

PENNINE MENCAP

England & Wales · Charity number 1150285

Details

Status	Registered
Legal form	Charitable company
Company number	08055950
Registered	2012-12-27
Register	View on the Charity Commission register

Contact

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Activities

Objects: (A) THE RELIEF OF PEOPLE WITH A LEARNING DISABILITY IN PARTICULAR BY THE PROVISION OF HELP AND SUPPORT FOR THEM AND FOR THEIR FAMILIES, DEPENDANTS AND CARERS AND TO PREVENT LEARNING DISABILITIES FOR THE PUBLIC BENEFIT;(B) TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES FOR THE RECREATION OR OTHER LEISURE TIME OCCUPATION FOR PEOPLE WHO HAVE NEED THEREOF BY REASON OF LEARNING DISABILITY WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE. "LEARNING DISABILITY" MEANS ANY DEVELOPMENTAL DISABILITY OF THE MIND AND ANY ASSOCIATED CONDITION HOWSOEVER CAUSED AND WHETHER MILD, MODERATE OR SEVERE.

Activities: Provision of activities and services for the benefit of adults with learning disabilities, autism and other related disabilities in the Oldham, Tameside and Rochdale areas of Greater Manchester.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People, People With Disabilities

Geography

- Bury
- Oldham
- Rochdale
- Tameside

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£248,920	£323,788	-	-
2023-12-31	£309,323	£359,847	-	-
2022-12-31	£444,281	£399,038	-	-
2021-12-31	£200,434	£148,756	-	-
2020-12-31	£140,595	£44,793	-	-

Trustees

Name	Role	Appointed
ELLIOT GILES SPARKS	Chair	2012-12-10
ALAN PAUL STOCK		2012-12-10
Shaun Adam Fletcher		2023-09-06

PENNINE MENCAP

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Accounts



trustees annual report

contents page

The trustees who are also directors of the charity for the purposes of the Companies Act 2006 present their report with the financial statements for the charity for the year ended 31 December 2024.

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Executive Summary



Including Welcome & Reflections from the Chair & Board of Trustees

2024 has been a year of resilience, reconnection and reinvention for Pennine Mencap.

At a time of ongoing financial uncertainty for many charities, our team has demonstrated outstanding creativity, commitment and care in navigating challenges while maintaining a high-quality, inclusive offer for adults with learning disabilities, autism and acquired brain injuries across Oldham, Tameside and Greater Manchester.

On behalf of the Board of Trustees, I would like to extend our sincere thanks to the staff, volunteers, service users and community partners who have helped ensure that the charity's mission has not only endured but grown stronger. The work undertaken this year has reaffirmed Pennine Mencap's place as a trusted provider, a bold innovator and a much-loved presence in the local community.



“The staff are great, they help me feel comfortable”

Michelle
Service User

Throughout 2024, Pennine Mencap has...

- Delivered an ambitious timetable of arts, wellbeing and social activities across Oldham and Tameside.
- Seen service user participation, especially in public performance, reach record levels.
- Forged new community partnerships and strengthened many existing ones — through powerful platforms like Forever Manchester, Caritas, Dr Kershaw's, and Oldham Community Leisure.
- Maintained a strong commitment to equity, accessibility and service-user voice across all areas of work.
- Repositioned its fundraising strategy toward more flexible, project-based funding, demonstrating resilience in the face of reduced long-term core income.



These achievements have taken place in a demanding operational context. The conclusion of major three-year grants from the National Lottery Community Fund and Tudor Trust placed increased pressure on our income streams, particularly in regard to staffing and running costs. However, in the face of this, the team's focus, energy and ability to adapt has been exemplary — responding with determination, resourcefulness and a renewed emphasis on showcasing the quality and impact of our work.

Perhaps the most striking theme throughout 2024 has been a commitment to co-creation, inclusion and outward connection. From the success of Showability and Stage Right Performing Arts, to the choir's growing reputation and the remarkable impact of Finding a Foothold, it is clear that Pennine Mencap is not simply delivering services — we are creating platforms for people with learning disabilities to be seen, heard and celebrated in public life.

Looking Ahead: Future Plans for 2025 and Beyond

As we head into 2025, our priorities are informed by the experiences and lessons of the past year. The coming year will focus on consolidating growth, strengthening sustainability and further embedding our mission in the communities we serve.

Key areas of focus will include:

1. Strengthening Core Stability

We will prioritise identifying and securing new sources of core funding to replace those lost in 2024, with a renewed focus on unrestricted or infrastructure-focused support. We will continue to work with Action Together and other local partners to identify strategic opportunities.

2. Expanding Partnerships and Collaborative Delivery

Building on new links made with Cycling UK, Failsworth Community Pop Choir, and SPARK Oldham — as well as long-term allies like Hurst Community Centre and Dr Kershaw's — we will expand co-produced, cross-organisational work, particularly in public performance, community health and inclusive education.

3. Scaling Successful Programmes

We aim to increase the reach of high-impact initiatives such as:

- **Showability** – expanding dance performance to more venues and events.
- **Cookalong** – refining delivery models to increase accessibility.
- **Finding a Foothold** – seeking new funding to evolve employability and confidence-building projects.
- **Dancercise & WOW Club** – sustaining and growing participation in these health-focused offerings.





4. Investing in Service User Voice and Representation

We will seek opportunities to platform our service users as performers, creators, educators and ambassadors — not only within the charity but in the wider community. This includes further performances, public exhibitions, and involvement in planning and delivery.

5. Infrastructure Development

We will explore options to improve our transport capacity (highlighted as a barrier to community engagement in 2024), invest in venue development and seek capital or in-kind support for premises improvements — including accessibility enhancements and energy efficiency.

6. Widening Access and Inclusion

We are committed to reaching underrepresented individuals and groups across the boroughs we serve. This includes increasing opportunities for adults with complex needs, and continuing to remove barriers to participation — be they physical, social, economic or attitudinal.

Final Note from the Chair

To every funder, partner, volunteer, staff member and service user: thank you. In a difficult year for the third sector, Pennine Mencap has not only held firm but flourished — thanks entirely to the commitment, creativity and compassion at the heart of our organisation.

We look forward to 2025 with confidence and renewed determination — knowing that the voices, talents and aspirations of the people we support will continue to drive us forward.

Elliot Sparks

Chair, Pennine Mencap Board of Trustees



Impact Report





179

This year we directly supported 179 adults with a learning disability, autism and a huge range of other disabilities and neurodiverse conditions

In 2024 we delivered a record number of group sessions, including choir, drama, cookery, dance, art, information/awareness and social activities

490



The charity benefitted from over 2,600 hours of volunteers helping with events, front of house, kitchen, activities, marketing and governance



2600

Across the Pennine Mencap pages on Facebook, Instagram, YouTube, X and TikTok, our content gained more views for than ever before

212K+



This year our staff team handled a huge 2,205 phone calls, offering information, advice and support to service users, carers, family members and more



2205

In 2024 year the Rhodes Bank Choir were inundated with bookings, delivering a magnificent total of 20 public performances all around Greater Manchester

20



10.9k

The second Pennine Mencap Celebration Ball was a huge fundraising success, with ticket sales, sponsorships, raffle and auction bids raising almost £11k


f 11.7k

On our most popular social platform, Pennine Mencap stimulated a strong public response, with a huge number of comments, donations, likes and shares

With weekly Dancersize sessions and our ShowAbility performance group, our service users clocked up over 1,000 hours of dance moves in 2024

62 040




 **458.4kg**

Thanks to our partnership with Neighbourly, we collected almost half a ton of food from Aldi, Lidl and Sainsbury's stores for our Community Fridge

Despite a difficult climate for fundraising in 2024, we raised a strong amount from grant funders – you can find the breakdown in the Accounts section

£84.5K



 **171k+**

With our weekly wanders with Walk Or Wheel Club, along with a number of extra trips throughout the year, we walked and wheeled a huge distance this year

With donations of goods and services, fundraising efforts and by providing volunteers, we were helped by 67 wonderful local businesses

67



 **1225**

Over the course of 2024, Cookalong sessions saw our service users expertly prepare 1,225 portions of food using 48 different recipes



Social, Creative & Wellbeing Activities

Pennine **mencap**



Pennine Mencap is committed to facilitating high quality, creative opportunities for adults with learning disabilities, autism and acquired brain injuries through wellbeing sessions, social activities and the arts.

Throughout 2024, Pennine Mencap delivered a broad timetable of activities, events, performances and learning opportunities, providing platforms for service users, old and new, to participate and express themselves.

We take pride in promoting independence, self-expression and inclusion across all activities, in direct alignment with the mission of the charity.

Health and Wellbeing Activities

Statistically, adults with learning disabilities are more likely to experience poorer health, reduced life expectancy and barriers to healthcare. Mondays Matter, a day focusing on health and wellbeing, was a product of the ongoing battle to try to combat the persistent health inequality our service users are facing.

Our weekly Dancercise! sessions provide opportunities for all to participate in high energy, fitness focused dance routines, in an environment that is inclusive of every individual's physical or mental needs. Similar to traditional dance-based fitness, which currently excludes or limits access to those with additional needs, Dancercise! incorporates popular music, club lighting and full body movement, with routines that are easy to learn and adaptable. Each routine has the choice of intensity level, including swapping out jogging for walking and substituting jumping for just bouncing or bending the knees gently. A demonstration of a chair version of the routine can also be shown.

"It cheers me up to be with my friends here, laughing and having a good time. It's like my second home."

Adrian
Service User



The WOW Club (Walk or Wheel) continued to thrive in 2024, offering accessible local walks in locations such as Alexandra Park, Dovestone Reservoir and themed walking tours across Manchester city centre. Each walk is carefully planned to ensure full accessibility, enabling service users with wheelchairs or mobility needs to participate equally. We recognise that reluctance to travel to unfamiliar places can present a barrier, so providing support around public transport and navigating busy environments is a key approach that has proven highly beneficial for all participants.

In addition, our service users have demonstrated a strong commitment to their communities by engaging in regular litter picks across local parks and beauty spots in Oldham and Manchester, alongside other local Learning Disability groups. This not only reflects their pride in their local environment but their willingness to support the community.

Creativity Club

Creativity Club takes place every Tuesday morning and provides a structured session of arts and crafts. Each session is designed around a central theme or key activity, encouraging participants to explore different creative mediums. Where possible, sessions are aligned with notable dates in the calendar such as Diwali, Easter and Christmas, as well as the different seasons. This thematic approach establishes continuity across the year, while offering variety and meaningful opportunities for creative engagement.

Following the success of our roof terrace project and the positive feedback from service users who valued the space as a. additional quiet area, we have now made the terrace refresh an annual feature of Creativity Club. This year, service users took part in cleaning and repainting the plant pots, as well as adding new flowers and greenery to enhance the outdoor sensory area for everyone to enjoy.

We make it a priority to display artwork created by service users throughout the centre, whether as decorations for parties or as part of window displays. Showcasing their work not only enhances the environment but also provides a sense of pride and achievement for participants. It stands as a clear example of the creativity that emerges from these sessions.

Rhodes Bank Choir

2024 has been an exceptional year for our choir, marked by the highest number of public performances to date.

The year began with a significant opportunity when Forever Manchester, a long-standing funder, invited the choir to perform at their annual birthday celebration. The event, attended by over 300 guests, showcased the positive impact Forever Manchester has had on communities and the organisations it supports. Our choir embraced the opportunity to perform at such a high-profile event with enthusiasm and excitement.

In addition, Forever Manchester arranged for the Rhodes Bank Choir to record their vocals in a professional studio, which were later incorporated into the live performance.

The performance was met with a standing ovation and stands out as one of the key highlights of 2024.



“Drama and choir are my favourites. I love showing what we can do when we perform in the community.”

Sue
Service User



Our next performance in 2024 was at Terence O’Grady, a local organisation providing evening activities for adults with learning disabilities. The choir performed for approximately an hour, with the audience enthusiastically dancing and singing along. The event was so well received that we have since been invited to return on several further occasions.

The summer months were particularly busy, with the Rhodes Bank Choir invited to perform at several community events, including the Doctor Kershaw’s Summer Fayre, the Camberwell Park Summer Fayre and the Caritas Hate Crime Event. The strong relationships we have developed with these organisers have significantly raised the profile of Pennine Mencap and we are grateful to be invited back year after year.

Oldham Pride remains a highly anticipated event for the Rhodes Bank Choir and we were delighted to once again have the honour of opening the celebration. The event provides a valuable platform to strengthen connections within the local community while highlighting the contribution we make to supporting and celebrating the learning disability community in Oldham.

Throughout the year, the Rhodes Bank Choir also performed at our own fundraising events, including the Summer Fayre and the Celebration Ball. Having service users perform at these occasions is especially meaningful, as it provides a direct and powerful way to showcase the impact of our work. Their involvement brings a personal touch to our events and is consistently met with an overwhelmingly positive response.

To conclude the year, our annual Christmas Care Home Tour returned, bringing festive cheer to residents across Oldham and

Tameside. In 2024, we expanded the tour to include a visit to Tameside Hospital, making it our busiest Christmas week to date. Performances of much-loved Christmas classics were warmly received, with nursing staff, relatives, residents and patients all joining in to celebrate the season together.

Music Therapy

This year we continued our partnership with music therapy charity Nordoff and Robbins, building on our relationship with therapist Alan Wells. Following his student placement at Pennine Mencap in 2022-23, Alan returned fully qualified throughout 2024. In addition to 1:1 sessions, specialist small group work and our big percussion-based Pennine Sunshine Band, we also facilitated a free of charge joint project with neighbouring learning disability organisation OPAL. This culminated with a Music Therapy Extravaganza at Rhodes Bank Chambers in December, showcasing a year of amazing creative efforts.



“I like all the creative activities. Taking part gets me out and stops me being on my own.”

Paul R
Service User



Wednesday Social

Wednesday Social continued to expand in 2024, enhanced by the introduction of themed parties and events throughout the year, including St Patricks Day, 1950s day, Cinco de mayo and Halloween. Wednesday Social has continued to be promoted as our introduction session to meet new people, become familiar with the centre and staff and settle in, before committing to a more structured activity. Tabletop activities, karaoke and bingo are on offer, as well as a weekly quiz, all which contribute to a welcoming and inclusive environment.

Stage Right Performing Arts

Throughout 2024, Stage Right Performing Arts concentrated on developing their skills, across the three core disciplines of Musical Theatre; Dancing, Singing and Acting. This is where the project, A night at the Musicals came from. The primary objective was to enable performers to adopt a range of characters within a cabaret style production of scenes from well known musicals such as Moulin Rouge, The Lion King and My Fair Lady. The fully accessible performance provided an opportunity to showcase the progress achieved through weekly rehearsals and also evidence the range of the cast.

Showability


At Pennine Mencap, creative expression through the arts is at the heart of what we do. In 2024, we launched Showability, a dedicated performance-based group for service users who wanted to learn dance routines and perform either on stage or at events in the community.

The group provided an opportunity to explore a variety of choreographed routines, introducing different dance styles, formations and the use of props. For those with a little more confidence, there was also the chance to develop solo pieces to songs of their own choosing, which could then be showcased at future performances and events.

Each term ran for six weeks, with routines carefully broken down and rehearsed to ensure participants could master and refine the choreography. The feedback from everyone involved was overwhelmingly positive and it was inspiring to see the dancers' skills, confidence and creativity grow with every session.

Friday Night Club

Throughout 2024, we continued the process of reimagining Friday Night Club as an event-based service rather than simply a drop-in social club. This shift has been highly successful in differentiating it not only from our own Wednesday social sessions but also from other evening social opportunities in the area for adults with additional needs.



“Showability is my favourite thing. I really like it when we dance as a group.”

Jo
Service User

A key factor in this success has been our imaginative use of monthly themes, which help create a sense of excitement and give each Friday Night Club its own distinct identity. The themes we've chosen throughout the year have reflected the interests and strengths of our regular service user group in Tameside.

Highlights have included a Strictly Come Dancing night, an American Diner themed Friday Night Club and a Murder Mystery Dinner Party, during which staff and volunteers performed a fully scripted play while serving a three-course meal to almost 40 attendees.

By taking this approach – and adding regular extra touches such as a full-scale photo booth with props and costumes – we have made significant strides in establishing a new identity for Friday Night Club.

At the same time, it remains an important part of our offer as our longest-standing activity in Tameside, providing a strong link to the borough where the charity first established its activities in 2012. It also continues to be a vital point of contact for both regular and new attendees, offering access to information, advice and signposting from staff and volunteers, alongside the warm welcome, hearty food and companionship that define this increasingly unique monthly gathering.

Cookalong

Throughout 2024, Cookalong remained one of our favourite ways to encourage independent skill-building and creativity through the medium of food. Over the course of the year, we celebrated cultural and religious occasions, marked local, national and global food celebration days and embraced exciting spontaneous ideas that took us on unusual culinary journeys – keeping our service users stimulated and entertained every Friday morning.

Given the high percentage of individuals in our service user group who live with diabetes and other health conditions related to obesity, as well as common challenges around portion control, it has been essential to maintain a careful balance between promoting healthy choices and preserving the creativity and fun for which Cookalong has become known. Creating this individualised health-centred approach in a group drop-in activity is a challenge, with varying dietary needs, skill levels and personal preferences all needing to be balanced, while still ensuring that each participant feels engaged, supported and able to develop confidence and independence in their cooking.



“I enjoy performing and really appreciate how the staff support me with my art projects.”

Anthony
Service User



In 2024, some of the recipes we explored together ranged from simple regional classics such as ploughman's lunch and toad in the hole, to more elaborate dishes such as chestnut en croûte, as well as international favourites like aloo gobi and Chinese-inspired Across-the-Bridge soup.

Occasional sweet dishes, such as traditional English afternoon tea presented on individual three-tier stands, have been exciting treats that add a sense of celebration and indulgence to the sessions, while showcasing how presentation can elevate even simple recipes into something special.

As attendance at in-person Cookalong sessions has continued to rise steadily, we've refined our methodology, room layouts and cookery techniques to meet an increasingly diverse range of needs and ability levels. Food hygiene, cross-contamination and allergen awareness remain ever-present considerations, integrated into every session to support the development of safe and sustainable cooking skills.

Feedback from service users consistently highlights that one of the most valuable aspects of Cookalong is its ability to build confidence and practical independence. While the sessions are often quite adventurous – making the most of the kitchen facilities at Pennine Mencap – they reliably provide useful ideas, information and hands-on experience. This, in turn, helps participants feel more confident about buying ingredients and trying recipes at home that they might otherwise have found daunting.





Community Engagement



2024 has seen a huge uplift in community engagement as Pennine Mencap has forged connections and partnerships with a range of new organisations across Greater Manchester. This increase builds on pre-existing relations with other charities, public bodies, community associations and local businesses around Oldham, Tameside and our immediately neighbouring boroughs.

Off to a Flying Start: Forever Manchester Birthday Party

Early into 2024, our first opportunity for community engagement was the Forever Manchester Birthday Party, held at the Kimpton Clock Tower Hotel, with over 500 guests in attendance. This annual celebration for the biggest community foundation in Greater Manchester is a hugely visible platform, bringing together passionate representatives of communities from all ten boroughs of Greater Manchester.

The Rhodes Bank Choir were given the incredible opportunity to record and perform their own cover of Take That's 'Rule the World' at the event. The audience's reception of the performance was electric, with all 500 guests stood on their feet, cheering and applauding. Significantly, this performance led to a number of great opportunities for the charity, including creating fruitful new links with organisations, such as community radio stations, from across Greater Manchester.

Creating Collaborative Experiences

A theme established throughout 2024 has been creating opportunities for our service users to see and experience new and exciting things. The staff team decided to organise a number of trips that were fun and had strong themes and educational elements to them but first and foremost, were chosen by the service users themselves. The first of these trips

was to Salford Quays and Media City. Service Users got the opportunity to look around the Lowry, the Quays and Media City itself.

Throughout the year we also took trips to Etherow Park, Ordsall Hall, Fletcher Moss, the Sea Life Centre and the Museum of Science and Industry. These were all local outings, where we engaged with their services to provide an accessible and inclusive trip for our service users. Ordsall Hall, in particular, was a great example of working with the organisation to create a bespoke visit just for our service users. We had a guided tour with a member of staff who was trained to work with people with learning disabilities. The visit to Ordsall demonstrated that with a cooperative and inclusive approach it is possible to make historical and cultural destinations truly accessible; a mark of this trip's success is that the service users have already asked to go back for a repeat visit.



Looking further afield, during 2024, we have also taken trips to Blackpool, Chester and even organised and successfully delivered a bespoke holiday to Caernarfon. The trips to both Blackpool and Chester, gave us the opportunity to create a great relationship with KMatt Coaches who have provided us with a brilliant service on several occasions. A local firm, who are happy to support a local charity. Both trips were educational as well as fun. In Blackpool we took in the sites and the got the chance to spend the afternoon in the incredible Tower Ballroom. The service users were in their element! Likewise, in Chester, the service users toured the cathedral and even met a roman centurion! This is still talked about nearly a year later!

Connecting with New Partners

Successfully across 2024 we have created links with a number of community organisations from around Oldham and beyond. Having attended a number of Engagement Network events, hosted by the Greater Manchester NHS Engagement Team, we have established new relationships with SPARK Oldham, Caritas and Inclusive Bytes to name just a few. These connections have been a great way for the service users to display the work of the charity; our choir has performed twice at different Caritas events, and we have also had stalls at a number of SPARK community events.

