opportunity to experience that heritage enrichment of the areas in and around London which have not been accessible to them without our support. We continue to advocate for the need for more socially inclusive outings and the accessible transport needed to facilitate and enable more disabled people to access places of interest and cultural heritage and break their cycle of social isolation.

### **Home Respite and Personal Care services**

We have supported more users than expected this year in our bespoke and unique culturally tailored service for people in their homes. Our services continues to be reflective of our ethos; quality over quantity for better person-centred care. We focus what we can do to help make their lives a little bit easier and better from interaction with our staff team. We know that people have been struggling with caring for their loved ones as a result of the impact of the Covid Pandemic after affects. This we know has created an increase in referrals this year shows us that families are now at breaking point themselves. This is why our homecare provision continues to stand head & shoulders above the regular domiciliary services due to our clear and consistent approach to providing good quality care, not based on minutes of delivery but on ensuring the needs of the service user & families comes first. We deliver our care not on a profit model, but as a holistic support needed to enrich the quality of life and improve people's overall health and wellbeing.

APDA's Homecare staff team also continues to grow, with each member of our team safely delivering quality services in the year. Our team leader has ensured any new staff are and existing staff remain fully trained and aware of their obligations for personal protection, understanding care plans & risk assessments for each service user to ensure our users remain safe and protected whilst delivering our high quality level service.

Our unique & flexible service proudly enables the family carers that need respite and gives them 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. Our bespoke and culturally tailored provision focuses on the support needed by disabled people need during these difficult times, especially those later in life who have a difficult time coming to terms with the limitations in their cognitive or physical abilities.

We continue to gather feedback from our service users every quarter, and this allows us to focus on improvements or give praise to staff on their good work. We ensure we deliver a matching-up service for users to carers, based on their holistic needs. This very much helps to create a unique experience for each user, with the minimal change in carers wherever possible to reduce the possibility of confusion, cross contamination. This also maintains good infection control measures and always enabling trust and understanding to be established. We always advocate the importance of maintaining the dignity and respect of each of our users when they are at their

most vulnerable in life. This minimal change in carers also ensures that the staff and service users are able to build a strong, stable relationship and gain respect 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.

We look forward to the challenges for the year ahead with an anticipated increase and unprecedented levels of more older & disabled people needing personal and social care support from our Homecare staff team.

### **Advocacy and Advice Services**

This year's demand on our services has been evident why it is important for APDA to continue providing our AQS certification standards for Advice services.

The numbers referred to us or self-referrals for advice, information and advocacy has trebled this year due to the cost pressures ripple effect within Social care, and of course the fuel poverty being imposed on people in the UK with the changes to standing charges and energy bills. Our much valued add-on service has been continuing to support more people within London on a wide range of issues and enquiries on a weekly basis.

We continued to fund the provision of the digital platform on our website for an accessible and automated advice support service which aids a formal letter to be produced to challenge incorrect decisions made about health and social care.

This is a service provided with the assistance of Access to Social Care who



manage and monitor the online platform. This ensures a more tailored detailed advice letter can be created through the support that can be accessed at any time via our Website chatbot named Rashmi.

## **Development**

The demand for our organisation to input into making spaces and services more accessible has grown. Our experience and valuable insight into the barriers faced by Disabled people with Intersectional Social identities is appreciated and the demand for our input has grown this year. We continue to input into social Inequalities research and campaigns as this is vital to ensuring more equitable outcomes for those facing social disparities in health, transportation, education and employment.

We worked with a number of national and regional bodies to improve the accessibility of buildings, transport, systems of working and health services, to include TFL Buses, Banking institutions, GLA and racial justice organisations like Race Equality Foundation.

We have also been busy supporting our peers to obtain grants, trust funding, government & education funding in order that there is adequate investment into identifying why and how people are facing health inequalities. As a result of the successful interventions, we are ensuring the voices of Asian disabled people are heard and understood through our input and contribution into these various studies, workshops and research papers.

We are excited that this year marked the start of developing of new peer led,

community led mental health services based and provided within local communities in the Heart of Tower Hamlets. We are in development stages and will be sharing more news as we develop this innovative services in the year to come.

As part of our international development work and our remit as an organisation holding Special consultative status, we were pleased to have continued campaigning and advocating on the impact that the changes to the social security support to disabled and older people would have. We have been raising the issue of the levels of poverty experienced by disabled people and the greater depths of poverty and difficulties that are now being faced with changes to legislation and entitlements.

We continue to provide Peer support to organisations in the global south and provide advice and support to equip them with the tools to self-advocate.

The service staff team will be reporting their individual overview of their service area year's activities in the pages to come, with lots of wonderful pictures of the work being delivered by our brilliant staff teams.

I will end my report this year on a positive note as we look forward to a more innovative and productive year to come, with all the delights that come with a unique grassroots DDPO that we are.



**Best wishes, Zeenat**

# Daycare

## Activities and Celebrations

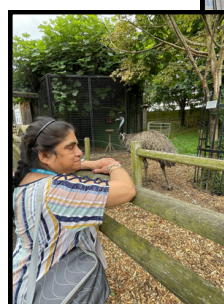
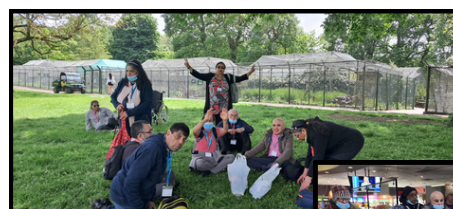
We are pleased to report that the period from 2024 to 2025 was marked by significant achievements and an active programme delivery at Asian People's Disability Alliance (APDA), always positively benefiting our service users. Our activities, events, and programmes were inclusive and diverse, contributing positively to the mental and physical wellbeing of our service users. These initiatives were conducted both within our accessible, safe, and socially engaging Centre in Harlesden, North West London, and through community engagement efforts in East London and Brent. Through these actions, we advanced our core values—reducing social isolation, fostering care, building friendships, and strengthening support networks. We prioritised delivering a variety of activities designed to enhance the lives of service users, while also providing essential respite opportunities for families and carers.

Weekly activities include Yoga with staff and therapist Krupa, singing sessions with our music therapist Narayan, traditional and modern Indian/Bollywood dance therapist Binal, choreographed dance and movement sessions with Georgia from Step Change Studios and staff running exercise routines, arts and crafts, quizzes and chat and chai sessions.



## Summer Outings

APDA's Daycare Service Users participated in a series of outings during the summer period. Among these excursions was Bowling trip, Golders Hill Park for a picnic and to visit the animals, Beckonscot Model Village, offering traditional English rural life through its seven distinct towns and historic model railway. Additional activities included trips on the Uber Boat, a visit to Battersea Zoo, and a picnic at Battersea Park. The summer concluded with a competitive and enjoyable round of Mini Golf at Lost Jungle Adventure Golf, where both service users and staff actively participated.





## Sports Events

The summer season began with great anticipation at the **Vallance Sports Day** held at Mile End, East London where service users enthusiastically participated in a range of sports activities. The day was filled with laughter, friendly competition, and a strong sense of teamwork. Later in the summer, we organised and took part in the **Brent Sports Day** at John Billam Centre. This community event brought together Disability Daycare Centres from across the Brent area, and our clients showcased their competitive spirit, proudly winning medals and trophies.

## Special Visits and Partnerships

We were delighted to host the British Museum as part of a South Asian heritage project. The Curators and Diversity team led several interactive sensory sessions featuring traditional artefacts, scents, and textures of the Indian culture to bring about special sensory bags as part of their new exhibition at the museum. Service users & Staff will be invited to attend the final exhibition in the Summer of 2025 when it opens to the public.

Our long standing collaboration with University College London (UCL) brought a new batch of first-year medical students to our centre for community placements, where they gained valuable insights into the challenges faced by disabled people.

## Welcoming New Service Users

We were pleased to welcome several new service users to the APDA family. These individuals joined us for a range of reasons—from seeking social engagement to prevent isolation, to managing mental and physical health conditions. Our data shows a balanced group, with 40% male and 60% female representation. All new members settled in quickly, integrating into our activities within just a couple of weeks.



## Staff Training

Our daycare, homecare & office staff were provided 2 days training sessions to refresh knowledge and skills in Emergency 1st Aid. Our staff team also completed the mandatory Fire Marshall Training at the workplace. A very interactive session with a fire Marshall rota developed to ensure that fire equipment, exits and alarms are checked each day.

These trainings are important to ensuring APDA staff remain fully confident to provide first aid and act as lead fire Marshall in the event of a fire incident or accident at work. Daycare Support staff were also provided refresher passenger assistance training (PAT) to enhance their knowledge and skills in new methods of support for service users on the accessible transport we provide for community members to access our services.

Other refresher training programmes included online SCTV courses covering topics such as Safeguarding of Vulnerable Children and Adults, Moving and Handling, Health and Safety, Infection control and many other mandatory/essential modules required for effective and good care support, as well as meeting the CQC care support standards.



## Celebrating Festivals & Culture

Throughout the year, we observed the following special events:

Our Multicultural Festival brought the community together to celebrate a wide range of festivals and New Year events, including Eid-ul-Fitr, Vasaki/Bhaisaki, Songkran (Thai New Year/Water Festival), Sinhalese New Year, Buddhist New Year, and Bangladesh New Year.

