

ZEBRA ACCESS CIO

England & Wales · Charity number 1149181

Details

Other names	ZEBRA ACCESS LTD
Status	Registered
Legal form	CIO
Registered	2012-10-02
Register	View on the Charity Commission register

Contact

Address	Zebra Access CIO Creative Industries Centre Wolverhampton Science Park Glaisher Drive Wolverhampton WV10 9TG
Phone	01902711688
Email	carol@zebra-access.com
Website	www.zebra-access.com

Activities

Objects: 3. OBJECT[S] THE OBJECT[S] OF THE CIO [IS][ARE] “TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY WORKING WITH PEOPLE IN THE DEAF COMMUNITY WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF THEIR DEAFNESS, TO RELIEVE THE NEEDS OF SUCH PEOPLE AND ASSIST THEM TO INTEGRATE INTO SOCIETY, IN PARTICULAR BY: A) DEVELOP OPPORTUNITIES FOR DEAF PEOPLE TO HAVE BETTER CHANCES IN LIFE BY PROVIDING ACCESS TO TRAINING AND WORKSHOPS TO IMPROVE THEIR LIFE SKILLS. B) ENCOURAGE, PROMOTE AND PROVIDE EMPLOYMENT FOR DEAF PEOPLE THROUGH PROVISION OF SUPPORT, EDUCATION AND ADVICE. C) SUPPORT AND PROMOTE STRONG COMMUNITY ETHOS BY ENCOURAGING DEAF PEOPLE TO BECOME MORE ACTIVE WITHIN THEIR COMMUNITIES AND WORK TOGETHER TO TACKLE COMMON PROBLEMS AS WELL AS ADVOCATE WIDER SOCIAL COHESION. D) RAISE AWARENESS AND IMPROVE ACCESSIBILITY TO TECHNOLOGY, SERVICES AND FACILITIES SO DEAF PEOPLE CAN ENJOY, UNDERSTAND AND DEVELOP THEMSELVES FURTHER. E) PROMOTE AND ADVOCATE HEALTHIER LIFESTYLES BY RAISING AND IMPROVING AWARENESS OF AVAILABLE ACTIVITIES AND HEALTH CHOICES. F) LEAD AND MANAGE FILM AND ARTS FESTIVALS WHICH ALLOW DEAF PERFORMERS, COMMUNITIES AND DIRECTORS TO SHOWCASE THEIR TALENTS TO A WIDER AUDIENCE. G) EDUCATE AND INFORM DEAF PEOPLE OF BASIC HUMAN RIGHTS AS CITIZENS REGARDLESS OF THEIR AGE, DISABILITY, GENDER, MARRIAGE/CIVIL PARTNERSHIP, PREGNANCY/MATERNITY, SEXUALITY, RELIGION AND RACE. NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH [SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005] AND [SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008]

Activities: Develop opportunities for Deaf people by providing support, education, advice and access to training, technology, services, facilities and workshops to improve their life skills, health choices, activities and careers. Support and develop strong Deaf community ethos and advocating wider social cohesion. Educate and inform Deaf people of their basic human rights. Lead/manage Film and Arts festivals

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£232,481	£229,934	-	-
2024-06-30	£344,551	£276,689	-	-
2023-06-30	£207,281	£190,692	-	-
2022-06-30	£213,132	£234,192	-	-
2021-06-30	£187,231	£134,267	-	-

Trustees

Name	Role	Appointed
MARILYN WILLRICH	Chair	2012-01-26
Alexander Vann		2021-03-04
CAROL ANN SALTER		2013-07-04
Iona Fletcher		2021-03-04
Louise Diane Rhodes		2022-07-13
SEBASTIANA MAZZOCCHIO		2012-10-02
Wendi Brickliffe		2023-10-25

ZEBRA ACCESS CIO

England & Wales - Charity number 1149181

Accounts

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025
FOR
ZEBRA ACCESS CIO

ZEBRA ACCESS CIO

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	Page
Report of the Trustees	1 to 4
Independent Examiner's Report	5
Statement of Financial Activities	6 to 7
Balance Sheet	8
Notes to the Financial Statements	9 to 19
Detailed Statement of Financial Activities	20

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2025

The Trustees present their annual report and financial statements for the year ended 30th June 2024.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 ('the Act') and 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).

Zebra Access CIO previously operated as a charity limited by guarantee as defined by the Companies Act 2006 and became a Charitable Incorporated Organisation on 20 October 2020.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

- Develop opportunities for Deaf people to have better chances in life by providing access to training and workshops to improve their life skills
- Encourage, promote and provide employment for Deaf people through the provision of support, education and advice
- Support and promote strong community ethos by encouraging Deaf people to become more active within their communities and work together to tackle common problems as well as advocate wider social cohesion
- Raise awareness and improve accessibility to technology, services and facilities so Deaf people can enjoy, understand and develop themselves further
- Promote and advocate healthier lifestyles by raising and improving awareness of available activities and health choices
- Lead and manage Film and Arts festivals which allow Deaf performers, communities and directors to showcase their talents to a wider audience
- Educate and inform Deaf people of basic human rights as citizens regardless of their age, disability, gender, marriage/civil partnership, pregnancy/maternity, sexuality, religion and race

The aims of our charity are to reduce the number of unemployed within the local area. Our aims fully reflect the purpose that the charity was set up to further.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year, the review looks at what we have achieved and the outcomes of our work in the previous 12 months. We look at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

The focus of our work

Our main objectives for the year continued to be:

- To provide support and guidance securing, suitable employment for Deaf, Deaf Blind, Hard of Hearing and Deafened people
- To empower Deaf, Deaf Blind, Hard of Hearing and Deafened people
- Improving Deaf, Deaf Blind, Hard of Hearing and Deafened people's access and awareness across all service providers (i.e. Councils, NHS, CCG and so on)
- To develop new services and opportunities for local Deaf, Deaf Blind, Hard of Hearing and Deafened people
- Enhancing Deaf, Deaf Blind, Hard of Hearing and Deafened people's wellbeing via activities, workshops and peer support
- To maintain and develop partnership opportunities with other organisations and charities
- To explore and implement revised and robust post pandemic sustainability plans

Public benefit

Our main activities and who we try to help are described below. All our charitable activities focus on reducing the number of unemployed people and are undertaken to further our charitable purposes for the public benefit.

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2025

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the charity are currently by way of grants from the National Lottery and sponsorship. Increasing constraints on local authority expenditure has resulted in the charity seeking funding from a much broader group of agencies.

Reserves policy

The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be 3 to 4 months of expenditure. The reserves are needed to meet the working capital requirements of the charity and the Management Committee are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding.

Financial Review

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. The charity needs to diversify revenue to reduce the reliance on lottery funding to ensure the organisation's sustainability.

FUTURE PLANS

The charity plans continuing the activities outlined above in the forthcoming years subject to satisfactory funding arrangements. Plans are also being developed to work on a number of schemes with local employers and local job centres to place disabled people who have been through our training projects or mentoring schemes which it is hoped will lead to long-term gainful employment. The charity aims to work with other partners, organisations and do more collaborative work/projects to offer Deaf, Deaf Blind, Hard of Hearing and Deafened people opportunities across the board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Zebra Access CIO is a charitable incorporated organisation registered on 12 October 2020 and is controlled by its governing document.

Recruitment and appointment of new trustees

The Trustees of the CIO are charity trustees for the purposes of charity law and under the Charity's constitution are known as members of the Management committee. Under the requirements of the Constitution the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

Due to the nature of the activities much of the charity's work focuses upon young people and vulnerable adults. The Management committee seeks to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee body. To enhance the potential pool of trustees, the charity has, through selective networking sought to identify individuals who would be willing to become members who could assist the charity by using their own experiences.

In an effort to maintain a broad skill mix, members of the Management Committee are requested to provide a list of their skills which are updated each year. Therefore, in the event of retirement, individuals can be approached to offer themselves for election to the Management Committee to save particular skills being lost.

Organisational structure

Zebra Access CIO has a Management Committee of up to 8 members who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the Committee has 12 members from a variety of professional backgrounds relevant to the work of the charity. The Secretary also sits on the committee.

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Directors along with the Finance Manager. The Directors are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met.

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

Each trustee is appointed with their own skill set and training is tailored to utilise and enhance these skills within the Charity's structure where necessary.

Risk management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CE022793 (England and Wales)

Registered Charity number

1149181

Registered office

Creative Industries Centre
Wolverhampton Science Park
Glaisher Drive
Wolverhampton
West Midlands
WV10 9TG

Trustees

Mrs N C Beech
S Mazzoccio
Mrs C A Salter - Treasurer
M Willrich - Chair
I Fletcher
A Vann
L D Rhodes
W Brickliffe

Independent Examiner

Ian Cattell FCA
Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

Solicitors

Rees Page
8-12 Waterloo Road
Wolverhampton
WV1 4BL

Bankers

HSBC
P O Box 33
Wolverhampton
WV1 1TE

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2025

Approved by order of the board of trustees on 13 April 2026 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'C Salter', with a long horizontal flourish extending to the right.

Mrs C A Salter - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ZEBRA ACCESS CIO

Independent examiner's report to the trustees of Zebra Access CIO ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 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

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.



Ian Cattell FCA

Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

13 April 2026

ZEBRA ACCESS CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		-	-	-	-
Charitable activities	2				
Deaffest		-	-	-	69,760
Cornwall Project		-	-	-	2,670
Black Country Futures		-	8,256	8,256	16,786
Deaf Access Project		-	-	-	65,850
General		13,095	-	13,095	22,272
Deaffest - restricted		-	16,902	16,902	67,606
Walsall Business Support		-	-	-	3,250
Restart Programme		1,175	-	1,175	2,350
Know Your Neighbourhood		-	9,948	9,948	9,449
Healthy Living Project		-	902	902	3,602
Walsall Deaf Heritage		-	43,976	43,976	43,976
Deaf Active Project		-	-	-	36,980
Deaf Futures		-	109,466	109,466	-
National Lottery - Badminton		-	3,761	3,761	-
Lloyds Bank Foundation		25,000	-	25,000	-
Total		<u>39,270</u>	<u>193,211</u>	<u>232,481</u>	<u>344,551</u>
EXPENDITURE ON					
Charitable activities	3				
Deaffest		29,088	-	29,088	-
BBO Community matters		-	-	-	5,849
Reaching Communities		-	-	-	23,122
Cornwall Project		-	-	-	4,447
Connections through culture		-	-	-	2,500
Black Country Futures		-	12,075	12,075	15,718
Mytime Active		-	-	-	690
Yoga Project		-	-	-	256
Online platform/podcast		-	-	-	1,003
Jubilee Grant		-	-	-	140
Deaf Access Project		-	-	-	67,601
General		53,492	-	53,492	49,948
Deaffest - restricted		-	16,633	16,633	67,559
Walsall Business Support		16	-	16	41
Restart Programme		7,709	-	7,709	-
Know Your Neighbourhood		-	6,858	6,858	15,056
Coronation Grant		-	-	-	112
Healthy Living Project		-	-	-	8,105
Walsall Deaf Heritage		-	19,248	19,248	5,311
Deaf Active Project		-	4,462	4,462	8,350
Deaf Futures		-	77,541	77,541	-
COVID-19 support		-	-	-	881
National Lottery - Badminton		-	2,812	2,812	-
Total		<u>90,305</u>	<u>139,629</u>	<u>229,934</u>	<u>276,689</u>
NET INCOME/(EXPENDITURE)		(51,035)	53,582	2,547	67,862

The notes form part of these financial statements

ZEBRA ACCESS CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
RECONCILIATION OF FUNDS					
Total funds brought forward		98,521	88,574	187,095	119,233
TOTAL FUNDS CARRIED FORWARD		<u>47,486</u>	<u>142,156</u>	<u>189,642</u>	<u>187,095</u>

The notes form part of these financial statements

ZEBRA ACCESS CIO

BALANCE SHEET
30 JUNE 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
CURRENT ASSETS					
Debtors	8	18,871	43,976	62,847	19,181
Cash at bank and in hand		<u>36,127</u>	<u>98,180</u>	<u>134,307</u>	<u>178,992</u>
		54,998	142,156	197,154	198,173
CREDITORS					
Amounts falling due within one year	9	(7,512)	-	(7,512)	(11,078)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>47,486</u>	<u>142,156</u>	<u>189,642</u>	<u>187,095</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>47,486</u>	<u>142,156</u>	<u>189,642</u>	<u>187,095</u>
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET ASSETS		<u>47,486</u>	<u>142,156</u>	<u>189,642</u>	<u>187,095</u>
FUNDS	10				
Unrestricted funds				47,486	98,521
Restricted funds				<u>142,156</u>	<u>88,574</u>
TOTAL FUNDS				<u>189,642</u>	<u>187,095</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) 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.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 13 April 2026 and were signed on its behalf by:



C A Salter - Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 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'. The financial statements have been prepared under the historical cost convention.

The financial statement are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

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

Fixed assets are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £500 are not capitalised.

Depreciation is provided at rates calculated to write off the costs of each asset over its expected useful life, which in all cases is estimated at 4 years.

Impairment reviews are carried out as and when evidence comes to light that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

2. INCOME FROM CHARITABLE ACTIVITIES

		2025	2024
	Activity	£	£
Grants	Deaffest	-	69,760
Grants	Cornwall Project	-	2,670
Grants	Black Country Futures	8,256	16,786
Grants	Deaf Access Project	-	65,850
Grants	General	13,095	22,272
Grants	Deaffest - restricted	16,902	67,606
Grants	Walsall Business Support	-	3,250
Grants	Restart Programme	1,175	2,350
Grants	Know Your Neighbourhood	9,948	9,449
Grants	Healthy Living Project	902	3,602
Grants	Walsall Deaf Heritage	43,976	43,976
Grants	Deaf Active Project	-	36,980
Grants	Deaf Futures	109,466	-
Grants	National Lottery - Badminton	3,761	-
Grants	Lloyds Bank Foundation	25,000	-
		<u>232,481</u>	<u>344,551</u>

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs £	Totals £
Deaffest	26,488	2,600	29,088
Black Country Futures	12,075	-	12,075
General	52,292	1,200	53,492
Deaffest - restricted	16,633	-	16,633
Walsall Business Support	16	-	16
Restart Programme	7,709	-	7,709
Know Your Neighbourhood	6,858	-	6,858
Walsall Deaf Heritage	19,248	-	19,248
Deaf Active Project	4,462	-	4,462
Deaf Futures	77,541	-	77,541
National Lottery - Badminton	2,812	-	2,812
	<u>226,134</u>	<u>3,800</u>	<u>229,934</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2025 nor for the year ended 30 June 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2025 nor for the year ended 30 June 2024.