Continuing on the theme of new connections, during 2024 we have established links with both Oldham Community Leisure and Cycling UK. The latter has proven to be a great opportunity for our service users, since our first meeting with them we have joined up to offer a number of accessible riding sessions. These have taken place in beautiful landscaped locations ranging from Hyde Park in Tameside to Peel Park in Salford, taking advantage of Cycling UK's range of accessible bikes. The varied seating, steering and pedaling configurations of the bikes and trikes ensured there was a suitable option for everyone, regardless of any difficulties with coordination, balance or physical strength.

Feedback from the service users has been really encouraging, confirming this partnership offers something unique which we would not have been able to realistically provide in isolation. This partnership is something we are hoping to continue into 2025.



Shared Voices: Success Through Song

One major new community-based connection we have established this year is with Failsworth Community Pop Choir. Laura, the choir leader, reached out to our choir and asked us to perform alongside them for two shows; importantly this placed the Rhodes Bank Choir on an equitable platform with their counterparts in the Failsworth choir, making this a fantastic opportunity to promote inclusion and co-production.

The Rhodes Bank Choir performed 'He Lives in You' without lyrics, with choreography and in front of 300 people at a public event in Chadderton. This event was a major success and thanks to the amazing efforts of both choirs and the big audiences we managed to raise £1000 over two nights. Since these performances, the Failsworth Community Pop Choir has gone on to support the work of the charity by sponsoring our Celebration Ball.

We look forward to further relationships we will have in the year to come, having organised another two performances with them.

Solidifying Strong Partnerships

Building on the successes of the choir's performances at Forever Manchester and with the Failsworth Community Pop Choir, the choir and our newly established ShowAbility Dance Group performed al fresco at Dr Kershaw's Summer Fayre. This was met with warm praise and highlighted that Pennine Mencap is also keen to turn its hand towards supporting other local charities.

This performance built on our existing relationship with Dr Kershaws, but this led to further connections arising from the goodwill generated on the day. From our participation at the Dr Kershaws event, we forged a friendship with the compères who also happen to be the organisers of numerous other community events, including Alkington Christmas Lights Switch On. This proved to be a brilliant opportunity, with the event organisers not just inviting us to perform at the Alkington Switch On, but providing transport, food, drinks and even a substantial donation towards the work of the charity.

Moreover, throughout the year we have continued to develop mutually supportive relationships with a number of organisations, including Hurst Community Centre, Oldham Pride, Oldham College, Action Together and Billingtons. These connections have once again proven to bear fruit for the charity. Not only have they helped us to raise the profile of our work and mission across Oldham and Tameside, but have also helped us to facilitate the important work to aim to do every day.





We continue to rely heavily on Hurst Community Centre as our second home, continuing our good relationship with the Centre's management committee. We use this facility for our large events, such as Friday Night Club, our Summer Fayre and live performances by our Stage Right Performing Arts company. We hope to make more use of Hurst as an important partnership venue in the coming year for more midweek activities.

A Ball for All

In November, we were proud to host our second Celebration Ball. Again, we chose to hold the event at Chadderton Town Hall, with a three-course dinner, live performances, auction and raffle. This event was a huge success, raising eleven thousand pounds for the charity. Not only was the outcome amazing but the event brought together a huge number of our supporters. The room was filled with businesses and associations that have established links with the charity throughout the last decade, all of whom were there to show their support to the vital work we are doing across Greater Manchester.



This year however we chose to use the time leading up to the event as a major profile increasing opportunity. For thirty days leading up to the event, we contacted a new business or organisation, who could sponsor us. This gave the event a much wider reach, in terms of publicity, but also brought in a number of new and exciting event sponsors. This included our Food Ambassador celebrity chef, Adam Reid, who donated a meal for two at his restaurant The French, combining it with an overnight stay at the Midland Hotel. Support like this helps massively in the effectiveness of the event and is crucial in helping community engagement to and from the charity.



Feeling a Festive Glow

As we approached December and the Christmas period, community event opportunities really took an uplift. It is both a joyful and challenging time of year throughout the community as a whole, but especially for our service user group. The choir were invited to attend a huge number of different events across Greater Manchester and we accepted as many of these booking requests as possible, both to give back to the wider community and to offer further opportunities for our service users to experience the uplifting feelgood benefits of showcasing their talent and goodwill to other local residents.



In the 2024 festive season we performed in four care homes, two of which are new to the charity. Further to our role at the Alkrington Christmas Lights Switch On we also took centre stage in the Spindles Shopping Centre ahead of the Oldham Lights Switch on. All of this is in addition to singing at Tameside General Hospital, which was a wonderful opportunity to give something back to staff and patients in Tameside – the borough where almost half of our service users live. This occasion was also an opportunity to solidify our links with the NHS trust, which we believe will lead to important partnership work in the years to come.



Following on from this we also got the chance to be the entertainment at an Over 60s Christmas Party, hosted by Dr Kershaws. This performance was a hit with the guests and really boosted the mood of both service users and guests alike. As well as this, at the start of the month we were involved in the Christmas Tree Festival at Oldham Parish Church. Service Users created decorations that adorned the tree for two weeks. We were also lucky enough to receive a tour of the church and listen to the organ and sing some carols. The feedback from the service users was hugely positive and we will look to do this again next year.



Overall community engagement throughout 2024 has been hugely positive. Establishing links with organisations from across Greater Manchester proven to be very beneficial for the charity as a whole and most importantly our service users. This is not to say that we haven't had our challenges, for example attendance at some events has been low and the lack of a charity vehicle has been difficult. However, despite these things, we have seen a huge amount of growth in this area and we are heading into 2025 with a positive outlook for the charity, now knowing that we have forged a number of new relationships with a range of organisations which have complimentary objectives in the community.



Volunteering



Before 2024, the charity consistently struggled to recruit and maintain volunteers. The main reason for this, as indicated in volunteers' exit interviews, was successful career progression. Whilst the charity recognises this as a positive outcome for those who have volunteered with us until opportunities arose elsewhere, it meant high turnover – and we were generally unable to rely on volunteer contributions.



“Volunteering in the kitchen helps me learn new skills.”

Jason
Service User

Pennine Mencap has previously lacked a formal recruitment process for volunteers. Historically, almost all of our volunteers have sought out the charity independently or were referred to us by the Jobcentre. In 2024, the charity aimed to rectify this by putting more effort into advertising, developing further volunteering opportunities, and improving the supervision of volunteers. We were able to do this successfully with the help of grant funding from Greater Manchester Combined Authority (GMCA) for our Finding A Foothold project, allowing us to employ staff to coordinate and deliver the charity's volunteering programme.



The main aim of the Finding A Foothold project was to improve employability outcomes for adults with disabilities. Statistically, this group have some of the highest rates of unemployment. The majority of our service users are aged between 25 and 50. This group grew up in a society with little awareness of disabilities and low expectations of people with disabilities. This has left them without adequate qualifications, training or experience. Our project focused on skill building which could lead to better employability prospects.

As part of the Finding A Foothold project, we embedded skill building into our daily activity provision. This included developing communication skills in our Stage Right drama workshops, creativity in Creativity Club, technical skills in Cookalong and communication skills within our social groups. Some project participants received opportunities to engage in volunteering roles within Pennine Mencap. Some examples included taking part in reception duties, serving lunch, pot-washing, marketing and housekeeping.

In addition to this, we opened a Pop-Up Charity Shop at Rhodes Bank Chambers. Our service users were responsible for collecting donations, steaming clothing, pricing items, creating displays, managing stock, greeting customers, completing sales and tidying up at the end of the day. An impressive 56 people with disabilities were involved with all different aspects of setting up, promoting and running our charity shop between February and July 2024.

Our volunteer co-ordinator was responsible for the recruitment and management of volunteers. Recruitment was made easy through connections with other organisations such as Action Together, Tameside College and Oldham college. All of our volunteering opportunities are now advertised on Action Together’s website, and we receive notifications each time somebody expresses an interest in one of our roles.

Action Together’s social prescribing team are very supportive of our work and often assist individuals to apply to volunteer with us. This contributed hugely to the volume of applicants we received throughout 2024. Since, publishing our adverts on the Action Together website we have received an average of 5 expressions of interest per month.

Our 2024 volunteering opportunities included: Volunteer Receptionist, Volunteer Kitchen Assistant and Volunteer Support Worker. Since recruiting these specific job roles, there has been a noticeable difference in the attitude of our volunteers. Feedback from volunteers highlights the importance of having a clear understanding of their roles and responsibilities. It is also clear that our volunteer co-ordinator has made our volunteers feel confident in their roles.

We are delighted that following this successful project, we have been invited to apply to GMCA/WEA to continue the Finding A Foothold project for a further 6 months in 2025.



“At my other volunteering job, they never told me what I should be doing and I didn’t know who to go to for clarification. I feel supported here.”

Elizabeth Volunteer Support Worker





Steps Towards Supported Living

Pennine **mencap**



Supported Living represents one of the three main pillars of our fundraising and income generation strategy. In 2024, this area was formally embedded within a clear, structured plan to guide our efforts in generating unrestricted income for the charity. We are therefore especially pleased to report a major step forward in what we believe may become the most sustainable source of revenue to support Pennine Mencap's work into the future.

From Vision to Reality

After three years of groundwork through our trading subsidiary, Pennine Mencap Supported Housing Limited, we reached a significant milestone. The subsidiary owns two properties in Tameside that have been under gradual renovation in preparation for use as supported living accommodation for adults whose needs are not well met by the limited supported housing options currently available in the area.



One property is a four-bedroom shared house, while the second is a mews-style building that previously comprised four separate flats. Renovation work on both has progressed steadily, though at a modest pace, due to funding limitations and the inevitable challenges of modernising older residential properties.

We are deeply grateful to Reliance Bank for their continued support with this project, having first come on board in 2021. Their provision of a low-charge mortgage enabled not only the purchase of these properties but also the initiation and progression of essential renovation works.



Welcoming Our First Resident

A major highlight of 2024 came in August, when all work on the shared house was completed and Tameside Council formally approved its use as a supported living property for adults with learning disabilities. Soon after, we proudly welcomed our first

resident – a long-standing service user who has been involved with Pennine Mencap since the charity's founding in 2012.

Having supported this individual through many challenges and milestones over the past 12 years, it is a source of immense pride that we are now able to offer them a safe, secure and supported semi-independent home for the first time in their life.

As the property has capacity for four residents, our next focus will be on identifying two additional tenants who are a suitable match to share the home (the fourth bedroom is allocated as a staff room and sleep-in space for provision of overnight support). We are approaching this process with care and deliberation, recognising that compatibility and quality of experience are essential to ensuring the long-term success of this new chapter in our service delivery.

Continuing the Journey

Work has also continued on the second property, the building of four flats. We have determined that, in order to use it most effectively for supported living, the internal layout must be substantially reconfigured. This will include combining two smaller flats to create a larger, more flexible space capable of housing two cohabiting adults with learning disabilities.

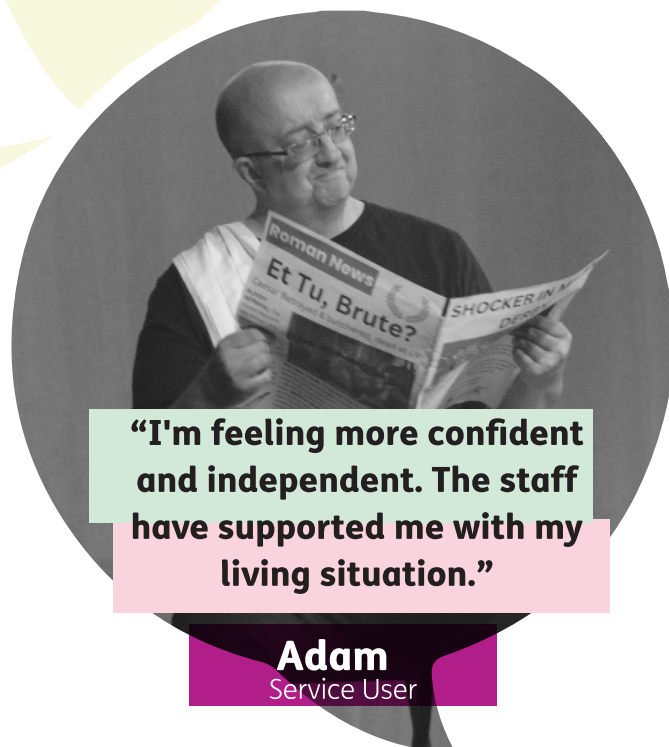
The scale of this work is significant, but we aim to complete renovations by the end of 2025, bringing both properties into full use and expanding the supported living opportunities we can offer.

Fair Trades

Our progress would not have been possible without the continued goodwill and cooperation of a range of local tradespeople – builders, joiners, roofers, plumbers, gas engineers, decorators and flooring specialists – many of whom have provided services at competitive rates or contributed materials free of charge.

This generosity has had a tangible impact. For example, one local supplier donated a full suite of high-quality bathroom fixtures, including an ex-display luxury bathtub, for the shared house. Contributions like this have been invaluable in enabling us to reach the point where our first supported living property is now complete and occupied.

We are confident that, with the continued support of our community partners and local businesses, we will see the shared house flourish and the second property brought to completion in the near future. Together, these developments mark a transformative milestone for Pennine Mencap – one that deepens our impact and ensures greater long-term stability for the organisation and the people we support.





Destination Caernarfon: The First Pennine Mencap Holiday

Pennine **mencap**

In March 2024 the charity took a group of 20 service users to beautiful, historic North Wales for four days of fun. This wasn't just a holiday; this was big news for Pennine Mencap. It had been a long-standing ambition discussed within the charity for many years, but for a long time it felt like an unachievable dream.

We could never previously muster enough staff and volunteer time to organise and put a holiday into action on top of all our day-to-day activities and other long-term projects. There had also always been concerns about making a holiday financially accessible for our service users, given that many of them experience significant economic hardship – while still making it a memorable, high quality experience for them.

Then, at the end of 2023, the service users collectively expressed a wish to go on holiday together, directly asking for our support in facilitating that. Presented with such a strongly expressed desire, we were galvanized and resolved to finally make it happen. As a team we found a venue that was accessible and housed a large number of visitors. Due to the success of our 2023 fundraising we were able to subsidise the holiday, which meant the costings for service users were majorly reduced.

The venue we found was called The Bevan, an adapted large accommodation made for group holiday bookings. It had 24 adapted twin rooms with ensembles, games room, cinema space and incredible views of north Wales. It was a great space for the service users and really made the holiday special.

Over the four days we planned a trip to Caernarfon, where the service users took part in a town exploration trail, taking in the harbour, medieval town walls and the royal castle. We then enjoyed a three-course meal at The Castle Pub, where everyone got to watch the sunset on the harbour. It was a really wonderful moment, with Karl looking out contentedly and simply saying 'it really helps you, being by the sea'.

The feedback we received from everyone who attended the holiday was thoroughly encouraging. On the second day we took the service users on an outing to Llandudno, where they enjoyed time wandering around the shops, down the pier and enjoying a nice lunch by the seaside. Bobby stated how 'the holiday has really helped my mental health' and Sue explained 'how the holiday had brought all the service users closer together'.





The feedback received really enforced the importance of this first Pennine Mencap holiday and showed that such trips can be a vital part of the work we do for our service users. We finished the holiday with a slumber party, pyjamas on, buffet tea and a good film. This simple evening of relaxed companionship really rounded off the few days. It gave the service users the opportunity to let go of any residual anxieties and just be present as the best versions of themselves.

There was a clear decision that we must do this again. We can't wait for next year's holiday!

10,000 Metres of Manchester Fundraising

Opportunities such as the holiday to Caernarfon are only possible thanks to generous individual giving. Fundraising from the public creates unrestricted funds, which enable us to subsidise activities that grant funders won't support. This is how we can make them accessible to as many of our service users as possible.

A fantastic example of public fundraising in 2024 came from volunteer Chris, who trained for months alongside Shona to take part in the Manchester 10k on Sunday 26th May. It was a challenge for Chris as a runner, while Shona showed incredible tenacity and resilience throughout. Together, their efforts raised over £500 for Pennine Mencap.

Well done and thank you both!





Health & Wellbeing Inequalities

Pennine **mencap**

Adults with a learning disability on average die 19.5 years younger than the general population.

LeDeR also reported that 38% of people with a mild or moderate learning disability died an avoidable death.

Mencap website (www.mencap.org.uk), 2025

The term ‘avoidable death’ is used to describe a death that could have been prevented with good quality healthcare. One of the major barriers to healthcare for people with learning disabilities is anxiety or lack of confidence. At Pennine Mencap we recognise this barrier is common among other vulnerable groups, including autistic people and those who have acquired brain injuries.

The Pennine Mencap team are passionate about reducing health inequalities and work incredibly hard to support service users to live long, meaningful lives. We do this by providing daytime activities geared towards promoting health and wellbeing for all.

Our activity centre is designed to be a safe and warm space for vulnerable adults, where they can socialise with others, access support and receive a nutritious meal. As well as this, our activities provide opportunities for skill building and creative outlets. The empathy and patience of staff mean everybody feels welcome and accepted.

Through our activity provision we are reducing social isolation, encouraging people to be active and creative, increasing self-esteem; and above all else, creating a sense of togetherness. This highlights that ‘Wellbeing’ sits at the very core of the charity’s work.

In 2024, we received a generous donation of £1000 which enabled us to create a Breakout Space within our activity centre, offering a quiet area for service users when they are feeling overwhelmed or anxious. It is a low-stimulating environment with comfortable seating and self-regulation tools.

Physical Health

According to the NHS, 37% of people with learning disabilities who underwent a BMI check in 2019 were classified as overweight or obese.



“My favourite thing is spending time with my friends here. It's really good for me.”

Dan
Service User

That is why in 2024 we committed to facilitating 150 minutes of physical activity per week, as recommended by the NHS. This led to the formation of our inclusive dance company: ShowAbility, who rehearse for 45 minutes, every Wednesday afternoon. We continued to offer dance-based exercise classes, a walking group and performing arts activities throughout 2024.

In February, Defibshop kindly donated a portable Defibrillator to Pennine Mencap. Since then, we have been able to facilitate physical activity safely and with confidence, knowing we have a potentially life-saving device on site in case of a cardiovascular emergency.



In addition to our 150 minutes of weekly physical activity, we also took part in The Inclusive Cycling project with Cycling UK. We attended several cycling sessions in the 2024, where service users were introduced to a wide range of adapted cycles. The group practised various skills such as braking, changing gear, adjusting speed, road safety and cyclist etiquette. This was a fantastic opportunity for our service users, many of whom told us they had not cycled since being children.

In celebration of our commitment to being more active, the charity proudly attended Oldham College’s National Fitness Day event. Hosted in the college’s sports hall, this event brought together an impressive range of services promoting health and fitness. Throughout the day, we demonstrated our inclusive Dancercise activity and invited members of the public to join in too.

Community Health Champions

In 2024, Pennine Mencap were invited to become Health Champions for the learning disability community. The charity received support to promote NHS health initiatives such as cancer screenings, vaccinations, annual health checks, and the measles outbreak. We became part of the Health Champion network, enabling us to stay up to date with accurate health information which we could then share in more accessible and engaging ways within our provision. We invited representatives from Answer Cancer to discuss various screening programmes, raising awareness and encouraging uptake.

An important element of this project provided staff with appropriate awareness training, enabling them to support service users to make and attend appointments. We recognise that support and encouragement from staff is the most successful tool for reducing anxiety and developing confidence. This is a service we hope to continue to develop in the future.





Pennine Mencap Advisory Panel

Pennine **mencap**



Introducing Pennine Mencap Advisory Panel

In 2024, Pennine Mencap took a significant step forward in deepening service user involvement by formally establishing the Pennine Mencap Advisory Panel (PMAP). The panel was created to provide a structured, inclusive platform where service users could actively represent the views, concerns and aspirations of their peers, contributing directly to the charity's day-to-day operations and longer-term development. The journey to launch PMAP was grounded in thoughtful planning and a commitment to accessibility, with a goal of helping every voice to be heard in a way that suited individual communication preferences.



Building an Inclusive and Accessible Structure

The process began with extensive groundwork to map out the structure of PMAP and to design an accessible application process. Recognizing the diverse communication and cognitive needs of service users, the application invited submissions in any combination of written, spoken or drawn formats. This openness allowed candidates to express themselves in ways they felt comfortable, removing traditional barriers to participation. Selection procedures were carefully calibrated to ensure fairness, acknowledging the unique challenges some applicants faced while maintaining a focus on identifying those best positioned to advocate for the collective interests of the service user community.



Once formed, the PMAP board was tasked with meeting quarterly to discuss issues, provide feedback and plan ongoing projects. Each meeting was designed to foster equal participation and ensure a variety of perspectives were represented. PMAP members were given opportunities not only to raise anonymous compliments, concerns and complaints for the attention of staff and trustees but also to develop initiatives between meetings, such as surveying other service users to gather ideas for future activities.

Setting Expectations and Early Priorities

At the inaugural PMAP meeting in April, the purpose and potential of the panel were clearly outlined. Staff emphasized the role of PMAP members as ambassadors for the charity, chosen for their ability to represent service users positively and constructively. The group discussed practical steps to increase their visibility and approachability, including consideration of the introduction of badges or other physical identifiers to signal their role. Given the range of communication abilities within the wider service user group, creative solutions such as photo badges and colour coding were proposed to ensure clarity.