We were honoured to have the Mayor of Brent, Councillor Tariq Dar MBE, Former Mayor of Brent Councillor Ashad Mahmood, and Former Mayor of Harrow Councillor Niten Parekh, and the Leader of Brent Council, Councillor Muhammed Butt among others join us. Noo (staff) performed a Thai South Asian dance, while clients and staff joined dance therapist Binal for a lively Bollywood routine. The event also included speeches from our Trustee, Jazal on the meaning of Eid-al-fitr and Kawal Singh, OBE, on Vaisakhi. To round off the festivities, music therapist Narayan with classic Indian songs, making it a truly unforgettable occasion.





South Asian Heritage Month event was celebrated in August. This event was attended by Service users and their families, several dignitaries, such as Former Mayor of Harrow Cllr. Krishna Suresh and invited guests from the Boroughs of Brent and Harrow and Deaf and Disabled People's Organisations (DDPOs). Guests, service users and staff enjoyed yet another amazing performances from world famous sitarist Baluji Shrivastav, OBE and accompanied by the talented tabla artist Yousaf Ali Khan proving four wonderful musical sets. Alongside this was an entertaining storytelling performance from Rez Kabir of Tamarind Theatre Company. At this event, we enjoyed the energetic solo performance from Georgia Cornwall of Step Change Dance Studios, a disability focus dance company supporting and encouraging people with different impairments to take part and engage in diverse genres of dance. Another highlight was a group performance by Service users and staff, reflecting the enthusiasm and passion of our team.

Diwali is one of major festivals in our Cultural calendars that we look forward to, with many decorations and sweets given alongside colourful activities and seeing our service users in their special colourful dresses/outfits. We had the pleasure of Ghosh Ratnarajah and Uttara Joshi performing South Asian Songs in both Gujarati and Tamil. We were joined by the Hon. Mayor of Brent Cllr. Tariq Dar, MBE and Aman Jaswal from Brent Partnerships Housing and Residents Services, alongside many friends and colleagues from the third sector. Service Users and Staff gave a wonderful light dance performance show casing their talents.





## UN International Day of Persons with Disabilities 2024

This is the biggest event in our cultural calendar and represents what APDA stands for. On this occasion, we were joined by the former Mayor of Harrow Cllr. Krishna Suresh who we always enjoy having at our events. We had an incredible day with Service Users and staff performances. Joined by Ghov Ratnarajah singing South Indian Tamil songs and playing the Kanjira with his colleague Mr. Perelma who played the flute joining us online from India. This was about breaking those social barriers and enabling disabled artist to come together and provide a wonderful performance. We had the pleasure of our user, Satyendra who enjoys poetry writing, sharing one of his special poems for us to hear and sang a beautiful song for everyone to celebrate the special day. Our focus for the day was on appreciation and support to all Disabled People around the world. You can see from the photos what a magical day it was for us all at APDA.

### Other celebrations throughout the year

We also marked International Women's Day, Chinese New Year, Mental Health Awareness week, Carer's Week to thank all the Carers for their dedicated hard work, Holi, a colourful celebration, crafts, and shared traditions, on UN International Day of Older Persons, Mr. Pourush Dixit from Parkinson's UK spoke about the organisation's outreach, symptoms and diagnosis of Parkinson's, and ways to slow its progression. Participants enjoyed dance, followed by a karaoke session. Christmas was also an occasion for service users to decorate the hall and Christmas Tree and staff to enjoy the annual Christmas dinner together.



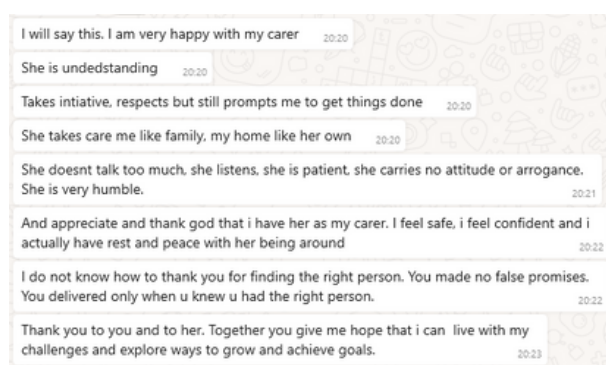
# Homecare

## Introduction from the Homecare Leader Tamina Aslam



I was welcomed into the organisation in the later part of May 2024. My background was not in the care industry; however, I have lived experience having raised two Autistic children of my own and navigating this all with having a visual disability myself. I am extremely grateful for the opportunity provided by APDA and am hopeful I have contributed to the role. All the staff at APDA have been positively supportive. I have adapted to the requirements over time, and the care staff have been lovely to work with. Overall, the year has been a learning experience and have gained valuable knowledge that has supported me in improving the service I provide. I am proud of the feedback from clients thus far.

## Testimonies

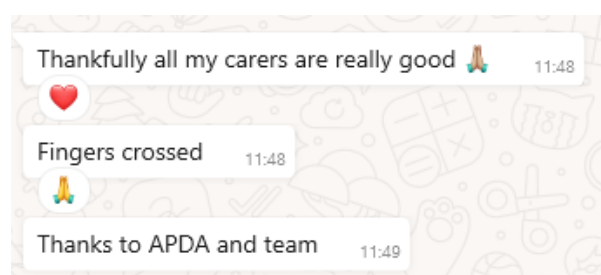


"Tamina has been incredibly helpful in organising my mum's homecare arrangements — whether it's personal care or sitting services. She always responds quickly to any issues or change requests and makes the whole process so much easier. I really appreciate her support and efficiency."

"I have known Tamina for a long time. She is very proactive, polite a very patient and enthusiastic person. She takes all our requests and concerns on board and resolves them in the best possible way. It's a great pleasure to know her as a person. She works late hours as well and always very helping in emergency situations at odd hours.

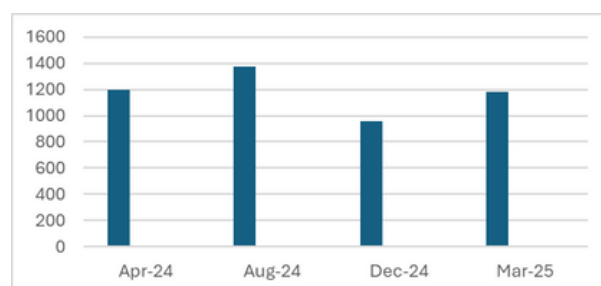
She is a great asset to APDA.

I am sure all the staff and clients would echo me."



## Statistics

I have successfully onboarded six new clients and supported in facilitating four package increases in this period, providing an increase of 253.75 hours per month a 121% uplift.



We are proud to say that our dedicated team of caregivers continues to grow and thrive. From the start of the year to the end of the year, we have welcomed new staff on board and as always appreciated the hard work and dedication of each member of our workforce in providing compassionate care to our clients. Rest assured, we are continuously working to ensure that our staff are equipped with



knowledge, training and resources to deliver the highest quality of care. Our carers delivered the much-needed personal care, feeding, cooking and domestic support. Keeping to Cultural, Religious and Dietary sensitivities with respect and dignity. Along with the constant supervision and one-to-one sessions for in-depth educational sessions to deliver the highest quality of care matching with the needs of our clients.

Our clients also enjoy the experience of the outdoors and our carers provide much needed respite for the family carers by supporting the clients with Safety being a



priority for us and the families, our carers take great pride in ensuring their clients enjoy their experience while with freedom.

### **Completed Trainings and New staff**

We are pleased to inform you that our staff have successfully completed refresher and new starter training programs, further strengthening their expertise and skills in providing comprehensive homecare services. Their dedication to professional development ensures that they remain at the forefront of industry standards and best practices. We are happy to announce we have 3 fully trained new staff and 3 returning experienced and trusted staff to

support an addition of 10 new clients from our community and some further out.



### **Welcoming New Clients**

We are happy to welcome our new clients to the APDA family. Your contact and trust in our services means the world to us, and we are honoured to have the opportunity to serve you. We look forward to getting to know you and providing personalized care that meets your unique needs.

### **Forums**

We continue our contribution into Brent Carers Partnership & provider forum and Harrow Providers forum, regularly to provide valuable input by sharing insights on service delivery, identifying gaps in care provision, and fostering collaboration among stakeholders to improve outcomes for carers and those they support. These forums serve as a platform for integrating local authority policies with frontline experiences.

### **Goodbyes**

Sadly, we also mourn the loss of some of our beloved clients to ill health and our prayers and blessings are with the families.

We want to take a moment to express our gratitude to those families for choosing APDA. Your trust in us is the cornerstone of our commitment to providing exceptional homecare services.

# Outreach Project in Tower Hamlets East London

We are delighted to present an update on our ongoing twice weekly sessions within the Tower Hamlets Funded "Can you See Us" East London Project, with a particular highlight on the new Bollywood Dance and Movement Therapy classes. These energetic sessions took place every Wednesday throughout January, February, and April, offering participants the opportunity to learn lively dance routines and engage in physical activities that brought great enjoyment to all. There was a scheduled break in these sessions during the Holy Month of Ramadan, allowing women to observe this special period. After Eid, the group returned to the classes, once again filling the room with energy, laughter, and smiles.

