

# INCLUSION LONDON

England & Wales - Charity number 1157376

## Details

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Other names	INCLUSION LONDON
Status	Registered
Legal form	Charitable company
Company number	<a href="#">06729420</a>
Registered	2014-06-09
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	Inclusion London The Foundry 17 Oval Way London SE11 5RR
Phone	02072373181
Email	<a href="mailto:info@inclusionlondon.org.uk">info@inclusionlondon.org.uk</a>
Website	<a href="http://www.inclusionlondon.org.uk">www.inclusionlondon.org.uk</a>

## Activities

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**Objects:** THE CHARITY'S OBJECTS ('OBJECTS') ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:1) THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT IN PARTICULAR THE EQUALITY AND INCLUSION OF DEAF AND DISABLED PEOPLE BY:A) THE ELIMINATION OF DISCRIMINATION EXPERIENCED ON THE GROUNDS OF DISABILITY OR DEAFNESS;B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;C) CONDUCTING AND COMMISSIONING RESEARCH ON EQUALITY AND INCLUSION OF DEAF AND DISABLED PEOPLE.2) TO RELIEVE THE NEEDS OF DEAF AND DISABLED PEOPLE PRIMARILY LIVING IN LONDON BY THE PROVISION OF TRAINING, ADVICE AND SUPPORT TO USER-LED AND DISABILITY SECTOR DEAF AND DISABLED PEOPLE'S CHARITIES, NOT FOR PROFIT ORGANISATIONS AND VOLUNTARY ORGANISATIONS THAT WORK TO RELIEVE THE NEEDS OF DEAF AND DISABLED PEOPLE TO ENABLE THEM TO DELIVER SERVICES MORE EFFICIENTLY AND EFFECTIVELY.FOR THE PURPOSE OF THIS CLAUSE, CHARITIES ARE ORGANISATIONS WHICH ARE ESTABLISHED FOR EXCLUSIVELY CHARITABLE PURPOSES IN ACCORDANCE WITH THE LAWS OF ENGLAND AND WALES. VOLUNTARY AND NOT FOR PROFIT ORGANISATIONS ARE INDEPENDENT ORGANISATIONS WHICH ARE ESTABLISHED FOR PURPOSES THAT ADD VALUE TO THE COMMUNITY AS A WHOLE, OR A SIGNIFICANT SECTION OF THE COMMUNITY AND WHICH ARE NOT PERMITTED BY THEIR CONSTITUTION TO MAKE A PROFIT FOR PRIVATE DISTRIBUTION. VOLUNTARY ORGANISATIONS DO NOT INCLUDE LOCAL GOVERNMENT OR OTHER STATUTORY AUTHORITIES.

**Activities:** Our current key activities include:\* Running regular forums/ events for DDPOs \* Running bespoke capacity building training for DDPOs. \* Providing '1-2-1' business and financial advice to DDPOs\* Supporting partnership working and consortia working amongst DDPOs . \* Carrying out campaign work on issues affecting Deaf and Disabled Londoners.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** People With Disabilities, Other Charities Or Voluntary Bodies

## Geography

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- **Area of benefit:** THROUGHOUT LONDON
- Throughout London

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,267,958	£1,154,574	£1,005,242	15
2024-03-31	£1,282,070	£1,017,274	£891,859	13
2023-03-31	£1,112,197	£1,111,926	£627,063	13
2022-03-31	£1,031,343	£1,019,235	£626,792	15
2021-03-31	£1,335,571	£1,066,788	£614,684	18

## Trustees

Name	Role	Appointed
<b>Adam Gabsi</b>	Chair	2022-02-22
Dr Kush Kanodia		2023-02-21
Mx Aisling Gallagher		2022-02-22
Mx Indigo Rose Fuller Ayling		2023-02-21
Osayuki Adesuwa Igbinoba		2025-01-29
Paul Hawkins		2017-11-21
Sophie Anna Kleanthous		2025-01-29
Stephen Mark Bunbury		2023-02-21

**INCLUSION LONDON**

England & Wales - Charity number 1157376

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# Accounts

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**Company registration number 06729420 (England and Wales)**