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

5. STAFF COSTS

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

	2025	2024
Administration, support & fundraising	2	2
Deaf-fest Project	1	1
Other projects	<u>7</u>	<u>9</u>
	<u>10</u>	<u>12</u>

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	(3)	3	-
Charitable activities			
Deaffest	69,760	-	69,760
Cornwall Project	2,670	-	2,670
Black Country Futures	-	16,786	16,786
Deaf Access Project	-	65,850	65,850
General	22,272	-	22,272
Deaffest - restricted	-	67,606	67,606
Walsall Business Support	3,250	-	3,250
Restart Programme	2,350	-	2,350
Know Your Neighbourhood	-	9,449	9,449
Healthy Living Project	-	3,602	3,602
Walsall Deaf Heritage	-	43,976	43,976
Deaf Active Project	<u>-</u>	<u>36,980</u>	<u>36,980</u>
Total	<u>100,299</u>	<u>244,252</u>	<u>344,551</u>
EXPENDITURE ON			
Charitable activities			
BBO Community matters	-	5,849	5,849
Reaching Communities	-	23,122	23,122
Cornwall Project	2,270	2,177	4,447
Connections through culture	-	2,500	2,500
Black Country Futures	-	15,718	15,718
Mytime Active	-	690	690
Yoga Project	-	256	256
Online platform/podcast	-	1,003	1,003
Jubilee Grant	-	140	140
Deaf Access Project	-	67,601	67,601
General	49,948	-	49,948
Deaffest - restricted	-	67,559	67,559
Walsall Business Support	41	-	41
Know Your Neighbourhood	-	15,056	15,056
Coronation Grant	-	112	112
Healthy Living Project	-	8,105	8,105
Walsall Deaf Heritage	-	5,311	5,311
Deaf Active Project	-	8,350	8,350
COVID-19 support	-	881	881

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Total	<u>52,259</u>	<u>224,430</u>	<u>276,689</u>
NET INCOME	48,040	19,822	67,862
RECONCILIATION OF FUNDS			
Total funds brought forward	50,481	68,752	119,233
TOTAL FUNDS CARRIED FORWARD	<u>98,521</u>	<u>88,574</u>	<u>187,095</u>

7. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 July 2024	1,812
Disposals	<u>(1,812)</u>
At 30 June 2025	<u>-</u>
DEPRECIATION	
At 1 July 2024	1,812
Eliminated on disposal	<u>(1,812)</u>
At 30 June 2025	<u>-</u>
NET BOOK VALUE	
At 30 June 2025	<u>-</u>
At 30 June 2024	<u>-</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	60,359	16,018
Other debtors	-	62
VAT	<u>2,488</u>	<u>3,101</u>
	<u>62,847</u>	<u>19,181</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	233	7,402
Social security and other taxes	5,179	2,176
Accruals and deferred income	<u>2,100</u>	<u>1,500</u>
	<u>7,512</u>	<u>11,078</u>

10. MOVEMENT IN FUNDS

	At 1.7.24	Net movement in funds	At 30.6.25
	£	£	£
Unrestricted funds			
General fund	62,658	(47,977)	14,681
Deaffest	21,507	(21,507)	-
Walsall Business Support	6,323	(16)	6,307
Restart Programme	7,634	(6,535)	1,099
Cornwall Mini Deaffest 2023	399	-	399
Lloyds Bank Foundation	<u>-</u>	<u>25,000</u>	<u>25,000</u>
	98,521	(51,035)	47,486
Restricted funds			
Deaffest	48	269	317
Access to Work	792	-	792
Black Country Futures	11,203	(3,820)	7,383
Know Your Neighbourhood	9,236	3,090	12,326
Healthy Living Project	-	902	902
Walsall Deaf Heritage	38,665	24,728	63,393
Deaf Active Project	28,630	(4,462)	24,168
Deaf Futures	-	31,925	31,925
National Lottery - Badminton	<u>-</u>	<u>950</u>	<u>950</u>
	<u>88,574</u>	<u>53,582</u>	<u>142,156</u>
TOTAL FUNDS	<u>187,095</u>	<u>2,547</u>	<u>189,642</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

10. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	13,097	(61,074)	(47,977)
Deaffest	(1)	(21,506)	(21,507)
Walsall Business Support	-	(16)	(16)
Restart Programme	1,174	(7,709)	(6,535)
Lloyds Bank Foundation	<u>25,000</u>	<u>-</u>	<u>25,000</u>
	39,270	(90,305)	(51,035)
Restricted funds			
Deaffest	16,902	(16,633)	269
Black Country Futures	8,255	(12,075)	(3,820)
Know Your Neighbourhood	9,948	(6,858)	3,090
Healthy Living Project	902	-	902
Walsall Deaf Heritage	43,976	(19,248)	24,728
Deaf Active Project	-	(4,462)	(4,462)
Deaf Futures	109,466	(77,541)	31,925
National Lottery - Badminton	<u>3,762</u>	<u>(2,812)</u>	<u>950</u>
	<u>193,211</u>	<u>(139,629)</u>	<u>53,582</u>
TOTAL FUNDS	<u><u>232,481</u></u>	<u><u>(229,934)</u></u>	<u><u>2,547</u></u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.23 £	Net movement in funds £	Transfers between funds £	At 30.6.24 £
Unrestricted funds				
General fund	41,510	(27,678)	48,826	62,658
Deaffest	573	69,760	(48,826)	21,507
Walsall Business Support	3,114	3,209	-	6,323
Restart Programme	5,284	2,350	-	7,634
Cornwall Mini Deaffest 2023	-	399	-	399
	<u>50,481</u>	<u>48,040</u>	<u>-</u>	<u>98,521</u>
Restricted funds				
Deaffest	-	48	-	48
Access to Work	792	-	-	792
BBO Community matters	5,849	(5,849)	-	-
Reaching Communities	23,122	(23,122)	-	-
Cornwall Project	2,177	(2,177)	-	-
Connections through culture	2,500	(2,500)	-	-
Black Country Futures	10,135	1,068	-	11,203
Mytime Active	690	(690)	-	-
Yoga Project	256	(256)	-	-
COVID 19 Support Fund	881	(881)	-	-
Online platform/podcast	1,003	(1,003)	-	-
Jubilee Grant	140	(140)	-	-
Deaf Access Project	1,751	(1,751)	-	-
Know Your Neighbourhood	14,841	(5,605)	-	9,236
Coronation Grant	112	(112)	-	-
Healthy Living Project	4,503	(4,503)	-	-
Walsall Deaf Heritage	-	38,665	-	38,665
Deaf Active Project	-	28,630	-	28,630
	<u>68,752</u>	<u>19,822</u>	<u>-</u>	<u>88,574</u>
TOTAL FUNDS	<u>119,233</u>	<u>67,862</u>	<u>-</u>	<u>187,095</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

10. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	22,270	(49,948)	(27,678)
Deaffest	69,760	-	69,760
Walsall Business Support	3,250	(41)	3,209
Restart Programme	2,350	-	2,350
Cornwall Mini Deaffest 2023	<u>2,669</u>	<u>(2,270)</u>	<u>399</u>
	100,299	(52,259)	48,040
Restricted funds			
Deaffest	67,607	(67,559)	48
BBO Community matters	-	(5,849)	(5,849)
Reaching Communities	-	(23,122)	(23,122)
Cornwall Project	-	(2,177)	(2,177)
Connections through culture	-	(2,500)	(2,500)
Black Country Futures	16,786	(15,718)	1,068
Mytime Active	-	(690)	(690)
Yoga Project	-	(256)	(256)
COVID 19 Support Fund	-	(881)	(881)
Online platform/podcast	-	(1,003)	(1,003)
Jubilee Grant	-	(140)	(140)
Deaf Access Project	65,850	(67,601)	(1,751)
Know Your Neighbourhood	9,451	(15,056)	(5,605)
Coronation Grant	-	(112)	(112)
Healthy Living Project	3,602	(8,105)	(4,503)
Walsall Deaf Heritage	43,976	(5,311)	38,665
Deaf Active Project	<u>36,980</u>	<u>(8,350)</u>	<u>28,630</u>
	<u>244,252</u>	<u>(224,430)</u>	<u>19,822</u>
TOTAL FUNDS	<u>344,551</u>	<u>(276,689)</u>	<u>67,862</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

10. MOVEMENT IN FUNDS - continued

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

	At 1.7.23 £	Net movement in funds £	Transfers between funds £	At 30.6.25 £
Unrestricted funds				
General fund	41,510	(75,655)	48,826	14,681
Deaffest	573	48,253	(48,826)	-
Walsall Business Support	3,114	3,193	-	6,307
Restart Programme	5,284	(4,185)	-	1,099
Cornwall Mini Deaffest 2023	-	399	-	399
Lloyds Bank Foundation	-	25,000	-	25,000
	50,481	(2,995)	-	47,486
Restricted funds				
Deaffest	-	317	-	317
Access to Work	792	-	-	792
BBO Community matters	5,849	(5,849)	-	-
Reaching Communities	23,122	(23,122)	-	-
Cornwall Project	2,177	(2,177)	-	-
Connections through culture	2,500	(2,500)	-	-
Black Country Futures	10,135	(2,752)	-	7,383
Mytime Active	690	(690)	-	-
Yoga Project	256	(256)	-	-
COVID 19 Support Fund	881	(881)	-	-
Online platform/podcast	1,003	(1,003)	-	-
Jubilee Grant	140	(140)	-	-
Deaf Access Project	1,751	(1,751)	-	-
Know Your Neighbourhood	14,841	(2,515)	-	12,326
Coronation Grant	112	(112)	-	-
Healthy Living Project	4,503	(3,601)	-	902
Walsall Deaf Heritage	-	63,393	-	63,393
Deaf Active Project	-	24,168	-	24,168
Deaf Futures	-	31,925	-	31,925
National Lottery - Badminton	-	950	-	950
	68,752	73,404	-	142,156
TOTAL FUNDS	<u>119,233</u>	<u>70,409</u>	<u>-</u>	<u>189,642</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

10. 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 £
Unrestricted funds			
General fund	35,367	(111,022)	(75,655)
Deaffest	69,759	(21,506)	48,253
Walsall Business Support	3,250	(57)	3,193
Restart Programme	3,524	(7,709)	(4,185)
Cornwall Mini Deaffest 2023	2,669	(2,270)	399
Lloyds Bank Foundation	<u>25,000</u>	<u>-</u>	<u>25,000</u>
	139,569	(142,564)	(2,995)
Restricted funds			
Deaffest	84,509	(84,192)	317
BBO Community matters	-	(5,849)	(5,849)
Reaching Communities	-	(23,122)	(23,122)
Cornwall Project	-	(2,177)	(2,177)
Connections through culture	-	(2,500)	(2,500)
Black Country Futures	25,041	(27,793)	(2,752)
Mytime Active	-	(690)	(690)
Yoga Project	-	(256)	(256)
COVID 19 Support Fund	-	(881)	(881)
Online platform/podcast	-	(1,003)	(1,003)
Jubilee Grant	-	(140)	(140)
Deaf Access Project	65,850	(67,601)	(1,751)
Know Your Neighbourhood	19,399	(21,914)	(2,515)
Coronation Grant	-	(112)	(112)
Healthy Living Project	4,504	(8,105)	(3,601)
Walsall Deaf Heritage	87,952	(24,559)	63,393
Deaf Active Project	36,980	(12,812)	24,168
Deaf Futures	109,466	(77,541)	31,925
National Lottery - Badminton	<u>3,762</u>	<u>(2,812)</u>	<u>950</u>
	<u>437,463</u>	<u>(364,059)</u>	<u>73,404</u>
TOTAL FUNDS	<u>577,032</u>	<u>(506,623)</u>	<u>70,409</u>

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2025.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025

12. RESTRICTED FUNDS

Deaffest - Grant funding received for use in organising and operating the bi-annual Deaffest festival for the deaf in Wolverhampton.

BBO Community matters - Grant funding received to fund Black Country employment service support.

Reaching Communities- Grant Funding received to develop and deliver services and support to local Deaf people and communities.

Cornwall Project- Grant funding received to supply Deaf Awareness training and workshops in Cornwall.

Connections through Culture- Grant funding to enable two employees to visit Shanghai to assist them in setting up their version of Deaffest.

Black Country Futures- A fund providing support to those aged 16 and above to overcome barriers and move closer to employment. It aims to raise aspirations, develop personal and employability skills and improve the economic stability of participants enabling them to achieve their true potential.

Yoga Project- To provide free yoga sessions for Deaf and Hard of Hearing people

Mytime active- to provide informal meetings with afternoon tea where Deaf and Hard of Hearing people can socialise together

Deaf Access Project - Grant funding received to develop and deliver services and support to local deaf people and communities over a two year period.

ZEBRA ACCESS CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Charitable activities		
Grants	<u>232,481</u>	<u>344,551</u>
Total incoming resources	232,481	344,551
 EXPENDITURE		
Charitable activities		
Wages	141,293	140,401
Social security	9,678	7,559
Pensions	2,964	3,333
Insurance	1,247	1,208
Postage and stationery	873	163
Sundries	29,904	20,531
Deaffest costs	29,703	64,230
Travel, subsistence & accom	2,912	4,392
Venue hire	5,235	26,064
Repairs & renewals	2,177	2,042
Bank interest	<u>148</u>	<u>266</u>
	226,134	270,189
 Support costs		
Governance costs		
Accountancy and legal fees	<u>3,800</u>	<u>6,500</u>
 Total resources expended	<u>229,934</u>	<u>276,689</u>
 Net income	<u><u>2,547</u></u>	<u><u>67,862</u></u>

This page does not form part of the statutory financial statements

ZEBRA ACCESS CIO

England & Wales - Charity number 1149181

Accounts

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024
FOR
ZEBRA ACCESS CIO

ZEBRA ACCESS CIO

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	Page
Report of the Trustees	1 to 4
Independent Examiner's Report	5
Statement of Financial Activities	6 to 7
Balance Sheet	8
Notes to the Financial Statements	9 to 19
Detailed Statement of Financial Activities	20

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024

The Trustees present their annual report and financial statements for the year ended 30th June 2024.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 ('the Act') and 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).