Our arts and crafts sessions have also remained a firm favourite, with participants taking part in sewing and creating beautiful pieces to share with friends, family, and each other and learning new skills.



## Celebrations

One of the highlights of the year was celebrating Eid-al-Fitr after Ramadan. This year we were delighted to attend an Eid Party hosted by Tower Hamlets Community Housing (THCH), which was a joyful event filled with great people, food and entertainment.



Our Diwali celebrations, where the ladies of our community enthusiastically crafted beautiful decorations, adding a personal touch of joy, warmth, and togetherness to the centre. The festive season continued as we joyously marked Christmas, with the ladies once again showcasing their creativity in making stunning decorations, filling the centre with holiday cheer and a sense of community.





We celebrated International Women's Day at our all women focused activity centre, each coming from diverse backgrounds we embraced this day with activities celebrating women of all cultures. Each participant brought a dish to share from their country, contributing to a communal meal reflective of heritage from various countries of the world's.



We also celebrated the special International Day of Persons with Disabilities on the 4th of December, honouring the resilience and contributions of persons with disabilities within our community. The event was a beautiful reminder of the importance of inclusivity and accessibility.



## Community Outings and Engagement

The service users took part in outings and built new experiences together within their local communities and outside with a trip to Victoria Park for coffee, giving them the chance to relax, socialise, and enjoy some time outdoors. A trip to Southend-on-Sea in the summer provided a much-needed escape, offering an unforgettable day filled with laughter and fun for all our attendees.



Through collaboration with the NHS, we welcomed a Good Moves course leader who shared valuable information about a health-related course designed to support the well-being of our clients. We were also thrilled to welcome local GPs from Tower Hamlets, who generously shared essential health and wellbeing advice. Their presence highlighted the incredible support available in our area, making a significant impact on our community's health consciousness.

We were deeply appreciative of the continued support that enabled us to provide the safe environment which empowers local women and enhance their quality of life. Together, we build a brighter future—one step, one activity, and one smile at a time.

# Business Development

APDA has experienced a productive year of growth, participating in numerous projects and securing significant funding for different initiatives. Additionally, we took part in several policy research forums and workshops. We are collaborating on a number of projects aimed at improving structures for disabled, marginalised and elderly people which can lead to meaningful changes in society, fostering inclusivity and support. Below are a list of projects and workshops we have and continue taking part of.

APDA attended many VCSE forums/meetings to enable us to connect with the latest developments and opportunities from the local voluntary and community organisations and to share information on our activities with visitors.

We partnered up with **EW Group and Transport for London (TfL)** on the design and delivery of Equality, Diversity, and Inclusion training for Bus drivers and their non-driving colleagues. The training aimed at non-driving staff consisted of a combination of classroom training and accompanied journeys on the London bus network. The aim of those journeys, guided by Lived experts /Service Users (referred to in this project as Facilitators), was for non-driving staff to understand and experience the challenges and barriers experienced by diverse customers when using the bus network in London. The project really creative and enabling for providers to give better bus services to Disabled members of the public.



This year, we were pleased to take part in the **NHS Roundtable** discussion on race and health inequalities, joined by the Secretary of State of Health and Social Care Wes Streeting MP and attended by Kweku on behalf of APDA. The 10-Year NHS Health Plan marks just the beginning of this important journey. APDA are excited to hear and be part of ongoing dialogue as the plan transitions into implementation. APDA's insights, expertise, and lived experiences are vital in transforming positive commitments into tangible progress for the diverse communities we support. We look forward to continuing this collaboration to drive meaningful change and ensure a healthcare system that is fair and inclusive for all.

We are delighted to introduce a latest initiative being developed this year—the Barnsley Street Project. This collaborative effort brings together the East London Foundation Trust (ELFT), Tower Hamlets Mental Health Alliance (THMHA) which APDA is actively part of, and the Look Ahead Housing Association. Guided by the voices of lived experience, this project aims to bridge systemic gaps in mental health services, with a strong focus on supporting

marginalised communities. Our involvement in this project is essential, as APDA is committed to providing culturally sensitive services that reduce isolation and enhance mental well-being for marginalised ethnic communities. By incorporating Asian traditions, family dynamics, language, dietary needs, and religious practices, we ensure comprehensive and inclusive support. This approach is crucial in delivering the right care to individuals facing mental health challenges & barriers. This is something we are so excited about, and the soft launch for delivery is scheduled for May 25.



We are excited to announce that we are participating in the **Race Equality Foundation Design group to help develop an anti-racist and inclusive good homes hub model for the Centre of Ageing Better.** This important project aims to ensure home improvements services are accessible, beneficial and equitable for all communities, especially Black, Asian and minoritised ethnic individuals ages 65 and above. By working closely with voluntary, faith and community organisations as well as statutory groups, the project will gain crucial insights into the challenges and disparities these communities face in accessing and utilising home improvements services across the UK. APDA is inputting towards the goal to co-design an anti-racist Good Home Hubs that addresses these issues. As a valued member of the Design Group, APDA will play a key role in shaping the project's

direction, reviewing findings, identifying gaps and providing expert recommendations to make this a progressive service a reality. Together with the Race Equality Foundation and Centre for Ageing Better, APDA is committed to dismantling the barriers and inequalities that have existed. This is a pivotal opportunity to transform housing services and make a lasting, positive impact.

This year saw us also being introduced to **Three Hands** Insights, a unique research organisation working with large organisations and companies who are looking to make their services and products more accessible for Disabled members of the public. We have joined working group of DDPOs working with Three Hands, in reviewing different product offerings of a Banking institution. We are thrilled to be starting this project where we review different products and have suggest ways to make those products more accessible to disabled and older people. The Inclusive Design Panel project is on-going, and we will continue to involve more lived experts to make valuable contributions in improving banking services.

## Donations

We would like to express our sincere gratitude to Ronnie Comfort from Brent CVS. Ronnie bravely participated in the Tough Mudder event held in Crawley, West Sussex on 21 September 2024, successfully raising £1,304.00 for APDA.

A huge thanks for everyone who has contributed to our charity over the year, through kind donations and support in kind, it is all very much appreciated and valued in ensuring our services reach



those requiring support in our communities.




We also recieved a donation from our long time friend Mr. A.P. Myers who is our chairperson's friend and neighbour we aprecciate his support this year and previous years.

## Acheivements

APDA'S CEO Wins Not for profit CEO of the year award 2024

The Inaugural British Asian Women's Awards 2024 (Oceanic Consulting) presented its non-profit CEO of the year award, chosen from a list of extremely impressive calibre of CEOs from the non-profit sector to Zeenat Jeewa, CEO of The Asian People's Disability Alliance at a ceremony held at the Birmingham Conference and Event Centre in Birmingham on 1st June 24.

Zeenat's work with APDA and our wider DDPO community was recognised and appreciated by this award. Our uniqueness as a Grassroots roots DDPO supporting those vulnerable within our communities and enabling an empowering environment which ensures inclusion and accessibility. Our exemplary work is also recognised through its input to the UN  and overseas development in South and Southeast Asia.



Zeenat Jeewa took up the appointment of the CEO in 2010 and has shown the way for more disabled women to take leadership roles within the care and voluntary sector.

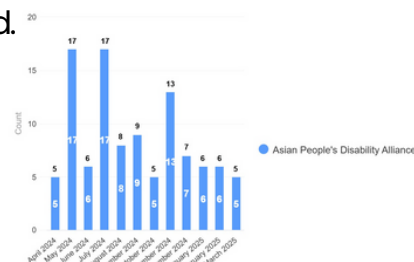
All the stakeholders, staff, Trustees and clients and families at APDA are so proud of her achievement and recognition and we wish Zeenat Jeewa continued success for the future.

## Advice and Advocacy

After the launch of our Chatbot we continue working with Access Social Care in furthering the development of it. The Chatbot is to assist with accessible advice to identify people's legal rights in social care.

The data gathered shows we had :-

- 104 conversations
- 9 legal letters downloaded
- 2.6 out of 3 product rating
- Top 3 issues include:
  - Safeguarding
  - Failure to assess other than delay
  - Delay in getting care plan
- Advice seekers using the service:
  - 51% unpaid carers
  - 26% care professionals
  - 23% individuals with a support need.