**Charity registration number 1157376 (England and Wales)**

**INCLUSION LONDON**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

# INCLUSION LONDON

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Mx A Gallagher Mr A Gabsi Mx I R F Ayling Dr K Kanodia Mr S M Bunbury Mr P Hawkins Miss S A Kleanthous Miss O A Igbino	(Appointed 29 January 2025) (Appointed 29 January 2025)
<b>Secretary</b>	Ms T C Lazard	
<b>Country of incorporation</b>	United Kingdom (England and Wales)	06729420
<b>Charity registration</b>	England and Wales	1157376
<b>Registered office</b>	336 Brixton Road London SW9 7AA	
<b>Auditor</b>	Haines Watts Swindon Limited Old Station House Station Approach Swindon Wiltshire SN1 3DU	

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# INCLUSION LONDON

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# INCLUSION LONDON

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

### Objectives and activities

#### Objectives and aims

Inclusion London was established in 2008. In the period April 2024 to March 2025, we continued to work with 70 + Deaf and Disabled Peoples Organisations (DDPOs) in London, all run by and for Deaf and Disabled people. We developed and delivered a range of vital DDPO capacity building / infrastructure support with over 1,236 attendees from London DDPOs taking part in a total of 145 training, events and forums, all of which were focused on supporting and strengthening DDPOs work and influence. We continued to enable DDPOs to have a regional and national voice and influencing role on disability equality issues through our grassroots campaigning and the setting up and support of strategic forums where DDPOs and policymakers work together. All our work over the year was made possible by funding from Three Guineas Trust, Trust for London, National Lottery Community Fund, Oak Foundation and Propel / The City Bridge Foundation. This report covers this period and outlines plans for future work.

#### Our Vision

We want to make London and the UK a better place for Disabled people. We want to get rid of the barriers and discrimination Disabled people face and help create a fully inclusive and accessible city and nation that values, respects and includes us, where *all* Disabled people can thrive and contribute.

#### Our Mission

Inclusion London wants to build the power of our community, Disabled people individually and collectively, because we believe, and history shows us, that Disabled people starting and leading the change we need is the best way for us to dismantle disablism and achieve justice, equality and inclusion. We work to:

- **Build power within** – by creating training and resources so that more Disabled people and DDPOs understand their lives and experience from a social model of disability perspective and develop a greater sense of agency, self-worth and confidence as a result.
- **Build power with** – by creating and supporting connections, collaborations, collective action and relationships between Disabled people, DDPOs and with social change allies.
- **Build power to advance equality and inclusion for Disabled people** - by developing the knowledge, skills, experience and resources we need to bring about real change and by creating direct connections with policy makers and decision makers.

#### Our Strategic aims

1. **Building voice and influence:** To support Disabled people and DDPOs to have a collective and influential voice so that our human rights are respected and upheld, disabling and structural barriers are removed and we have the resources and support we need to live decent lives with the same opportunities as others.
1. **Support and strengthen DDPOs:** To provide a range of organisational support services that build the skills, knowledge, reach, capacity and sustainability of London DDPOs and the people working in our sector.
2. **Building our movement:** To provide a range of peer networking support to enable Disabled people and DDPOs to work together to build peer support and solidarity.

# INCLUSION LONDON

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### *Public benefit*

In setting its aims and objectives the trustees confirm they have had due regard to guidance published by the Charity Commission on public benefit.

### **Achievements and performance**

#### **Charitable activities**

#### **Campaigns, Policy and Justice work:**

Inclusion London continued to deliver a range of influential campaigns, policy and justice work that raised the profile and understanding of disability equality issues and the needs, views, experiences and aspirations of Disabled people. Specific achievements over the year included:

- supporting a range of general election and mayoral hustings work in 2024 including supporting 5 DDPOs in London to run General Election Hustings, supporting a national DPO Forum hustings and running a London Mayoral hustings in April 24 which was attended by over 80 DDPOs/ Disabled people.
- continuing with long term work building relationships with London Assembly members . Work included organizing a round table discussion between Disabled people and London Assembly transport committee members on transport issues we experience and working Assembly members to get the Mayor to increase strategic resources and approaches to disability equality – a motion that was unanimously passed motion by the London Assembly. We are now working with the GLA to co-produce a strategic action plan for progressing priority disability equality issues.
- launching our 'Barriers at home' housing report examining the state of accessible housing in London including a successful launch of the report at City Hall which was covered in the Observer and the BBC.
- working strategically with the London Fire Brigade on improving government fire evacuation laws/regulations including co-convening a roundtable event with Disabled people and the London Fire Brigade.
- supporting our new 'Bring our People Home from Hospital' network of people with learning difficulties and Autism to feed into the Mental Health Bill consultation and challenges inaccessible Parliamentary practices.
- continuing to support the DPO forum in England to build links with the Minister for Disabled people. We also met with the Secretary of State for Work and Pensions and the Minister for Employment plus a number of meetings with civil servants on employment issues and how DWP should work with DDPOs including taking a co-production approach to key policy areas.
- supporting the rollout of our Disability related expenditure chatbot which helps Disabled people who are asked to pay for their social care out of their benefits to minimize their charge.
- carrying out Disability Poverty Campaign Group (DPCG) initial research and evidence gathering on the impact of proposed Disability benefit cuts.
- continuing to support the quarterly strategic DDPO GLA stakeholder engagement forum and run the quarterly London wide DDPO campaign forum.