Discussions also highlighted the importance of educating members about each other's disabilities to foster mutual understanding, with suggestions to invite guest speakers for this purpose. The April meeting revealed a shared enthusiasm for expanding activity options, with members suggesting new sessions such as yoga, tai chi and guided meditation to complement existing health and wellbeing programs. Music therapy and choir were praised for their mental health benefits, sparking ideas for accessible adaptations like visual song aids to enhance inclusivity during performances.

Beyond activity programming, the group reflected on social spaces within the centre. Members advocated for improvements such as using the ground floor windows to display artwork, creating a more vibrant community atmosphere visible to passers-by. There was also a strong appetite for trips and outings, with members brainstorming accessible destinations reachable by public transport, emphasizing the value of shared experiences and community building.

Growing Confidence and Influence

By July, PMAP members were demonstrating increased confidence in their roles. Discussions about volunteering and fundraising reflected a growing sense of ownership, with members taking initiative in leading tabletop activities, managing rooms and exploring innovative ideas such as online charity sales. Positive feedback on existing activities like dancercise and walking groups was balanced with suggestions for themed entertainment and further afield trips, underlining the members' keen interest in shaping a dynamic and enjoyable program.

Food and safety also featured in conversations, with practical recommendations such as portion control, the use of safety knives and diversifying meal options, reflecting PMAP's holistic engagement with daily life at the charity. Fundraising efforts were bolstered by ideas for a tuck shop and increased promotion of the charity shop in local communities, demonstrating a commitment to supporting the organisation's longer term sustainability.

Learning, Challenges and Adaptation

While the first year of PMAP brought many successes, it also surfaced challenges, particularly in navigating diverse communication styles and occasional differences of opinion among members. Recognizing the emotional investment involved and the complexities of managing group dynamics, the panel recommended introducing an independent facilitator to guide meetings. This role would support the navigation of agendas and mediate discussions, ensuring all voices could be heard in a respectful and productive environment.



This reflective approach to improvement signals PMAP's maturity and the charity's commitment to continuous learning. The feedback provided by PMAP members has already proven invaluable to staff and trustees, offering fresh insights that have influenced decision-making and enhanced service user experiences.

Looking Forward: PMAP's Role in 2025 and Beyond

As PMAP moves into its second year, the focus is on refining processes and building on the foundations laid in 2024. Plans include strengthening support for members, expanding the scope of their projects and enhancing the panel's visibility both within the charity and in the wider community. There is a shared ambition to embed PMAP more deeply into the charity's governance and to ensure service users have a genuine and ongoing say in shaping the future of Pennine Mencap.

The establishment of PMAP marks a vital milestone in the charity's commitment to co-production and meaningful engagement. By empowering service users to represent their peers, advocate for improvements and celebrate successes, Pennine Mencap is fostering a culture of inclusion, respect and shared ownership. The journey of PMAP in 2024 illustrates the transformative potential of listening, adapting and growing together – and it sets an strong precedent for what can be achieved in the years to come.





Advocacy



Advocacy

As communication systems become increasingly automated and not just digital but AI-driven, the landscape of how people access basic, essential services is changing rapidly. There is no denying the efficiencies these technologies bring on a broadscale, yet this progress is not without a cost. For many people with learning disabilities, mental health conditions, physical impairments, sensory challenges and neurodivergent presentations such as autism or ADHD, the shift toward overly structured, automated communication is creating significant new barriers.



At Pennine Mencap, we are aware of the impact this has already had on many of our service users who struggle with their literacy, numeracy, memory, IT skills and their fear of consequences (real or perceived) if they ‘get it wrong’ when trying to deal with services who have a substantial influence over their lives. The services which have a growing reliance on digital forms, online journals, apps, booking systems, ID checking measures and voice recognition software, range from banks and utility providers to dentists and DWP – services that are essential our service users.



As part of confronting these realities, our advice and advocacy work is more critical than ever. While the large organisations which are central to daily life simultaneously promote equality, inclusion and diversity as important ethical virtues, they also embrace automation in ways which can entirely contradict the values they promote. Many of the people we support are the people who are ‘left behind’ by change.

The Invisible Walls of Automated Communication

The adoption of automated phone lines, online portals, AI chatbots and multi-factor authentication systems is becoming the default across public bodies, banks, utility providers and other essential services. What is often sold as progress or digital inclusion is, in practice, a series of hurdles that block access to fundamental rights and services for many people we support.

These systems demand not only the ability to navigate complex technology but also to manage multiple passwords, codes, authenticator apps and layers of personal data verification before a human being can even be reached. This is not simply a matter of ‘getting with the times’; for a significant proportion of our service users, these demands are a barrier that excludes them outright.

The narrative that these challenges primarily affect older adults conveniently obscures the reality. People with disabilities, mental health difficulties and neurodivergence are systematically excluded despite the rhetoric of inclusion and diversity. Large institutions tout their values, yet their automated systems operate with little regard for the diverse needs of their users, pushing a significant and varied group to the margins.

The Myth of Digital Inclusion

There is a widespread but misleading assumption that technology is universally empowering. While many do benefit from streamlined digital services, this overlooks the stark inequalities that automation exacerbates. The systems designed to increase efficiency often sacrifice flexibility, discretion and human judgement – qualities essential for meaningful inclusion.

For people facing cognitive or sensory challenges, or living with fluctuating mental health conditions, the loss of face-to-face or even straightforward telephone contact is not just an inconvenience; it can cut them off from essential services. Being forced to engage with impersonal automated systems, often programmed without understanding or accommodation of these realities, results in exclusion and distress.

These in turn lead to real-life problems, ranging from suspension of benefits needed to buy basic shopping and top up the gas meter, to the loss of teeth which could be saved because it was too complicated to book an appointment with a dentist. While we aim to make our advice and advocacy services easily approachable for those who already access group activities or other elements of our services, we often only find out about such problems when it's too late.

It's hard for anyone to ask for help, but harder still if you are contending with the challenges of a disability – and even moreso when it feels like the issue you're struggling with is something so fundamental that it makes you feel 'silly' or 'incapable' for needing support. This is increasingly becoming the case, as it is proving harder than ever for many of our service users to navigate the processes that should be simpler and more accessible than they are.

The Importance of Human Advocacy

Against this backdrop, advocacy becomes more than a helpful service – it can be a lifeline. Pennine Mencap's work is increasingly about breaking through these automated barriers, providing the representation and support that many service users simply cannot secure for themselves in a digitised world.



“Pennine Mencap is always here and always open for us. Because staff help me with bills and appointments, I have more understanding of them.”

Scott
Service User



We advocate not only by stepping in during crises but by empowering individuals with the skills to engage with these systems where possible. However, the very complexity and inflexibility of automated processes mean that independence is a huge challenge for many, making advocacy indispensable, especially for our service users who live alone, don't have a full-time carer or don't have a strong family support network.

The Toll on Mental Health

The impact of automated systems is felt most acutely where mental health conditions intersect with other disabilities. Anxiety, depression and more complex conditions such as bipolar disorder or schizophrenia often make the sustained interaction with bureaucratic systems overwhelming or impossible without support. They can also be quite triggering, causing negative behaviours and beliefs. Failing to meet a requirement for Universal Credit or missing a payment deadline on a bill can be enough to cause adverse reactions that can be deeply harmful.



"The help I've had with my bills and being better in contact with my finances has taken a weight off my shoulders. Things like this make us more independent in the real world."

Karl
Service User

Repeated encounters with automated phone menus, inaccessible websites and rigid data verification processes lead to a sense of failure and then withdrawal, increased isolation and disconnection from essential services. Pennine Mencap works with people whose lives are made more difficult – not by their disabilities alone – but by a society that has embraced digital systems without ensuring it remains inclusive.



Navigating a Complex Landscape

From applying for Personal Independence Payment (PIP) to handling utility bills or negotiating telecoms contracts, the practical demands placed on service users have ballooned in an era dominated by digital access and identity management. The need to juggle numerous passwords, security measures and online forms is far from trivial – it is a constant source of stress and exclusion.

Even straightforward transactions, such as replacing a lost bank card or renewing a travel pass, have become obstacles for many. Our advocacy helps translate and navigate these processes, but the fact remains that such everyday tasks should not require extensive intervention.


Despite the undeniable importance of advocacy in mitigating these systemic barriers, it remains under-resourced and often invisible. Pennine Mencap continues this work because the need is urgent and growing. Yet, the charity's ability to meet demand is restricted by a lack of dedicated funding. This remains a challenge we have yet to identify a clear solution to, other than to gratefully acknowledge our continued reliance on the additional efforts made by staff and volunteers to go above and beyond the expectations of their roles within the charity. Everyone in the team does so by assisting service users when they are in crisis, making their time and understanding available whenever a knowledgeable companion is the best solution to a problem.

Looking Ahead

As automation and AI become further embedded in public and private services, the risk of widening inequality grows. The direction we are heading in threatens to leave behind those who already face multiple, intersecting disadvantages – whether from disability, health inequality, socio-economic hardship, or all of these combined.

At Pennine Mencap, many people we support experience all of these disadvantages and more. Our commitment to advocacy is unwavering because the consequences of ignoring these challenges are severe. In this respect, advocacy is a safeguarding mechanism – a means of giving voice to people who feel reduced to silence. Technological progress should not come at the expense of dignity or equal access. Every voice matters.





Grant Fundraising
& **Income**
Generation
in 2024

Pennine **mencap**



The year 2024 was characterised by a general reduction in incoming funds, particularly due to a significant decline in grant funding towards our core operating costs. This was primarily the result of the conclusion of our three-year funding package from the National Lottery Community Fund for our Branching Out project.

That grant had fully supported the employment costs of three full-time staff members for the past three years, ending in December 2023. As a small charity operating across a high-demand area, our staff team is one of our most valuable assets and sustaining those roles has presented a considerable challenge throughout 2024.

With few new opportunities offering support on the same scale as the National Lottery, we were required to recalibrate our approach and refocus our fundraising efforts toward short-term, grants. While this approach has yielded fewer results than hoped, we are pleased to report a number of meaningful successes that demonstrate resilience and adaptability in our income generation strategy.



Finding a Foothold Project

A particular highlight of the year was the success of our application to the Greater Manchester Combined Authority's Community Grant Scheme for our Finding a Foothold project.

This six-month initiative focused on building confidence, life skills and transferable employability skills among adults with learning disabilities, autism, additional needs and complex multiple disabilities. The project provided an excellent opportunity to showcase the skills-based approach that has long been embedded in our work, while also creating new opportunities for participants to engage directly with the public and develop practical experience.



Activities included:

- Charity Vinted Shop Project: Service users organised, cleaned, photographed and packaged used clothing for online sale.
- Royton Market Stall: Provided both a fundraising opportunity and hands-on employability experience for participants.
- Pop-Up Charity Shop: Operated at Rhodes Bank Chambers for two months, offering a safe, structured retail environment while drawing public interest and increasing footfall.
- Community Engagements: Collaboration with organisations such as the Clarendon Shopping Centre in Hyde, where service users managed an information stall, as well as similar opportunities in prominent areas of high public footfall across Oldham and Tameside.

These experiences offered confidence-building, skill application and real-world engagement opportunities that were invaluable for participants' personal and vocational development.

Looking ahead, we plan to continue focusing on short-term, project-based grants that support initiatives of this kind, using them to rebuild stability following the conclusion of larger, long-term funding streams.

End of Long-Term Core Funding Support

Another major transition during 2024 was the conclusion of our three-year funding agreement with the Tudor Trust. We received the final £20,000 instalment of a £60,000 commitment toward utilities and core running costs at Rhodes Bank Chambers.

This funding has been essential in covering the high costs associated with electricity, heating, lighting, telecoms, water and insurance. However, the Tudor Trust has since shifted its strategic priorities toward addressing racial injustice, meaning it will no longer provide funding to disability-focused organisations.

This development serves as an important reminder of the need to avoid over-reliance on any single funding source and to remain responsive to the evolving priorities of grant-makers within the wider charitable landscape.

Ongoing Project-Based Grant Success

Our partnership with Action Together, the local VCSE infrastructure organisation for Oldham and Tameside, has continued to be a valuable source of information and support in identifying and applying for local grant opportunities.

Through this partnership, we were delighted to receive a £10,000 grant from the One Oldham Fund in support of our Mondays Matter project. This funding safeguarded the delivery of a range of health and wellbeing-focused activities throughout the year, including Health Club, Dancercise and Walk or Wheel Club. Without this support, it would not have been possible to continue these activities at the same level of quality and consistency.

This project exemplifies the benefits of targeted support for targeted outcomes, enabling us to measure impact clearly and demonstrate to funders how their investment directly benefits vulnerable adults with disabilities in our local community.



Smaller But Significant

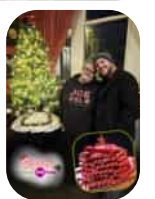
In addition to larger project grants, we are deeply grateful for several smaller grants received during 2024, each of which made a tangible impact:



- Manchester Guardian Society – £1,000: Initiated the replacement of fire doors and frames throughout Rhodes Bank Chambers with more compliant, modern models as recommended in our recent Fire Risk Assessment
- Neighbourly Foundation – £500: Supported the purchase of key resources for our health and wellbeing projects.
- Hubbub Foundation – £1,000: Contributed to the continued development and operation of the Pennine Mencap Community Fridge.
- Volunteer Celebration Fund – £499.96: Funded the purchase of two 6m x 3m bright pink gazebos from Gala Tents Ltd, significantly improving our capacity to engage the public at community events and volunteer fairs.



While modest in financial value, these smaller grants have been transformational in supporting specific purchases or works that might otherwise have been overlooked within larger funding bids. They demonstrate how even small-scale investments can produce outsized benefits for our organisation and the people we support.



Annual Accounts

Year Ending 2024



PENNINE MENCAP CHARITY INFORMATION

Directors E G Sparks (Trustee)
A P Stock (Trustee)
N Jotham (Trustee)
J Guy (Trustee) Resigned 17 July 2025
Shaun Fletcher (Trustee)

Company/Charity Number 08055950 / 1150285

Registered Office RHODESBANK CHAMBERS
184-188 UNION STREET
OLDHAM
OL1 1EN
ENGLAND

Accountants Tarpon Limited
132-134 Great Ancoats Street
Manchester
M4 6DE

Company Registration No. 08055950 (England and Wales)

Registered Charity No. 1150285

PENNINE MENCAP INDEPENDENT EXAMINERS

We report on the accounts of Pennine Mencap for the year ended 31 December 2024, which are set out on pages 6 to 10.

Respective responsibilities of the Trustees and Independent Examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is required.

Having satisfied ourselves that the charity is not subject to audit under any company law and is eligible for independent examination, it is our responsibility to:

- a) examine the accounts under section 145 of the 2011 Act;
- b) to follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- c) to state whether particular matters have come to our attention.

Basis of independent examiner's report

Our examination was carried out in accordance with the General Directions given by the Charity Commission. 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 and 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 we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

1. which gives us reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 and 395 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by charities have not been met; or
2. to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tarpon Limited

132-134 Great Ancoats Street
Manchester
M4 6DE

15 September 2025

**PENNINE MENCAP INCOME
STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Voluntary income & investment income	84,510	164,410	248,920	309,323
Direct costs	-	-	-	-
Total incoming resources	84,510	164,410	248,920	309,323
Administrative expenses	(84,510)	(239,278)	(323,788)	(359,847)
Other operating income	-	9,551	9,551	6,990
Operating (loss)/surplus	-	(65,317)	(65,317)	(43,534)
Net surplus	-	(65,317)	(65,317)	(43,534)
Other adjustments	-	-	-	-
Total (loss)/surplus	-	(65,317)	(65,317)	(43,534)

**PENNINE MENCAP STATEMENT OF
FINANCIAL POSITION
AS AT 31 DECEMBER 2024**

	Notes	2024 £	2023 £
Fixed assets			
Tangible assets	4	497,122	503,515
Current assets			
Debtors	5	134,689	138,545
Cash at bank and in hand		17,055	100,877
		151,744	239,422
Creditors: amounts falling due within one year	6	(7,785)	(485)
Net current assets		143,959	238,937
Total assets less current liabilities		641,081	742,452
Creditors: amounts falling due after more than one year	7	(120,946)	(157,000)
Net assets		520,135	585,452
Funds			
Revaluation reserve		400,000	400,000
Unrestricted funds		120,135	185,452
Total funds		520,135	585,452

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024. The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 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 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 the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).
Approved by the Board of Trustees on 15 September 2025.

E G Sparks (Trustee)

Company Registration No. 08055950

Registered Charity No. 1150285

PENNINE MENCAP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1 Restricted funds

The following grants were received during the year ended 31 December 2024 for the following purposes:

<u>Funder</u>	Purpose				Total £
	Capital	Overheads	Project Work	Staffing	
The Manchester Guardian Society	1,000	-	-	-	1,000
Greater Manchester Combined Authority Community Grants Scheme	-	-	-	16,494	16,494
Action Together Active Travel Grants	-	-	1,000	-	1,000
National Lottery Community Fund Main Grants Scheme	11,026	-	-	-	11,026
Greater Manchester Combined Authority Community Grants Scheme	-	-	-	21,992	21,992
The Tudor Trust	-	20,000	-	-	20,000
Action Together Volunteer Celebration Fund	500	-	-	-	500
The Neighbourly Foundation	-	-	500	-	500
Hubbub Foundation	-	-	1,000	-	1,000
Action Together Cost of Living Crisis Support Grants	-	-	-	998	998
Action Together One Oldham Fund	-	-	-	10,000	10,000

2 Statutory information

PENNINE MENCAP is a charity with the registration number 1150285. The registered office is RHODES BANK CHAMBERS, 184-188 UNION STREET, OLDHAM, OL1 1EN, ENGLAND.

3 Compliance with accounting standards

The accounts have been prepared in accordance with the provisions of FRS 102 Section 1A Small Entities. There were no material departures from that standard.

4 Accounting policies

These financial statements for the year ended 31 December 2024 and comply with FRS 102 Section 1A Small Entities.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

PENNINE MENCAP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2024

5 Tangible fixed assets	Land & buildings	Plant & machinery	Total
	£	£	£
Cost or valuation			
At 1 January 2024	411,661.	135,779	547,440
Additions	-	12,613	12,613
At 31 December 2024	<u>411,661</u>	<u>148,392</u>	<u>560,053</u>
Depreciation			
At 1 January 2024	-	43,925	43,925
Charge for the year	-	19,006	19,006
At 31 December 2024	<u>-</u>	<u>62,931</u>	<u>62,931</u>
Net book value			
At 31 December 2024	<u>411,661</u>	<u>85,461</u>	<u>497,122</u>
At 31 December 2023	<u>411,661</u>	<u>91,854</u>	<u>503,515</u>

6 Debtors	2023	2023
	£	£
Amounts falling due within one year		
Amounts due from group undertakings etc	109,192	109,192
Other debtors	<u>25,497</u>	<u>29,353</u>
	<u>134,689</u>	<u>138,545</u>

The debtor of £109,192 represents a loan made to the related entity Pennine Mencap Supported Housing Ltd.

7 Creditors: amounts falling due within one year	2024	2023
	£	£
Trade creditors	60	60
Accruals	425	425
	<u>485</u>	<u>485</u>

8 Creditors: amounts falling due after more than one year	2024	2023
	£	£
Bank loans	<u>157,000</u>	<u>157,000</u>

9 Average number of employees

During the year the average number of employees was 2 (2022: 2).

PENNINE MENCAP
DETAILED PROFIT AND LOSS ACCOUNT FOR
THE YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Incoming resources		
Charitable grants	84,510	173,774
Donations	106,252	45,883
Sales	48,059	17,469
Insurance claim	-	46,640
Rental income	10,099	25,557
	248,920	309,323
Cost of sales		
Other direct costs	-	-
	248,920	309,323
Gross surplus		
Administrative expenses		
Wages and salaries	128,142	91,953
Pensions	3,045	4,094
Local projects	39,982	42,761
Staff training and welfare	396	686
Travel and subsistence	736	1,942
Rent	2,535	4,270
Rates	4,061	473
Light and heat	54,392	25,148
Cleaning	1,004	246
Telephone and fax	2,328	3,415
Postage	-	64
Stationery and printing	93	9
Subscriptions	324	590
Bank charges	139	34
Insurance	3,676	10,433
Software	12,807	8,160
Repairs and maintenance	47,356	133,460
Depreciation	19,006	19,006
Sundry expenses	1,573	1,038
Accountancy fees	675	575
Consultancy fees	-	-
Advertising and PR	158	94
Other legal and professional	1,360	11,396
	323,788	359,847
Other operating income		
Other operating income	9,551	6,990
Operating (loss)/surplus	(65,317)	(43,534)
Total (Loss)/surplus	(65,317)	(43,534)

Events Gallery



Valentines Disco - February 23rd



Holiday to Caernarfon - March 8th



**Pennine Mencap 12th Birthday Party
March 22nd**



Comedy Fundraiser Night - April 6th



First PMAP Meeting - April 10th



**Camberwell Park School Visit
July 13th**



Oldham Pride - July 20th



Dr Kershaws Summer Fair - July 21st



American Diner Night - July 26th



Stage Right Presents: A Night at the Musicals - June 28th



Trip to Blackpool - August 15th



Pennine Mencap Summer Festival August 17th



Strictly Come Dancing Night September 27th



Caritas Hate Crime Awareness Day September 28th



Mystery Tour of Chester September 30th



Launch of ShowAbility - October 2nd



A Night at the Movies Choir Event
October 10th



Greater Manchester Change Conference - November 28th



Celebration Ball - November 30th



Pensioners Party - December 8th



Pennine Mencap Christmas Dinner
December 11th



Music Therapy Band Extravaganza
December 12th

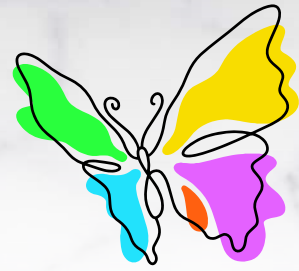


Tameside Hospital Christmas Performance
December 13th



Piper Hill School Visit - December 17th





In lasting memory of
Paula Medley

A pure and joyful soul who we lost in 2024



PENNINE MENCAP

England & Wales - Charity number 1150285

Accounts



trustees annual report



The trustees who are also directors of the charity for the purposes of the Companies Act 2006 present their report with the financial statements for the charity for the year ended 31 December 2023.