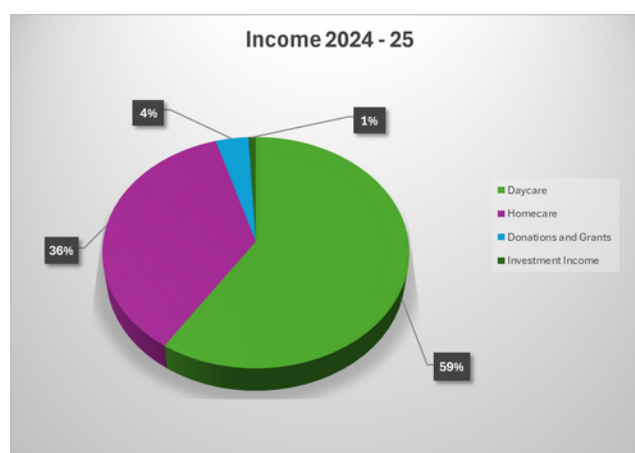


Conversations over time by Users

# Accounts

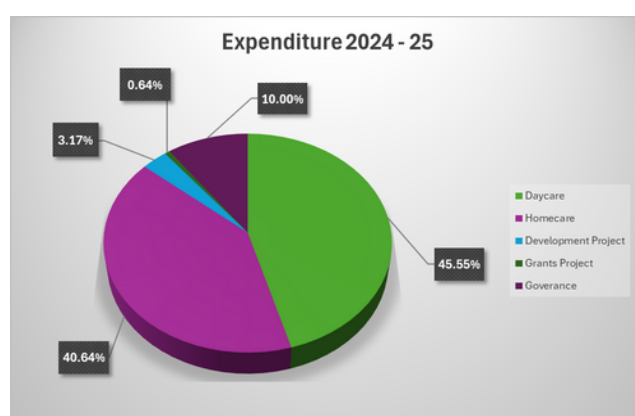
## What we received this year:

Income	Amount
Daycare	£ 411,657.00
Homecare	£ 250,820.00
Donations and Grants	£ 26,244.00
Investment Income	£ 5,910.00
Other Services	£ 16,529.00
<b>Total Income</b>	<b>£ 711,529.00</b>



## What we spent this year:

Expenditure	Amount
Daycare	£ 325,706.00
Homecare	£ 290,587.00
Development Project	£ 22,702.00
Grants Project	£ 4,590.00
Goverance	£ 71,510.00
<b>Total Income</b>	<b>£ 715,095.00</b>





# Acknowledgments

We thank the organisations and individuals below for their valuable support and funding this year.

London Borough of Brent	Race Equality Foundation
Hon. Mayor of Brent – Cllr Tariq Darr	Disability Rights UK
London Borough of Harrow	Inclusion London
Hon. Mayor of Harrow – Cllr Salim Chowdhury	UCLH Medical School Learning Dept
Element Law Limited	Edward Harvest Foundation Trust
Narayanan PN (Music Therapist)	Alan Myers
Krupa Patel (Yoga Instructor)	The British Museum (Diversity & Equality Team)
Binal Trivedy (Dance Therapist)	JXG Management Solutions Limited
Step Change Studios (Accessible Dance & Movement)	East London Foundation Trust
London Borough of Tower Hamlets	Rethink Mental Health
Hon. Mayor of Tower Hamlets – Cllr Lutfur Rahman	Kall Kwik Wembley
Desi Daba (Caterers)	Prontaprint Potters Bar
Shayona Catering	Runnymede Trust
Vallance Community Sports	New Economics Foundation
Spitalfields Housing Association	Three Hands Insight

Also, a huge thank you to all the other wonderful supporters, volunteers & wider network partners who have assisted us with their commitment and skills throughout this year.

#### **BANKERS**

HSBC Bank PLC  
Welwyn Garden City  
Howardsgate  
Hertfordshire  
AL8 6BH

#### **ACCOUNTANT**

ACE Accountants  
44 Hartford Avenue  
Kenton  
HA3 8SY

#### **AUDITORS**

Chapmans Associates  
Limited  
9 Churchill Court  
58 Station Road  
North Harrow  
Middlesex HA2 7SA

#### **LEGAL ADVISORS**

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



**Day Care & Development Resource Centre  
Alric Avenue  
London  
NW10 8RA  
[www.apda.org.uk](http://www.apda.org.uk)**

**Registered Charity Number: 1140090  
Company Registration Number: 06190051**

**REGISTERED COMPANY NUMBER: 06190051 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1140090**

**REPORT OF THE TRUSTEES AND**  
**UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025**  
**FOR**  
**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

Chapmans  
Chartered Accountants  
9 Churchill Court  
58 Station Road  
North Harrow  
HA2 7SA

**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

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FOR THE YEAR ENDED 31 MARCH 2025**

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# **ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

## **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025**

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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 2019).

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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**OBJECTIVES AND ACTIVITIES**

**Significant activities**

It is my pleasure to bring this annual review of APDA's activities for the year 2024-25

We proudly continue to be of great benefit to disabled members of the public, and in particular, our culturally tailored support services have continued to help in the mental and physical development & sustaining wellbeing of vulnerable elderly, disabled people, their Carers and their wider families.

APDA, as a Disabled People's Organization (DDPO) was set up, managed and continues to be run by disabled people ourselves. All our services are user-led and needs-led, and always in keeping with social care developments. APDA proudly continues to be innovative and involving and supporting clients, users and carers with advice and support through difficult situations that they may face, and always ensuring the voices of disabled people count and are heard.

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

**Day Care and Development Services**

During 2024-25, the continued pressures with rising costs and reduced budgets has greatly affected many service users, their families and our staff teams.

This pressure across the whole of society impacts everyone in the UK, and especially more our beneficiaries who are already disabled within society, but now further pushed into poverty.

With the financial pressures & energy debt hanging over many of us, the numbers of people requiring interventional support has doubled, with our organisation seeing a constant number of new referrals from local authorities to our centre for services, advice and too often advocacy support. The people we have seen this year all continue to be those most marginalised in society requiring complex support packages for their social & health care needs to be met by our experienced staff.

As always, it was so important for us to mark and raise awareness around the year for people affected by various conditions special days, like Mental Health Awareness Week, Deaf Awareness Week, Suicide Prevention Day, Cancer Awareness, etc.

Even with the seriousness of the economic environment, we continued to stay strong in our support offer, and ensure safe and happy environments were provided to the vulnerable people we see. As a result, the year has flown by in a flurry of colour, culture, cake, culinary delights and connections. From Peace at Easter, Energy at Eid, Beautiful lights of Diwali, Sounds of Chinese New Year to the Bright bursts of Holi, We've packed in laughter, learning, and lots of love.

We also ensured we provided the essential Research workshops, information sessions and vital health talks, of which were delivered at both our West and East London centre based activity sessions to keep the wide reach of the organisation.

We are continuing our partnership with the London Boroughs of Brent, Harrow & Tower Hamlets, helping to shape their new day opportunities, social care services and borough wide strategic planning. Staff have been busy attending Regular meetings with them to stay informed about issues and improvements within the council, during which we provide our feedback and share our current experiences to help inform their decision-making to be inclusive and supportive for older persons and persons disabled by society.

Our East London funded project which holds health & well-being sessions are even more popular, with the numbers gaining year on year of the project. Providing much needed culturally appropriate exercise and movement sessions for older and marginalised women in the borough of Tower Hamlets, alongside the health information sessions and the talking safe spaces. Participants, who are women, have stated while being part of the project it gives them feelings of worth, empowered to support others in their communities, and are proud of the achievements they have made. We are grateful to Tower Hamlets for their funding for this project for the next three years. We are also grateful to Tower Hamlets Community Housing for their unwavering support and enabling us to use their community building in Bethnal Green to deliver our sessions twice a week.



**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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We were happy to have been able to continue providing the accessible transportation service this year to disabled and older people. This year not only providing over 7,000 pick-ups and drops to and from our Daycentre with our minibuses, we also enabled disabled people and their carers to visit many places in and around London & M25 areas, like Battersea Zoo, Boat trip on the Thames to the Bekonscot Model Village. Both community members and staff had the opportunity to experience that heritage enrichment of the areas in and around London which have not been accessible to them without our support. We continue to advocate for the need for more socially inclusive outings and the accessible transport needed to facilitate and enable more disabled people to access places of interest and cultural heritage and break their cycle of social isolation.

**Home Respite and Personal Care services**

We have supported more users than expected this year in our bespoke and unique culturally tailored service for people in their homes. Our services continues to be reflective of our ethos, quality over quantity for better person-centred care. We focus what we can do to help make their lives a little bit easier and better from interaction with our staff team. We know that people have been struggling with caring for their loved ones as a result of the impact of the Covid Pandemic after affects. This we know has created an increase in referrals this year shows us that families are now at breaking point themselves. This is why our homecare provision continues to stand head & shoulders above the regular domiciliary services due to our clear and consistent approach to providing good quality care, not based on minutes of delivery but on ensuring the needs of the service user & families comes first. We deliver our care not on a profit model, but as a holistic support needed to enrich the quality of life and improve people's overall health and wellbeing.

APDA's Homecare staff team also continues to grow, with each member of our team safely delivering quality services in the year. Our team leader has ensured any new staff are and existing staff remain fully trained and aware of their obligations for personal protection, understanding care plans & risk assessments for each service user to ensure our users remain safe and protected whilst delivering our high-quality level service.

Our unique & flexible service proudly enables the family carers that need respite and gives them 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. Our bespoke and culturally tailored provision focuses on the support needed by disabled people need during these difficult times, especially those later in life who have a difficult time coming to terms with the limitations in their cognitive or physical abilities.

We continue to gather feedback from our service users every quarter, and this allows us to focus on improvements or give praise to staff on their good work. We ensure we deliver a matching-up service for users to carers, based on their holistic needs. This very much helps to create a unique experience for each user, with the minimal change in carers wherever possible to reduce the possibility of confusion, cross contamination. This also maintains good infection control measures and always enabling trust and understanding to be established. We always advocate the importance of maintaining the dignity and respect of each of our users when they are at their most vulnerable in life. This minimal change in carers also ensures that the staff and service users are able to build a strong, stable relationship and gain respect 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.