Zebra Access CIO previously operated as a charity limited by guarantee as defined by the Companies Act 2006 and became a Charitable Incorporated Organisation on 20 October 2020.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

- Develop opportunities for Deaf people to have better chances in life by providing access to training and workshops to improve their life skills
- Encourage, promote and provide employment for Deaf people through the provision of support, education and advice
- Support and promote strong community ethos by encouraging Deaf people to become more active within their communities and work together to tackle common problems as well as advocate wider social cohesion
- Raise awareness and improve accessibility to technology, services and facilities so Deaf people can enjoy, understand and develop themselves further
- Promote and advocate healthier lifestyles by raising and improving awareness of available activities and health choices
- Lead and manage Film and Arts festivals which allow Deaf performers, communities and directors to showcase their talents to a wider audience
- Educate and inform Deaf people of basic human rights as citizens regardless of their age, disability, gender, marriage/civil partnership, pregnancy/maternity, sexuality, religion and race

The aims of our charity are to reduce the number of unemployed within the local area. Our aims fully reflect the purpose that the charity was set up to further.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year, the review looks at what we have achieved and the outcomes of our work in the previous 12 months. We look at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

The focus of our work

Our main objectives for the year continued to be:

- To provide support and guidance securing, suitable employment for Deaf, Deaf Blind, Hard of Hearing and Deafened people
- To empower Deaf, Deaf Blind, Hard of Hearing and Deafened people
- Improving Deaf, Deaf Blind, Hard of Hearing and Deafened people's access and awareness across all service providers (i.e. Councils, NHS, CCG and so on)
- To develop new services and opportunities for local Deaf, Deaf Blind, Hard of Hearing and Deafened people
- Enhancing Deaf, Deaf Blind, Hard of Hearing and Deafened people's wellbeing via activities, workshops and peer support
- To maintain and develop partnership opportunities with other organisations and charities
- To explore and implement revised and robust post pandemic sustainability plans

Public benefit

Our main activities and who we try to help are described below. All our charitable activities focus on reducing the number of unemployed people and are undertaken to further our charitable purposes for the public benefit.

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the charity are currently by way of grants from the National Lottery and sponsorship. Increasing constraints on local authority expenditure has resulted in the charity seeking funding from a much broader group of agencies.

Reserves policy

The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be 3 to 4 months of expenditure. The reserves are needed to meet the working capital requirements of the charity and the Management Committee are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding.

Financial Review

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. The charity needs to diversify revenue to reduce the reliance on lottery funding to ensure the organisation's sustainability.

FUTURE PLANS

The charity plans continuing the activities outlined above in the forthcoming years subject to satisfactory funding arrangements. Plans are also being developed to work on a number of schemes with local employers and local job centres to place disabled people who have been through our training projects or mentoring schemes which it is hoped will lead to long-term gainful employment. The charity aims to work with other partners, organisations and do more collaborative work/projects to offer Deaf, Deaf Blind, Hard of Hearing and Deafened people opportunities across the board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Zebra Access CIO is a charitable incorporated organisation registered on 12 October 2020 and is controlled by its governing document.

Recruitment and appointment of new trustees

The Directors of the company are also charity trustees for the purposes of charity law and under the Company's Articles are known as members of the Management committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

Due to the nature of the activities much of the charity's work focuses upon young people and vulnerable adults. The Management committee seeks to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee body. To enhance the potential pool of trustees, the charity has, through selective networking sought to identify individuals who would be willing to become members who could assist the charity by using their own experiences.

In an effort to maintain a broad skill mix, members of the Management Committee are requested to provide a list of their skills which are updated each year. Therefore, in the event of retirement, individuals can be approached to offer themselves for election to the Management Committee to save particular skills being lost.

Organisational structure

Zebra Access Limited has a Management Committee of up to 8 members who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the Committee has 12 members from a variety of professional backgrounds relevant to the work of the charity. The Secretary also sits on the committee.

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Directors along with the Finance Manager. The Directors are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met.

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

Each trustee is appointed with their own skill set and training is tailored to utilise and enhance these skills within the Charity's structure where necessary.

Risk management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CE022793 (England and Wales)

Registered Charity number

1149181

Registered office

Creative Industries Centre
Wolverhampton Science Park
Glaisher Drive
Wolverhampton
West Midlands
WV10 9TG

Trustees

Mrs N C Beech Director
Miss S Mazzoccio Director
Mrs C A Salter Director/Finance Manager
M Willrich Director
I Fletcher
A Vann
L D Rhodes

Company Secretary

Independent Examiner

Ian Cattell FCA
Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

Solicitors

Rees Page
8-12 Waterloo Road
Wolverhampton
WV1 4BL

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

HSBC
P O Box 33
Wolverhampton
WV1 1TE

Approved by order of the board of trustees on 11 April 2025 and signed on its behalf by:

Mrs C A Salter - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ZEBRA ACCESS CIO

Independent examiner's report to the trustees of Zebra Access CIO ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2024.

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.



Ian Cattell FCA

Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

11 April 2025

ZEBRA ACCESS CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	-	3	3	190
Charitable activities	3				
Deaffest		69,760	-	69,760	1,500
BBO Community matters		-	-	-	2,692
Cornwall Project		2,670	-	2,670	-
Black Country Futures		-	16,786	16,786	8,530
Deaf Access Project		-	65,850	65,850	56,685
General		22,269	-	22,269	89,896
Deaffest - restricted		-	67,606	67,606	18,468
Walsall Business Support		3,250	-	3,250	3,250
Restart Programme		2,350	-	2,350	5,325
Know Your Neighbourhood		-	9,449	9,449	15,992
Coronation Grant		-	-	-	250
Healthy Living Project		-	3,602	3,602	4,503
Walsall Deaf Heritage		-	43,976	43,976	-
Deaf Active Project		-	36,980	36,980	-
Total		<u>100,299</u>	<u>244,252</u>	<u>344,551</u>	<u>207,281</u>
EXPENDITURE ON					
Raising funds					
Other trading activities		-	-	-	400
		-	-	-	400
Charitable activities	4				
Deaffest		-	-	-	926
BBO Community matters		-	5,849	5,849	-
Reaching Communities		-	23,122	23,122	38
Cornwall Project		2,270	2,177	4,447	-
Connections through culture		-	2,500	2,500	-
Black Country Futures		-	15,718	15,718	2,917
Mytime Active		-	690	690	-
Yoga Project		-	256	256	-
Online platform/podcast		-	1,003	1,003	-
Jubilee Grant		-	140	140	-
Deaf Access Project		-	67,601	67,601	106,981
General		49,948	-	49,948	47,094
Deaffest - restricted		-	67,559	67,559	30,419
Ish VV Commonwealth Games		-	-	-	454
Walsall Business Support		41	-	41	136
Restart Programme		-	-	-	41
Know Your Neighbourhood		-	15,056	15,056	1,151
Coronation Grant		-	112	112	138
Healthy Living Project		-	8,105	8,105	-
Walsall Deaf Heritage		-	5,311	5,311	-
Deaf Active Project		-	8,350	8,350	-
COVID-19 support		-	881	881	-
Total		<u>52,259</u>	<u>224,430</u>	<u>276,689</u>	<u>190,695</u>

The notes form part of these financial statements

ZEBRA ACCESS CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
NET INCOME		48,040	19,822	67,862	16,586
RECONCILIATION OF FUNDS					
Total funds brought forward		50,481	68,752	119,233	102,647
TOTAL FUNDS CARRIED FORWARD		<u>98,521</u>	<u>88,574</u>	<u>187,095</u>	<u>119,233</u>

The notes form part of these financial statements

ZEBRA ACCESS CIO

BALANCE SHEET
30 JUNE 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
CURRENT ASSETS					
Debtors	9	19,181	-	19,181	17,571
Cash at bank and in hand		<u>90,418</u>	<u>88,574</u>	<u>178,992</u>	<u>111,241</u>
		109,599	88,574	198,173	128,812
CREDITORS					
Amounts falling due within one year	10	(11,078)	-	(11,078)	(9,579)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>98,521</u>	<u>88,574</u>	<u>187,095</u>	<u>119,233</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>98,521</u>	<u>88,574</u>	<u>187,095</u>	<u>119,233</u>
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET ASSETS		<u>98,521</u>	<u>88,574</u>	<u>187,095</u>	<u>119,233</u>
FUNDS	11				
Unrestricted funds				98,521	50,481
Restricted funds				<u>88,574</u>	<u>68,752</u>
TOTAL FUNDS				<u>187,095</u>	<u>119,233</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) 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.

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

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

C A Salter - Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

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'. The financial statements have been prepared under the historical cost convention.

The financial statement are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

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

Fixed assets are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £500 are not capitalised.

Depreciation is provided at rates calculated to write off the costs of each asset over its expected useful life, which in all cases is estimated at 4 years.

Impairment reviews are carried out as and when evidence comes to light that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	<u>3</u>	<u>190</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Grants	69,760	1,500
Grants	-	2,692
Grants	2,670	-
Grants	16,786	8,530
Grants	65,850	56,685
Grants	22,269	89,896
Grants	67,606	18,468
Grants	3,250	3,250
Grants	2,350	5,325
Grants	9,449	15,992
Grants	-	250
Grants	3,602	4,503
Grants	43,976	-
Grants	<u>36,980</u>	<u>-</u>
	<u>344,548</u>	<u>207,091</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs £	Totals £
BBO Community matters	5,849	-	5,849
Reaching Communities	23,122	-	23,122
Cornwall Project	4,447	-	4,447
Connections through culture	2,500	-	2,500
Black Country Futures	15,718	-	15,718
Mytime Active	690	-	690
Yoga Project	256	-	256
Online platform/podcast	1,003	-	1,003
Jubilee Grant	140	-	140
Deaf Access Project	67,601	-	67,601
General	43,448	6,500	49,948
Deaffest - restricted	67,559	-	67,559
Walsall Business Support	41	-	41
Know Your Neighbourhood	15,056	-	15,056
Coronation Grant	112	-	112
Healthy Living Project	8,105	-	8,105
Walsall Deaf Heritage	5,311	-	5,311
Deaf Active Project	8,350	-	8,350
COVID-19 support	<u>881</u>	<u>-</u>	<u>881</u>
	<u>270,189</u>	<u>6,500</u>	<u>276,689</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2024 nor for the year ended 30 June 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2024 nor for the year ended 30 June 2023.

6. STAFF COSTS

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

	2024	2023
Administration, support & fundraising	2	1
Deaf-fest Project	1	1
Other projects	9	8
	<u>12</u>	<u>10</u>

No employees received emoluments in excess of £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	190	-	190
Charitable activities			
Deaffest	1,500	-	1,500
BBO Community matters	-	2,692	2,692
Black Country Futures	-	8,530	8,530
Deaf Access Project	-	56,685	56,685
General	89,896	-	89,896
Deaffest - restricted	-	18,468	18,468
Walsall Business Support	3,250	-	3,250
Restart Programme	5,325	-	5,325
Know Your Neighbourhood	-	15,992	15,992
Coronation Grant	-	250	250
Healthy Living Project	-	4,503	4,503
Total	<u>100,161</u>	<u>107,120</u>	<u>207,281</u>
EXPENDITURE ON			
Raising funds			
Other trading activities	<u>400</u>	<u>-</u>	<u>400</u>
	400	-	400
Charitable activities			
Deaffest	926	-	926
Reaching Communities	-	38	38
Black Country Futures	-	2,917	2,917
Deaf Access Project	-	106,981	106,981
General	47,094	-	47,094
Deaffest - restricted	-	30,419	30,419

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Ish VV Commonwealth Games	-	454	454
Walsall Business Support	136	-	136
Restart Programme	41	-	41
Know Your Neighbourhood	-	1,151	1,151
Coronation Grant	-	138	138
Total	<u>48,597</u>	<u>142,098</u>	<u>190,695</u>
 NET INCOME/(EXPENDITURE)	 51,564	 (34,978)	 16,586
Transfers between funds	<u>(14,705)</u>	<u>14,705</u>	<u>-</u>
 Net movement in funds	 36,859	 (20,273)	 16,586
 RECONCILIATION OF FUNDS			
Total funds brought forward	13,622	89,025	102,647
 TOTAL FUNDS CARRIED FORWARD	 <u>50,481</u>	 <u>68,752</u>	 <u>119,233</u>

8. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 July 2023	6,837
Disposals	<u>(5,025)</u>
At 30 June 2024	<u>1,812</u>
 DEPRECIATION	
At 1 July 2023	6,837
Eliminated on disposal	<u>(5,025)</u>
At 30 June 2024	<u>1,812</u>
 NET BOOK VALUE	
At 30 June 2024	<u>-</u>
At 30 June 2023	<u>-</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	16,018	600
Other debtors	62	15,342
VAT	<u>3,101</u>	<u>1,629</u>
	<u><u>19,181</u></u>	<u><u>17,571</u></u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	7,402	1,640
Social security and other taxes	2,176	6,439
Accruals and deferred income	<u>1,500</u>	<u>1,500</u>
	<u><u>11,078</u></u>	<u><u>9,579</u></u>