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executive
summary

trustees
annual
report

1 JAN 2023 - 31 DEC 2023



EXECUTIVE SUMMARY

This year's Annual Report and Accounts provide a comprehensive overview of Pennine Mencap's activities and financial performance during the year 2023.

Eleven years into our journey, Pennine Mencap remains driven by a commitment to create meaningful opportunities for individuals with learning disabilities, autism and other complex needs in our local community.

We invite you to gain a better perspective on the charity's achievements, challenges and aspirations as we continue to empower and advocate for our service users, their family members and support networks.

Building on the positive reception for last year's Annual Report, we have sought to again present our story in a varied, magazine-style format. Throughout this report we are proud to showcase the dedication and passion of our staff, volunteers and trustees in creating positive change, empowering some of the most vulnerable individuals in our community to live healthy, safe and fulfilling lives - and to help them do so as independently as possible.

This report also presents a transparent and detailed account of our financial stewardship, demonstrating how we continually aim to raise funds and utilise resources effectively to achieve our charitable objectives. This year we have included a detailed breakdown of our funding sources and the exact purposes for which all restricted funds were used. We are committed to accountability and transparency, especially to help illustrate the complex financial challenges the charity has faced throughout the year.

As part of that commitment we have also worked extensively on improving our governance throughout the year. The addition of a fifth trustee has further strengthened our board. This marks the next step in an 11 year personal journey for Shaun Fletcher, who joined the charity as a student volunteer in 2012 and has remained deeply rooted in our work ever since.

We are also pleased to have finalised plans to embed a formal service user representation body into our practice. While everything Pennine Mencap does has always been driven collaboratively by the views and needs of our beneficiaries, we are implementing the Pennine Mencap Advisory Board to create an independent, accessible platform for our service users to directly influence the charity's direction. We look forward to fostering even greater participation from our service users in the charity's operations from here onwards.

We encourage you to explore the report and learn more through facts, figures, articles and images about Pennine Mencap's impact throughout 2023.





impact
report

trustees
annual
report

1 JAN 2023 - 31 DEC 2023





182

Over the course of the year, we directly engaged 182 disabled adults in group and individual activities at our centre and at other community venues around Oldham and Tameside

Pennine Mencap's volunteers and staff made over 191 surplus food collections from local branches of Lidl, Aldi and Sainsbury's, helping to feed our service users for a full year

191



We held 470 group activity sessions throughout the year, including choir, performing arts, health awareness, social clubs, cookery, dance, music therapy and walking group



470

The Rhodes Bank Choir performed 15 live shows for the public in 2023, from care homes and family fundays to the Saddleworth Show and Oldham Pride

15



Our staff handled over 1,800 phone calls with service users, their carers and family members, providing advice, information and support on a huge range of topics



1,800

We hosted 11 themed events in Tameside, including Mencap Festive music festival, summer fayre, sports nights and big parties for Halloween and Christmas

11



145k

Our social media presence grew exponentially, with Pennine Mencap's posts, pictures and videos reaching over 145,000 individual Facebook user profiles in 2023



173k

In 2023, Pennine Mencap was awarded £173,774 in grant funding thanks to fantastic support from the National Lottery, Action Together, Neighbourly and more

We were supported by 62 local businesses throughout the year, contributing goods, services or volunteer time to help us achieve our charitable objectives

62



19

We provided placements for 19 students from local sixth forms, colleges and universities, supporting courses ranging from performing arts to health and social care

Our Cookalong sessions prepared 46 different recipes with more than 30 service users each week - that's over 1,380 fresh meals made by our Cookalong chefs over 12 months

1,380



39

Our inclusive Walk or Wheel group traversed Greater Manchester and beyond, exploring 39 separate destinations on group health walks as far a field as Southport

The inaugural Pennine Mencap Celebration Ball was our biggest ever event, raising an amazing £7,516 from ticket sales, auction bids, a grand raffle and donations

7,516



2,100

We calculate that a total of more than 2,100 hours of volunteer time was given to help deliver our frontline activities, public events, fundraising and governance in 2023

A photograph of a group of people in a workshop or community center. They are wearing blue aprons and are engaged in various activities, possibly painting or crafting. The room has large windows with blinds and a dark door in the background. A large, semi-transparent green circle is overlaid on the center of the image, containing the text.

social, creative
& wellbeing
activities



Pennine Mencap has always prided itself on facilitating creative outlets for adults with learning disabilities, learning difficulties and autism, through the arts. 2023 was a very diverse year of activities, events and performances that provided varied mediums for our service users to express themselves.

HEALTH & WELLBEING ACTIVITIES

Health and wellbeing have become central to our 2023 activity programme at Pennine Mencap: this was also a product of the Covid-19 lockdown, where our activity programme was shaped to include as much health-focused content as possible. Mondays became a full day focussed on health and wellbeing: the mornings became information-sharing sessions with the aim of providing accessible information and guidance on health - this came in several different forms, from nutrition and cooking sessions to exercise focus and mental health wellbeing. The afternoons saw the birth of WOW Club (Walk Or Wheel), where we took our service users around different sites of local interest across Oldham, Tameside, Greater Manchester and even further afield. From local beauty spots like Alexandra Park all the way through to trips to Southport, we have been keen to instil some physical activity amongst our service users.

Through our 12-year-long relationship with some of these individuals, we have become acutely aware of their physical health. Many are overweight, some suffer from diabetes and others are reluctant when it comes to physical activity. By making our WOW sessions both accessible and interesting, we aim to increase our Service Users' confidence when travelling across the city (mainly through education and support with public transport) and reduce their reluctance to get out and about. Our Activity Co-ordination staff are key in making these trips fun: from activity sheets through to planned sightseeing, WOW Club is never a dull way to spend a Monday.

CREATIVITY CLUB

Every Tuesday morning, we host our Creativity Club. This activity is a structured arts and crafts session, centred around expressing our creativity through different mediums. Sessions are structured around a different key activity and theme each week. We usually aim to relate sessions to themed days which appear on the calendar, for example Valentines, World Mental Health day, World Gardening Day etc. This gives a rhythm to the sessions through the year.

This year we chose to adapt the name from Arts and Crafts to Creativity Club, because we wanted the session title to really express what the session was made up of. In 2023 we have run sessions based around, card making, modelling, painting, origami, sketching, self-expression, portraiture and much more. Service users always comment on how much they enjoy their time at Creativity Club, because they find the sessions have a very visible end product.





For Pride month we created pride-based artwork and then displayed them around the centre during the period. We aimed to use sessions like this as a way of educating our service users and these seem to be very effective way of indirectly opening the eyes of our service users. Another major project we ran last year was the start of our garden upcycle. As part of our centre, the roof terrace gets used daily and we wanted to upgrade it. Service users planted up pots, cleaned, painted and decorated elements of the space. The space is looking brilliant, and we can't wait for next year so we can do even more to the terrace!

Creativity Club played an instrumental part in the creation of props for Hilarious Histories, our Stage Right Performing Arts Group 2023 show. Our Tuesday session created weapon instruments, Viking beards and helmets as well as Votes for Women banners. These were all major props for the show. Service users loved creating things for themselves to use during the show. Towards the end of the year, one of our staff members was getting married and wanted the service users to play a role in her wedding day. Emily asked the group to create floral displays in pumpkins, that would be used to decorate the aisle of the wedding. The service users did a wonderful job, decorating several large pumpkins with autumnal floral displays. They really added a personal touch to the day.

Our final big project for Creativity Club was the creation of our table centrepieces for the Celebration Ball. Our amazing group of service users created giant martini glass floral displays. They looked incredible! Several guests commented on how wonderful the displays looked and how impressed they were that the service users had made them. Overall Creativity Club is one hour a week that the service users can physically express themselves through arts and crafts. They can learn new skills, be creative and have fun creating things along the way!

RHODES BANK CHOIR

2023 has been a brilliant year for our choir, this year we have upped the number of performances we have attended, amongst them some really high-profile organised events. During the summer we performed at the Saddleworth Show and created some great links from organisations from across Oldham, such as MAHDLO. They were really encouraging of our service users and the work the charity is doing.

Always a highlight of the choir's year, Oldham Pride 2023, was another great performance and outreach opportunity. The choir performed live on the main stage of the event, and we can't for next year which promises to be bigger and better! Our third performance in the summer alone, was at the Mencap Summer Fayre. The choir performed at 30-minute set in front of lots of guests and visitors. There were several comments from people who saw the performance saying how the choir had lifted the mood of the event and brightened everyone's day!





We also performed at several charitable events, raising money for ourselves and other charitable organisations. Events such as Shaw & Crompton Parish Council cheque giving ceremony as well as A Little Sweet Lady Event hosted in Ashton-under-Lyne. A highlight for the year has to be the Rhodes Bank Choir performance at the Pennine Mencap Celebration Ball. Our wonderful service users had the privilege of opening the ball for the evening. It really set the mood for the event and shows how amazing our service users are!

To finish the year, we gave back to the community by doing a care home tour of three care homes across Oldham and Middleton. It was great to perform for the residents of The Coppice, Middleton Hall and Parkside care homes, delivering a lively Christmassy set that lifted the mood of the residents. Overall, 2023 has been a brilliant year for the choir, they have learned so many new skills, including vocal techniques, performance skills, a new repertoire. They are going from strength to strength and can't wait for what's coming in the year ahead!

WEDNESDAY SOCIAL

Our most relaxed weekly session, Wednesday Social, continued to be busy with old and new faces throughout the year. We have promoted this group to the community as an ideal way to meet new people, become familiar with the centre, staff and volunteers and gain confidence, before committing to a more structured activity.

STAGE RIGHT PERFORMING ARTS

Throughout 2023, Stage Rights Performing Arts performed three shows in front of a live audience. On January 28th, Stage Right took to the stage of Hurst Community Centre to perform Sweeney Todd, a show that had been in the works for 9 months and was a continuation of our Arts Council-funded Libretto project. This was the second time Stage Right had tackled Sweeney Todd, however the generous grant and growing cast allowed us to increase the scope and ambition of this production. We worked extremely hard to ensure that this very challenging premise was accessible, yet still appealing to a broad audience.

To ensure accessibility we involved our music therapist Alan to create a piece of music with our service user, a young lady with cerebral palsy, using an iPad to mimic the sound of a cello. This was played live at the beginning and end of the show to add both atmosphere and drama to the production. The lead role of Sweeney Todd was performed by service user CF, a young autistic gentleman with a passion for drama. CF executed this role remarkably, and even managed it without script in hand. The whole cast enjoyed recreating this well-known opera and performing a full-scale musical, with big dance numbers, songs and lots of props. Alongside rehearsing for Sweeney Todd,





one half of Stage Right Performing Arts were putting together a cabaret version of the well known stage show, Chicago. This accessible piece of theatre combined big dance numbers, along with narration, to tell the story of Chicago, without the need for script work. This was performed on February 11th, at Hurst Community Centre, and although it was so close to our previous performance, we still had an audience supporting our actors who were as enthusiastic as the first time we saw them.

Our third show of the year, took place on September 29th. Our actors had asked to do a comedy as their next show and were keen to explore what brought them joy throughout their younger years. Our Activities Co-ordinator, Tom, wrote a full script as an homage to the popular series, Horrible Histories. For copyright purposes we cautiously renamed it Hilarious Histories! This was a walk through the ages, from dinosaurs to the future, including spoken word, movement pieces and dance numbers. This was a 6-month project, which enhanced our actors' skills in different disciplines of theatre.

MUSIC THERAPY

In 2023, Pennine Mencap has continued to build upon our established relationship with Alan Wells from Nordoff & Robbins. Alan is a trained Music Therapist and takes pride working closely with our service users: over the two years we have worked with Alan, he has worked hard to establish lasting relationships with our base of service users, culminating in a series of performances and in-house bands. Alan holds extensive 1:1 sessions with several of our service users. He operates from our black box studio, where Alan delves into his 1:1's musical tastes and curates sessions around their passions.

One example of these 1:1s the sessions Alan does with service user SF: SF has cerebral palsy and is limited in her physical movements, so Alan has gone above and beyond to curate an accessible musical experience. He has restrung a lyre, to make it useable and accessible for SF's needs, and incorporated an iPad into their sessions, where SF can use the touchscreen to create a series of different sounds. Alan will then join in vocally or on piano to give SF a full and meaningful musical experience.

The work Alan does has brought about a series of separate 'bands' made up of different service user lineups. We have had girl groups, rock-based groups and the Pennine Mencap Sunshine Band, who wrote an entirely original song (with Alan's input) and performed it in front of charity friends and partners at our 2023 Celebration Ball.

COOKALONG

Now coming up to its fourth year, Cookalong continued to be a key pillar of our activity program throughout 2023. Every week throughout the year we selected different recipes, often themed around national culinary celebrations or cultural days of significance, to upskill our service users and teach culinary





independence. Throughout this year there was also a real emphasis on seasonal ingredients and helping service users to understand how to safely store and make the most of the ingredients they have to hand. This is a simple model of sustainability that is designed to be as accessible as possible. But it also had to be exciting!

Over our twelve years of working closely with service users, we have established a real understanding of their preferences, interests and individual needs. This is helpful when selecting appropriate recipes, but it has also brought to light how heavily our service users depend on takeaways and ultra-processed food. This dependence is an inevitable product of economic circumstances, low self-confidence and the understandable appeal of convenient options for many of our service users. Hence it continues to be an ongoing challenge to help reduce that dependence.

Cookalong continued to not only empower our service users as independent chefs but also reduce their reliance on unhealthy alternatives. Throughout 2023, our Cookalong project remained as an online activity: each week we would source, pack and distribute carefully measured single-portion meal kits to an average number of thirty service users at their homes, before going 'live' on Facebook. As a step towards reintegrating service users back into the kitchen at Rhodes Bank Chambers we were also finally able to bring in individuals as our weekly 'guest chef' for the live Cookalong broadcast, adding an extra dimension of interaction to the established format.

During Cookalong's online-only presence in 2023, we did not require payment for the activity: borne out of the Covid-19 lockdown, the project was also designed to deliver food parcels in a time of significant need and upheaval. The only 'payment' we required for Cookalong was a picture of whatever we cooked that week. The beauty of social media meant that service users could interact with us as we cooked, then instantly send images of their completed recipes. In 2023, we also had our kitchen facilities totally revamped, which you can read about in more detail in the Capital Projects section of this report. This meant that, as we wound down Cookalong for 2023, we were finally in a suitable position to re-establish this as an in-person activity in early 2024.

FRIDAY NIGHT CLUB

Friday Night Club maintained its popularity amongst individuals from both Tameside and Oldham, with service users consistently attending the monthly get-together at Hurst Community Centre, and positively engaging with the activities on offer.

Friday Night Club has also played host to themed events such as the first Mencap Fest - a festival-feel party night including live entertainment - and the annual Halloween and Christmas parties. We have put extra effort into the promotion of these groups through Social Media and Mailshots to encourage members to make a positive step in regaining social confidence and re-establishing routine.





**community
engagement**

**trustees
annual
report**

1 JAN 2023 - 31 DEC 2023





Engagement with external organisations across the Northwest has continued to be an important element of our charitable organisation. Continuing to further our relationships with previous organisations as well as new ones has been integral in the growth of the charity over the past year.

ACTION TOGETHER & FOREVER MANCHESTER

2023 has seen Pennine Mencap continue to develop our relationship with Action Together. We have attended several events hosted by the organisation, namely their Volunteer Fayre. As a charity we have used events, such as this, as a springboard for developing a volunteer base that we can use for our own community-based events. Likewise, our connection with Forever Manchester, has been a vital affiliation in which we have found a

raft of connections and opportunities for the charity and our service users.

OLDHAM PRIDE

Oldham Pride, once again, has been a highlight within our events and outreach calendar. This year has seen our second performance on the main stage of the event, for our choir. As well as giving us the opportunity to have a stall and advertise the services we provide to the Oldham Community. Oldham Pride continues to be a highlight for both service users and staff each year and we find that the event often acts as a catalyst for further engagement opportunities across the borough.

KEYRING & OPAL ADVOCACY

We find that relationship development with other learning disability organisations from across Oldham and Greater Manchester is a great source of support for us as a charity and this is why we have continued to engage with both KeyRing and OPAL Advocacy. This year we took part in a large-scale little pick with the other two organisations in Oldham town centre. For our service users this was a brilliant way of displaying community service but also let them engage and connect with their friends who use the other services for their support.

SHAW AND CROMPTON PARISH COUNCIL

In 2023, as an organisation, we have been thoroughly supported by the efforts of Shaw and Crompton Parish Council. Their fundraising has allowed the charity to host several events throughout the year. As a staff body, we attended their gala dinner and thanked them for their continued support of the work of the charity.

Likewise, we hosted their charitable cheque giving ceremony at our centre at Rhodes Bank. As a result of this relationship, we engaged with Dr Kershaw's Hospice and our choir has now had the opportunity to perform there on a number of occasions. This connection was a clear example of the engagement and outreach we have been trying to develop and harbour during this year.





EDUCATIONAL PARTNERSHIPS

Throughout 2023 we have continued to enjoy our preestablished relationships with a number of local colleges, sixth forms and universities. Continuously, during the year we have had student placements from Ashton Sixth Form College, Oldham College, Oldham Sixth Form, Hopwood Hall as well as Salford University.

This has proved to be a great source of support for the growth of the charity over the year and has also proved a brilliant way of us developing a larger volunteer base. This year we have welcomed Hair and Beauty and Barbering Students from Oldham College, who came and pampered our service users on several occasions. This has led to building a great relationship with the college.

Developing the skill sets of the service users has been a thread throughout the charity's growth. Particularly this year we have taken an active lead in organising Lifelong Learning, as well as Hate Crime Training for our service users. This has proven to be a great way of establishing links with beneficial associations from across the Oldham borough.

COMMON WORD POETRY

Towards the end of the year, we welcomed Common Word Poetry to come and lead a drama workshop for our performing arts group. This was a great source of fun as well as fruitful in its creation of some amazing poetry. From this session our service users submitted their poems to a competition ran by Common Word and won! Several of our poems were added to an Anthology created by the organisation. This is a great example of ourselves and external organisations establishing links, which a hugely beneficial for both of us.

NORDOFF AND ROBBINS

Like 2022, our relationship with Nordoff And Robbins has continued to be a flourishing connection from we have seen a huge development in our service user's skill sets. Alan, the music therapist, has ran sessions with the Pennine Mencap Sunshine Band, as well as one to one sessions throughout the year. Our service users have performed on several occasions to each other as well as at public charity events. This has been a springboard for a number of new connections that we have established throughout the year with external associations who were impressed by the musical talents displayed by our service users.

NEIGHBOURLY

Our association with Neighbourly has also been a clear example of engagement during 2022. Our weekly collections to Sainsburys, Lidl and Aldi Ashton-under-Lyne as well as Aldi Hyde and Aldi Chadderton have long established a great working relationship with the supermarkets.

We use the resources given to us for our weekly Cook Along session, in our community Fridge as well as for lunches throughout the week. This is something we are very proud





of, and we are working towards more collections, hopefully to help us reach even further establish new links with other supermarkets within the area.

HURST COMMUNITY CENTRE

Hurst Community Centre and the Centre Players have long been supporters of the charity, and we regard Hurst Cross Community Centre as our second home. Throughout 2023 we have used Hurst Cross for our larger scale events, such as our Summer Fayre, Mencap Fest and our monthly Friday Night Club. The Committee at Hurst Cross have been very supportive of the charities efforts and have on several occasions given us reduced rents or even waved their fees, to allow the charity to raise much needed funds. We are

very thankful for this relationship and the outreach it continues to allow us to do.

The highlight of our event calendar this year has to be our Celebration Ball, hosted at Chadderton Town Hall. This event was aimed at celebrating the successes of the charity and the contributions the charity has made to our service users' lives. In the build up to the ball we worked to connect with over 60 independent businesses from across the Northwest to help us raise vital funds. The ball was a clear example of engagement. The relationships built with businesses and organisations from across Greater Manchester and beyond was a great success!

TAKEAWAY SUPPLIES

An excellent example of a supporter relationship which has developed over the years is our fantastic partnership with Takeaway Supplies Ltd (also known as TAS Group). A thriving local business based in Dukinfield, TAS Group began supporting our Cookalong project in 2020 when we needed packaging to help us deliver food parcels to our service users during lockdown. TAS director Jonny Susca took an interest in our work and offered an initial donation of cardboard takeaway boxes and microwaveable plastic food tubs to help us safely transport healthy ingredients around Oldham and Tameside.

This relationship has adapted as time has gone on, with TAS Group donating an increasingly broad range of supplies to assist the charity. In 2023 we collected items ranging from insulated drinks cups to dessert bowls for our work in the community, as well as an inventive range of packing materials for Cookalong ingredients kits - such as sealable pots for liquid ingredients and freezer blocks to keep fresh items cool in transit.