We look forward to the challenges for the year ahead with an anticipated increase and unprecedented levels of more older & disabled people needing personal and social care support from our Homecare staff team.

**Advocacy and Advice Services**

This year's demand on our services has been evident why it is important for APDA to continue providing our AQS certification standards for Advice services.

The numbers referred to us or self-referrals for advice, information and advocacy has trebled this year due to the cost pressures ripple effect within Social care, and of course the fuel poverty being imposed on people in the UK with the changes to standing charges and energy bills. Our much valued add-on service has been continuing to support more people within London on a wide range of issues and enquiries on a weekly basis.

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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We continued to fund the provision of the digital platform on our website for an accessible and automated advice support service which aids a formal letter to be produced to challenge incorrect decisions made about health and social care. This is a service provided with the assistance of Access to Social Care who manage and monitor the online platform. This ensures a more tailored detailed advice letter can be created through the support that can be accessed at any time via our Website chatbot named Rashmi.

**Development**

The demand for our organisation to input into making spaces and services more accessible has grown. Our experience and valuable insight into the barriers faced by Disabled people with Intersectional Social identities is appreciated and the demand for our input has grown this year. We continue to input into social Inequalities research and campaigns as this is vital to ensuring more equitable outcomes for those facing social disparities in health, transportation, education and employment.

We worked with a number of national and regional bodies to improve the accessibility of buildings, transport, systems of working and health services, to include TFL Buses, Banking institutions, GLA and racial justice organisations like Race Equality Foundation.

We have also been busy supporting our peers to obtain grants, trust funding, government & education funding in order that there is adequate investment into identifying why and how people are facing health inequalities. As a result of the successful interventions, we are ensuring the voices of Asian disabled people are heard and understood through our input and contribution into these various studies, workshops and research papers.

We are excited that this year marked the start of developing of new peer led, community led mental health services based and provided within local communities in the Heart of Tower Hamlets. We are in development stages and will be sharing more news as we develop this innovative services in the year to come.

As part of our international development work and our remit as an organisation holding Special consultative status, we were pleased to have continued campaigning and advocating on the impact that the changes to the social security support to disabled and older people would have. We have been raising the issue of the levels of poverty experienced by disabled people and the greater depths of poverty and difficulties that are now being faced with changes to legislation and entitlements.

We continue to provide Peer support to organisations in the global south and provide advice and support to equip them with the tools to self-advocate.

As always, we celebrated the United Nations International Day of Persons with Disabilities on Tuesday 3rd December 2024. This marked event in our calendars is always such a special day for us, as people with disabilities, health conditions and impairments. As always, we celebrated the day in our unique happy, fun and colourful & culturally appropriate way. We took the opportunity with participants attending to spread awareness of the need for more inclusion and conducive environments for disabled people to thrive and grow their skills and talents, even greater accessible paths for growth and inclusion in all spheres of society.

We were also pleased to have celebrated International Women's Day on 8th March 2024, alongside UN International Day for Older Persons on 5th October 2024, the theme very much aligned with the work we do, "Ageing with Dignity; The importance of strengthening care and support systems worldwide. We highlighted the importance of ensuring better investments are put into place to support the care needs of older people. It is widely accepted that populations around the world are aging for longer, life expectancy is growing year on year. We always advocate for the need to invest in good & accessible care support systems to ensure all members of our societies are looked after when they need it.

**Public benefit**

We proudly continue delivering benefit to the disabled public in keeping with our Aims and Objectives. 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.

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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**STRATEGIC REPORT**

**Financial position**

The Charity had a deficit of £3,935 at 31 March 2025 (2024: £8,181 ), reserves stand at £590,840 (2024: £594,775), all of which are Unrestricted funds. £375,000 of the Unrestricted funds are held in a designated reserve for the acquisition of additional space and premises.

**Reserves policy**

APDA Ltd adopts its reserve policy to ensure that the Charity maintain its reserve of at least 6 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.

**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.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Charity constitution**

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.

**Recruitment and appointment of new trustees**

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 DISABILITY ALLIANCE LIMITED

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

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### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Organisational structure

##### The Management Committee

APDA is managed by an executive committee made up of Asian people with physical impairments, long term health conditions disabilities and carers. The Committee meets four to six times a year, and as of 31st March 2025 comprised of the following:

Zeena Jeewa (Chief Executive)  
Pradip Shah (Chairperson)  
Azahim Mohamed (Vice Chair)  
Ashok Chabria (Hon. Secretary)  
Rekha Mehta (Treasurer)  
Daya Lekamwattage  
Jazal Marzook  
Amina Mullah  
Kawal Singh.

The members of the the Management Committee are also directors of the company and trustees of the charity.

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

#### 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.

### REFERENCE AND ADMINISTRATIVE DETAILS

#### Registered Company number

06190051 (England and Wales)

#### Registered Charity number

1140090

#### Registered office

Daycare & Development Centre  
Alric Avenue  
Off Bruce Road  
London  
NW10 8RA

#### Trustees

The Management Committee listed above are all trustees

#### Independent Examiner

Chapmans  
Chartered Accountants  
9 Churchill Court  
58 Station Road  
North Harrow  
HA2 7SA

**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

**Bankers**

HSBC Bank Plc  
Howardgate  
Welwyn Garden City  
Herts  
AL8 6BH

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 11 November 2025 and signed on the board's behalf by:



Ms Z Jeewa - Trustee

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

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**Independent examiner's report to the trustees of ASIAN PEOPLE DISABILITY ALLIANCE LIMITED ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

**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**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the 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:

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  
Chartered Accountants  
9 Churchill Court  
58 Station Road  
North Harrow  
HA2 7SA

Date: 11/11/2025



**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	21,654	4,590	26,244	19,016
Other trading activities	3	679,006	-	679,006	653,196
Investment income	4	5,910	-	5,910	5,355
<b>Total</b>		<u>706,570</u>	<u>4,590</u>	<u>711,160</u>	<u>677,567</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	5				
Home care		290,587	-	290,587	331,167
Day care		325,706	-	325,706	264,272
Development Project		22,702	-	22,702	21,624
Grant Projects		-	4,590	4,590	110
Governance		71,510	-	71,510	68,575
<b>Total</b>		<u>710,505</u>	<u>4,590</u>	<u>715,095</u>	<u>685,748</u>
<b>NET INCOME/(EXPENDITURE)</b>		(3,935)	-	(3,935)	(8,181)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		594,775	-	594,775	602,956
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>590,840</u>	<u>-</u>	<u>590,840</u>	<u>594,775</u>

The notes form part of these financial statements

# ASIAN PEOPLE DISABILITY ALLIANCE LIMITED

## BALANCE SHEET 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	11	2,360	-	2,360	2,727
<b>CURRENT ASSETS</b>					
Debtors	12	136,242	-	136,242	135,400
Cash at bank		536,859	-	536,859	559,645
		<u>673,101</u>	<u>-</u>	<u>673,101</u>	<u>695,045</u>
<b>CREDITORS</b>					
Amounts falling due within one year	13	(84,621)	-	(84,621)	(102,997)
<b>NET CURRENT ASSETS</b>		<u>588,480</u>	<u>-</u>	<u>588,480</u>	<u>592,048</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>590,840</u>	<u>-</u>	<u>590,840</u>	<u>594,775</u>
<b>NET ASSETS</b>		<u>590,840</u>	<u>-</u>	<u>590,840</u>	<u>594,775</u>
<b>FUNDS</b>	14				
Unrestricted funds				590,840	594,775
<b>TOTAL FUNDS</b>				<u>590,840</u>	<u>594,775</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 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 charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 11 November 2025 and were signed on its behalf by:



Z Jeewa - Trustee

The notes form part of these financial statements

**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	(27,753)	(66,306)
Net cash used in operating activities		(27,753)	(66,306)
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(943)	(480)
Investment income		5,910	5,355
Net cash provided by investing activities		4,967	4,875
<b>Change in cash and cash equivalents in the reporting period</b>		(22,786)	(61,431)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		559,645	621,076
<b>Cash and cash equivalents at the end of the reporting period</b>		536,859	559,645

The notes form part of these financial statements

**NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2025**

**1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2025 £	2024 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	<b>(3,935)</b>	<b>(8,181)</b>
<b>Adjustments for:</b>		
Depreciation charges	1,310	1,244
Investment income	(5,910)	(5,355)
Increase in debtors	(842)	(35,656)
Decrease in creditors	(18,376)	(18,358)
<b>Net cash used in operations</b>	<b><u>(27,753)</u></b>	<b><u>(66,306)</u></b>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1/4/24 £	Cash flow £	At 31/3/25 £
<b>Net cash</b>			
Cash at bank	559,645	(22,786)	536,859
	<u>559,645</u>	<u>(22,786)</u>	<u>536,859</u>
<b>Total</b>	<b><u>559,645</u></b>	<b><u>(22,786)</u></b>	<b><u>536,859</u></b>

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**1. ACCOUNTING POLICIES**

**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 2019)', 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.

**Income**

All income is recognised 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.