11. MOVEMENT IN FUNDS

	At 1.7.23	Net movement in funds	Transfers between funds	At 30.6.24
	£	£	£	£
Unrestricted funds				
General fund	41,510	(27,678)	48,826	62,658
Deaffest	573	69,760	(48,826)	21,507
Walsall Business Support	3,114	3,209	-	6,323
Restart Programme	5,284	2,350	-	7,634
Cornwall Mini Deaffest 2023	<u>-</u>	<u>399</u>	<u>-</u>	<u>399</u>
	50,481	48,040	-	98,521
Restricted funds				
Deaffest	-	48	-	48
Access to Work	792	-	-	792
BBO Community matters	5,849	(5,849)	-	-
Reaching Communities	23,122	(23,122)	-	-
Cornwall Project	2,177	(2,177)	-	-
Connections through culture	2,500	(2,500)	-	-
Black Country Futures	10,135	1,068	-	11,203
Mytime Active	690	(690)	-	-
Yoga Project	256	(256)	-	-
COVID 19 Support Fund	881	(881)	-	-
Online platform/podcast	1,003	(1,003)	-	-
Jubilee Grant	140	(140)	-	-
Deaf Access Project	1,751	(1,751)	-	-
Know Your Neighbourhood	14,841	(5,605)	-	9,236
Coronation Grant	112	(112)	-	-
Healthy Living Project	4,503	(4,503)	-	-
Walsall Deaf Heritage	-	38,665	-	38,665
Deaf Active Project	<u>-</u>	<u>28,630</u>	<u>-</u>	<u>28,630</u>
	<u>68,752</u>	<u>19,822</u>	<u>-</u>	<u>88,574</u>
TOTAL FUNDS	<u><u>119,233</u></u>	<u><u>67,862</u></u>	<u><u>-</u></u>	<u><u>187,095</u></u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	22,270	(49,948)	(27,678)
Deaffest	69,760	-	69,760
Walsall Business Support	3,250	(41)	3,209
Restart Programme	2,350	-	2,350
Cornwall Mini Deaffest 2023	<u>2,669</u>	<u>(2,270)</u>	<u>399</u>
	100,299	(52,259)	48,040
Restricted funds			
Deaffest	67,607	(67,559)	48
BBO Community matters	-	(5,849)	(5,849)
Reaching Communities	-	(23,122)	(23,122)
Cornwall Project	-	(2,177)	(2,177)
Connections through culture	-	(2,500)	(2,500)
Black Country Futures	16,786	(15,718)	1,068
Mytime Active	-	(690)	(690)
Yoga Project	-	(256)	(256)
COVID 19 Support Fund	-	(881)	(881)
Online platform/podcast	-	(1,003)	(1,003)
Jubilee Grant	-	(140)	(140)
Deaf Access Project	65,850	(67,601)	(1,751)
Know Your Neighbourhood	9,451	(15,056)	(5,605)
Coronation Grant	-	(112)	(112)
Healthy Living Project	3,602	(8,105)	(4,503)
Walsall Deaf Heritage	43,976	(5,311)	38,665
Deaf Active Project	<u>36,980</u>	<u>(8,350)</u>	<u>28,630</u>
	<u>244,252</u>	<u>(224,430)</u>	<u>19,822</u>
TOTAL FUNDS	<u>344,551</u>	<u>(276,689)</u>	<u>67,862</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.22 £	Net movement in funds £	Transfers between funds £	At 30.6.23 £
Unrestricted funds				
General fund	13,622	42,593	(14,705)	41,510
Deaffest	-	573	-	573
Walsall Business Support	-	3,114	-	3,114
Restart Programme	-	5,284	-	5,284
	13,622	51,564	(14,705)	50,481
Restricted funds				
Deaffest	181	(11,951)	11,770	-
Access to Work	792	-	-	792
BBO Community matters	3,157	2,692	-	5,849
Reaching Communities	23,160	(38)	-	23,122
Cornwall Project	-	-	2,177	2,177
Connections through culture	2,196	-	304	2,500
Black Country Futures	4,522	5,613	-	10,135
Mytime Active	690	-	-	690
Yoga Project	256	-	-	256
COVID 19 Support Fund	881	-	-	881
Online platform/podcast	1,003	-	-	1,003
Jubilee Grant	140	-	-	140
Deaf Access Project	52,047	(50,296)	-	1,751
Ish VV Commonwealth Games	-	(454)	454	-
Know Your Neighbourhood	-	14,841	-	14,841
Coronation Grant	-	112	-	112
Healthy Living Project	-	4,503	-	4,503
	89,025	(34,978)	14,705	68,752
TOTAL FUNDS	<u>102,647</u>	<u>16,586</u>	<u>-</u>	<u>119,233</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	90,087	(47,494)	42,593
Deaffest	1,499	(926)	573
Walsall Business Support	3,250	(136)	3,114
Restart Programme	<u>5,325</u>	<u>(41)</u>	<u>5,284</u>
	100,161	(48,597)	51,564
Restricted funds			
Deaffest	18,468	(30,419)	(11,951)
BBO Community matters	2,692	-	2,692
Reaching Communities	-	(38)	(38)
Black Country Futures	8,530	(2,917)	5,613
Deaf Access Project	56,685	(106,981)	(50,296)
Ish VV Commonwealth Games	-	(454)	(454)
Know Your Neighbourhood	15,992	(1,151)	14,841
Coronation Grant	250	(138)	112
Healthy Living Project	<u>4,503</u>	<u>-</u>	<u>4,503</u>
	<u>107,120</u>	<u>(142,098)</u>	<u>(34,978)</u>
TOTAL FUNDS	<u><u>207,281</u></u>	<u><u>(190,695)</u></u>	<u><u>16,586</u></u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

11. MOVEMENT IN FUNDS - continued

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

	At 1.7.22 £	Net movement in funds £	Transfers between funds £	At 30.6.24 £
Unrestricted funds				
General fund	13,622	14,915	34,121	62,658
Deaffest	-	70,333	(48,826)	21,507
Walsall Business Support	-	6,323	-	6,323
Restart Programme	-	7,634	-	7,634
Cornwall Mini Deaffest 2023	-	399	-	399
	13,622	99,604	(14,705)	98,521
Restricted funds				
Deaffest	181	(11,903)	11,770	48
Access to Work	792	-	-	792
BBO Community matters	3,157	(3,157)	-	-
Reaching Communities	23,160	(23,160)	-	-
Cornwall Project	-	(2,177)	2,177	-
Connections through culture	2,196	(2,500)	304	-
Black Country Futures	4,522	6,681	-	11,203
Mytime Active	690	(690)	-	-
Yoga Project	256	(256)	-	-
COVID 19 Support Fund	881	(881)	-	-
Online platform/podcast	1,003	(1,003)	-	-
Jubilee Grant	140	(140)	-	-
Deaf Access Project	52,047	(52,047)	-	-
Ish VV Commonwealth Games	-	(454)	454	-
Know Your Neighbourhood	-	9,236	-	9,236
Walsall Deaf Heritage	-	38,665	-	38,665
Deaf Active Project	-	28,630	-	28,630
	89,025	(15,156)	14,705	88,574
TOTAL FUNDS	<u>102,647</u>	<u>84,448</u>	<u>-</u>	<u>187,095</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

11. 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 £
Unrestricted funds			
General fund	112,357	(97,442)	14,915
Deaffest	71,259	(926)	70,333
Walsall Business Support	6,500	(177)	6,323
Restart Programme	7,675	(41)	7,634
Cornwall Mini Deaffest 2023	<u>2,669</u>	<u>(2,270)</u>	<u>399</u>
	200,460	(100,856)	99,604
Restricted funds			
Deaffest	86,075	(97,978)	(11,903)
BBO Community matters	2,692	(5,849)	(3,157)
Reaching Communities	-	(23,160)	(23,160)
Cornwall Project	-	(2,177)	(2,177)
Connections through culture	-	(2,500)	(2,500)
Black Country Futures	25,316	(18,635)	6,681
Mytime Active	-	(690)	(690)
Yoga Project	-	(256)	(256)
COVID 19 Support Fund	-	(881)	(881)
Online platform/podcast	-	(1,003)	(1,003)
Jubilee Grant	-	(140)	(140)
Deaf Access Project	122,535	(174,582)	(52,047)
Ish VV Commonwealth Games	-	(454)	(454)
Know Your Neighbourhood	25,443	(16,207)	9,236
Coronation Grant	250	(250)	-
Healthy Living Project	8,105	(8,105)	-
Walsall Deaf Heritage	43,976	(5,311)	38,665
Deaf Active Project	<u>36,980</u>	<u>(8,350)</u>	<u>28,630</u>
	<u>351,372</u>	<u>(366,528)</u>	<u>(15,156)</u>
TOTAL FUNDS	<u><u>551,832</u></u>	<u><u>(467,384)</u></u>	<u><u>84,448</u></u>

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2024.

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2024

13. RESTRICTED FUNDS

Deaffest - Grant funding received for use in organising and operating the bi-annual Deaffest festival for the deaf in Wolverhampton.

BBO Community matters - Grant funding received to fund Black Country employment service support.

Reaching Communities- Grant Funding received to develop and deliver services and support to local Deaf people and communities.

Cornwall Project- Grant funding received to supply Deaf Awareness training and workshops in Cornwall.

Connections through Culture- Grant funding to enable two employees to visit Shanghai to assist them in setting up their version of Deaffest.

Black Country Futures- A fund providing support to those aged 16 and above to overcome barriers and move closer to employment. It aims to raise aspirations, develop personal and employability skills and improve the economic stability of participants enabling them to achieve their true potential.

Yoga Project- To provide free yoga sessions for Deaf and Hard of Hearing people

Mytime active- to provide informal meetings with afternoon tea where Deaf and Hard of Hearing people can socialise together

Deaf Access Project - Grant funding received to develop and deliver services and support to local deaf people and communities over a two year period.

ZEBRA ACCESS CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	3	190
Charitable activities		
Grants	<u>344,548</u>	<u>207,091</u>
Total incoming resources	344,551	207,281
EXPENDITURE		
Other trading activities		
Bad debts	-	400
Charitable activities		
Wages	140,401	109,570
Social security	7,559	6,181
Pensions	3,333	2,850
Insurance	1,208	1,152
Postage and stationery	163	-
Sundries	20,531	19,061
Deaffest costs	64,230	34,287
Travel, subsistence & accom	4,392	369
Venue hire	26,064	7,892
Repairs & renewals	2,042	2,347
Bank interest	<u>266</u>	<u>136</u>
	270,189	183,845
Support costs		
Governance costs		
Accountancy and legal fees	<u>6,500</u>	<u>6,450</u>
Total resources expended	<u>276,689</u>	<u>190,695</u>
Net income	<u><u>67,862</u></u>	<u><u>16,586</u></u>

This page does not form part of the statutory financial statements

ZEBRA ACCESS CIO

England & Wales - Charity number 1149181

Accounts

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023
FOR
ZEBRA ACCESS CIO

ZEBRA ACCESS CIO

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

	Page
Report of the Trustees	1 to 4
Independent Examiner's Report	5
Statement of Financial Activities	6 to 7
Balance Sheet	8
Notes to the Financial Statements	9 to 18
Detailed Statement of Financial Activities	19

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023

The Trustees present their annual report and financial statements for the year ended 30th June 2023.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 ('the Act') and 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).

Zebra Access CIO previously operated as a charity limited by guarantee as defined by the Companies Act 2006 and became a Charitable Incorporated Organisation on 20 October 2020.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

- Develop opportunities for Deaf people to have better chances in life by providing access to training and workshops to improve their life skills
- Encourage, promote and provide employment for Deaf people through the provision of support, education and advice
- Support and promote strong community ethos by encouraging Deaf people to become more active within their communities and work together to tackle common problems as well as advocate wider social cohesion
- Raise awareness and improve accessibility to technology, services and facilities so Deaf people can enjoy, understand and develop themselves further
- Promote and advocate healthier lifestyles by raising and improving awareness of available activities and health choices
- Lead and manage Film and Arts festivals which allow Deaf performers, communities and directors to showcase their talents to a wider audience
- Educate and inform Deaf people of basic human rights as citizens regardless of their age, disability, gender, marriage/civil partnership, pregnancy/maternity, sexuality, religion and race

The aims of our charity are to reduce the number of unemployed within the local area. Our aims fully reflect the purpose that the charity was set up to further.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year, the review looks at what we have achieved and the outcomes of our work in the previous 12 months. We look at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

The focus of our work

Our main objectives for the year continued to be:

- To provide support and guidance securing, suitable employment for Deaf, Deaf Blind, Hard of Hearing and Deafened people
- To empower Deaf, Deaf Blind, Hard of Hearing and Deafened people
- Improving Deaf, Deaf Blind, Hard of Hearing and Deafened people's access and awareness across all service providers (i.e. Councils, NHS, CCG and so on)
- To develop new services and opportunities for local Deaf, Deaf Blind, Hard of Hearing and Deafened people
- Enhancing Deaf, Deaf Blind, Hard of Hearing and Deafened people's wellbeing via activities, workshops and peer support
- To maintain and develop partnership opportunities with other organisations and charities
- To explore and implement revised and robust post pandemic sustainability plans

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023

OBJECTIVES AND ACTIVITIES

Public benefit

Our main activities and who we try to help are described below. All our charitable activities focus on reducing the number of unemployed people and are undertaken to further our charitable purposes for the public benefit

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the charity are currently by way of grants from the National Lottery and sponsorship. Increasing constraints on local authority expenditure has resulted in the charity seeking funding from a much broader group of agencies.

Reserves policy

The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be 3 to 4 months of expenditure. The reserves are needed to meet the working capital requirements of the charity and the Management Committee are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding.

Financial Review

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. The charity needs to diversify revenue to reduce the reliance on lottery funding to ensure the organisation's sustainability.

FUTURE PLANS

The charity plans continuing the activities outlined above in the forthcoming years subject to satisfactory funding arrangements. Plans are also being developed to work on a number of schemes with local employers and local job centres to place disabled people who have been through our training projects or mentoring schemes which it is hoped will lead to long-term gainful employment. The charity aims to work with other partners, organisations and do more collaborative work/projects to offer Deaf, Deaf Blind, Hard of Hearing and Deafened people opportunities across the board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Zebra Access CIO is a charitable incorporated organisation registered on 12 October 2020 and is controlled by its governing document.