A highlight of our fundraising efforts at the Pennine Mencap summer fayre was the provision of an entire freezer full of lollies and ice creams. We sold over 80 of these as part of the day's fundraising efforts. Even the freezer itself was provided by TAS, delivered and picked up again at no cost to help keep our event costs down. This is a tremendous example of genuinely altruistic support from the local business community.





advocacy & advice

trustees annual report

1 JAN 2023 - 31 DEC 2023





“If you find it difficult to understand your care and support or find it hard to speak up, there are people who can act as a spokesperson for you. They make sure you're heard and are called advocates. For example, they can help you understand the care and support process.”

NHS, 2022

Whilst we do not advertise a formal advocacy service, our dedicated staff and volunteers are always willing to help our service users the best they can. Service users who attend regularly often come to place their trust in our small team. This means when problems arise in other areas of their lives, they feel comfortable enough to reach out for our support.

This can be anything from journey planning, to arranging appointments, to managing debt. The significant amount of advice and gentle advocacy we are now providing is organically evolving into a service worthy of recognition.

TRAVEL PASSES

The majority of our service users are eligible for concessionary travel passes for use on buses, trains and trams around Greater Manchester. This is an invaluable service provided by TFGM, which makes a huge difference to the lives of those we work with. Many of our service users struggle to manage their finances and would be at risk of becoming significantly isolated without the means to travel.

To attain a concessionary travel pass, one must complete an application form and provide evidence of their disability. This can be discouraging for individuals who lack confidence, struggle with comprehension, or have poor literacy skills.

We have maintained a positive relationship with TFGM for several years and with their help, have continued to support our service users with both new applications and renewal applications as needed throughout 2023. We also collaborated with TFGM to gather valuable feedback from our service users on the accessibility of their services.

PIP APPLICATIONS AND APPEALS

Another laborious process is that of applying for Personal Independence Payment benefits. This entails completing a lengthy form in great detail, attending an interview and being scored against a point system. It can be an overwhelming process for anyone, and our service users often find it particularly challenging.

2023 highlighted a significant need for more support in this area due to the number of individuals who requested our help to appeal to their rejected application. We were able to provide letters of support which in most cases led to decisions being





letters of support which in most cases led to decisions being reversed.

GP AND DENTIST APPOINTMENTS

Another task our service users often seek help with is arranging appointments. The past year has seen an increase in the privatisation of dentist surgeries, and a shift to online appointment services.

This year, we have seen a high number of individuals suffering with their oral health and unable to access the right care without our intervention. Each case has involved a series of phone calls, vague questioning and has resulted in a costly bill. We support individuals to contact the right services, repeat questions in a way that is easy to understand and help them to understand the advice given.

Once these barriers were broken, each person was able to attend the appointment independently and receive treatment.

Most GP surgeries still allow individuals to make appointments via the telephone where they are unable to access the internet. However, the heavy promotion of online appointment services is proving to be discouraging to our service users who seem to show a reluctance to even attempt to make GP appointments, frequently vocalising how they feel it is impossible. Sometimes misunderstanding that there is more than one way to make an appointment. Without our support, individuals might ignore symptoms of ill health, further exacerbating the health inequalities for adults with learning disabilities. This is something we have been working hard to address throughout 2023 and will continue to be one of our key focus areas in the coming years.

POLICE MATTERS AND PROBATION

Pennine Mencap is a third party Hate Crime Reporting Centre, offering victims and witnesses a way to report Hate Crime in a supportive, low-stress environment. We believe it is important to highlight our role in tackling Hate Crime since we work with a protected group, who unfortunately are at risk of being victims of Hate Crime. It is important that our service users know and understand that they can come to us for support with such matters. It is also important that our service users feel empowered to recognise when a Hate Crime has taken place and report it.

In 2023, the senior Community Officer, Virbai Kara from Oldham council visited us as part of The Hate Crime Plan for Greater Manchester. Virbai delivered a Hate Crime training and awareness session to both staff and service users.

As well as supporting our service users as potential victims of crime, this year we have supported individuals who have found themselves in trouble with the police. We have worked collaboratively with the police to support individuals to understand the processes they have been involved with; including





understanding the rules and restrictions of community orders, what it means to receive a 'caution', and planning to prevent future offenses.

HOUSING AND TENANCIES

A large proportion of our service users live independently. Unfortunately, most of those who do live independently have little or no support network. Whilst they are capable of living alone, they do require assistance with some of the challenges of adult life, such as maintaining a tenancy. For example, unexpected rent increases or energy bills, understanding tenancy agreements, and what to do if they are served notice. These are all examples of issues our staff have helped resolve for some of our service users this year.

ADULT SERVICES

This year we have developed our relationship with the local authorities in Tameside and Oldham. We invited senior management from Adult Services of both boroughs to visit our service and familiarise themselves with the work we do. This has helped us to better support our service users, particularly where intervention from adult services has been required.

This partnership is proving to have a positive impact on people's attitude towards adult services. Our service users have described having fears or losing their independence or being separated from their loved ones. Some of our service users have been reluctant to engage because they do not feel comfortable allowing others into their home. We have successfully facilitated meetings at our premises to overcome these barriers. Service users can choose to have a member of staff sit in with them to provide moral support and assist with communication. This approach has led to essential provision of care being established both at our service and at home where needed.

LIFE CHANGING TRANSITIONS

We are often the first point of contact and an ongoing sounding board for our service users when they are going through life-changing experiences. Many of these are not unique to adults with learning disabilities or other complex needs – loss of a parent, breakdown of a relationship, moving to a new area. However, these challenges are perceived and processed differently by each of our service users.

Further to this, there are many transitions which are specific to the disability community. Steps towards independence are very different to those taken by most adults – for example, taking responsibility for finances is often a complex, gradual process that is testing for learning disabled and neurodiverse individuals. This can potentially involve social workers, parents, appointees or the Court of Protection.

To help with these challenges, we have continued to offer support including calculating household budgets, providing simple explanations of overwhelming letters and forms, provision of food parcels and access to our community fridge, as well as signposting to other services where appropriate. We are grateful for the support offered by the Money Saving Expert Charity in terms of both learning resources and financial assistance to help us make this element of our service as effective as possible.



focus on
fundraising

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1 JAN 2023 - 31 DEC 2023





Charitable fundraising is a difficult art that, like many skills, requires constant refinement and reappraisal. This section of our report aims to celebrate the spirit of giving that fuels our work, acknowledging the challenges affecting our fundraising efforts and giving insight into how we manage this key function of the charity.

With growing numbers of service users, projects, activities, members of staff, volunteers and properties to maintain, Pennine Mencap's growth has brought many new responsibilities. To ensure the sustainability of the charity's important work, this year we have taken significant steps to diversify income.

This diversification is guided by a new Fundraising Strategy, which highlights five key streams of revenue that we are aiming to develop and maintain:

- Grants from Organisations
- Individual Giving and Community Fundraising
- Room Hire Revenue
- Day Service Fees
- Supported Housing Rental Income

Each of these types of income carries its own risks and benefits, while the financial landscape which governs them all is constantly changing. For the charity to be sustainable we have to continually adapt and respond to factors beyond our control, both on local and national levels.

For this reason we aim to balance and review how we divide our attention between different sources of funding. Each demands time from specific members of the Pennine Mencap team; many require huge strategic input from trustees and some require extensive front-line efforts from volunteers, while others depend on the agility of staff to shape and communicate our work to potential funders in hope of gaining their support.

GRANTS FROM ORGANISATIONS

The first key income stream is grant fundraising from organisations. This has been the cornerstone of the charity's funding for over a decade, primarily with support from Trusts and Foundations.

2022 represented a peak in grant revenue, with much of the £352,004 received last year coming from the National Lottery Community Fund grant, most of which was restricted for capital work on our lift. 2023 saw an inevitable drop, with grant income reducing to £173,774. This is largely because of the major phases of the lift construction project coming to an end, with associated grant income reducing accordingly.





2023 was also the last full year in which three of our key staff roles were funded by the National Lottery-backed Branching Out project grant. This grant has provided a major springboard for the charity, giving us real stability and confidence – but will end in 2024. We have always been mindful to not develop a dependence on this vital grant, but its impending end will create a significant financial gap.

We have made a commitment to retaining the three members of staff funded by the grant, as well as our second Activity Coordinator, who was recruited to provide maternity cover. We have developed a unique body of staff with complementary talents and a fantastic connection to our service users; we

recognise the importance of maintaining this strong team.

There is little realistic prospect of generating grant income to fully match the National Lottery’s recent contributions. Our grant strategy for the year ahead is primarily to focus on smaller, short-term project funding. We are also urgently laying the groundwork to develop other income streams to help fill the impending funding gap.

INDIVIDUAL GIVING AND COMMUNITY FUNDRAISING

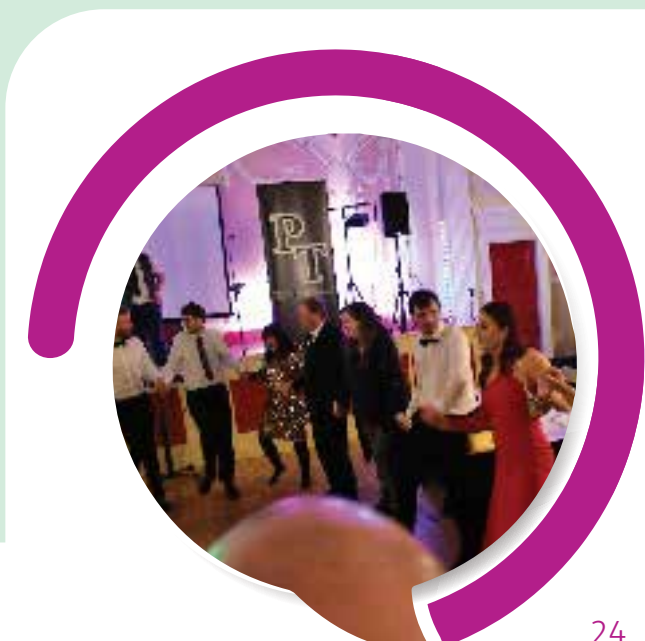
Community fundraising has also reduced in 2023, down to £45,883 from the 2022 total of £61,311. The actual number of individual donations has, however, increased; similar to the pattern of our grant income, in 2022 we were fortunate to receive a smaller number of larger-scale donations, including a £6,000 legacy. This provided a welcome boost that was, however, somewhat anomalous, unpredictable and difficult to replicate.

For this reason, in 2023 we have built a better platform to encourage individual giving on a broader scale. The Community Engagement section of this report gives insight into our efforts to increase our local presence, at events of our own making and at those hosted by other organisations. In 2024 we will aim to make the most of those opportunities to boost donations from individual supporters.

ROOM HIRE REVENUE

This year we have been able to foster an increase in room hire revenue, which is up to £25,557 from last year’s total of £21,840.

Going forwards we are planning to shift our focus, ending two long-term hires of storage space which could be better utilised by the charity. The long-term goal is to free up and refurbish these spaces to increase in-house resources for the charity’s group activities, which will help us to continue to accommodate a growing number of service users at the centre. The spaces we use for these activities are also more





the charity's group activities, which will help us to continue to accommodate a growing number of service users at the centre. The spaces we use for these activities are also more appropriate for sessional hire 'out of hours' by other community groups, which is the type of hire we will aim to most develop in 2024.

DAY SERVICE FEES

We are also pleased to report an increase in day service fees received, up in 2023 to £17,459 from 2022's total of £9,416. This area of funding has always been a difficult one for us to navigate.

The charity is committed to its core offering being for individuals who lack natural support and have no pre-existing personal budget or local authority funding. These are often our most isolated and vulnerable service users, who are therefore a priority. The challenge this presents is that our main demographic, regardless of underlying entitlement, do not receive any funding towards their care and support.

In terms of increasing our revenue, our goal is develop more funded day service spaces within the charity in order to become more financially stable. This improved stability will have a wider positive impact, enabling us to continue to direct help and resources towards the more disenfranchised and disadvantaged members of the community we are here to support.

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SUPPORTED HOUSING RENTAL INCOME

The final strand of funding which we are aiming to develop is rental income from supported housing. This is the most long-term element of our Fundraising Strategy, given that it requires initial financial investment, organisational structuring, capital works, local authority approval and, ultimately, successful placements in order to raise funds for the charity.

In 2023 there has been no income from this newly emerging area of the charity's work. This may also remain the case for most of 2024, but we are confident it is a fundamentally safe long-term element of our plan for Pennine Mencap to achieve financial stability alongside our charitable objectives.

We feel compelled because of our first hand experiences over more than a decade of supporting service users experiencing housing instability. The shortage of supported living options is an endemic problem that local authorities are reluctant to acknowledge. While it presents a huge learning curve and monetary challenge for the charity, we wish to be a real part of the solution at a grassroots level.

There is more information about the initial work on our supported housing premises in the Capital Projects section of this report.





Highlighting Health

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This year saw the introduction of our Health Club Project. Following on from the work we did during and after the Covid-19 pandemic, we recognised the positive impact of accessible information sharing and sought to continue this work throughout 2023.

The 2022 Learning Disabilities Mortality Review (LeDeR) found the median age at death was 63 for adults with a learning disability. This is significantly less than the median age of death of 82 for men and 86 for women in the general population.

Mencap, 2024

Health Club was a 12-month project with the aim of promoting healthy living among our service users. As part of this project, we facilitated weekly activities which encouraged healthy habits and delivered information workshops about a range of health conditions including but not limited to diabetes, high blood pressure, high cholesterol, cancers, depression, measles. The aim of the workshops was to improve knowledge of symptoms, when to see a GP, and how to prevent illness.

As well as information sharing, we focused heavily on diet and exercise as a way of improving overall general health and ultimately decrease people's chances of developing life-threatening health issues. We made health a focus in all aspects of our services including offering nutritious, homemade meals at lunch time. We also introduced a breakfast club, offering fresh fruit, natural yoghurt, low-sugar and high fibre cereals such as porridge.

In addition to this, we embedded exercise into our existing timetable of activities as a way of getting people to be more active. This included dance classes, weekly yoga sessions and our 'Walk or Wheel' outdoors group. These activities were each designed to improve both physical and mental health.

In 2023, several of our service users were diagnosed with Type II Diabetes. Our Health Club project supported these individuals to navigate their illness and make essential lifestyle changes. We created easy-read resources and easy swap pictographs of supermarket products to guide them at home.





capital projects

trustees annual report

1 JAN 2023 - 31 DEC 2023





This year saw a progress with a significant number of major capital projects, several of which successfully reached their conclusion.

ROOF WORKS

This year contractors completed a programme of works to refurbish four sections of roof at Rhodes Bank Chambers. This project was taken as far as funding allowed. It was also logistically complex, given a requirement to work with Transport for Greater Manchester to coordinate overnight shutdowns of the adjacent Metrolink line to enable the safe erection and dismantling of scaffolding.

The works concluded with over half of the roof materials being successfully replaced, including waterproof membranes, battens, slates, verges, flat roof materials and sections of brickwork. Further work will inevitably be required in time, but at this point we are delighted that all leaks causing water ingress into the centre have been resolved for the first time since we took stewardship of the building in 2015.

SOLAR POWER

Taking advantage of the access provided by a full-height scaffold, we also engaged solar specialist Airis Energy Solutions to install 14 solar panels in two large arrays on the highest sections of roof at Rhodes Bank Chambers. The installation of the panels was fast and efficient, leaving them ready to connect to the grid upon completion of a connection upgrade by Electricity Northwest.

Projected figures indicate that up to 39% of the centre's future electricity supply can be generated from the solar panels. This will help to reduce our operating costs, with an estimated net saving of £30,640 over the 25 year lifespan of the system. This project will also reduce our environmental impact, saving up to one ton of CO2 emissions per year.

THE TERRACE

A wonderful offshoot of our roof repair project has been to transform a previously problematic flat roof at the rear of the centre into a terrace garden. With new joists and boards giving the roof load-bearing strength, this created an opportunity to fully reimagine this as a safe, communal outdoor space for our service users. Despite its small size this has become an urban oasis with pots, planters and seating. The terrace provides a valuable opportunity for service users to take breaks from the hustle and bustle of busy group activities. As well as growing flowers in summer, the terrace is also used to cultivate herbs used in the centre's kitchens.

This is an excellent example of an inclusive, beneficiary-led project. Beyond the structural works, those who use the centre were able to take the lead by creating their own environment - with service users painting outdoor





furniture, caring for plants and independently managing the upkeep of the terrace with minimal input from staff.

NEW KITCHEN

In December 2022 we received confirmation of a grant award by Scope to help create a professional-standard kitchen at Rhodes Bank Chambers. This became a year-long project, requiring a number of challenging initial adjustments.

These included the repositioning of doorways to connect two rooms into a continuous food preparation space; a concrete staircase had to be relocated in order to create a safe walkway between the rooms; electrical fixtures including our fire alarm

control panel had to be relocated; and new ring main circuits needed fitting to take the load of new commercial-grade appliances.

New flooring was fitted through both rooms, along with new heavy-duty wall cladding and custom-fabricated stainless steel worktops and cupboards. At this point, as has often been the case at Rhodes Bank Chambers, misfortune struck; a burst water pipe two floors above the kitchen caused massive damage. This required three months of dehumidification and remedial works to get the project back on track.

Despite these setbacks, by the close of 2023 the brand-new kitchen was up and running, with the installation of new fast-cycle dishwasher, induction hobs, commercial oven, hot cupboard, salamander grill, high-power microwaves and a three-tier food warming gantry. This enabled us to prepare a three course Christmas dinner for over 30 service users with ease we've never previously experienced!

This fantastically upgraded facility enabled us to plan to bring Cookalong 'in-house' at the centre after three years as a remote activity, as well as scheduling an official opening event and applying for a formal food hygiene rating from the Food Standards Agency. This project is the embodiment of a triumph over adversity.

PASSENGER LIFT

This year saw substantial progress with the installation of our four-storey passenger lift at Rhodes Bank Chambers. By the end of 2023 all structural works were complete, with the new shaft signed off by Building Control and the lift mechanism and passenger car being physically installed in the new structure by Agility Lifts.

With this being a complex and multi-faceted project, a number of elements still remained outstanding at the end of the year. These included cosmetic works, to plaster and paint walls around the lift door openings, as well as





levelling out and resurfacing the floors adjacent to the doors for accessibility purposes.

We also require adjustments to the power supply to the lift, as well as the installation of additional fire detection equipment within the shaft. All of these works are scheduled for completion by the end of 2024, at which point we hope Building Control will sign the lift off for active use. We will still then need to address further accessibility issues around the upper floors of the building to round off the task of making a 170 year-old building compliant with the requirements of our diverse service user group.

SUPPORTED HOUSING

2023 saw us begin work on refurbishing a 4 bedroom house and a nearby building comprised of 4 flats as our first adult supported living projects. The two properties were purchased through a trading subsidiary, Pennine Mencap Supported Housing Ltd, which is 100% owned by the charity. The two premises require substantial renovation to become safe, modern, compliant and homely, but with support from Reliance Bank and trusted local tradespeople we have made an excellent start. The target is to have at least one of the two properties completed and occupied by the end of 2024.

We have long wished to help provide secure, appropriate housing for our service users, especially those who struggle to live independently but also do not fit the mould for traditional supported living services. While it is a demanding project, it will create invaluable secure tenancies for individuals who have, throughout their lives, experienced housing instability due to the challenges presented by their conditions.

STAINED GLASS RESTORATION

Ever since we discovered them in 2015, hidden behind a plasterboard wall, we have been concerned about preserving two frames of Victorian ornamental stained glass located at Rhodes Bank Chambers. These formed a timber framed sash window at the back of what is now our main activity room. Of the 454 'quarries' (individual pieces of coloured glass) almost 100 were damaged, and the frames had warped into rhombus shapes. To save these architectural antiques, we first had to remove them from the building to prevent further damage.

In late 2022 we were delighted to receive a grant from the Heritage Lottery Fund. This grant was to help lay the groundwork for a community cafe space in Rhodes Bank, with a plan to highlight the heritage of our 170 year-old building.

Local specialist Daz Whittaker of Early Bank Stained Glass spent several months working on repairing cracked glass, realigning leadwork and sourcing period quarries to replace the pieces which could not be restored. In early 2023 the restoration of the two windows was complete.





events
gallery



Stage Right Performing Arts Production of Sweeney Todd



Stage Right Performing Arts Production of A Chicago Story
February 11th



Mind Over Media Art Exhibition
March 4th



World Autism Day Celebration at Friday Night Club
March 31st



Royal Coronation Party for King Charles III
May 10th



Cinco de Mayo Fiesta
May 3rd



Big Community Litter Pick with OPAL & Keyring

June 5th



Men's Health and Wellbeing Event at Rhodes Bank Chambers

June 16th



Rhodes Bank Choir Perform at the Saddleworth Show

June 25th



Rhodes Bank Choir Perform at Oldham Pride
July 22nd



Walk or Wheel Group Trip to
Manchester Science & Industry Museum
August 15th



Walk or Wheel Group Trip to Southport
August 21st



Pennine Mencap Summer Fayre
August 19th



Stage Right Performing Arts Production of Hilarious Histories
September 29th



Friday Night Club Halloween Party
October 27th



Oldham College Makeovers for Our Service Users
November 17th



Pennine Mencap Celebration Ball at Chadderton Town Hall
November 17th



Walk or Wheel Group Trip to Manchester Christmas Markets
December 4th



Christmas Dinner Social at Rhodes Bank Chambers Todd
December 21st



Rhodes Bank Choir Christmas Care Home
Tour Around Greater Manchester
Throughout December



Pennine Mencap at Nordoff Robbins Celebration Event

The background is a photograph of several people sitting around a wooden table, focused on writing on papers. A large, semi-transparent green circle is overlaid on the image, containing the word 'accounts' in a bold, light green, sans-serif font.

accounts

trustees annual report

1 JAN 2023 - 31 DEC 2023





**REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Company Registration No. 08055950 (England and Wales)
Registered Charity No. 1150285



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Directors (Trustees)

E G Sparks (Trustee)
A P Stock (Trustee)
N Jotham (Trustee)
J Guy (Trustee)
S Fletcher (Trustee)

Company Number

08055950

Charity Number

1150285

Registered Office

Rhodes Bank Chambers
184-188 Union Street
Oldham
OL1 1EN
England

Accountants

Tarpon Limited
Advantage Business Centre
132-134 Great Ancoats Street
Manchester
Greater Manchester
M4 6DE

We report on the accounts of Pennine Mencap for the year ended 31 December 2023, which are set out on pages 6 to 10.