# INCLUSION LONDON

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### Strategic capacity building support to London's DDPO's:

We continued to deliver a range of bespoke and accessible capacity building support to over 70 London DDPOs. Specific achievements included:

- developing our new peer strategic communications network for DDPO staff working on communications which now has 47 members from 23 DDPOs. We are co-facilitating this network with Inclusion Barnet.
- carrying out dedicated engagement work with 20 intersectional DDPOs in London to ensure intersectional DDPOs get maximum benefit and input into the services and support we provide
- developing our co-production work including capturing learning from the work in Hammersmith & Fulham and setting up a co-production peer network for DDPOs.
- launching our new CEO peer network that meets every 3 months to provide peer support and information sharing between CEOs of DDPOs
- successfully recruiting 12 Disabled people for our next 10-month action learning leadership programme for Disabled people working in DDPOs wanting to lead change and held a graduation celebration for the previous cohort of 10 Disabled people who graduated from the course
- designing and delivering 12 bespoke training courses for DDPOs on a range of capacity building topics including Organisational Health Assessments, Disability Equality, Strategic Planning, Theory of Change, Measuring and Evidencing Impact and Internal Communications and provided DDPOs with a range of one-to-one organisational capacity building consultancy support.
- carrying out a co-produced mini project with 5 DDPOs looking at identifying and developing inclusive DDPO employment practices and new ways of working
- successfully launching and running two big in-person Power Up Together peer network events where we DDPOs and activists meet together to discuss political and policy issues and get upskilled in key movement building and social justice skills and approaches
- organised 21 bespoke training courses for DDPO advice services attended by 159 DDPO staff and facilitated 10 Peer Support Groups as capacity building partner in the Propel Advice Project

### Financial review

The financial position of the charity at the year-end is set out on page 12. Inclusion London's total income for the financial year was £1,267,958. Our expenditure totalled £1,154,574 and our unrestricted reserve (free reserves), excluding tangible fixed assets, was £538,996.

A key strategic objective continues to be the diversification and expansion of our funding base with a focus on securing further Charitable Trust funding for additional strategic capacity building support work.

### *Reserves policy*

#### **Reserves policy**

Total reserves at the year-end amounted to £1,005,242 of which £454,148 represented restricted reserves.

The Trustee's reserves policy in accordance with the Charity Commission guidelines is to maintain total free unrestricted reserves, excluding the element which relates to tangible fixed assets, at a level between six and nine month's operating costs in order to provide the charity with some ability to cope with unforeseen expenditure and for interruptions in income flows. Based on 2024/25's expenditure, the monthly operating costs (excluding sub-contractor costs) amount to circa £57,000. The charity's total free reserves, excluding tangible fixed assets, as of 31st March 2025 was £538,996 (2024 : £442,969). Of this £150,000 of the unrestricted free reserve has been designated for funding towards additional sick leave cover, recruitment costs, staff well-being support, staff professional development support, access costs and planned improvements to our IT and communications systems and an office move.