Recruitment and appointment of new trustees

The Directors of the company are also charity trustees for the purposes of charity law and under the Company's Articles are known as members of the Management committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

Due to the nature of the activities much of the charity's work focuses upon young people and vulnerable adults. The Management committee seeks to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee body. To enhance the potential pool of trustees, the charity has, through selective networking sought to identify individuals who would be willing to become members who could assist the charity by using their own experiences.

In an effort to maintain a broad skill mix, members of the Management Committee are requested to provide a list of their skills which are updated each year. Therefore, in the event of retirement, individuals can be approached to offer themselves for election to the Management Committee to save particular skills being lost.

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

Zebra Access Limited has a Management Committee of up to 7 members who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the Committee has 12 members from a variety of professional backgrounds relevant to the work of the charity. The Secretary also sits on the committee.

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Directors along with the Finance Manager. The Directors are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met.

Induction and training of new trustees

Each trustee is appointed with their own skill set and training is tailored to utilise and enhance these skills within the Charity's structure where necessary.

Risk management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CE022793 (England and Wales)

Registered Charity number

1149181

Registered office

Creative Industries Centre
Wolverhampton Science Park
Glaisher Drive
Wolverhampton
West Midlands
WV10 9TG

Trustees

Mrs N C Beech Director
Miss S Mazzoccio Director
Mrs C A Salter Director/Finance Manager
M Willrich Director
I Fletcher
A Vann
L D Rhodes

Company Secretary

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Ian Cattell FCA
Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

Solicitors

Rees Page
8-12 Waterloo Road
Wolverhampton
WV1 4BL

Bankers

HSBC
P O Box 33
Wolverhampton
WV1 1TE

Approved by order of the board of trustees on 5 December 2023 and signed on its behalf by:



Mrs C A Salter - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ZEBRA ACCESS CIO

Independent examiner's report to the trustees of Zebra Access CIO ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Ian Cattell FCA

Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

5 December 2023

ZEBRA ACCESS CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	190	-	190	389
Charitable activities	3				
Deaffest		1,500	-	1,500	10,160
BBO Community matters		-	2,692	2,692	2,500
Reaching Communities		-	-	-	35,363
Black Country Futures		-	8,530	8,530	26,837
Online platform/podcast		-	-	-	(37)
Jubilee Grant		-	-	-	250
Deaf Access Project		-	56,685	56,685	58,335
General		89,896	-	89,896	29,125
Deaffest - restricted		-	18,468	18,468	50,210
Walsall Business Support		3,250	-	3,250	-
Restart Programme		5,325	-	5,325	-
Know Your Neighbourhood		-	15,992	15,992	-
Coronation Grant		-	250	250	-
Healthy Living Project		-	4,503	4,503	-
Total		<u>100,161</u>	<u>107,120</u>	<u>207,281</u>	<u>213,132</u>
EXPENDITURE ON					
Raising funds					
Other trading activities		<u>400</u>	<u>-</u>	<u>400</u>	<u>-</u>
		400	-	400	-
Charitable activities	4				
Deaffest		926	-	926	13,458
Reaching Communities		-	38	38	79,952
Black Country Futures		-	2,917	2,917	58,959
Online platform/podcast		-	-	-	8,930
Jubilee Grant		-	-	-	110
Deaf Access Project		-	106,981	106,981	6,287
General		47,091	-	47,091	16,167
Deaffest - restricted		-	30,419	30,419	50,329
Ish VV Commonwealth Games		-	454	454	-
Walsall Business Support		136	-	136	-
Restart Programme		41	-	41	-
Know Your Neighbourhood		-	1,151	1,151	-
Coronation Grant		-	138	138	-
Total		<u>48,594</u>	<u>142,098</u>	<u>190,692</u>	<u>234,192</u>
NET INCOME/(EXPENDITURE)		51,567	(34,978)	16,589	(21,060)
Transfers between funds	13	<u>(14,708)</u>	<u>14,705</u>	<u>(3)</u>	<u>-</u>
Net movement in funds		36,859	(20,273)	16,586	(21,060)

The notes form part of these financial statements

ZEBRA ACCESS CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
RECONCILIATION OF FUNDS					
Total funds brought forward		13,622	89,025	102,647	123,707
TOTAL FUNDS CARRIED FORWARD		<u>50,481</u>	<u>68,752</u>	<u>119,233</u>	<u>102,647</u>

The notes form part of these financial statements

ZEBRA ACCESS CIO

BALANCE SHEET
30 JUNE 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
CURRENT ASSETS					
Debtors	10	12,894	4,677	17,571	19,181
Cash at bank and in hand		<u>47,166</u>	<u>64,075</u>	<u>111,241</u>	<u>100,246</u>
		60,060	68,752	128,812	119,427
CREDITORS					
Amounts falling due within one year	11	(9,579)	-	(9,579)	(16,780)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>50,481</u>	<u>68,752</u>	<u>119,233</u>	<u>102,647</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>50,481</u>	<u>68,752</u>	<u>119,233</u>	<u>102,647</u>
NET ASSETS		<u>50,481</u>	<u>68,752</u>	<u>119,233</u>	<u>102,647</u>
FUNDS	13				
Unrestricted funds				50,481	13,622
Restricted funds				<u>68,752</u>	<u>89,025</u>
TOTAL FUNDS				<u>119,233</u>	<u>102,647</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) 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.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 5 December 2023 and were signed on its behalf by:



C A Salter - Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

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'. The financial statements have been prepared under the historical cost convention.

The financial statement are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

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

Fixed assets are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £500 are not capitalised.

Depreciation is provided at rates calculated to write off the costs of each asset over its expected useful life, which in all cases is estimated at 4 years.

Impairment reviews are carried out as and when evidence comes to light that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	<u>190</u>	<u>389</u>

3. INCOME FROM CHARITABLE ACTIVITIES

		2023	2022
	Activity	£	£
Grants	Deaffest	1,500	10,160
Grants	BBO Community matters	2,692	2,500
Grants	Reaching Communities	-	35,363
Grants	Black Country Futures	8,530	26,837
Grants	Online platform/podcast	-	(37)
Grants	Jubilee Grant	-	250
Grants	Deaf Access Project	56,685	58,335
Deaffest	General	-	192
Grants	General	89,896	28,933
Deaffest	Deaffest - restricted	-	1,641
Grants	Deaffest - restricted	18,468	48,569
Grants	Walsall Business Support	3,250	-
Grants	Restart Programme	5,325	-
Grants	Know Your Neighbourhood	15,992	-
Grants	Coronation Grant	250	-
Grants	Healthy Living Project	<u>4,503</u>	<u>-</u>
		<u>207,091</u>	<u>212,743</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs £	Totals £
Deaffest	926	-	926
Reaching Communities	38	-	38
Black Country Futures	2,917	-	2,917
Deaf Access Project	102,081	4,900	106,981
General	45,541	1,550	47,091
Deaffest - restricted	30,419	-	30,419
Ish VV Commonwealth Games	454	-	454
Walsall Business Support	136	-	136
Restart Programme	41	-	41
Know Your Neighbourhood	1,151	-	1,151
Coronation Grant	<u>138</u>	<u>-</u>	<u>138</u>
	<u>183,842</u>	<u>6,450</u>	<u>190,292</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

5. NET INCOME/(EXPENDITURE)

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

	2023	2022
	£	£
Depreciation - owned assets	<u>-</u>	<u>61</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2023 nor for the year ended 30 June 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2023 nor for the year ended 30 June 2022.

7. STAFF COSTS

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

	2023	2022
Administration, support & fundraising	1	1
Deaf-fest Project	1	1
Other projects	<u>8</u>	<u>5</u>
	<u>10</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	89	300	389
Charitable activities			
Deaffest	10,160	-	10,160
BBO Community matters	-	2,500	2,500
Reaching Communities	-	35,363	35,363
Black Country Futures	-	26,837	26,837
Online platform/podcast	-	(37)	(37)
Jubilee Grant	-	250	250
Deaf Access Project	-	58,335	58,335
General	29,125	-	29,125
Deaffest - restricted	<u>-</u>	<u>50,210</u>	<u>50,210</u>
Total	<u>39,374</u>	<u>173,758</u>	<u>213,132</u>
EXPENDITURE ON			
Charitable activities			
Deaffest	13,458	-	13,458
Reaching Communities	-	79,952	79,952

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Black Country Futures	-	58,959	58,959
Online platform/podcast	-	8,930	8,930
Jubilee Grant	-	110	110
Deaf Access Project	-	6,287	6,287
General	16,167	-	16,167
Deaffest - restricted	-	50,329	50,329
Total	<u>29,625</u>	<u>204,567</u>	<u>234,192</u>
 NET INCOME/(EXPENDITURE)	 9,749	 (30,809)	 (21,060)
 RECONCILIATION OF FUNDS			
Total funds brought forward	3,873	119,834	123,707
 TOTAL FUNDS CARRIED FORWARD	 <u>13,622</u>	 <u>89,025</u>	 <u>102,647</u>

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 July 2022 and 30 June 2023	<u>6,837</u>
DEPRECIATION	
At 1 July 2022 and 30 June 2023	<u>6,837</u>
NET BOOK VALUE	
At 30 June 2023	<u>-</u>
At 30 June 2022	<u>-</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	600	10,662
Other debtors	15,342	62
VAT	<u>1,629</u>	<u>8,457</u>
	<u>17,571</u>	<u>19,181</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Bank loans and overdrafts (see note 12)	-	10,719
Trade creditors	1,640	186
Social security and other taxes	6,439	4,825
Accruals and deferred income	<u>1,500</u>	<u>1,050</u>
	<u>9,579</u>	<u>16,780</u>

12. LOANS

An analysis of the maturity of loans is given below:

	2023	2022
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	<u>-</u>	<u>10,719</u>

13. MOVEMENT IN FUNDS

	At 1.7.22	Net movement in funds	Transfers between funds	At 30.6.23
	£	£	£	£
Unrestricted funds				
General fund	13,622	42,596	(14,708)	41,510
Deaffest	-	573	-	573
Walsall Business Support	-	3,114	-	3,114
Restart Programme	<u>-</u>	<u>5,284</u>	<u>-</u>	<u>5,284</u>
	13,622	51,567	(14,708)	50,481
Restricted funds				
Deaffest	181	(11,951)	11,770	-
Access to Work	792	-	-	792
BBO Community matters	3,157	2,692	-	5,849
Reaching Communities	23,160	(38)	-	23,122
Cornwall Project	-	-	2,177	2,177
Connections through culture	2,196	-	304	2,500
Black Country Futures	4,522	5,613	-	10,135
Mytime Active	690	-	-	690
Yoga Project	256	-	-	256
COVID 19 Support Fund	881	-	-	881
Online platform/podcast	1,003	-	-	1,003
Jubilee Grant	140	-	-	140
Deaf Access Project	52,047	(50,296)	-	1,751
Ish VV Commonwealth Games	-	(454)	454	-
Know Your Neighbourhood	-	14,841	-	14,841
Coronation Grant	-	112	-	112
Healthy Living Project	<u>-</u>	<u>4,503</u>	<u>-</u>	<u>4,503</u>
	<u>89,025</u>	<u>(34,978)</u>	<u>14,705</u>	<u>68,752</u>
TOTAL FUNDS	<u>102,647</u>	<u>16,589</u>	<u>(3)</u>	<u>119,233</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

13. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	90,087	(47,491)	42,596
Deaffest	1,499	(926)	573
Walsall Business Support	3,250	(136)	3,114
Restart Programme	<u>5,325</u>	<u>(41)</u>	<u>5,284</u>
	100,161	(48,594)	51,567
Restricted funds			
Deaffest	18,468	(30,419)	(11,951)
BBO Community matters	2,692	-	2,692
Reaching Communities	-	(38)	(38)
Black Country Futures	8,530	(2,917)	5,613
Deaf Access Project	56,685	(106,981)	(50,296)
Ish VV Commonwealth Games	-	(454)	(454)
Know Your Neighbourhood	15,992	(1,151)	14,841
Coronation Grant	250	(138)	112
Healthy Living Project	<u>4,503</u>	<u>-</u>	<u>4,503</u>
	<u>107,120</u>	<u>(142,098)</u>	<u>(34,978)</u>
TOTAL FUNDS	<u><u>207,281</u></u>	<u><u>(190,692)</u></u>	<u><u>16,589</u></u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.21 £	Net movement in funds £	At 30.6.22 £
Unrestricted funds			
General fund	575	13,047	13,622
Deaffest	<u>3,298</u>	<u>(3,298)</u>	<u>-</u>
	3,873	9,749	13,622
Restricted funds			
Deaffest	-	181	181
Access to Work	792	-	792
BBO Community matters	657	2,500	3,157
Reaching Communities	67,749	(44,589)	23,160
Connections through culture	2,196	-	2,196
Black Country Futures	36,643	(32,121)	4,522
Mytime Active	690	-	690
Yoga Project	256	-	256
COVID 19 Support Fund	881	-	881
Online platform/podcast	9,970	(8,967)	1,003
Jubilee Grant	-	140	140
Deaf Access Project	<u>-</u>	<u>52,047</u>	<u>52,047</u>
	<u>119,834</u>	<u>(30,809)</u>	<u>89,025</u>
TOTAL FUNDS	<u><u>123,707</u></u>	<u><u>(21,060)</u></u>	<u><u>102,647</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	29,214	(16,167)	13,047
Deaffest	<u>10,160</u>	<u>(13,458)</u>	<u>(3,298)</u>
	39,374	(29,625)	9,749
Restricted funds			
Deaffest	50,510	(50,329)	181
BBO Community matters	2,500	-	2,500
Reaching Communities	35,363	(79,952)	(44,589)
Black Country Futures	26,838	(58,959)	(32,121)
Online platform/podcast	(37)	(8,930)	(8,967)
Jubilee Grant	250	(110)	140
Deaf Access Project	<u>58,334</u>	<u>(6,287)</u>	<u>52,047</u>
	<u>173,758</u>	<u>(204,567)</u>	<u>(30,809)</u>
TOTAL FUNDS	<u><u>213,132</u></u>	<u><u>(234,192)</u></u>	<u><u>(21,060)</u></u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