Respective responsibilities of the Trustees and Independent Examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is required.

Having satisfied ourselves that the charity is not subject to audit under any company law and is eligible for independent examination, it is our responsibility to:

- a) Examine the accounts under section 145 of the 2011 Act;
- b) To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- c) To state whether particular matters have come to our attention.

Basis of independent examiner's report

Our examination was carried out in accordance with the General Directions given by the Charity Commission. 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 and 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 we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

1. Which gives us reasonable cause to believe that in any material respect the requirements:
 - To keep accounting records in accordance with section 386 and 395 of the Companies Act 2006; and
 - To prepare accounts which accord with the accounting records and to comply with the accounting requirements of sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by charities have not been met; or
2. To which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tarpon Limited

132-134 Great Ancoats Street Manchester
M4 6DE

2 July 2024

INCOME STATEMENT

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Voluntary income & investment income	203,624	105,699	309,323	444,571
Direct costs	-	-	-	(290)
Total incoming resources	203,624	105,699	309,323	444,281
Administrative expenses	203,624	156,223	(359,847)	(336,288)
Other operating income	-	6,990	6,990	6,496
Operating (loss)/surplus	-	(43,534)	(43,534)	114,489
Net surplus	-	(43,534)	(43,534)	114,489
Other adjustments	-	-	-	-
Total (loss)/surplus	-	(43,534)	(43,534)	114,489

STATEMENT OF FINANCIAL POSITION

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets	4	503,515	486,263
Current assets			
Debtors	5	138,545	10,369
Cash at bank and in hand		100,877	132,779
		<u>239,422</u>	<u>143,148</u>
Creditors: amounts falling due within one year	6	(485)	(425)
Net current assets		<u>238,937</u>	<u>142,723</u>
Total assets less current liabilities		<u>742,452</u>	<u>628,986</u>
Creditors: amounts falling due after more than one year	7	(157,000)	-
Net assets		<u>585,452</u>	<u>628,986</u>
Funds			
Revaluation reserve		400,000	400,000
Unrestricted funds		185,452	228,986
Total funds		<u>585,452</u>	<u>628,986</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023. The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- Preparing financial statements which give a true and fair view of the state of affairs of the charitable company 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 the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board of Trustees on 2 July 2024.

E G Sparks (Trustee)

Company Registration No. 08055950 Registered Charity No. 1150285

1 Restricted funds

The following grants were received during the year ended 31 December 2023 for the following purposes:

<u>Funder</u>	Purpose				Total £
	Capital	Overheads	Project Work	Staffing	
Action Together	-	-	3,500	-	3,500
Cheshire Freemasons	-	1,250	-	-	1,250
Hill Dickinson Foundation	-	-	1,500	-	1,500
Heritage Lottery Fund	-	-	9,974	-	9,974
Hubbub	3,000	-	-	-	3,000
Money Saving Expert Charity	-	-	700	-	700
National Lottery Community Fund	57,408	-	-	65,695	123,103
Neighbourly Foundation	-	-	1,500	-	1,500
Salford Community Foundation	-	-	2,000	-	2,000
Scope	37,097	-	-	-	37,097
Tudor Trust	-	20,000	-	-	20,000

2 Statutory information

PENNINE MENCAP is a charity with the registration number 1150285. The registered office is RHODES BANK CHAMBERS, 184-188 UNION STREET, OLDHAM, OL1 1EN, ENGLAND.

3 Compliance with accounting standards

The accounts have been prepared in accordance with the provisions of FRS 102 Section 1A Small Entities. There were no material departures from that standard.

4 Accounting policies

These financial statements for the year ended 31 December 2023 and comply with FRS 102 Section 1A Small Entities.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

5 Tangible fixed assets	Land & buildings	Plant & machinery	Total
	£	£	£
Cost or valuation	At cost	At cost	
At 1 January 2023	411,661	99,521	511,182
Additions	-	36,258	36,258
At 31 December 2023	411,661.	135,779	547,440
Depreciation			
At 1 January 2023	-	24,919	24,919
Charge for the year	-	19,006	19,006
At 31 December 2023	-	43,925	43,925
Net book value			
At 31 December 2023	411,661	91,854	503,515
At 31 December 2022	411,661	74,602	486,263

6 Debtors	2023	2022
	£	£
Amounts falling due within one year		
Amounts due from group undertakings etc	109,192	-
Other debtors	29,353.	10,369
	138,545	10,369

The debtor of £109,192 represents a loan made to the related entity Pennine Mencap Supported Housing Ltd

7 Creditors: amounts falling due within one year	2023	2022
	£	£
Trade creditors	60	-
Accruals	425	425
	485	425

8 Creditors: amounts falling due after more than one year	2023	2022
	£	£
Bank loans	157,000	-

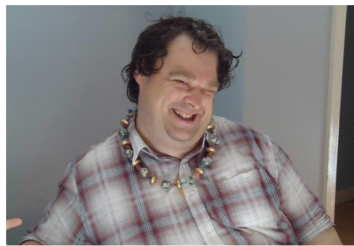
9 Average number of employees

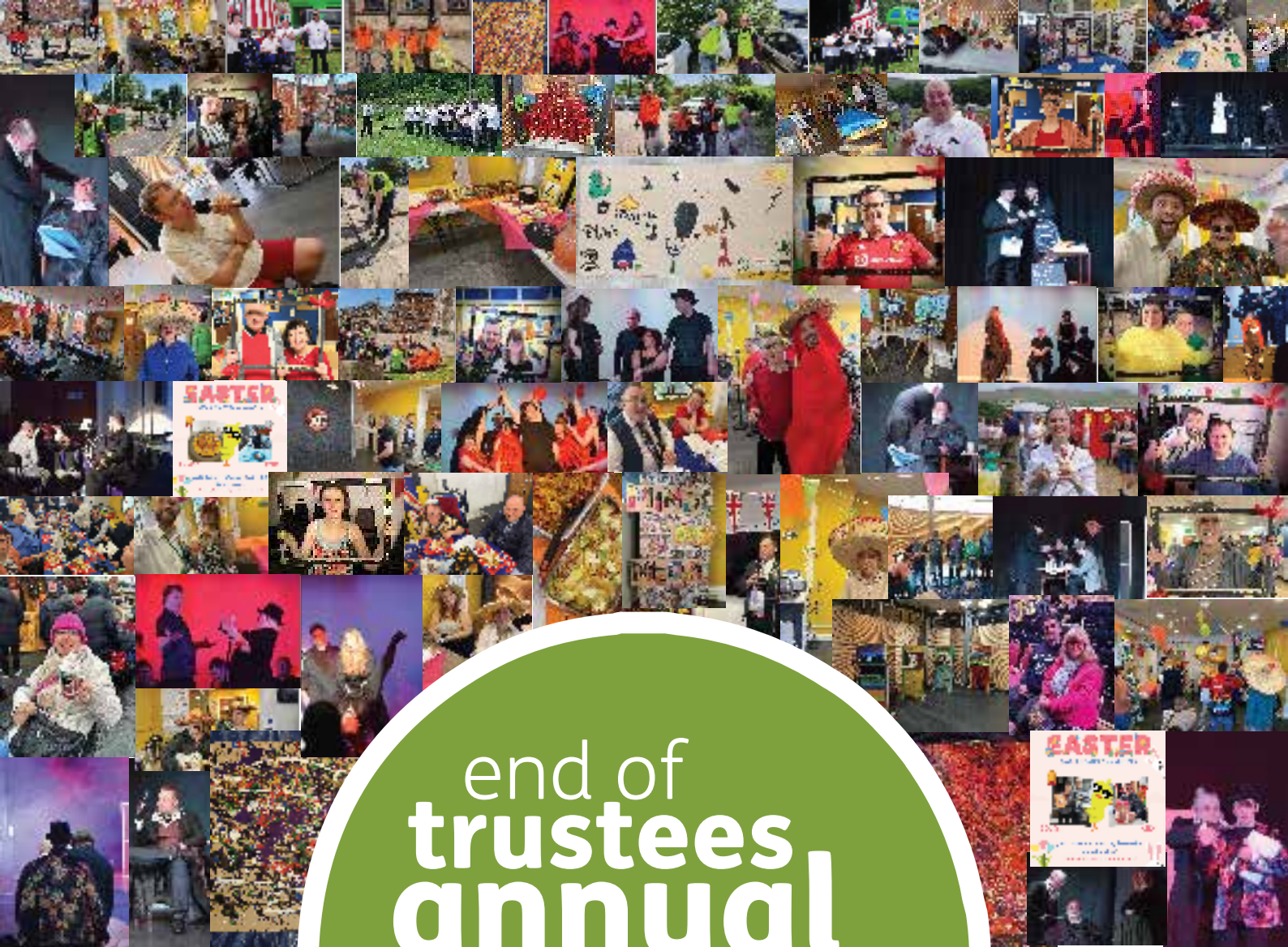
During the year the average number of employees was 2 (2022: 2).

	2023	2022
	£	£
Incoming resources		
Charitable grants	173,774	352,004
Donations	45,883	61,311
Sales	17,469	9,416
Insurance claim	46,640	-
Rental income	25,557	21,840
	<hr/>	<hr/>
	309,323	444,571
	<hr/>	<hr/>
Cost of sales		
Other direct costs	-	290
	<hr/>	<hr/>
	309,323	444,281
	<hr/>	<hr/>
Administrative expenses		
Wages and salaries	91,953	92,529
Pensions	4,094	3,036
Local projects	42,761	33,269
Staff training and welfare	686	1,266
Travel and subsistence	1,942	1,602
Rent	4,270	1,353
Rates	473	646
Light and heat	25,148	29,453
Cleaning	246	165
Telephone and fax	3,415	992
Postage	64	60
Stationery and printing	9	359
Subscriptions	590	781
Bank charges	34	26
Insurance	10,433	7,302
Software	8,160	7,376
Repairs and maintenance	133,460	130,944
Depreciation	19,006	6,733
Sundry expenses	1,038	1,325
Accountancy fees	575	425
Consultancy fees	-	1,813
Advertising and PR	94	82
Other legal and professional	11,396	14,751
	<hr/>	<hr/>
	359,847	336,288
	<hr/>	<hr/>
Other operating income		
Other operating income	6,990	6,496
	<hr/>	<hr/>
Operating (loss)/surplus	(43,534)	114,489
	<hr/>	<hr/>
Total (Loss)/surplus	(43,534)	114,489
	<hr/>	<hr/>

In lasting memory of
Martyn Heelam

Friend of Pennine Mencap from its
foundation, who we sadly lost in 2023





end of
**trustees
annual
report**



Rhodes Bank Chambers 184-188 Union Street
Oldham, OL1 1EN, England

PENNINE MENCAP

England & Wales - Charity number 1150285

Accounts



annual report



The trustees who are also directors of the charity for the purposes of the Companies Act 2006 are delighted to present their report, with the financial statements for the charity for the year ended 31 December 2022.

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social, creative
& wellbeing
activities

annual report

1 JAN 2022 - 31 DEC 2022





We are delighted to report that 2022 has been one of the most diverse years of activities offered by Pennine Mencap since the charity was founded a decade ago. Our principal aims of representing the needs, interests and ambitions of the charity's service users have always been exemplified by the group sessions we provide. The expansion of activity types, themes, outcomes and attendance levels this past year are strong indicators of Pennine Mencap's ongoing growth as an organisation.

Our role is to serve and stand up for the rights of individuals with learning disabilities, autism and complex needs. Our service user group are among the most at-risk individuals in and around Oldham and Tameside, and they steer every aspect of Pennine Mencap's endeavours. This year's report will also take a different approach by exploring specific areas of activity in greater depth, giving both a bird's eye view and a more close-up examination of the work we undertake.

CREATIVE ACTIVITIES

Pennine Mencap has always prided itself on its performing arts output as a catalyst for increasing self-confidence, co-production, communication skills and cultural understanding for those taking part, as well as presenting a positive, ambitious face of learning disability and autism to the community at large. 2022 was packed with achievements furthering these goals.

This year a highlight for our Stage Right Performing Arts group has been the continuation of the Arts Council England-funded Libretto project, which began in October 2021. This had a very challenging premise: to make classic operas accessible for our disabled performers and appealing to a broad community audience. The additional challenge being that the group, effectively disbanded during COVID, had not performed publicly since 2019's 'Shakespeare in Two Acts'.

On May 28th, Libretto's £15,000 project grant enabled us to stage an ambitious interpretation of Benjamin Britten's maritime opera 'Peter Grimes'. With the setting relocated from Cornwall to a North Yorkshire fishing village, the Stage Right version of this dark tale was lightened with comic moments and adapted to feature full-cast performances of atmospheric sea shanties and folk songs such as 'Blow The Man Down' and 'The Old Dun Cow'.

The lead role of Peter Grimes was performed brilliantly by Andrew, a young autistic gentleman who has transformed his ability to express himself since first coming to Pennine Mencap in 2017.





Andrew is just one of many cast members who experienced a huge boost as a result of this well-received production. The show also led to the recruitment of more new members in readiness for the next part of the Libretto project, building towards a new performance of 'Sweeney Todd' in 2023.

The audience at Pennine Mencap's 10th Birthday Party were also treated to a Glastonbury-themed dance show, with members of Stage Right proudly performing to festival favourites by Arctic Monkeys and Florence and the Machine. This showcased a range of styles including elements of rhythmic gymnastics, using ribbons, flags and glowsticks to accentuate the dancers' movements.

Our other principal performing arts group, the Rhodes Bank Choir, began 2022 delivering more of the weekly online performances that had been a highlight of our post-lockdown social media output. These evolved into live monthly mini-concerts, re-establishing the choir's ability and belief to perform full sets of themed songs. This was in preparation for a move towards singing in front of public audiences again for the first time since December 2019. This was also an entirely new experience for many of the newer members of the group.

The big moment came when the Rhodes Bank Choir were invited to be the opening act at Oldham Pride on July 28th. Performing on an outdoor stage with their logo proudly displayed on big screens, the choir were elevated further with a full light show, pyrotechnics and a BSL interpreter. The 20-strong members performed a 30-minute set that energised and retained the support of a large crowd in spite of poor weather. We cannot overstate the scale of this achievement.

The choir members also took part in the Pride march itself, along with volunteers, staff, family members and supporters of the charity. This was a great opportunity for Pennine Mencap to represent another aspect of equality and integrate further with the local community.

In addition to the renewal of our existing performing arts groups, 2022 saw the start of the Mind Over Media project. Supported by the British Science Council's Ideas Fund, this ambitious project was developed in partnership with a cross-section of autistic adults including service users of Pennine Mencap and individuals who were, at that point, entirely new to the charity.

Mind Over Media incorporated involvement from Manchester University lecturer and Autism GM chairperson, Dr Emma Gowen, as well as clinical psychologist Dr Hannah Williamson. The brief for this research-driven project was to find creative methods for autistic adults and those with associated conditions to express feelings and explore memories of social isolation during COVID.





This was filtered through the lens of a new reliance on digital communication during lockdown. As it developed, the cohort involved with the project became more diverse and grew to represent a pan-disability community as well as individuals with autism. The project began with our participants seeking inspiration from trips to galleries in Oldham, Rochdale and Manchester. The creative output then took shape through photography, digital art, film-making, painting, collage and even wooden structures. These elements were prepared for a full public art exhibition, enabling the charity to begin 2023 with a bang.

SOCIAL ACTIVITIES

Our principal groups for social engagement, the Wednesday Social Club at Rhodes Bank Chambers and Friday Night Club at Hurst Community Centre, have continued to grow in attendance following the lifting of government mandated social distancing rules.

We have promoted the relaxed nature of these groups to encourage members of our community to attend who have not felt ready to get involved with more structured projects. The opportunity to make new connections or rekindle old friendships in a no-pressure environment has been vital to many, in particular as a significant proportion of our service users have continued to experience post-COVID demotivation, inactivity and anxiety.

Effort has been concentrated into outreach calls, home visits, mailshots and social media campaigns to highlight these groups as a manageable first step towards re-establishing a positive routine and regaining social confidence. There have been challenges, but this approach has proved successful in creating a gateway to the broader range of opportunities offered by the charity. Many of those who re-engaged through the social groups have then branched out and flourished in other sessions.

These groups have played host to themed events with a real celebratory atmosphere. Friday Night Club has incorporated Pennine Mencap's 10th Birthday Party, our Halloween Ball and big Christmas Party, while Wednesday Social Club has hosted a royal jamboree attended by civic dignitaries to mark the Queen's Diamond Jubilee. There was also a hugely positive response to the inclusion of more live entertainment in our social calendar, including seasonal music nights featuring guitarist Dale Murphy, rock group Blackballed and pop/metal covers band Tequila Princess.





WELLBEING ACTIVITIES

As part of the ongoing commitment to supporting our service users' post-pandemic recovery, 2022 saw the charity increase its provision of services to improve mental and physical wellbeing.

Our inclusive sports activities at Hurst Community Centre continued to be a success. The rotating options of walking football, netball, badminton and volleyball provided an engaging, fun experience for all participants. The low-impact variations of these sports provided opportunities to develop teamwork, coordination and spatial awareness, while also offering a cardiovascular workout.

We also set up the Pennine Mencap walking group, an informal and friendly collective who get together to explore local parks, nature reserves and urban walking routes. This sociable and holistic approach to improving physical health, mental wellbeing, motivation and determination (whatever the weather) also promotes a real sense of camaraderie and belonging.

The group set itself a huge challenge by undertaking a Halloween hike around Ladybower Reservoir in the Peak District. All 19 members of the group, including wheelchair user Shona, successfully completed the testing 5 mile route. Not only was this a major achievement for every individual walker, the group raised a remarkable £500.00 through sponsorship and a GoFundMe page.

Weekly dancercise sessions have become a hit, combining exercise with a full-on party atmosphere. Awareness of the mind-body connection has been further emphasised with the reintroduction of yoga sessions, and we also sought wellbeing enhancement through other less obvious means. For example, collaboration with Oldham Lifelong Learning for a 4-week papercraft course provided a platform to explore mindfulness through focussed activity.

Throughout the year we also brought a range of health topics to the fore through workshops and short courses developed within the charity. This included oral hygiene awareness sessions hosted by medical student Rachel, with interactive elements such as the use of disclosing solution to help service users identify and understand the spread of plaque. Free oral health kits were given out at the sessions, as well as being made available throughout the rest of the year.

Regrettably, due to building works associated with repairs to the roof of Rhodes Bank Chambers and ongoing construction of the passenger lift to the rear of the building, we suspended training sessions in our mini-gym. This has been a cause of some disappointment in the interim, but we are looking forward to reopening the gym promptly upon completion of these works.





spotlight on music therapy

annual report

1 JAN 2022 - 31 DEC 2022





This year we have been delighted to introduce music therapy into the charity's range of services for the first time. Thanks to a partnership with national charity Nordoff Robbins, we have received a full suite of instruments and welcomed a student music therapist on placement throughout the year.

Alan Wells has provided new opportunities for 1:1 music therapy sessions, small group workshops on different musical disciplines (including a weekly guitar skills session) and embraced the idea of setting up a full band for our service users. The collective grew rapidly, with the

group choosing to call themselves the Pennine Sunshine Band.

This element of our service developed throughout the year, with contributions from service users, staff and volunteers broadening the scope of Alan's work. Those who participated experienced improved emotional expression, stress reduction, improved mood, improvements to cognitive abilities, elements of physical rehabilitation and increased self-esteem.

A year-end presentation was made showcasing the success of these sessions, including the use of adapted instruments and accessible devices. A combination of emotionally expressive music, improvisation and songwriting efforts culminated in a live performance by the Pennine Sunshine Band at Rhodes Bank Chambers on December 9th. We livestreamed the event online to give maximum visibility to this remarkable achievement. The live band performance showcased a full set of self-written songs composed as a group, and the sense of joy was evident throughout.

While Alan's placement ended at the close of 2022, we have reached an agreement with Nordoff Robbins to continue the relationship in 2023 with a joint-funded music therapy programme. With Pennine Mencap's emphasis on the performing arts as a means to improve confidence and wellbeing, we are looking forward to seeing the fruits of this relationship grow in the years to come.





focus on
food projects

annual report

1 JAN 2022 - 31 DEC 2022





This year the impact and scale of our programme of food-related work has continued to grow. This is vital given the long-standing issues of food poverty and poor nutrition affecting adults with learning disabilities and other complex needs. This is compounded by our locality's high levels of social, health and financial deprivation, and worsened further with the Cost of Living Crisis that has erupted due to adverse events globally.