**Expenditure**

Liabilities are recognised 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.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on cost
Motor vehicles	- 25% on cost

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**2. DONATIONS AND LEGACIES**

	2025	2024
	£	£
Donations	1,655	3,500
Grants	24,589	15,516
	<u>26,244</u>	<u>19,016</u>

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Other grants	<u>24,589</u>	<u>15,516</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Home care	250,820	248,873
Day care	371,328	357,540
Miscellaneous	16,529	7,880
Meal Contribution Income	11,940	9,504
Passenger Assistance	28,389	29,399
	<u>679,006</u>	<u>653,196</u>

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 deliverable, are accounted for as the charity earns the right to consideration by its performance.

4. INVESTMENT INCOME

	2025	2024
	£	£
Investment income	<u>5,910</u>	<u>5,355</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Home care	277,628	12,959	290,587
Day care	299,235	26,471	325,706
Development Project	19,162	3,540	22,702
Grant Projects	3,800	790	4,590
Governance	68,177	3,333	71,510
	<u>668,002</u>	<u>47,093</u>	<u>715,095</u>

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.

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 5.



NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

5. CHARITABLE ACTIVITIES COSTS - continued

6. SUPPORT COSTS

	Management £
Home care	12,959
Day care	26,471
Development Project	3,540
Grant Projects	790
Governance	3,333
	<u>47,093</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Depreciation - owned assets	<u>1,310</u>	<u>1,244</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

The total remuneration paid to members of the management committee was £73,544 (£2024: £62,835) which was paid to the Chief Executive.

Trustees' expenses

The total amount of expenses reimbursed to management committee members during the year was £2,487 (2024:£1,944).

9. STAFF COSTS

	2025 £	2024 £
Wages and salaries	512,201	505,244
Social security costs	27,548	27,954
	<u>539,749</u>	<u>533,198</u>

The average monthly number of employees during the year was as follows:

	2025	2024
Day Care	13	11
Home Care	26	24
Governance	5	5
	<u>44</u>	<u>40</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

9. STAFF COSTS - continued

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

	2025	2024
£60,001 - £80,000	1	1

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	19,016	-	19,016
Other trading activities	653,196	-	653,196
Investment income	5,355	-	5,355
<b>Total</b>	<b>677,567</b>	<b>-</b>	<b>677,567</b>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Home care	331,167	-	331,167
Day care	264,272	-	264,272
Development Project	21,624	-	21,624
Grant Projects	110	-	110
Governance	68,575	-	68,575
<b>Total</b>	<b>685,748</b>	<b>-</b>	<b>685,748</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>(8,181)</b>	<b>-</b>	<b>(8,181)</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	602,956	-	602,956
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>594,775</b>	<b>-</b>	<b>594,775</b>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Motor vehicles £	Totals £
<b>COST</b>			
At 1 April 2024	29,541	33,250	62,791
Additions	943	-	943
At 31 March 2025	30,484	33,250	63,734
<b>DEPRECIATION</b>			
At 1 April 2024	26,814	33,250	60,064
Charge for year	1,310	-	1,310
At 31 March 2025	28,124	33,250	61,374
<b>NET BOOK VALUE</b>			
At 31 March 2025	2,360	-	2,360
At 31 March 2024	2,727	-	2,727

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	123,884	125,962
Other debtors	12,358	9,438
	136,242	135,400

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	19,757	30,337
Other creditors	64,864	72,660
	84,621	102,997

14. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	At 31/3/25 £
<b>Unrestricted funds</b>			
General fund	594,775	(3,935)	590,840
<b>TOTAL FUNDS</b>	594,775	(3,935)	590,840

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	706,570	(710,505)	(3,935)
<b>Restricted funds</b>			
Restricted	4,590	(4,590)	-
<b>TOTAL FUNDS</b>	<u>711,160</u>	<u>(715,095)</u>	<u>(3,935)</u>

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	At 31/3/24 £
<b>Unrestricted funds</b>			
General fund	602,956	(8,181)	594,775
<b>TOTAL FUNDS</b>	<u>602,956</u>	<u>(8,181)</u>	<u>594,775</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	677,567	(685,748)	(8,181)
<b>TOTAL FUNDS</b>	<u>677,567</u>	<u>(685,748)</u>	<u>(8,181)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/23 £	Net movement in funds £	At 31/3/25 £
<b>Unrestricted funds</b>			
General fund	602,956	(12,116)	590,840
<b>TOTAL FUNDS</b>	<u>602,956</u>	<u>(12,116)</u>	<u>590,840</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**14. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,384,137	(1,396,253)	(12,116)
<b>Restricted funds</b>			
Restricted	4,590	(4,590)	-
<b>TOTAL FUNDS</b>	<u>1,388,727</u>	<u>(1,400,843)</u>	<u>(12,116)</u>

**15. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2025.

**16. PURPOSE OF FUNDS**

**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.

**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 £	2024 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	1,655	3,500
Grants	24,589	15,516
	<u>26,244</u>	<u>19,016</u>
<b>Other trading activities</b>		
Home care	250,820	248,873
Day care	371,328	357,540
Miscellaneous	16,529	7,880
Meal Contribution Income	11,940	9,504
Passenger Assistance	28,389	29,399
	<u>679,006</u>	<u>653,196</u>
<b>Investment income</b>		
Investment income	5,910	5,355
	<u>711,160</u>	<u>677,567</u>
<b>Total incoming resources</b>		
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages	512,201	505,244
Social security	27,548	27,954
Travel and Minibus	72,315	54,958
Accountancy fees	15,700	15,700
Other cost	34,396	34,359
Training	4,042	3,390
Independent examiner fees	1,800	1,800
Recruitment expenses	-	1,430
	<u>668,002</u>	<u>644,835</u>
<b>Support costs</b>		
<b>Management</b>		
Premises	33,293	9,121
General office cost	9,675	8,869
Legal & Professional	2,652	21,498
Bank charges	163	181
Fixtures and fittings	1,310	1,244
	<u>47,093</u>	<u>40,913</u>
Total resources expended	715,095	685,748
	<u>(3,935)</u>	<u>(8,181)</u>
<b>Net expenditure</b>		

This page does not form part of the statutory financial statements



**REGISTERED COMPANY NUMBER: 06190051 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1140090**

**REPORT OF THE TRUSTEES AND**  
**UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025**  
**FOR**  
**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

Chapmans  
Chartered Accountants  
9 Churchill Court  
58 Station Road  
North Harrow  
HA2 7SA

**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

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FOR THE YEAR ENDED 31 MARCH 2025**

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# **ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

## **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025**

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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 2019).

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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**OBJECTIVES AND ACTIVITIES**

**Significant activities**

It is my pleasure to bring this annual review of APDA's activities for the year 2024-25

We proudly continue to be of great benefit to disabled members of the public, and in particular, our culturally tailored support services have continued to help in the mental and physical development & sustaining wellbeing of vulnerable elderly, disabled people, their Carers and their wider families.

APDA, as a Disabled People's Organization (DDPO) was set up, managed and continues to be run by disabled people ourselves. All our services are user-led and needs-led, and always in keeping with social care developments. APDA proudly continues to be innovative and involving and supporting clients, users and carers with advice and support through difficult situations that they may face, and always ensuring the voices of disabled people count and are heard.

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

**Day Care and Development Services**

During 2024-25, the continued pressures with rising costs and reduced budgets has greatly affected many service users, their families and our staff teams.

This pressure across the whole of society impacts everyone in the UK, and especially more our beneficiaries who are already disabled within society, but now further pushed into poverty.

With the financial pressures & energy debt hanging over many of us, the numbers of people requiring interventional support has doubled, with our organisation seeing a constant number of new referrals from local authorities to our centre for services, advice and too often advocacy support. The people we have seen this year all continue to be those most marginalised in society requiring complex support packages for their social & health care needs to be met by our experienced staff.

As always, it was so important for us to mark and raise awareness around the year for people affected by various conditions special days, like Mental Health Awareness Week, Deaf Awareness Week, Suicide Prevention Day, Cancer Awareness, etc.

Even with the seriousness of the economic environment, we continued to stay strong in our support offer, and ensure safe and happy environments were provided to the vulnerable people we see. As a result, the year has flown by in a flurry of colour, culture, cake, culinary delights and connections. From Peace at Easter, Energy at Eid, Beautiful lights of Diwali, Sounds of Chinese New Year to the Bright bursts of Holi, We've packed in laughter, learning, and lots of love.

We also ensured we provided the essential Research workshops, information sessions and vital health talks, of which were delivered at both our West and East London centre based activity sessions to keep the wide reach of the organisation.

We are continuing our partnership with the London Boroughs of Brent, Harrow & Tower Hamlets, helping to shape their new day opportunities, social care services and borough wide strategic planning. Staff have been busy attending Regular meetings with them to stay informed about issues and improvements within the council, during which we provide our feedback and share our current experiences to help inform their decision-making to be inclusive and supportive for older persons and persons disabled by society.