13. MOVEMENT IN FUNDS - continued

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

	At 1.7.21 £	Net movement in funds £	Transfers between funds £	At 30.6.23 £
Unrestricted funds				
General fund	575	55,643	(14,708)	41,510
Deaffest	3,298	(2,725)	-	573
Walsall Business Support	-	3,114	-	3,114
Restart Programme	-	5,284	-	5,284
	<u>3,873</u>	<u>61,316</u>	<u>(14,708)</u>	<u>50,481</u>
Restricted funds				
Deaffest	-	(11,770)	11,770	-
Access to Work	792	-	-	792
BBO Community matters	657	5,192	-	5,849
Reaching Communities	67,749	(44,627)	-	23,122
Cornwall Project	-	-	2,177	2,177
Connections through culture	2,196	-	304	2,500
Black Country Futures	36,643	(26,508)	-	10,135
Mytime Active	690	-	-	690
Yoga Project	256	-	-	256
COVID 19 Support Fund	881	-	-	881
Online platform/podcast	9,970	(8,967)	-	1,003
Jubilee Grant	-	140	-	140
Deaf Access Project	-	1,751	-	1,751
Ish VV Commonwealth Games	-	(454)	454	-
Know Your Neighbourhood	-	14,841	-	14,841
Coronation Grant	-	112	-	112
Healthy Living Project	-	4,503	-	4,503
	<u>119,834</u>	<u>(65,787)</u>	<u>14,705</u>	<u>68,752</u>
TOTAL FUNDS	<u>123,707</u>	<u>(4,471)</u>	<u>(3)</u>	<u>119,233</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

13. 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 £
Unrestricted funds			
General fund	119,301	(63,658)	55,643
Deaffest	11,659	(14,384)	(2,725)
Walsall Business Support	3,250	(136)	3,114
Restart Programme	<u>5,325</u>	<u>(41)</u>	<u>5,284</u>
	139,535	(78,219)	61,316
Restricted funds			
Deaffest	68,978	(80,748)	(11,770)
BBO Community matters	5,192	-	5,192
Reaching Communities	35,363	(79,990)	(44,627)
Black Country Futures	35,368	(61,876)	(26,508)
Online platform/podcast	(37)	(8,930)	(8,967)
Jubilee Grant	250	(110)	140
Deaf Access Project	115,019	(113,268)	1,751
Ish VV Commonwealth Games	-	(454)	(454)
Know Your Neighbourhood	15,992	(1,151)	14,841
Coronation Grant	250	(138)	112
Healthy Living Project	<u>4,503</u>	<u>-</u>	<u>4,503</u>
	<u>280,878</u>	<u>(346,665)</u>	<u>(65,787)</u>
TOTAL FUNDS	<u><u>420,413</u></u>	<u><u>(424,884)</u></u>	<u><u>(4,471)</u></u>

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2023.

15. RESTRICTED FUNDS

Deaffest - Grant funding received for use in organising and operating the bi-annual Deaffest festival for the deaf in Wolverhampton.

BBO Community matters - Grant funding received to fund Black Country employment service support.

Reaching Communities- Grant Funding received to develop and deliver services and support to local Deaf people and communities.

Cornwall Project- Grant funding received to supply Deaf Awareness training and workshops in Cornwall.

Connections through Culture- Grant funding to enable two employees to visit Shanghai to assist them in setting up their version of Deaffest.

Black Country Futures- A fund providing support to those aged 16 and above to overcome barriers and move closer to employment. It aims to raise aspirations, develop personal and employability skills and improve the economic stability of participants enabling them to achieve their true potential.

Yoga Project- To provide free yoga sessions for Deaf and Hard of Hearing people

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2023

15. RESTRICTED FUNDS - continued

Mytime active- to provide informal meetings with afternoon tea where Deaf and Hard of Hearing people can socialise together

Deaf Access Project - Grant funding received to develop and deliver services and support to local deaf people and communities over a two year period.

ZEBRA ACCESS CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	190	389
Charitable activities		
Deaffest	-	1,833
Grants	<u>207,091</u>	<u>210,910</u>
	<u>207,091</u>	<u>212,743</u>
Total incoming resources	207,281	213,132
EXPENDITURE		
Other trading activities		
Bad debts	400	-
Charitable activities		
Wages	109,570	105,648
Social security	6,181	7,098
Pensions	2,850	2,836
Insurance	1,152	734
Postage and stationery	-	65
Sundries	19,058	24,883
Deaffest costs	34,287	63,658
Interpretors	-	10,938
Travel,subsistence & accom	369	696
Venue hire	7,892	9,289
Repairs & renewals	2,347	2,377
Computer equipment	-	61
Bank interest	<u>136</u>	<u>159</u>
	183,842	228,442
Support costs		
Governance costs		
Accountancy and legal fees	<u>6,450</u>	<u>5,750</u>
Total resources expended	<u>190,692</u>	<u>234,192</u>
Net income/(expenditure)	<u><u>16,589</u></u>	<u><u>(21,060)</u></u>

This page does not form part of the statutory financial statements

ZEBRA ACCESS CIO

England & Wales - Charity number 1149181

Accounts

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022
FOR
ZEBRA ACCESS CIO

ZEBRA ACCESS CIO

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2022

	Page
Report of the Trustees	1 to 4
Independent Examiner's Report	5
Statement of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8 to 15
Detailed Statement of Financial Activities	16

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022

The Trustees present their annual report and financial statements for the year ended 30th June 2022.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 ('the Act') and 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).

Zebra Access CIO previously operated as a charity limited by guarantee as defined by the Companies Act 2006 and became a Charitable Incorporated Organisation on 20 October 2020.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

- Develop opportunities for Deaf people to have better chances in life by providing access to training and workshops to improve their life skills
- Encourage, promote and provide employment for Deaf people through the provision of support, education and advice
- Support and promote strong community ethos by encouraging Deaf people to become more active within their communities and work together to tackle common problems as well as advocate wider social cohesion
- Raise awareness and improve accessibility to technology, services and facilities so Deaf people can enjoy, understand and develop themselves further
- Promote and advocate healthier lifestyles by raising and improving awareness of available activities and health choices
- Lead and manage Film and Arts festivals which allow Deaf performers, communities and directors to showcase their talents to a wider audience
- Educate and inform Deaf people of basic human rights as citizens regardless of their age, disability, gender, marriage/civil partnership, pregnancy/maternity, sexuality, religion and race

The aims of our charity are to reduce the number of unemployed within the local area. Our aims fully reflect the purpose that the charity was set up to further.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year, the review looks at what we have achieved and the outcomes of our work in the previous 12 months. We look at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

The focus of our work

Our main objectives for the year continued to be:

- To provide support and guidance securing, suitable employment for Deaf, Deaf Blind and Hard of Hearing people
- To empower Deaf, Deaf Blind and Hard of Hearing people
- Improving Deaf, Deaf Blind and Hard of Hearing people's access and awareness across all service providers (i.e. Councils, NHS, CCG and so on)
- To develop new services and opportunities for local Deaf, Deaf Blind and Hard of Hearing people
- Enhancing Deaf, Deaf Blind and Hard of Hearing people's wellbeing via activities, workshops and peer support
- To maintain and develop partnership opportunities with other organisations and charities
- To explore and implement revised and robust post pandemic sustainability plans

Public benefit

Our main activities and who we try to help are described below. All our charitable activities focus on reducing the number of unemployed people and are undertaken to further our charitable purposes for the public benefit

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the charity are currently by way of grants from the National Lottery and sponsorship. Increasing constraints on local authority expenditure has resulted in the charity seeking funding from a much broader group of agencies.

Reserves policy

The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be 3 to 4 months of expenditure. The reserves are needed to meet the working capital requirements of the charity and the Management Committee are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding.

Financial Review

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. The charity needs to diversify revenue to reduce the reliance on lottery funding to ensure the organisation's sustainability.

FUTURE PLANS

The charity plans continuing the activities outlined above in the forthcoming years subject to satisfactory funding arrangements. Plans are also being developed to work on a number of schemes with local employers and local job centres to place disabled people who have been through our training projects or mentoring schemes which it is hoped will lead to long-term gainful employment. The charity aims to work with other partners, organisations and do more collaborative work/projects to offer Deaf, Deaf Blind and Hard of Hearing people opportunities across the board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Zebra Access CIO is a charitable incorporated organisation registered on 12 October 2020 and is controlled by its governing document.

Recruitment and appointment of new trustees

The Directors of the company are also charity trustees for the purposes of charity law and under the Company's Articles are known as members of the Management committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

Due to the nature of the activities much of the charity's work focuses upon young people and vulnerable adults. The Management committee seeks to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee body. To enhance the potential pool of trustees, the charity has, through selective networking sought to identify individuals who would be willing to become members who could assist the charity by using their own experiences.

In an effort to maintain a broad skill mix, members of the Management Committee are requested to provide a list of their skills which are updated each year. Therefore in the event of retirement, individuals can be approached to offer themselves for election to the Management Committee to save particular skills being lost.

Organisational structure

Zebra Access Limited has a Management Committee of up to 7 members who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the Committee has 12 members from a variety of professional backgrounds relevant to the work of the charity. The Secretary also sits on the committee

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Directors along with the Finance Manager. The Directors are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met.

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

Each trustee is appointed with their own skill set and training is tailored to utilise and enhance these skills within the Charity's structure where necessary.

Risk management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

(England and Wales)

Registered Charity number

1149181

Registered office

Creative Industries Centre
Wolverhampton Science Park
Glaisher Drive
Wolverhampton
West Midlands
WV10 9TG

Trustees

Mrs N C Beech Director
Miss S Mazzoccio Director
Mrs C A Salter Director/Finance Manager
M Willrich Director
I Fletcher
T McCoy
A Vann

Company Secretary

Mrs N C Beech

Independent Examiner

Ian Cattell FCA
Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

Solicitors

Rees Page
8-12 Waterloo Road
Wolverhampton
WV1 4BL

ZEBRA ACCESS CIO

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

HSBC

P O Box 33

Wolverhampton

WV1 1TE

Approved by order of the board of trustees on 7 June 2023 and signed on its behalf by:

Mrs C A Salter - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ZEBRA ACCESS CIO

Independent examiner's report to the trustees of Zebra Access CIO ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Ian Cattell FCA

Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

7 June 2023

ZEBRA ACCESS CIO**STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 30 JUNE 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	89	300	389	19
Charitable activities	3				
Deaffest		10,160	-	10,160	42,315
BBO Community matters		-	2,500	2,500	-
Reaching Communities		-	35,363	35,363	87,232
Black Country Futures		-	26,837	26,837	57,665
Yoga Project		-	-	-	(10)
Online platform/podcast		-	(37)	(37)	-
Jubilee Grant		-	250	250	-
Deaf Access Project		-	58,335	58,335	-
General		29,125	-	29,125	-
Deaffest - restricted		-	50,210	50,210	-
Total		<u>39,374</u>	<u>173,758</u>	<u>213,132</u>	<u>187,221</u>
EXPENDITURE ON					
Charitable activities	4				
Deaffest		13,458	-	13,458	22,610
Reaching Communities		-	79,952	79,952	64,302
Black Country Futures		-	58,959	58,959	46,295
Yoga Project		-	-	-	1,050
Online platform/podcast		-	8,930	8,930	-
Jubilee Grant		-	110	110	-
Deaf Access Project		-	6,287	6,287	-
General		16,167	-	16,167	-
Deaffest - restricted		-	50,329	50,329	-
Total		<u>29,625</u>	<u>204,567</u>	<u>234,192</u>	<u>134,257</u>
NET INCOME/(EXPENDITURE)		9,749	(30,809)	(21,060)	52,964
RECONCILIATION OF FUNDS					
Total funds brought forward		3,873	119,834	123,707	70,743
TOTAL FUNDS CARRIED FORWARD		<u>13,622</u>	<u>89,025</u>	<u>102,647</u>	<u>123,707</u>

The notes form part of these financial statements

ZEBRA ACCESS CIO**BALANCE SHEET**
30 JUNE 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	9	-	-	-	61
CURRENT ASSETS					
Debtors	10	14,504	4,677	19,181	8,776
Cash at bank and in hand		<u>13,417</u>	<u>86,829</u>	<u>100,246</u>	<u>134,354</u>
		27,921	91,506	119,427	143,130
CREDITORS					
Amounts falling due within one year	11	(14,299)	(2,481)	(16,780)	(19,484)
NET CURRENT ASSETS		<u>13,622</u>	<u>89,025</u>	<u>102,647</u>	<u>123,646</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>13,622</u>	<u>89,025</u>	<u>102,647</u>	<u>123,707</u>
NET ASSETS		<u>13,622</u>	<u>89,025</u>	<u>102,647</u>	<u>123,707</u>
FUNDS	13				
Unrestricted funds				13,622	3,873
Restricted funds				<u>89,025</u>	<u>119,834</u>
TOTAL FUNDS				<u>102,647</u>	<u>123,707</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) 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.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 7 June 2023 and were signed on its behalf by:

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2022

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'. The financial statements have been prepared under the historical cost convention.

The financial statement are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

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

Fixed assets are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £500 are not capitalised.

Depreciation is provided at rates calculated to write off the costs of each asset over its expected useful life, which in all cases is estimated at 4 years.

Impairment reviews are carried out as and when evidence comes to light that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2022

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Gifts	-	(1)
Donations	<u>389</u>	<u>20</u>
	<u>389</u>	<u>19</u>

3. INCOME FROM CHARITABLE ACTIVITIES

		2022	2021
	Activity	£	£
Deaffest	Deaffest	-	128
Access to Work	Deaffest	-	1,188
Grants	Deaffest	10,160	40,999
Grants	BBO Community matters	2,500	-
Grants	Reaching Communities	35,363	87,232
Grants	Black Country Futures	26,837	57,665
Deaffest	Yoga Project	-	(40)
Grants	Yoga Project	-	30
Grants	Online platform/podcast	(37)	-
Grants	Jubilee Grant	250	-
Grants	Deaf Access Project	58,335	-
Deaffest	General	192	-
Grants	General	28,933	-
Deaffest	Deaffest - restricted	1,641	-
Grants	Deaffest - restricted	<u>48,569</u>	<u>-</u>
		<u>212,743</u>	<u>187,202</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs £	Totals £
Deaffest	13,458	-	13,458
Reaching Communities	79,952	-	79,952
Black Country Futures	53,409	5,550	58,959
Online platform/podcast	8,930	-	8,930
Jubilee Grant	110	-	110
Deaf Access Project	6,287	-	6,287
General	16,117	50	16,167
Deaffest - restricted	<u>50,179</u>	<u>150</u>	<u>50,329</u>
	<u>228,442</u>	<u>5,750</u>	<u>234,192</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2022

5. NET INCOME/(EXPENDITURE)

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

	2022 £	2021 £
Depreciation - owned assets	<u>61</u>	<u>97</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2022 nor for the year ended 30 June 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2022 nor for the year ended 30 June 2021.