It is against this background that our Cookalong project has continued to flourish, even following the lifting of the final COVID-related restrictions which led to this unique activity first being established in April 2020. The provision of carefully assembled ingredients kits, delivered to service users' homes in time for a live and interactive online tutorial every Friday, remains a strong part of the charity's identity. Cookalong has proudly outlasted the social distancing measures from which it originated.

This is a demanding project in terms of staff and volunteer time, organisational requirements and sourcing ingredients. But it is a worthwhile investment of resources, providing a unique opportunity to boost service users' confidence and skills in their own kitchens. This comes at no cost to anyone taking part, ensuring there are no financial barriers to inclusion. We encourage participants to also request additional ingredients kits to cater for family members, carers or dependents.

Cookalong continues to be a sociable platform for participants to try new recipes. This year included a month of East Asian cuisine, featuring Thai massaman curry, char sui pork, Singapore laksa and crispy chilli beef. We explored European signature dishes, making halloumi burgers, chicken Kyiv and Portuguese aroz de pato (duck rice). There was also a focus on regional British cooking, including Cromer-style crab cakes and Caerphilly tart made with crumbly Welsh cheese.

As always, we are astounded by the enthusiasm of all service users who take part in the weekly sessions. The commitment of our Cookalong chefs is clear from the thousands of photos of completed dishes which can be found on Pennine Mencap's social media channels. We have now created a dedicated Cookalong page on Facebook and service users are keen for us to look into creating a Pennine Mencap cookbook using recipes they enjoyed the most.

We are pleased to confirm that the project has been supported this year by a £10,000 Awards for All grant from the National Lottery, as well as the kind donations of all kinds of food packaging by local Tameside-based business Takeaway Supplies Ltd. To help with digital inclusion, we also successfully obtained a significant number of free Vodafone SIM cards, providing access to Cookalong for those who cannot afford home broadband or a contract mobile phone.





We have continued to receive ongoing support from local supermarkets, especially branches of Aldi and Lidl, with store surplus and customer donations. These donations enable us to continually top up our mini food bank, redistributing fresh, frozen, dried and canned items to service users free of charge. While this is still a relatively modest aspect of the charity's work, the need is evidenced daily by the volume of items collected from our community fridge and 'free to take' trolley.

In the year ahead we hope to expand the food bank and, potentially, to reintroduce face-to-face cookery sessions. These ambitions received a huge boost just before the end of the year, with Scope awarding a grant of £37,097 towards the full refurbishment of the main kitchens at Rhodes Bank Chambers. This will be a significant capital project, which will also give us the capacity to prepare and serve high volumes of freshly cooked hot meals at our group activities. This will add another dimension to the cost of living support we can offer our service users, as well as creating new opportunities for volunteering.





advocacy & information

annual report

1 JAN 2022 - 31 DEC 2022





Throughout 2022 we continued our work to inform and advocate for our service users, in particular to help address significant vulnerabilities that disproportionately affect adults with learning disabilities, autism and complex needs. This included workshops on COVID vaccination awareness, demonstrations of how to take rapid flow tests and circulating information on how to stay safe post-pandemic. We also continued to work with our community partners at OPAL and Keyring to share insights and information related to health inequalities.

We also maintained our efforts to address intolerance, discrimination and hate-motivated crimes and incidents towards disabled and neurodiverse individuals. As well as our own campaigning during National Hate Crime Awareness Week in October, we hosted an open-access talk about hate crime by Oldham Council's Equality Lead, Virbai Kara. This was attended by other groups representing minority communities from across the borough.

Building on our relationship with Transport for Greater Manchester to improve accessibility on public transport, we hosted a Travel Pass Q&A event on November 8th. This packed event gave our service users an opportunity to quiz TfGM managers Craig, Sean and Chris about all aspects of travel in Greater Manchester, with lots of useful feedback taken on board by our guests. This also provided a face-to-face opportunity to resolve all manner of issues with concessionary travel passes, including those which had expired, been lost or rejected for renewal.





& recognition engagement

annual report

1 JAN 2022 - 31 DEC 2022





This year the charity successfully reached out to other organisations and communities to strengthen our links outside of our immediate beneficiary group.

We particularly formed strong partnerships with a number of local educational establishments, including Oldham College, Ashton Sixth Form, Hopwood Hall College and Oldham Sixth Form. This enabled us to accept a wide range of short and long-term student placements, with learners joining us from courses including health and social care, performing arts and construction. The presence of enthusiastic learners has enriched the diversity of our work immensely.

Our connections with other learning disability organisations continued to flourish, with Pennine Mencap hosting other groups at Rhodes Bank Chambers and, reciprocally, our service users attending events hosted by OPAL and Keyring. We also attended numerous community events hosted by Action Together, such as a busy Volunteering Fair which included a live feature about Pennine Mencap on Oldham Community Radio.

In February 2022 we were delighted to represent the charity at the Forever Manchester Birthday Party at the Kimpton Clocktower Hotel in central Manchester. This is a significant event bringing together third sector organisations and supporters from across Greater Manchester, and it was an appreciable step for Pennine Mencap to be involved. Later in the year we were proud to also be independently nominated for Forever Manchester's Outstanding Community Contribution Award.

Pennine Mencap was also selected as one of Shaw and Crompton Council Chairman's Charities of the Year. Councillor Louie Hamblett, the first autistic elected representative in Greater Manchester, was pleased to announce this at Rhodes Bank Chambers, giving a wonderful speech in support of our work. We are grateful to Cllr Hamblett for the support of his office, and for enabling us to build new relationships with the Royal British Legion and Dr Kershaws Hospice.

The charity benefitted from nomination to the Tesco Bags of Help scheme in 2022, which was voted on by shoppers at three Tesco stores across Stalybridge and Ashton-under-Lyne. This resulted in a donation towards the running costs of our activities at Hurst Community Centre and also helped to further improve engagement and awareness in the local population.

We were also grateful as always for the kind support of We Shall Overcome, with the donation of Easter Eggs and Christmas gifts for service users to help mark these important times of year.





capital projects

annual report

1 JAN 2022 - 31 DEC 2022





This year has seen significant capital projects underway across the charity. Most prominently, we have seen completion of the first major phases of the construction of the passenger lift which will open up access to all four superterranean floors of Rhodes Bank Chambers. This has involved significant design work, structural engineering calculations and a successful planning application before physical work could begin. We are however pleased to report significant tangible progress.

The signed-off phases of this complex project include excavation of the rear yard; the creation of a steel-reinforced solid concrete foundation over 1.5 metres thick; the engineering of openings to accommodate lift door openings into existing spaces throughout the building; the erection of the lift's framework to match the height of the mansard roof; installation of the lift running gear; and the fitting of a pitched roof and lapped cladding to weatherproof the entire new lift shaft.

Our contractors have encountered difficulties with the provision of a stable power supply for the lift, with a number of attempted electro-mechanical solutions proving inadequate. We are now awaiting the installation by Electricity Northwest of a 3-phase power supply, which is expected to resolve this problem. Until such time as that is fitted, the lift works will remain paused. Our funders at the National Lottery Community Fund have been very supportive through the trials and tribulations of this project and remain as committed as we are to seeing it to a successful conclusion.

In parallel to this, we have commissioned the most comprehensive roof refurbishment that Rhodes Bank Chambers has seen in decades, supported by a £25,000 grant from the One Oldham Fund. Following years of incremental repairs, thanks to this grant we are nearing completion of a full refurbishment programme designed to address all reasonable concerns with key roof materials. This includes lining the stone gutters, repairing damaged leadwork, replacing valleys, removal of an unstable chimney stack and the full resurfacing of the pitched and mansard roofs. We are looking forward to a significant improvement in the internal environment once the works are completed, thanks to all the benefits associated with effective weatherproofing.

Thanks to the access provided by the full wraparound scaffold at Rhodes Bank Chambers to facilitate the roof and lift works, we have also been able to commission the installation of two banks of solar panels. These will, upon completion of the works, help to reduce our carbon footprint and energy costs for the charity. This has been a long-standing aim, given the opportunity presented by the relatively extensive roof surface area at the premises. The installation is largely complete and the connection of the panels will be finalised once the new 3-phase power supply is fitted by Electricity Northwest in 2023.





future planning
sustainability

annual report

1 JAN 2022 - 31 DEC 2022





As part of a renewed commitment to broaden the skills base of the board of trustees, we were delighted to welcome James Guy to the board in 2022. A registered social worker with over 25 years experience in management and ownership of health and social care services in Oldham and Rochdale, we look forward to James contributing to the charity's development in the years to come. We are seeking to recruit another suitably committed trustee in 2023.

A number of staff changes throughout the latter part of 2022 have prompted a review of the paid positions within the charity. We are seeking to reshape the core roles

funded by our National Lottery Community Fund grant in 2023, with the introduction of new Project Coordinator and Communications Officer positions. The changes will improve focus and help lead to the roles becoming sustainable in the long term, beyond the end of the grant in 2024.

We are also seeking to make a temporary recruitment to provide maternity cover for our Activities Coordinator. This may potentially lead to the recruitment of a permanent team member to help further expand our capacity for delivering direct project work. We are in the process of seeking additional funding to cover this recruitment in the initial maternity leave period.

2022 has been a productive year in terms of grant-funded projects, but we are seeking to significantly diversify the charity's income sources in 2023 and beyond.

We are going to make significant efforts to improve public engagement locally, with a view to boosting individual giving and fundraising from local businesses. The financial deprivation experienced by many of our service users and their families has always discouraged us, both ethically and practically, from seeking contributions from our direct and indirect beneficiaries. For this reason, individual giving has historically not been a strong point for Pennine Mencap.

Our proposition for 2023 is to look to those in the wider community who can afford to make contributions to the charity and to build more connections to facilitate this. We aim to achieve this goal through a combination of public event fundraising, sponsorship campaigns and online giving. We recognise this approach requires a significant commitment of time from trustees, staff and volunteers but also foresee huge benefits in terms of providing exciting opportunities for our service users to play central roles in building public support for the charity.





A key sustainability goal set in 2021 was for Pennine Mencap to achieve 10 funded day service placements by the end of 2024, in the expectation of generating approximately £72,000 of income per year. We are pleased to report that the charity ends 2022 with a total of 6 of our service users funded by local authorities, generating £36,440 of income on an annualised basis. We are pleased to report that these are not formal referrals from the local authorities, but individuals with high level needs who found their own way to Pennine Mencap through recommendations by others already using our services. All of these individuals were previously outside of 'the system'.

As we specialise in supporting marginalised individuals who struggle to engage with other services, it is encouraging to see that we are developing an approach whereby we are effectively translating word of mouth referrals into trusted long-term relationships, and then developing the most critical of these to gain support in the form of local authority funding. This approach will help us to continue to provide wraparound help for the most at-risk service users, especially those who need intense 1:1 support, on an ongoing basis. If our target for placement funding is achieved by 2024 this should also enable the continuation of critical staff roles which are presently dependent on grant funding alone.

We also hope to sharpen our focus on environmental sustainability in the months and years to come. This will be a demanding process given the charity is dependent on the use of physical resources and is based in a very low-efficiency heritage premises, with Rhodes Bank Chambers approaching its 170th birthday in 2023. Nonetheless we have taken the first step towards reducing our carbon footprint with the installation of two banks of solar panels at the premises. The agenda for the year ahead will include further measures, including work engaging service users in World Environment Day 2023 and with measures to help reduce their own energy consumption at home and in their daily lives.



A photograph of a tea and coffee service. In the foreground, there are several silver serving trays. One tray holds several golden-brown scones, some with white cream and jam. Another tray holds round sandwiches, some with visible fillings like lettuce and tomato. In the background, more trays are visible, along with a sign that reads 'WATER BOILER AT NIGHT'. A large, semi-transparent purple circle is overlaid on the center of the image, containing the text 'events gallery'.

events gallery

annual report

1 JAN 2022 - 31 DEC 2022





Pennine Mencap 10th Birthday Party
March 25th



Festival Dance Performance
March 25th



2nd Anniversary Cookalong
April 1st



Stage Right Performing Arts Peter Grimes
May 28th



Queen's Diamond Jubilee Party
June 1st



Rhodes Bank Choir Performance at Oldham Pride
July 23rd



**Volunteering Fair
August 17th**



**Spooky Social
October 26th**



**Halloween Ball
October 28th**



TfGM Travel Pass Event
November 8th



Pennine Sunshine Band Performance
December 9th



Christmas Party
December 23rd

accounts

annual report

1 JAN 2022 - 31 DEC 2022





**REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Company Registration No. 08055950 (England and Wales)
Registered Charity No. 1150285



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Directors (Trustees)

E G Sparks (Trustee)
J Guy (Trustee)
A P Stock (Trustee)
N Jotham (Trustee)

Company

08055950

Charity Number

1150285

Registered Office

Rhodes Bank Chambers
184-188 Union Street
Oldham
OL1 1EN
England

Accountants

Tarpon Limited
Advantage Business Centre
132-134 Great Ancoats Street
Manchester
Greater Manchester
M4 6DE

We report on the accounts of Pennine Mencap for the year ended 31 December 2022, which are set out on pages 6 to 10.

Respective responsibilities of the Trustees and Independent Examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is required.

Having satisfied ourselves that the charity is not subject to audit under any company law and is eligible for independent examination, it is our responsibility to:

- a) Examine the accounts under section 145 of the 2011 Act;
- b) To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- c) To state whether particular matters have come to our attention.

Basis of independent examiner's report

Our examination was carried out in accordance with the General Directions given by the Charity Commission. 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 and 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 we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

1. Which gives us reasonable cause to believe that in any material respect the requirements:
 - To keep accounting records in accordance with section 386 and 395 of the Companies Act 2006; and
 - To prepare accounts which accord with the accounting records and to comply with the accounting requirements of sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by charities have not been met; or

2. To which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tarpon Limited

Advantage Business Centre
132-134 Great Ancoats Street
Manchester
Greater Manchester
M4 6DE

18 August 2023

PENNINE MENCAP INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	£	£
Voluntary income & investment income	444,571	200,474
Direct costs	(290)	(40)
Total incoming resources	<u>444,281</u>	<u>200,434</u>
Operating expenses	(399,038)	(155,136)
Other operating income	6,496	33,167
Operating surplus	<u>51,739</u>	<u>78,465</u>
Net surplus	<u>51,739</u>	<u>78,465</u>
Other adjustments	-	-
Total surplus (Reserves)	<u>51,739</u>	<u>78,465</u>

PENNINE MENCAP STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	4	423,513	428,833
Current assets			
Debtors	5	10,531	3,498
Cash at bank and in hand		188,494	138,243
		199,025	141,741
Creditors: amounts falling due within one year	6	(425)	(200)
Net current assets		198,600	141,541
Net assets		622,113	570,374
Funds			
Revaluation reserve		400,000	400,000
Unrestricted funds		222,113	170,374
Total funds		622,113	570,374

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022. The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 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 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 the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board of Trustees on 18 August 2023.

E G Sparks (Trustee)

A P Stock (Trustee)

N Jotham (Trustee)

J Guy (Trustee)

1 Statutory information

PENNINE MENCAP is a private company, limited by shares, registered in England and Wales, registration number 08055950. The registered office is RHODES BANK CHAMBERS, 184-188 UNION STREET, OLDHAM, OL1 1EN, ENGLAND.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the provisions of FRS 102 Section 1A Small Entities. There were no material departures from that standard.

3 Accounting policies

These financial statements for the year ended 31 December 2022 are the first financial statements that comply with FRS 102 Section 1A Small Entities. The date of transition is 1 January 2021.

The transition to FRS 102 Section 1A Small Entities has resulted in a small number of changes in accounting policies to those used previously.

The nature of these changes and their impact on opening equity and profit for the comparative period are explained in the notes below.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Tangible fixed assets	Land & buildings	Plant & machinery	Total
	£	£	£
Cost or valuation	At cost	At cost	
At 1 January 2022	411,661	35,358	447,019
Additions	-	1,413	1,413
At 31 December 2022	411,661	36,771	448,432
Depreciation			
At 1 January 2022	-	18,186	18,186
Charge for the year	-	6,733	6,733
At 31 December 2022	-	24,919	24,919
Net book value			
At 31 December 2022	411,661	11,852	423,513
At 31 December 2021	411,661	17,172	428,833

5 Debtors	2022	2021
	£	£
Amounts falling due within one year		
Other debtors	10,531	3,498
	10,531	3,498
6 Creditors: amounts falling due within one year	2022	2021
	£	£
Accruals	425	200
	425	200

PENNINE MENCAP DETAILED PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	£	£
Incoming resources		
Appeals and donations	422,731	176,070
Rental income	21,840	24,404
	444,571	200,474
Cost of sales		
Subcontractor costs	-	40
Other direct costs	290	-
	290	40
Gross surplus	444,281	200,434
Operating expenses		
Wages and salaries	92,529	65,383
Pensions	3,036	371
Local projects	33,269	14,857
Staff training and welfare	1,266	594
Travel and subsistence	1,602	609
Motor expenses	-	39
Rent	1,353	255
Rates	646	-
Light and heat	29,453	18,526
Cleaning	165	289
Telephone and fax	992	887
Postage	60	54
Stationery and printing	359	171
Subscriptions	781	555
Bank charges	26	(18)
Insurance	7,302	4,202
Software	7,376	3,609
Repairs and maintenance	193,694	20,099
Depreciation	6,733	6,380
Sundry expenses	1,325	2,213
Accountancy fees	425	167
Consultancy fees	1,813	14,878
Advertising and PR	82	33
Other legal and professional	14,751	983
	399,038	155,136
Other operating income		
Other operating income	6,496	6,000
Government grants	-	27,167
	6,496	33,167
Operating surplus	51,739	78,465
Total surplus (Reserves)	51,739	78,465

end of
**annual
report**



Rhodes Bank Chambers 184-188 Union Street
Oldham, OL1 1EN, England

PENNINE MENCAP

England & Wales - Charity number 1150285

Accounts

Company Registration No. 08055950 (England and Wales)

Registered Charity No. 1150285

**PENNINE MENCAP
REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

**PENNINE MENCAP
ANNUAL REPORT AND UNAUDITED ACCOUNTS
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**PENNINE MENCAP
COMPANY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2021**

Directors	E G Sparks (Trustee) A P Stock (Trustee) N Jotham (Trustee)
Company Number	08055950 (England and Wales)
Registered Office	RHODES BANK CHAMBERS 184-188 UNION STREET OLDHAM OL1 1EN ENGLAND
Accountants	Tarpon Limited Advantage Business Centre 132-134 Great Ancoats Street Manchester Greater Manchester M4 6DE

PENNINE MENCAP
(COMPANY NO: 08055950 ENGLAND AND WALES)
REPORT OF THE TRUSTEES

The trustees who are also directors of the charity for the purposes of the Companies Act 2006 present their report with the financial statements for the charity for the year ended 31 December 2021.

Pandemic Challenges

2021 marked the second year of the COVID-19 pandemic, presenting challenges which continued to weigh heavily on the charity, our service users and our activities throughout the year. It was not a year without success or optimism within Pennine Mencap, but was still marked by caution.

As we came out of 2020, all of our pandemic response measures were in full effect. The majority of our activities were still being delivered online; infection control and social distancing measures were in place for activities delivered partly or wholly in-person at Rhodes Bank Chambers, with strict limits on attendance levels and flow of movement around the building; many of our most vulnerable or anxious service users were still unwilling to engage in any activities which involved being indoors with others, regardless of the protective measures in place; venues we traditionally use for off-site activities remained closed for most of the year; and the physical and mental health impact of the pandemic was evident on service users, volunteers and staff alike.

Many of our efforts throughout the year were therefore focused on promoting uptake of the COVID-19 vaccination and recovery from the wider impact of COVID, while maintaining awareness amongst the charity's sphere of influence that the pandemic still posed a real and significant risk. These two messages may at times have seemed at odds with each other, and proved challenging for many of our service users to digest. For this reason a significant amount of time and resources were devoted to the necessary educational and awareness work on these mutually supportive topics.

Our primary social goal for 2021 was to see the vast majority of our service users take up the vaccine while continuing to adopt cautionary approaches to their day-to-day activities.

By the end of the year 98% of our service users had been at least single jabbed, with the majority double-jabbed and a number triple-jabbed thanks to the winter booster programme. The only two service users who were unwilling to take the vaccine made a valid choice to opt out, based on their individual specific medical risks. Overall we must regard this as a significant public health success for our service users across Oldham, Tameside, Rochdale, Stockport and Manchester.

While we as an organisation cannot take sole credit for this tremendous outcome, we are pleased to have played our small and persistent part in promoting a successful vaccine uptake amongst our highly vulnerable section of the community. We also continued and expanded the wellbeing monitoring activities which we established in 2020, with a focus on introducing more health-oriented services throughout 2021.

Community Networking

Our work became part of a prominent, coordinated local effort to support the learning disability and autism community through the pandemic, as Pennine Mencap grew into the role of an Anchor Group in the Community Champions programme. This programme was coordinated by Action Together with support and funding from Oldham Council. Alongside two more established organisations who also took up the role of Anchor Groups (Oldham Personal Advocacy Ltd and Keyring Living Support Networks) we contributed to a range of individual and collective efforts, activities and awareness campaigns across Oldham throughout the year.