Our East London funded project which holds health & well-being sessions are even more popular, with the numbers gaining year on year of the project. Providing much needed culturally appropriate exercise and movement sessions for older and marginalised women in the borough of Tower Hamlets, alongside the health information sessions and the talking safe spaces. Participants, who are women, have stated while being part of the project it gives them feelings of worth, empowered to support others in their communities, and are proud of the achievements they have made. We are grateful to Tower Hamlets for their funding for this project for the next three years. We are also grateful to Tower Hamlets Community Housing for their unwavering support and enabling us to use their community building in Bethnal Green to deliver our sessions twice a week.

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

---

We were happy to have been able to continue providing the accessible transportation service this year to disabled and older people. This year not only providing over 7,000 pick-ups and drops to and from our Daycentre with our minibuses, we also enabled disabled people and their carers to visit many places in and around London & M25 areas, like Battersea Zoo, Boat trip on the Thames to the Bekonscot Model Village. Both community members and staff had the opportunity to experience that heritage enrichment of the areas in and around London which have not been accessible to them without our support. We continue to advocate for the need for more socially inclusive outings and the accessible transport needed to facilitate and enable more disabled people to access places of interest and cultural heritage and break their cycle of social isolation.

### **Home Respite and Personal Care services**

We have supported more users than expected this year in our bespoke and unique culturally tailored service for people in their homes. Our services continues to be reflective of our ethos, quality over quantity for better person-centred care. We focus what we can do to help make their lives a little bit easier and better from interaction with our staff team. We know that people have been struggling with caring for their loved ones as a result of the impact of the Covid Pandemic after affects. This we know has created an increase in referrals this year shows us that families are now at breaking point themselves. This is why our homecare provision continues to stand head & shoulders above the regular domiciliary services due to our clear and consistent approach to providing good quality care, not based on minutes of delivery but on ensuring the needs of the service user & families comes first. We deliver our care not on a profit model, but as a holistic support needed to enrich the quality of life and improve people's overall health and wellbeing.

APDA's Homecare staff team also continues to grow, with each member of our team safely delivering quality services in the year. Our team leader has ensured any new staff are and existing staff remain fully trained and aware of their obligations for personal protection, understanding care plans & risk assessments for each service user to ensure our users remain safe and protected whilst delivering our high-quality level service.

Our unique & flexible service proudly enables the family carers that need respite and gives them 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. Our bespoke and culturally tailored provision focuses on the support needed by disabled people need during these difficult times, especially those later in life who have a difficult time coming to terms with the limitations in their cognitive or physical abilities.

We continue to gather feedback from our service users every quarter, and this allows us to focus on improvements or give praise to staff on their good work. We ensure we deliver a matching-up service for users to carers, based on their holistic needs. This very much helps to create a unique experience for each user, with the minimal change in carers wherever possible to reduce the possibility of confusion, cross contamination. This also maintains good infection control measures and always enabling trust and understanding to be established. We always advocate the importance of maintaining the dignity and respect of each of our users when they are at their most vulnerable in life. This minimal change in carers also ensures that the staff and service users are able to build a strong, stable relationship and gain respect 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.

We look forward to the challenges for the year ahead with an anticipated increase and unprecedented levels of more older & disabled people needing personal and social care support from our Homecare staff team.

### **Advocacy and Advice Services**

This year's demand on our services has been evident why it is important for APDA to continue providing our AQS certification standards for Advice services.

The numbers referred to us or self-referrals for advice, information and advocacy has trebled this year due to the cost pressures ripple effect within Social care, and of course the fuel poverty being imposed on people in the UK with the changes to standing charges and energy bills. Our much valued add-on service has been continuing to support more people within London on a wide range of issues and enquiries on a weekly basis.

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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We continued to fund the provision of the digital platform on our website for an accessible and automated advice support service which aids a formal letter to be produced to challenge incorrect decisions made about health and social care. This is a service provided with the assistance of Access to Social Care who manage and monitor the online platform. This ensures a more tailored detailed advice letter can be created through the support that can be accessed at any time via our Website chatbot named Rashmi.

**Development**

The demand for our organisation to input into making spaces and services more accessible has grown. Our experience and valuable insight into the barriers faced by Disabled people with Intersectional Social identities is appreciated and the demand for our input has grown this year. We continue to input into social Inequalities research and campaigns as this is vital to ensuring more equitable outcomes for those facing social disparities in health, transportation, education and employment.

We worked with a number of national and regional bodies to improve the accessibility of buildings, transport, systems of working and health services, to include TFL Buses, Banking institutions, GLA and racial justice organisations like Race Equality Foundation.

We have also been busy supporting our peers to obtain grants, trust funding, government & education funding in order that there is adequate investment into identifying why and how people are facing health inequalities. As a result of the successful interventions, we are ensuring the voices of Asian disabled people are heard and understood through our input and contribution into these various studies, workshops and research papers.

We are excited that this year marked the start of developing of new peer led, community led mental health services based and provided within local communities in the Heart of Tower Hamlets. We are in development stages and will be sharing more news as we develop this innovative services in the year to come.

As part of our international development work and our remit as an organisation holding Special consultative status, we were pleased to have continued campaigning and advocating on the impact that the changes to the social security support to disabled and older people would have. We have been raising the issue of the levels of poverty experienced by disabled people and the greater depths of poverty and difficulties that are now being faced with changes to legislation and entitlements.

We continue to provide Peer support to organisations in the global south and provide advice and support to equip them with the tools to self-advocate.

As always, we celebrated the United Nations International Day of Persons with Disabilities on Tuesday 3rd December 2024. This marked event in our calendars is always such a special day for us, as people with disabilities, health conditions and impairments. As always, we celebrated the day in our unique happy, fun and colourful & culturally appropriate way. We took the opportunity with participants attending to spread awareness of the need for more inclusion and conducive environments for disabled people to thrive and grow their skills and talents, even greater accessible paths for growth and inclusion in all spheres of society.

We were also pleased to have celebrated International Women's Day on 8th March 2024, alongside UN International Day for Older Persons on 5th October 2024, the theme very much aligned with the work we do, "Ageing with Dignity; The importance of strengthening care and support systems worldwide. We highlighted the importance of ensuring better investments are put into place to support the care needs of older people. It is widely accepted that populations around the world are aging for longer, life expectancy is growing year on year. We always advocate for the need to invest in good & accessible care support systems to ensure all members of our societies are looked after when they need it.

**Public benefit**

We proudly continue delivering benefit to the disabled public in keeping with our Aims and Objectives. 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.



**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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**STRATEGIC REPORT**

**Financial position**

The Charity had a deficit of £3,935 at 31 March 2025 (2024: £8,181 ), reserves stand at £590,840 (2024: £594,775), all of which are Unrestricted funds. £375,000 of the Unrestricted funds are held in a designated reserve for the acquisition of additional space and premises.

**Reserves policy**

APDA Ltd adopts its reserve policy to ensure that the Charity maintain its reserve of at least 6 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.

**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.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Charity constitution**

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.

**Recruitment and appointment of new trustees**

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 DISABILITY ALLIANCE LIMITED

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

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### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Organisational structure

##### The Management Committee

APDA is managed by an executive committee made up of Asian people with physical impairments, long term health conditions disabilities and carers. The Committee meets four to six times a year, and as of 31st March 2025 comprised of the following:

Zeena Jeewa (Chief Executive)  
Pradip Shah (Chairperson)  
Azahim Mohamed (Vice Chair)  
Ashok Chabria (Hon. Secretary)  
Rekha Mehta (Treasurer)  
Daya Lekamwattage  
Jazal Marzook  
Amina Mullah  
Kawal Singh.

The members of the the Management Committee are also directors of the company and trustees of the charity.

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

#### 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.

### REFERENCE AND ADMINISTRATIVE DETAILS

#### Registered Company number

06190051 (England and Wales)

#### Registered Charity number

1140090

#### Registered office

Daycare & Development Centre  
Alric Avenue  
Off Bruce Road  
London  
NW10 8RA

#### Trustees

The Management Committee listed above are all trustees

#### Independent Examiner

Chapmans  
Chartered Accountants  
9 Churchill Court  
58 Station Road  
North Harrow  
HA2 7SA

**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

**Bankers**

HSBC Bank Plc  
Howardgate  
Welwyn Garden City  
Herts  
AL8 6BH

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 11 November 2025 and signed on the board's behalf by:



Ms Z Jeewa - Trustee

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

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**Independent examiner's report to the trustees of ASIAN PEOPLE DISABILITY ALLIANCE LIMITED ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

**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**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the 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:

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  
Chartered Accountants  
9 Churchill Court  
58 Station Road  
North Harrow  
HA2 7SA

Date: .....