7. STAFF COSTS

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

	2022	2021
Administration, support & fundraising	1	1
Deaf-fest Project	1	1
Other projects	<u>5</u>	<u>5</u>
	<u>7</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	19	-	19
Charitable activities			
Deaffest	31,364	10,951	42,315
Reaching Communities	-	87,232	87,232
Black Country Futures	-	57,665	57,665
Yoga Project	<u>-</u>	<u>(10)</u>	<u>(10)</u>
Total	<u>31,383</u>	<u>155,838</u>	<u>187,221</u>
EXPENDITURE ON			
Charitable activities			
Deaffest	22,510	100	22,610
Reaching Communities	-	64,302	64,302
Black Country Futures	-	46,295	46,295
Yoga Project	<u>-</u>	<u>1,050</u>	<u>1,050</u>
Total	<u>22,510</u>	<u>111,747</u>	<u>134,257</u>
NET INCOME	8,873	44,091	52,964

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2022

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	(5,000)	75,743	70,743
TOTAL FUNDS CARRIED FORWARD	<u>3,873</u>	<u>119,834</u>	<u>123,707</u>

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 July 2021 and 30 June 2022	<u>6,837</u>
DEPRECIATION	
At 1 July 2021	6,776
Charge for year	<u>61</u>
At 30 June 2022	<u>6,837</u>
NET BOOK VALUE	
At 30 June 2022	<u>-</u>
At 30 June 2021	<u>61</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	10,662	6,722
Other debtors	62	62
VAT	<u>8,457</u>	<u>1,992</u>
	<u>19,181</u>	<u>8,776</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2022

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Bank loans and overdrafts (see note 12)	10,719	5,490
Trade creditors	186	4,030
Social security and other taxes	4,825	8,964
Accruals and deferred income	<u>1,050</u>	<u>1,000</u>
	<u>16,780</u>	<u>19,484</u>

12. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	<u>10,719</u>	<u>5,490</u>

13. MOVEMENT IN FUNDS

	At 1.7.21	Net movement in funds	At 30.6.22
	£	£	£
Unrestricted funds			
General fund	575	13,047	13,622
Deaffest	<u>3,298</u>	<u>(3,298)</u>	<u>-</u>
	3,873	9,749	13,622
Restricted funds			
Deaffest	-	181	181
Access to Work	792	-	792
BBO Community matters	657	2,500	3,157
Reaching Communities	67,749	(44,589)	23,160
Connections through culture	2,196	-	2,196
Black Country Futures	36,643	(32,121)	4,522
Mytime Active	690	-	690
Yoga Project	256	-	256
COVID 19 Support Fund	881	-	881
Online platform/podcast	9,970	(8,967)	1,003
Jubilee Grant	-	140	140
Deaf Access Project	<u>-</u>	<u>52,047</u>	<u>52,047</u>
	<u>119,834</u>	<u>(30,809)</u>	<u>89,025</u>
TOTAL FUNDS	<u>123,707</u>	<u>(21,060)</u>	<u>102,647</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2022

13. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	29,214	(16,167)	13,047
Deaffest	<u>10,160</u>	<u>(13,458)</u>	<u>(3,298)</u>
	39,374	(29,625)	9,749
Restricted funds			
Deaffest	50,510	(50,329)	181
BBO Community matters	2,500	-	2,500
Reaching Communities	35,363	(79,952)	(44,589)
Black Country Futures	26,838	(58,959)	(32,121)
Online platform/podcast	(37)	(8,930)	(8,967)
Jubilee Grant	250	(110)	140
Deaf Access Project	<u>58,334</u>	<u>(6,287)</u>	<u>52,047</u>
	<u>173,758</u>	<u>(204,567)</u>	<u>(30,809)</u>
TOTAL FUNDS	<u><u>213,132</u></u>	<u><u>(234,192)</u></u>	<u><u>(21,060)</u></u>

Comparatives for movement in funds

	At 1.7.20 £	Net movement in funds £	At 30.6.21 £
Unrestricted funds			
General fund	-	575	575
Deaffest	<u>(5,000)</u>	<u>8,298</u>	<u>3,298</u>
	(5,000)	8,873	3,873
Restricted funds			
Access to Work	792	-	792
BBO Community matters	657	-	657
Reaching Communities	44,820	22,929	67,749
Connections through culture	2,196	-	2,196
Black Country Futures	25,272	11,371	36,643
Mytime Active	690	-	690
Yoga Project	1,316	(1,060)	256
COVID 19 Support Fund	-	881	881
Online platform/podcast	<u>-</u>	<u>9,970</u>	<u>9,970</u>
	<u>75,743</u>	<u>44,091</u>	<u>119,834</u>
TOTAL FUNDS	<u><u>70,743</u></u>	<u><u>52,964</u></u>	<u><u>123,707</u></u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2022

13. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	9,586	(9,011)	575
Deaffest	<u>21,797</u>	<u>(13,499)</u>	<u>8,298</u>
	31,383	(22,510)	8,873
Restricted funds			
Reaching Communities	87,231	(64,302)	22,929
Black Country Futures	57,666	(46,295)	11,371
Yoga Project	(10)	(1,050)	(1,060)
COVID 19 Support Fund	981	(100)	881
Online platform/podcast	<u>9,970</u>	<u>-</u>	<u>9,970</u>
	<u>155,838</u>	<u>(111,747)</u>	<u>44,091</u>
TOTAL FUNDS	<u><u>187,221</u></u>	<u><u>(134,257)</u></u>	<u><u>52,964</u></u>

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

	At 1.7.20 £	Net movement in funds £	At 30.6.22 £
Unrestricted funds			
General fund	-	13,622	13,622
Deaffest	<u>(5,000)</u>	<u>5,000</u>	<u>-</u>
	(5,000)	18,622	13,622
Restricted funds			
Deaffest	-	181	181
Access to Work	792	-	792
BBO Community matters	657	2,500	3,157
Reaching Communities	44,820	(21,660)	23,160
Connections through culture	2,196	-	2,196
Black Country Futures	25,272	(20,750)	4,522
Mytime Active	690	-	690
Yoga Project	1,316	(1,060)	256
COVID 19 Support Fund	-	881	881
Online platform/podcast	-	1,003	1,003
Jubilee Grant	-	140	140
Deaf Access Project	<u>-</u>	<u>52,047</u>	<u>52,047</u>
	<u>75,743</u>	<u>13,282</u>	<u>89,025</u>
TOTAL FUNDS	<u><u>70,743</u></u>	<u><u>31,904</u></u>	<u><u>102,647</u></u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2022

13. 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 £
Unrestricted funds			
General fund	38,800	(25,178)	13,622
Deaffest	<u>31,957</u>	<u>(26,957)</u>	<u>5,000</u>
	70,757	(52,135)	18,622
Restricted funds			
Deaffest	50,510	(50,329)	181
BBO Community matters	2,500	-	2,500
Reaching Communities	122,594	(144,254)	(21,660)
Black Country Futures	84,504	(105,254)	(20,750)
Yoga Project	(10)	(1,050)	(1,060)
COVID 19 Support Fund	981	(100)	881
Online platform/podcast	9,933	(8,930)	1,003
Jubilee Grant	250	(110)	140
Deaf Access Project	<u>58,334</u>	<u>(6,287)</u>	<u>52,047</u>
	<u>329,596</u>	<u>(316,314)</u>	<u>13,282</u>
TOTAL FUNDS	<u><u>400,353</u></u>	<u><u>(368,449)</u></u>	<u><u>31,904</u></u>

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2022.

15. RESTRICTED FUNDS

Deaffest - Grant funding received for use in organising and operating the bi-annual Deaffest festival for the deaf in Wolverhampton.

BBO Community matters - Grant funding received to fund Black Country employment service support.

Reaching Communities- Grant Funding received to develop and deliver services and support to local Deaf people and communities.

Cornwall Project- Grant funding received to supply Deaf Awareness training and workshops in Cornwall.

Connections through Culture- Grant funding to enable two employees to visit Shanghai to assist them in setting up their version of Deaffest.

Black Country Futures- A fund providing support to those aged 16 and above to overcome barriers and move closer to employment. It aims to raise aspirations, develop personal and employability skills and improve the economic stability of participants enabling them to achieve their true potential.

Yoga Project- To provide free yoga sessions for Deaf and Hard of Hearing people

Mytime active- to provide informal meetings with afternoon tea where Deaf and Hard of Hearing people can socialise together

Deaf Access Project - Grant funding received to develop and deliver services and support to local deaf people and communities over a two year period.

ZEBRA ACCESS CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Gifts	-	(1)
Donations	<u>389</u>	<u>20</u>
	389	19
Charitable activities		
Deaffest	1,833	88
Access to Work	-	1,188
Grants	<u>210,910</u>	<u>185,926</u>
	<u>212,743</u>	<u>187,202</u>
Total incoming resources	213,132	187,221
EXPENDITURE		
Charitable activities		
Wages	105,648	93,640
Social security	7,098	5,848
Pensions	2,836	2,093
Insurance	734	579
Postage and stationery	65	514
Sundries	24,883	4,490
Deaffest costs	63,658	18,943
Interpretors	10,938	-
Travel,subsistence & accom	696	-
Venue hire	9,289	2,242
Repairs & renewals	2,377	2,772
Exchange Rate Variances	-	21
Computer equipment	61	97
Bank interest	<u>159</u>	<u>78</u>
	228,442	131,317
Support costs		
Governance costs		
Accountancy and legal fees	<u>5,750</u>	<u>2,940</u>
Total resources expended	<u>234,192</u>	<u>134,257</u>
Net (expenditure)/income	<u>(21,060)</u>	<u>52,964</u>

This page does not form part of the statutory financial statements

ZEBRA ACCESS CIO

England & Wales - Charity number 1149181

Accounts

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021
FOR
ZEBRA ACCESS CIO

ZEBRA ACCESS CIO

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

	Page
Report of the Trustees	1 to 3
Independent Examiner's Report	4
Statement of Financial Activities	5
Balance Sheet	6
Notes to the Financial Statements	7 to 14

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2021

The Trustees present their Annual Report together with the financial statements of Zebra Access CIO for the year ended 30 June 2021. 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)

Zebra Access CIO previously operated as a charity limited by guarantee as defined by the Companies Act 2006 and became a Charitable Incorporated Organisation on 20 October 2020.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our charity's purposes as set out in the charity's constitution are to:

- Develop opportunities for Deaf people to have better chances in life by providing access to training and workshops to improve their life skills
- Encourage, promote and provide employment for Deaf people through the provision of support, education and advice
- Support and promote strong community ethos by encouraging Deaf people to become more active within their communities and work together to tackle common problems as well as advocate wider social cohesion
- Raise awareness and improve accessibility to technology, services and facilities so Deaf people can enjoy, understand and develop themselves further
- Promote and advocate healthier lifestyles by raising and improving awareness of available activities and health choices
- Lead and manage Film and Arts festivals which allow Deaf performers, communities and directors to showcase their talents to a wider audience
- Educate and inform Deaf people of basic human rights as citizens regardless of their age, disability, gender, marriage/civil partnership, pregnancy/maternity, sexuality, religion and race

The aims of our charity are to reduce the number of unemployed within the local area. Our aims fully reflect the purpose that the charity was set up to further.

Ensuring our work delivers our aim

We review our aims, objectives and activities each year, the review looks at what we have achieved and the outcomes of our work in the previous 12 months. We look at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

The focus of our work

Our main objectives for the year continued to be:

- To provide support and guidance securing, suitable employment for Deaf, Deaf Blind and Hard of Hearing people
- To empower Deaf, Deaf Blind and Hard of Hearing people
- Improving Deaf, Deaf Blind and Hard of Hearing people's access and awareness across all service providers (i.e. Councils, NHS, CCG and so on)
- To develop new services and opportunities for local Deaf, Deaf Blind and Hard of Hearing people
- Enhancing Deaf, Deaf Blind and Hard of Hearing people's wellbeing via activities, workshops and peer support
- To maintain and develop partnership opportunities with other organisations and charities
- To explore and implement revised and robust post pandemic sustainability plans

Public benefit

Our main activities and who we try to help are described below. All our charitable activities focus on reducing the number of unemployed people and are undertaken to further our charitable purposes for the public benefit.

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the charity are currently by way of grants from the National Lottery and sponsorship. Increasing constraints on local authority expenditure has resulted in the charity seeking funding from a much broader group of agencies.

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2021

FINANCIAL REVIEW

Reserves policy

The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be 3 to 4 months of expenditure. The reserves are needed to meet the working capital requirements of the charity and the Management Committee are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding.

Financial Review

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. The charity needs to diversify revenue to reduce the reliance on lottery funding to ensure the organisation's sustainability.

FUTURE PLANS

The charity plans continuing the activities outlined above in the forthcoming years subject to satisfactory funding arrangements. Plans are also being developed to work on a number of schemes with local employers and local job centres to place disabled people who have been through our training projects or mentoring schemes which it is hoped will lead to long-term gainful employment. The charity aims to work with other partners, organisations and do more collaborative work/projects to offer Deaf, Deaf Blind and Hard of Hearing people opportunities across the board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Zebra Access CIO is a charitable incorporated organisation registered on 12 October 2020 and is controlled by its governing document.

Recruitment and appointment of new trustees

Under the charity's governing document the Trustees are known as members of the Management Committee. They are elected to serve for a period of three years after which they must be re-elected. All members of the Management Committee give their time voluntarily and received no benefits from the charity.