Due to our non-parochial approach as a charity, we utilised other funding to extend this work for the benefit of our service users from other boroughs. For example, we were supported by pandemic funding from Tameside Council, including a Winter Pressures grant which enabled us to offer intensive support to our highest-risk and most isolated Tameside service users throughout the first months of the year.

Much of our work also extended to supporting indirect beneficiaries of the charity, including a high percentage of parents, family members and informal carers of our direct beneficiaries. This continued a theme of increased engagement that began the previous year.

We offered support with issues such as self-harm, online gambling, increased use of alcohol and drugs, difficulties with relationships and, in some cases, behaviours which were harmful to other vulnerable people, all of which had been caused or worsened by the pandemic and associated restrictions. Our methods included extensive 1-to-1 support and staff-led/peer-supported group work, comprising a mixture of in-person, online and phone-based contact. These sessions gave us a platform to offer advice, advocacy, emotional support, wellbeing check-ins, signposting and direct referrals to specialist crisis response services as appropriate.

Projects and Activities

We also continued many of the highly enjoyable online activities which were established as a matter of necessity during 2020, including online workouts, chat groups, virtual choir sessions and our weekly online Cookalong. The latter began as a means to continue our in-person cookery group during lockdown, but has developed into a valued part of the charity's schedule; the number of disabled participants receiving ingredients kits averaged 42 per week throughout 2021, with over 2,000 fresh and healthy meals cooked independently at home by participating service users throughout the year. This came at no cost to the service users, except for the wonderful photos supplied by them each week, enabling us to proudly share the achievements of our home cooks.

The continued enthusiasm for remote activities, even as in-person opportunities have increased, confirms that Pennine Mencap's future must be built upon a combination of face-to-face and online services. This requires new approaches to risk management, training and supervision which we will continue to develop in the coming years. This also requires recognition that our beneficiaries are becoming more acclimatised to digital platforms, and consequently increasingly require help with technical and safeguarding issues that were less common pre-pandemic.

In the respect of our performing arts strands of activities, we were able to cautiously bring about the return of in-person rehearsals and live online performances by the Rhodes Bank Choir. The regular live performances broadcast online from our studio have been a confidence boost for returning and new members of the choir, which we hope will put them in good stead for a return to face-to-face shows in 2022. We were also able to reconvene Stage Right Performing Arts group later in the year, taking tentative steps towards Group 1 performing a festival-themed dance show and Group 2 staging a version of Benjamin Britten's opera Peter Grimes. We are pleased to report that overall attendance across all in-person groups had recovered to pre-pandemic levels by the end of 2021.

PENNINE MENCAP
(COMPANY NO: 08055950 ENGLAND AND WALES)
REPORT OF THE TRUSTEES

Funding and Finance

2021 was, despite all its practical challenges, a positive year for grant funding. The most significant grant achieved was our successful application to the National Lottery's Reaching Communities programme for our Branching Out project. This amazing grant enables a hybrid project, combining a multi-year revenue aspect (supporting the salaries of three full time staff, tasked with expanding the scale and scope of our day-to-day activities) and a major capital development, to install a passenger lift at Rhodes Bank Chambers.

The phased Reaching Communities grant has a total value of £388,016.66, making it the largest financial injection the charity has ever been awarded. We had previously applied to the programme without success on a number of occasions dating back to 2013, and our eventually successful application required almost 18 months of research, planning and communication.

We were also pleased continue to receive strong local support from Forever Manchester and Action Together, with both organisations providing an invaluable offer of small grants, local connections, donation opportunities and publicity for Pennine Mencap's work. To give just one example, an article on the Forever Manchester website celebrating a successful year of the Cookalong project led to invitations for the charity to be represented in other media. These included contributions to the Oldham Times, and appearances on BBC Radio Manchester for interviews related to the charity's own work and on wider disability issues in Greater Manchester.

It was with a mixture of joy and sadness that we also obtained a third and, with the execution of Brexit, undoubtedly final educational project grant from the European Social Fund. We are grateful to ESF and its local partner, the Workers Education Association, for enabling us to deliver unique projects which other funders may not have found appealing. Our most recent effort was a fun, accessible Signalong project entitled Sign of the Times. This gave us the opportunity to teach basic conversational Signalong to our service users and a number of carers and family members who also attended the group and individual sessions. This fantastic skill will help to make the charity even more inclusive for those with complex communication needs.

Securing the Future

In recognition of the charity's growing social responsibilities and financial obligations, 2021 was a year in which we began laying the groundwork to offer a broader range of services. Despite the success of grant applications in this financial year, we recognise that a dependence on grant funding may never yield stability. A trading subsidiary, Pennine Mencap Supported Housing Ltd (a company wholly owned by the charity), was established as the entity through which we can offer property based services such as supported living homes for our service users.

As a first step on this journey, the trading subsidiary was able to purchase a premises comprising four flats in Ashton-under-Lyne, completing the transaction in December 2021. This building will, in time, be redeveloped to meet the specific needs of individuals we support who require specialised semi-independent accommodation where they will be supported by people they trust. From a financial security perspective this is a starting point from which we can develop sustainable revenue, as any future profits will be transferred to the charity to support our other social, creative, educational and welfare projects.

PENNINE MENCAP INDEPENDENT EXAMINERS REPORT

We report on the accounts of Pennine Mencap for the year ended 31 December 2021, which are set out on pages 6 to 10.

Respective responsibilities of the Trustees and Independent Examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is required.

Having satisfied ourselves that the charity is not subject to audit under any company law and is eligible for independent examination, it is our responsibility to:

- a) examine the accounts under section 145 of the 2011 Act;
- b) to follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- c) to state whether particular matters have come to our attention.

Basis of independent examiner's report

Our examination was carried out in accordance with the General Directions given by the Charity Commission. 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 and 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 we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

1. which gives us reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 and 395 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by charities have not been met; or
2. to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tarpon Limited

Advantage Business Centre
132-134 Great Ancoats Street
Manchester
Greater Manchester
M4 6DE

14 August 2022

**PENNINE MENCAP
INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021	2020
	£	£
Incoming resources		
<i>From generated funds</i>		
Voluntary income	176,070	134,235
Investment income	24,404	8,473
Direct costs	(40)	(2,113)
Total incoming resources	200,434	140,595
Resources expended		
<i>Costs of generating funds</i>		
Costs of generating voluntary income	(148,756)	(153,535)
Other operating income	33,167	54,043
Net incoming/(outgoing) resources	84,845	41,103

PENNINE MENCAP
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	4	435,213	412,791
Current assets			
Debtors	5	3,498	1,113
Cash at bank and in hand		138,243	78,205
		141,741	79,318
Creditors: amounts falling due within one year	6	(200)	(200)
Net current assets		141,541	79,118
Net assets		576,754	491,909
Funds			
Revaluation reserve		400,000	400,000
Unrestricted funds		176,754	91,909
Total funds		576,754	491,909

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021. The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2019 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 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 the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board of Trustees on 14 August 2022.

E G Sparks (Trustee)

A P Stock (Trustee)

N Jotham (Trustee)

Company Registration No. 08055950

**PENNINE MENCAP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1 Statutory information

PENNINE MENCAP is a private company, limited by shares, registered in England and Wales, registration number 08055950. The registered office is RHODES BANK CHAMBERS, 184-188 UNION STREET, OLDHAM, OL1 1EN, ENGLAND.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the provisions of FRS 102 Section 1A Small Entities. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

Tangible fixed assets and depreciation

Tangible assets are included at cost less depreciation and impairment. Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives:

Plant & machinery 15% straight line

4 Tangible fixed assets

	Land & buildings	Plant & machinery	Total
	£	£	£
Cost or valuation	At cost	At cost	
At 1 January 2021	400,000	24,597	424,597
Additions	11,661	10,761	22,422
At 31 December 2021	411,661	35,358	447,019
Depreciation			
At 1 January 2021	-	11,806	11,806
At 31 December 2021	-	11,806	11,806
Net book value			
At 31 December 2021	411,661	23,552	435,213
At 31 December 2020	400,000	12,791	412,791

The main operational premises, being Rhodes Bank Chambers, was revalued during the 2020 reporting period resulting in an asset addition amounting to £400,000.

This was previously held at donated cost (£nil).

5 Debtors: amounts falling due within one year

	2021	2020
	£	£
Other debtors	3,498	1,113

**PENNINE MENCAP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

6 Creditors: amounts falling due within one year	2021	2020
	£	£
Accruals	200	200
	<u>200</u>	<u>200</u>

PENNINE MENCAP
DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021	2020
	£	£
Incoming resources		
Appeals and donations	176,070	134,235
Rental income	24,404	8,473
	<u>200,474</u>	<u>142,708</u>
Cost of sales		
Subcontractor costs	40	2,113
	<u>200,434</u>	<u>140,595</u>
Gross profit		
Administrative expenses		
Wages and salaries	65,383	41,790
Pensions	371	-
Bonuses	14,857	13,196
Staff training and welfare	594	116
Travel and subsistence	609	616
Motor expenses	39	152
Rent	255	751
Light and heat	18,526	12,246
Cleaning	289	1,105
Telephone and fax	887	790
Postage	54	5
Stationery and printing	171	864
Subscriptions	555	179
Bank charges	(18)	-
Insurance	4,202	4,314
Software	3,609	1,283
Repairs and maintenance	20,099	62,257
Depreciation	-	3,690
Sundry expenses	2,213	421
Accountancy fees	167	167
Consultancy fees	14,878	7,810
Advertising and PR	33	-
Other legal and professional	983	1,783
	<u>148,756</u>	<u>153,535</u>
Other operating income		
Other operating income	6,000	-
Government grants	27,167	54,043
	<u>33,167</u>	<u>54,043</u>
Operating profit	<u>84,845</u>	<u>41,103</u>
Profit on ordinary activities before taxation	<u><u>84,845</u></u>	<u><u>41,103</u></u>

PENNINE MENCAP

England & Wales - Charity number 1150285

Accounts

Company Registration No. 08055950 (England and Wales)

Registered Charity No. 1150285

**PENNINE MENCAP
REPORT OF THE TRUSTEES AND FINANCIAL
STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2020**

**PENNINE MENCAP
ANNUAL REPORT AND UNAUDITED ACCOUNTS
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**PENNINE MENCAP
COMPANY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2020**

Directors	E G Sparks (Trustee) A P Stock (Trustee) N Jotham (Trustee)
Company Number	08055950 (England and Wales)
Registered Office	RHODES BANK CHAMBERS 184-188 UNION STREET OLDHAM OL1 1EN ENGLAND
Accountants	Tarpon Limited Advantage Business Centre 132-134 Great Ancoats Street Manchester Greater Manchester M4 6DE

PENNINE MENCAP
(COMPANY NO: 08055950 ENGLAND AND WALES)
REPORT OF THE TRUSTEES

The trustees who are also directors of the charity for the purposes of the Companies Act 2006 present their report with the financial statements for the charity for the year ended 31 December 2020.

To say that the year 2020 was challenging for Pennine Mencap, its service users, the service users' family members and carers, our staff and volunteers would be a gross understatement. The year's events have been dominated by the COVID-19 pandemic; not just the impact of the disease itself, but the social and economic effects of infection control measures including national lockdown and social distancing regulations.

To a small extent the charity was prepared for the physical closure that was imposed by the national lockdown as we had planned to close activities at Rhodes Bank Chambers for three weeks to safely accommodate structural works needed to strengthen the building's central walls. The temporary closure provided breathing space to plan our response to the emerging pandemic.

We responded to the lockdown by immediately implementing weekly welfare checks with over 80 of our service users. These calls provided relief and reassurance to service users and, in many cases, to carers including parents, family members and even to professional support workers at a time when anxiety and confusion were taking firm hold of our community. We also reached out to collect prescriptions and undertake emergency outreach work to assist our most vulnerable service users.

We were also able to step up the packaging and delivery of emergency food parcels as a means to support our service users to isolate safely and to ensure their nutritional needs were being met during food shortages. Volunteers prepared and distributed over 2,000 cooked meals and the equivalent of 4,500 meals of fresh produce throughout the first lockdown. We found many willing volunteers happy to join and support this effort, which attracted a number of small grants.

We also found ways to move key activities online. First and foremost, our weekly Cooking With Confidence session has been transformed from an in-person session into our online Cookalong. From the start of April onwards, largely utilising surplus food donations from local branches of Lidl and Aldi, we begin creating identical ingredients kits and distributing them to service users so they could then follow a different live video cookalong every week.

This has proved remarkably successful, even as restrictions were lifted during late summer. From the first week when we had 12 participants to the final Cookalong of the year, where we had 40 participants in a single week, a total of 67 service users took part in this activity from home throughout 2020. This has proved a remarkably successful way to encourage our service users to safely socialise online by taking part in an enjoyable, skills-based activity every week.

Cookalong has provided a fantastic blueprint for moving other services online. Throughout the year we also adapted our choir sessions, social groups and courses to be held online, including a pandemic mental health course and a very popular food handling and hygiene course. The latter were both funded by European Social Fund's community learning programme.

We experimented with using a variety of online video meeting platforms to ensure maximum participation. This was an interesting process, revealing that Zoom proved technically challenging for many service users, whereas Skype proved more accessible but connections were unreliable. Ultimately, despite a number of shortcomings, Facebook achieved the best balance of accessibility and reliability, so we have opted to keep most of our online work channelled through Facebook.

At the suggestion of one of our peer mentors, we also established a supervised chat group on Messenger for service users to safely interact and video chat with each other every day. This proved to be a lifeline for many during periods of isolation.

In the latter months of the year, we reopened for a limited number of weekly in-person activities, but we first undertook a large-scale refurbishment of all the key activity areas. This was undertaken with infection control in mind, so all rooms had moppable commercial-grade vinyl floor coverings fitted, automatic hand sanitiser stations installed throughout, and tables with antibacterial surfaces were positioned in all activity spaces. We also applied a bright new colour scheme to the ground and first floors at Rhodes Bank Chambers, in a further effort to lift the mood of our returning service users. We were grateful for funding received from Forever Manchester, Action Together and the National Lottery Community Fund to make this essential overhaul achievable in a relatively short period of time.

Following this refurbishment, our in-person activity sessions were reinstated with strictly controlled attendance levels, social distancing measures (including a one way system demarked by extensive signage and barriers), a hugely enhanced cleaning schedule (20 minute cycles for cleaning all touch points) and, to the frustration of many, limitations on the type of activities that could be provided.

Unavoidably, close contact activities such as gym sessions and our Stage Right Performing Arts groups remain closed. Similarly we have suspended off-site activities, for example our sessions at Hurst Community Centre in Ashton-under-Lyne. All efforts and resources had to be concentrated to ensure the safety of attendees at our reinstated activities at Rhodes Bank Chambers, while maintaining the logistically demanding online activities such as Cookalong.

There was a sense of elation at the final activity of the year, as we used the entirety of the ground floor at Rhodes Bank Chambers to offer a full three course Christmas meal to 21 households of service users and their families/carers. This carefully managed celebration, conducted in accordance with all government restrictions and our own organisational infection control guidance, was the first taste of normality that anyone in attendance had experienced for more than 9 months. It was a very emotional evening for almost everyone in attendance.

PENNINE MENCAP
(COMPANY NO: 08055950 ENGLAND AND WALES)
REPORT OF THE TRUSTEES

We pushed the boat out to prepare a restaurant-quality menu with a choice of starters (freshly made seafood cocktail or chicken liver pate), main courses (confit duck with orange sauce or butternut squash filo wellington) and puddings (vegan, gluten-free raspberry cheesecake or traditional Christmas Pudding, served with fresh pouring cream). Everyone in attendance enjoyed complimentary non-alcoholic bucks fizz throughout, tea and coffee with chocolates to finish, and socially distanced festive karaoke before the meal was served. It was an important statement that we could maintain a sense of positivity and togetherness even under such difficult circumstances.

In view of the pandemic we took the decision that all online activities would be free to access and we would also remove all drop-in charges for face-to-face activities until further notice. We felt this gesture sent an important message to the community that Pennine Mencap is here to support those in most need.

We are exploring the idea of making activities free for the whole of the next year to everyone except those with assessed social care needs, where we would expect a contribution to be made by the relevant local authorities. This 'free at the point of access' approach has necessitated an increase in funding bids to trusts, foundations and local donors but throughout the second half of 2020 our fundraising strategy has been a success. We will review this strategy on a periodic basis in 2021.

Financially, the charity ends the year in a stronger position than it began, thanks to unrestricted donations which we have deployed to enhance the charity's resources. We are grateful for the support received throughout 2020. It has been a tiring year, but we end it satisfied that by remaining active throughout the peaks of the pandemic we showed the charity in the best possible light at the worst imaginable time. We hope this provides a strong platform for growth in 2021 and beyond.

**PENNINE MENCAP
INDEPENDENT
EXAMINERS REPORT**

We report on the accounts of Pennine Mencap for the year ended 31 December 2020, which are set out on pages 6 to 10.

Respective responsibilities of the Trustees and Independent Examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is required.

Having satisfied ourselves that the charity is not subject to audit under any company law and is eligible for independent examination, it is our responsibility to:

- a) examine the accounts under section 145 of the 2011 Act;
- b) to follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- c) to state whether particular matters have come to our attention.

Basis of independent examiner's report

Our examination was carried out in accordance with the General Directions given by the Charity Commission. 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 and 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 we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

1. which gives us reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 and 395 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by charities have not been met; or

2. to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tarpon Limited

Advantage Business Centre
132-134 Great Ancoats Street
Manchester
Greater Manchester
M4 6DE

29 August 2021

**PENNINE MENCAP
STATEMENT OF
FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020	2019
	£	£
Incoming resources		
<i>From generated funds</i>		
Voluntary income	134,235	96,552
Investment income	8,473	7,775
Direct costs	(2,113)	(8,183)
Total incoming resources	140,595	96,144
 Resources expended		
<i>Costs of generating funds</i>		
Costs of generating voluntary income	(149,845)	(76,739)
Other operating income	54,043	31,474
Net incoming/(outgoing) resources	44,793	50,879
 Reconciliation of funds		
Total funds brought forward	50,806	(73)
Total funds carried forward	95,599	50,806

PENNINE MENCAP
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2020

	Notes	2020 £	2019 £
Fixed assets			
Tangible assets	4	416,481	3,904
Current assets			
Debtors	5	1,113	4,418
Cash at bank and in hand		78,205	42,684
		<u>79,318</u>	<u>47,102</u>
Creditors: amounts falling due within one year	6	(200)	(200)
Net current assets		<u>79,118</u>	<u>46,902</u>
Net assets		<u>495,599</u>	<u>50,806</u>
Funds			
Revaluation reserve		400,000	-
Unrestricted funds		95,599	50,806
Total funds		<u>495,599</u>	<u>50,806</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020. The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2019 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 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 the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008). Approved by the Board of Trustees on 29 August 2021.

E G Sparks (Trustee)

A P Stock (Trustee)

N Jotham (Trustee)

Company Registration No. 08055950

**PENNINE MENCAP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

1 Statutory information

PENNINE MENCAP is a private company, limited by shares, registered in England and Wales, registration number 08055950. The registered office is RHODES BANK CHAMBERS, 184-188 UNION STREET, OLDHAM, OL1 1EN, ENGLAND.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

Tangible fixed assets and depreciation

Tangible assets are included at cost less depreciation and impairment. Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives:

Plant & machinery 15% straight line

4 Tangible fixed assets

	Land & buildings	Plant & machinery	Total
	£	£	£
Cost or valuation	At valuation	At cost	
At 1 January 2020	-	12,020	12,020
Additions	-	12,577	12,577
Revaluations	400,000	-	400,000
At 31 December 2020	400,000	24,597	424,597
Depreciation			
At 1 January 2020	-	8,116	8,116
At 31 December 2020	-	8,116	8,116
Net book value			
At 31 December 2020	400,000	16,481	416,481
At 31 December 2019	-	3,904	3,904

The main operational premises, being Rhodes Bank Chambers, was revalued during the 2020 reporting period resulting in an asset addition amounting to £400,000.

This was previously held at donated cost (£nil).

**PENNINE MENCAP
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

5 Debtors: amounts falling due within one year	2020	2019
	£	£
Other debtors	1,113	4,418
	<hr/>	<hr/>
6 Creditors: amounts falling due within one year	2020	2019
	£	£
Accruals	200	200
	<hr/>	<hr/>

**PENNINE MENCAP
DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020	2019
	£	£
Incoming resources		
Appeals and donations	134,235	96,552
Rental income	8,473	7,775
	<u>142,708</u>	<u>104,327</u>
Cost of sales		
Subcontractor costs	2,113	8,183
	<u>140,595</u>	<u>96,144</u>
Gross profit		
Administrative expenses		
Wages and salaries	41,790	11,138
Local projects	13,196	14,127
Staff training and welfare	116	-
Travel and subsistence	616	6
Motor expenses	152	443
Rent	751	2,375
Light and heat	12,246	20,034
Cleaning	1,105	-
Telephone and fax	790	728
Postage	5	-
Stationery and printing	864	500
Subscriptions	179	-
Insurance	4,314	-
Software	1,283	356
Repairs and maintenance	62,257	21,233
Depreciation	-	1,803
Sundry expenses	421	13
Accountancy fees	167	533
Consultancy fees	7,810	2,400
Other legal and professional	1,783	1,050
	<u>149,845</u>	<u>76,739</u>
Other operating income		
Other operating income	-	31,474
Government grants	54,043	-
	<u>54,043</u>	<u>31,474</u>
Operating surplus	<u>44,793</u>	<u>50,879</u>
Total operating surplus	<u><u>44,793</u></u>	<u><u>50,879</u></u>