11/11/2025

**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	21,654	4,590	26,244	19,016
Other trading activities	3	679,006	-	679,006	653,196
Investment income	4	5,910	-	5,910	5,355
<b>Total</b>		<u>706,570</u>	<u>4,590</u>	<u>711,160</u>	<u>677,567</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	5				
Home care		290,587	-	290,587	331,167
Day care		325,706	-	325,706	264,272
Development Project		22,702	-	22,702	21,624
Grant Projects		-	4,590	4,590	110
Governance		71,510	-	71,510	68,575
<b>Total</b>		<u>710,505</u>	<u>4,590</u>	<u>715,095</u>	<u>685,748</u>
<b>NET INCOME/(EXPENDITURE)</b>		(3,935)	-	(3,935)	(8,181)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		594,775	-	594,775	602,956
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>590,840</u>	<u>-</u>	<u>590,840</u>	<u>594,775</u>

The notes form part of these financial statements

# ASIAN PEOPLE DISABILITY ALLIANCE LIMITED

## BALANCE SHEET 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	11	2,360	-	2,360	2,727
<b>CURRENT ASSETS</b>					
Debtors	12	136,242	-	136,242	135,400
Cash at bank		536,859	-	536,859	559,645
		<u>673,101</u>	<u>-</u>	<u>673,101</u>	<u>695,045</u>
<b>CREDITORS</b>					
Amounts falling due within one year	13	(84,621)	-	(84,621)	(102,997)
<b>NET CURRENT ASSETS</b>		<u>588,480</u>	<u>-</u>	<u>588,480</u>	<u>592,048</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>590,840</u>	<u>-</u>	<u>590,840</u>	<u>594,775</u>
<b>NET ASSETS</b>		<u>590,840</u>	<u>-</u>	<u>590,840</u>	<u>594,775</u>
<b>FUNDS</b>	14				
Unrestricted funds				590,840	594,775
<b>TOTAL FUNDS</b>				<u>590,840</u>	<u>594,775</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 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 charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 11 November 2025 and were signed on its behalf by:



Z Jeewa - Trustee

The notes form part of these financial statements



**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	(27,753)	(66,306)
Net cash used in operating activities		(27,753)	(66,306)
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(943)	(480)
Investment income		5,910	5,355
Net cash provided by investing activities		4,967	4,875
<b>Change in cash and cash equivalents in the reporting period</b>		(22,786)	(61,431)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		559,645	621,076
<b>Cash and cash equivalents at the end of the reporting period</b>		536,859	559,645

The notes form part of these financial statements

**NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2025**

**1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2025 £	2024 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	<b>(3,935)</b>	<b>(8,181)</b>
<b>Adjustments for:</b>		
Depreciation charges	1,310	1,244
Investment income	(5,910)	(5,355)
Increase in debtors	(842)	(35,656)
Decrease in creditors	(18,376)	(18,358)
<b>Net cash used in operations</b>	<b><u>(27,753)</u></b>	<b><u>(66,306)</u></b>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1/4/24 £	Cash flow £	At 31/3/25 £
<b>Net cash</b>			
Cash at bank	559,645	(22,786)	536,859
	<u>559,645</u>	<u>(22,786)</u>	<u>536,859</u>
<b>Total</b>	<b><u>559,645</u></b>	<b><u>(22,786)</u></b>	<b><u>536,859</u></b>

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**1. ACCOUNTING POLICIES**

**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 2019)', 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.

**Income**

All income is recognised 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.

**Expenditure**

Liabilities are recognised 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.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on cost
Motor vehicles	- 25% on cost

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**2. DONATIONS AND LEGACIES**

	2025	2024
	£	£
Donations	1,655	3,500
Grants	24,589	15,516
	<u>26,244</u>	<u>19,016</u>

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Other grants	<u>24,589</u>	<u>15,516</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**3. OTHER TRADING ACTIVITIES**

	2025	2024
	£	£
Home care	250,820	248,873
Day care	371,328	357,540
Miscellaneous	16,529	7,880
Meal Contribution Income	11,940	9,504
Passenger Assistance	28,389	29,399
	<u>679,006</u>	<u>653,196</u>

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 deliverable, are accounted for as the charity earns the right to consideration by its performance.

**4. INVESTMENT INCOME**

	2025	2024
	£	£
Investment income	<u>5,910</u>	<u>5,355</u>

**5. CHARITABLE ACTIVITIES COSTS**

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Home care	277,628	12,959	290,587
Day care	299,235	26,471	325,706
Development Project	19,162	3,540	22,702
Grant Projects	3,800	790	4,590
Governance	68,177	3,333	71,510
	<u>668,002</u>	<u>47,093</u>	<u>715,095</u>

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.

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 5.

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

5. CHARITABLE ACTIVITIES COSTS - continued

6. SUPPORT COSTS

	Management £
Home care	12,959
Day care	26,471
Development Project	3,540
Grant Projects	790
Governance	3,333
	<u>47,093</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Depreciation - owned assets	<u>1,310</u>	<u>1,244</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

The total remuneration paid to members of the management committee was £73,544 (£2024: £62,835) which was paid to the Chief Executive.

Trustees' expenses

The total amount of expenses reimbursed to management committee members during the year was £2,487 (2024:£1,944).

9. STAFF COSTS

	2025 £	2024 £
Wages and salaries	512,201	505,244
Social security costs	27,548	27,954
	<u>539,749</u>	<u>533,198</u>

The average monthly number of employees during the year was as follows:

	2025	2024
Day Care	13	11
Home Care	26	24
Governance	5	5
	<u>44</u>	<u>40</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

9. STAFF COSTS - continued

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

	2025	2024
£60,001 - £80,000	1	1

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	19,016	-	19,016
Other trading activities	653,196	-	653,196
Investment income	5,355	-	5,355
<b>Total</b>	<b>677,567</b>	<b>-</b>	<b>677,567</b>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Home care	331,167	-	331,167
Day care	264,272	-	264,272
Development Project	21,624	-	21,624
Grant Projects	110	-	110
Governance	68,575	-	68,575
<b>Total</b>	<b>685,748</b>	<b>-</b>	<b>685,748</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>(8,181)</b>	<b>-</b>	<b>(8,181)</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	602,956	-	602,956
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>594,775</b>	<b>-</b>	<b>594,775</b>



NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Motor vehicles £	Totals £
<b>COST</b>			
At 1 April 2024	29,541	33,250	62,791
Additions	943	-	943
At 31 March 2025	30,484	33,250	63,734
<b>DEPRECIATION</b>			
At 1 April 2024	26,814	33,250	60,064
Charge for year	1,310	-	1,310
At 31 March 2025	28,124	33,250	61,374
<b>NET BOOK VALUE</b>			
At 31 March 2025	2,360	-	2,360
At 31 March 2024	2,727	-	2,727

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	123,884	125,962
Other debtors	12,358	9,438
	136,242	135,400

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	19,757	30,337
Other creditors	64,864	72,660
	84,621	102,997

14. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	At 31/3/25 £
<b>Unrestricted funds</b>			
General fund	594,775	(3,935)	590,840
<b>TOTAL FUNDS</b>	594,775	(3,935)	590,840

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	706,570	(710,505)	(3,935)
<b>Restricted funds</b>			
Restricted	4,590	(4,590)	-
<b>TOTAL FUNDS</b>	<u>711,160</u>	<u>(715,095)</u>	<u>(3,935)</u>

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	At 31/3/24 £
<b>Unrestricted funds</b>			
General fund	602,956	(8,181)	594,775
<b>TOTAL FUNDS</b>	<u>602,956</u>	<u>(8,181)</u>	<u>594,775</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	677,567	(685,748)	(8,181)
<b>TOTAL FUNDS</b>	<u>677,567</u>	<u>(685,748)</u>	<u>(8,181)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/23 £	Net movement in funds £	At 31/3/25 £
<b>Unrestricted funds</b>			
General fund	602,956	(12,116)	590,840
<b>TOTAL FUNDS</b>	<u>602,956</u>	<u>(12,116)</u>	<u>590,840</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,384,137	(1,396,253)	(12,116)
<b>Restricted funds</b>			
Restricted	4,590	(4,590)	-
<b>TOTAL FUNDS</b>	<u>1,388,727</u>	<u>(1,400,843)</u>	<u>(12,116)</u>

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

16. PURPOSE OF FUNDS

**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.

**ASIAN PEOPLE DISABILITY ALLIANCE LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 £	2024 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	1,655	3,500
Grants	24,589	15,516
	<u>26,244</u>	<u>19,016</u>
<b>Other trading activities</b>		
Home care	250,820	248,873
Day care	371,328	357,540
Miscellaneous	16,529	7,880
Meal Contribution Income	11,940	9,504
Passenger Assistance	28,389	29,399
	<u>679,006</u>	<u>653,196</u>
<b>Investment income</b>		
Investment income	5,910	5,355
	<u>711,160</u>	<u>677,567</u>
<b>Total incoming resources</b>		
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages	512,201	505,244
Social security	27,548	27,954
Travel and Minibus	72,315	54,958
Accountancy fees	15,700	15,700
Other cost	34,396	34,359
Training	4,042	3,390
Independent examiner fees	1,800	1,800
Recruitment expenses	-	1,430
	<u>668,002</u>	<u>644,835</u>
<b>Support costs</b>		
<b>Management</b>		
Premises	33,293	9,121
General office cost	9,675	8,869
Legal & Professional	2,652	21,498
Bank charges	163	181
Fixtures and fittings	1,310	1,244
	<u>47,093</u>	<u>40,913</u>
<b>Total resources expended</b>	<u>715,095</u>	<u>685,748</u>
<b>Net expenditure</b>	<u>(3,935)</u>	<u>(8,181)</u>

This page does not form part of the statutory financial statements