Due to the nature of the activities much of the charity's work focuses upon young people and vulnerable adults. The Management committee seeks to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee body. To enhance the potential pool of trustees, the charity has, through selective networking sought to identify individuals who would be willing to become members who could assist the charity by using their own experiences.

In an effort to maintain a broad skill mix, members of the Management Committee are requested to provide a list of their skills which are updated each year. Therefore in the event of retirement, individuals can be approached to offer themselves for election to the Management Committee to save particular skills being lost.

Organisational structure

Zebra Access CIO has a Management Committee of up to 7 members who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the Committee has 12 members from a variety of professional backgrounds relevant to the work of the charity. The Secretary also sits on the committee

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Trustees along with the Finance Manager. The Trustees are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met.

Induction and training of new trustees

Each trustee is appointed with their own skill set and training is tailored to utilise and enhance these skills within the Charity's structure where necessary.

Risk management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

ZEBRA ACCESS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1149181

Registered office

Creative Industries Centre
Wolverhampton Science Park
Glaisher Drive
Wolverhampton
West Midlands
WV10 9TG

Trustees

Mrs N C Beech
Iona Fletcher
Miss S Mazzoccio
Tracy McCoy
Mrs C A Salter Finance Manager
Alex Vann
M Willrich

CIO Secretary

Mrs N C Beech

Independent Examiner

I.J. Cattell F.C.A
Chartered Accountant
Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

Solicitors

Rees Page
8-12 Waterloo Road
Wolverhampton
WV1 4BL

Bankers

HSBC
P O Box 33
Wolverhampton
WV1 1TE

Approved by order of the board of trustees on 25 April 2022 and signed on its behalf by:

Mrs C A Salter - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ZEBRA ACCESS CIO

Independent examiner's report to the trustees of Zebra Access CIO

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 30 June 2021.

Respective responsibilities of Trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts.

Having satisfied myself that the accounts of the CIO are not required to be audited 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.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's statement

In the course of my examination, no matter has come to my attention which suggests that your accounting records have not been properly kept (in accordance with section 130 of the Charities Act) or that these accounts do not accord with them and comply with the Act. There are no 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.

I.J. Cattell F.C.A
Chartered Accountant
Crombies Accountants Limited
Chartered Accountants
34 Waterloo Road
Wolverhampton
West Midlands
WV1 4DG

Date: 25 April 2022

ZEBRA ACCESS CIO**STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 30 JUNE 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	19	-	19	166
Charitable activities	3				
Deaffest		31,364	10,951	42,315	10,009
BBO Community matters		-	-	-	17,173
Reaching Communities		-	87,232	87,232	68,089
Black Country Futures		-	57,665	57,665	29,482
Mytime Active		-	-	-	690
Yoga Project		-	-	-	1,316
Total		31,383	155,848	187,231	126,925
EXPENDITURE ON					
Charitable activities	4				
Deaffest		22,510	100	22,610	33,278
BBO Community matters		-	-	-	16,515
Reaching Communities		-	64,302	64,302	72,191
Black Country Futures		-	46,295	46,295	4,209
Yoga Project		-	1,060	1,060	-
Total		22,510	111,757	134,267	126,193
NET INCOME		8,873	44,091	52,964	732
RECONCILIATION OF FUNDS					
Total funds brought forward		(5,000)	75,743	70,743	70,011
TOTAL FUNDS CARRIED FORWARD		<u>3,873</u>	<u>119,834</u>	<u>123,707</u>	<u>70,743</u>

The notes form part of these financial statements

ZEBRA ACCESS CIO**BALANCE SHEET**
30 JUNE 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	9	61	-	61	158
CURRENT ASSETS					
Debtors	10	4,099	4,677	8,776	11,938
Cash at bank and in hand		<u>16,716</u>	<u>117,638</u>	<u>134,354</u>	<u>81,487</u>
		20,815	122,315	143,130	93,425
CREDITORS					
Amounts falling due within one year	11	(17,003)	(2,481)	(19,484)	(22,840)
NET CURRENT ASSETS		<u>3,812</u>	<u>119,834</u>	<u>123,646</u>	<u>70,585</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>3,873</u>	<u>119,834</u>	<u>123,707</u>	<u>70,743</u>
NET ASSETS		<u>3,873</u>	<u>119,834</u>	<u>123,707</u>	<u>70,743</u>
FUNDS	13				
Unrestricted funds				3,873	(5,000)
Restricted funds				<u>119,834</u>	<u>75,743</u>
TOTAL FUNDS				<u>123,707</u>	<u>70,743</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 25 April 2022 and were signed on its behalf by:

C A Salter - Trustee

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the CIO, 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)'.

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

Fixed assets are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £500 are not capitalised.

Depreciation is provided at rates calculated to write off the costs of each asset over its expected useful life, which in all cases is estimated at 4 years.

Impairment reviews are carried out as and when evidence comes to light that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

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.

Pension costs and other post-retirement benefits

The CIO operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021

2. DONATIONS AND LEGACIES

	2021 £	2020 £
Donations	<u>19</u>	<u>166</u>
	<u>19</u>	<u>166</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2021 £	2020 £
Deaffest	128	2,762
Access to Work	1,188	2,247
Grants	40,999	5,000
Grants	-	17,173
Access to Work	-	110
Grants	87,232	67,979
Grants	57,665	29,482
Grants	-	690
Grants	<u> </u>	<u>1,316</u>
	<u>187,212</u>	<u>126,759</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs £	Totals £
Deaffest	20,070	2,540	22,610
Reaching Communities	63,902	400	64,302
Black Country Futures	46,295	-	46,295
Yoga Project	<u>1,060</u>	<u>-</u>	<u>1,060</u>
	<u>131,327</u>	<u>2,940</u>	<u>134,267</u>

5. NET INCOME/(EXPENDITURE)

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

	2021 £	2020 £
Depreciation - owned assets	<u>97</u>	<u>453</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2021 nor for the year ended 30 June 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2021 nor for the year ended 30 June 2020.

7. STAFF COSTS

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

	2021	2020
Administration, support & fundraising	1	1
Deaf-fest Project	1	1
Other projects	<u>5</u>	<u>5</u>
	<u>7</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	56	110	166
Charitable activities			
Deaffest	3,499	6,510	10,009
BBO Community matters	-	17,173	17,173
Reaching Communities	-	68,089	68,089
Black Country Futures	-	29,482	29,482
Mytime Active	-	690	690
Yoga Project	-	1,316	1,316
	<u>3,555</u>	<u>123,370</u>	<u>126,925</u>
Total	3,555	123,370	126,925
EXPENDITURE ON			
Charitable activities			
Deaffest	23,182	10,096	33,278
BBO Community matters	-	16,515	16,515
Reaching Communities	-	72,191	72,191
Black Country Futures	-	4,209	4,209
	<u>23,182</u>	<u>103,011</u>	<u>126,193</u>
Total	23,182	103,011	126,193
NET INCOME/(EXPENDITURE)	(19,627)	20,359	732
RECONCILIATION OF FUNDS			
Total funds brought forward	14,627	55,384	70,011

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Tota funds £
	<u>£</u>	<u>£</u>	<u>£</u>
TOTAL FUNDS CARRIED FORWARD	<u>(5,000)</u>	<u>75,743</u>	<u>70,743</u>

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 July 2020 and 30 June 2021	<u>6,837</u>
DEPRECIATION	
At 1 July 2020	6,679
Charge for year	<u>97</u>
At 30 June 2021	<u>6,776</u>
NET BOOK VALUE	
At 30 June 2021	<u>61</u>
At 30 June 2020	<u>158</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	6,722	3,549
Other debtors	62	62
VAT	<u>1,992</u>	<u>8,327</u>
	<u>8,776</u>	<u>11,938</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Bank loans and overdrafts (see note 12)	5,490	14,497
Trade creditors	4,030	3,429
Social security and other taxes	8,964	3,914
Accruals and deferred income	<u>1,000</u>	<u>1,000</u>
	<u>19,484</u>	<u>22,840</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021

12. LOANS

An analysis of the maturity of loans is given below:

	2021 £	2020 £
Amounts falling due within one year on demand:		
Bank overdrafts	<u>5,490</u>	<u>14,497</u>

13. MOVEMENT IN FUNDS

	At 1.7.20 £	Net movement in funds £	At 30.6.21 £
Unrestricted funds			
General fund	-	575	575
Deaffest	<u>(5,000)</u>	<u>8,298</u>	<u>3,298</u>
	(5,000)	8,873	3,873
Restricted funds			
Access to Work	792	-	792
BBO Community matters	657	-	657
Reaching Communities	44,820	22,929	67,749
Connections through culture	2,196	-	2,196
Black Country Futures	25,272	11,371	36,643
Mytime Active	690	-	690
Yoga Project	1,316	(1,060)	256
COVID 19 Support Fund	-	881	881
Online platform/podcast	<u>-</u>	<u>9,970</u>	<u>9,970</u>
	<u>75,743</u>	<u>44,091</u>	<u>119,834</u>
TOTAL FUNDS	<u>70,743</u>	<u>52,964</u>	<u>123,707</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	9,586	(9,011)	575
Deaffest	<u>21,797</u>	<u>(13,499)</u>	<u>8,298</u>
	31,383	(22,510)	8,873
Restricted funds			
Reaching Communities	87,231	(64,302)	22,929
Black Country Futures	57,666	(46,295)	11,371
Yoga Project	(10)	(1,050)	(1,060)
COVID 19 Support Fund	981	(100)	881
Online platform/podcast	<u>9,970</u>	<u>-</u>	<u>9,970</u>
	<u>155,838</u>	<u>(111,747)</u>	<u>44,091</u>
TOTAL FUNDS	<u>187,221</u>	<u>(134,257)</u>	<u>52,964</u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.19 £	Net movement in funds £	At 30.6.20 £
Unrestricted funds			
General fund	14,627	(14,627)	-
Deaffest	<u>-</u>	<u>(5,000)</u>	<u>(5,000)</u>
	14,627	(19,627)	(5,000)
Restricted funds			
Deaffest	3,475	(3,475)	-
Access to Work	792	-	792
BBO Community matters	-	657	657
Reaching Communities	48,921	(4,101)	44,820
Connections through culture	2,196	-	2,196
Black Country Futures	-	25,272	25,272
Mytime Active	-	690	690
Yoga Project	<u>-</u>	<u>1,316</u>	<u>1,316</u>
	<u>55,384</u>	<u>20,359</u>	<u>75,743</u>
TOTAL FUNDS	<u><u>70,011</u></u>	<u><u>732</u></u>	<u><u>70,743</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	62	(14,689)	(14,627)
Deaffest	<u>3,493</u>	<u>(8,493)</u>	<u>(5,000)</u>
	3,555	(23,182)	(19,627)
Restricted funds			
Deaffest	6,621	(10,096)	(3,475)
BBO Community matters	17,172	(16,515)	657
Reaching Communities	68,090	(72,191)	(4,101)
Black Country Futures	29,481	(4,209)	25,272
Mytime Active	690	-	690
Yoga Project	<u>1,316</u>	<u>-</u>	<u>1,316</u>
	<u>123,370</u>	<u>(103,011)</u>	<u>20,359</u>
TOTAL FUNDS	<u><u>126,925</u></u>	<u><u>(126,193)</u></u>	<u><u>732</u></u>

ZEBRA ACCESS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021

13. MOVEMENT IN FUNDS - continued

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

	At 1.7.19 £	Net movement in funds £	At 30.6.21 £
Unrestricted funds			
General fund	14,627	(14,052)	575
Deaffest	<u>-</u>	<u>3,298</u>	<u>3,298</u>
	14,627	(10,754)	3,873
Restricted funds			
Deaffest	3,475	(3,475)	-
Access to Work	792	-	792
BBO Community matters	-	657	657
Reaching Communities	48,921	18,828	67,749
Connections through culture	2,196	-	2,196
Black Country Futures	-	36,643	36,643
Mytime Active	-	690	690
Yoga Project	-	256	256
COVID 19 Support Fund	-	881	881
Online platform/podcast	<u>-</u>	<u>9,970</u>	<u>9,970</u>
	<u>55,384</u>	<u>64,450</u>	<u>119,834</u>
TOTAL FUNDS	<u><u>70,011</u></u>	<u><u>53,696</u></u>	<u><u>123,707</u></u>

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 £
Unrestricted funds			
General fund	9,648	(23,700)	(14,052)
Deaffest	<u>25,290</u>	<u>(21,992)</u>	<u>3,298</u>
	34,938	(45,692)	(10,754)
Restricted funds			
Deaffest	6,621	(10,096)	(3,475)
BBO Community matters	17,172	(16,515)	657
Reaching Communities	155,321	(136,493)	18,828
Black Country Futures	87,147	(50,504)	36,643
Mytime Active	690	-	690
Yoga Project	1,306	(1,050)	256
COVID 19 Support Fund	981	(100)	881
Online platform/podcast	<u>9,970</u>	<u>-</u>	<u>9,970</u>
	<u>279,208</u>	<u>(214,758)</u>	<u>64,450</u>
TOTAL FUNDS	<u><u>314,146</u></u>	<u><u>(260,450)</u></u>	<u><u>53,696</u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2021.

15. RESTRICTED FUNDS

Deaffest - Grant funding received for use in organising and operating the bi-annual Deaffest festival for the deaf in Wolverhampton.

BBO Community matters - Grant funding received to fund Black Country employment service support.

Reaching Communities- Grant Funding received to develop and deliver services and support to local Deaf people and communities.

Cornwall Project- Grant funding received to supply Deaf Awareness training and workshops in Cornwall.

Connections through Culture- Grant funding to enable two employees to visit Shanghai to assist them in setting up their version of Deaffest.

Black Country Futures- A fund providing support to those aged 16 and above to overcome barriers and move closer to employment. It aims to raise aspirations, develop personal and employability skills and improve the economic stability of participants enabling them to achieve their true potential.

Yoga Project- To provide free yoga sessions for Deaf and Hard of Hearing people

Mytime active- to provide informal meetings with afternoon tea where Deaf and Hard of Hearing people can socialise together