# INCLUSION LONDON

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### Plans for future periods STRATEGIC REPORT

Work for 2025-2026 will focus on implementing our new 3-year Strategic business plan with the aim of consolidating and developing our DDPO organisational and movement building infrastructure support and building our campaigns, justice and policy work. Key areas of activity include:

- Establishing strategic engagement between DDPOs and the new UK government to ensure the voice, needs and aspirations of Disabled people are addressed
- Developing and expanding the range of organisational capacity building training and support to DDPOs funded by Propel (City Bridge Foundation).
- Rolling out and developing our movement building programme of disability equality, intersectional and co-production training and peer support funded by the National Lottery Community Fund.
- Building the capacity of London DDPOs to make effective housing advice, voice, influencing and campaign interventions.
- Supporting the Bring our People Home from Psychiatric Hospital network to have a voice in new Mental Health legislation and related policy work.
- Developing the strategic communications skills and support of our sector through our new Strategic communications peer network.
- Implementing our new database and our new monitoring, evaluation and learning framework.

### Structure, governance and management

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mx A Gallagher

Mr A Gabsi

Mr T A Lichy

(Resigned 10 March 2025)

Mx I R F Ayling

Ms N J South-Law

(Resigned 26 March 2025)

Dr K Kanodia

Ms V Charbit

(Resigned 9 September 2025)

Mr S M Bunbury

Mr P Hawkins

Miss S A Kleanthous

(Appointed 29 January 2025)

Miss O A Igbinoba

(Appointed 29 January 2025)

### *Recruitment and appointment of trustees*

#### **Statement of trustees' responsibilities**

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

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

# INCLUSION LONDON

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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

### **Auditor**

In accordance with the company's articles, a resolution proposing that Haines Watts Swindon Limited be reappointed as auditor of the company will be put at a General Meeting.

### **Disclosure of information to auditor**

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



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Mr A Gabsi

**Trustee**

Date: 22.12.2025  
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# INCLUSION LONDON

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF INCLUSION LONDON

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### Opinion

We have audited the financial statements of Inclusion London (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, the statement of financial position, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

# INCLUSION LONDON

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF INCLUSION LONDON

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### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

# INCLUSION LONDON

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF INCLUSION LONDON

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We obtained an understanding of the legal and regulatory framework applicable to both the company itself and the industry in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102) and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of directors and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the design effectiveness of the controls in place to prevent and detect fraud;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



### Martin Gurney FCA (Senior Statutory Auditor)

For and on behalf of Haines Watts Swindon Limited, Statutory Auditor

Chartered Accountants

Old Station House

Station Approach

Swindon

Wiltshire

SN1 3DU

Date: ..... 22/12/2025

# INCLUSION LONDON

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2025**

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
<b>Income and endowments from:</b>							
Donations and legacies	2	79,703	1,165,406	1,245,109	107,270	1,149,780	1,257,050
Other income	3	22,849	-	22,849	25,020	-	25,020
<b>Total income</b>		<u>102,552</u>	<u>1,165,406</u>	<u>1,267,958</u>	<u>132,290</u>	<u>1,149,780</u>	<u>1,282,070</u>
<b>Expenditure on:</b>							
Charitable activities	4	79,008	1,074,980	1,153,988	91,015	926,260	1,017,275
Other expenditure	8	586	-	586	-	-	-
<b>Total expenditure</b>		<u>79,594</u>	<u>1,074,980</u>	<u>1,154,574</u>	<u>91,015</u>	<u>926,260</u>	<u>1,017,275</u>
<b>Net income</b>		22,958	90,426	113,384	41,275	223,520	264,795
Transfers between funds		76,429	(76,429)	-	58,319	(58,319)	-
<b>Net movement in funds</b>	5	99,387	13,997	113,384	99,594	165,201	264,795
<b>Reconciliation of funds:</b>							
Fund balances at 1 April 2024		451,707	440,151	891,858	352,113	274,950	627,063
<b>Fund balances at 31 March 2025</b>		<u>551,094</u>	<u>454,148</u>	<u>1,005,242</u>	<u>451,707</u>	<u>440,151</u>	<u>891,858</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# INCLUSION LONDON

## STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	9		12,098		8,739
<b>Current assets</b>					
Debtors	10	97,306		101,181	
Cash at bank and in hand		1,033,518		1,044,089	
		<u>1,130,824</u>		<u>1,145,270</u>	
<b>Creditors: amounts falling due within one year</b>	11	<u>(137,680)</u>		<u>(262,151)</u>	
<b>Net current assets</b>			993,144		883,119
<b>Total assets less current liabilities</b>			<u>1,005,242</u>		<u>891,858</u>
<b>The funds of the charitable company</b>					
Restricted income funds	14		454,148		440,151
Unrestricted funds	15		551,094		451,707
			<u>1,005,242</u>		<u>891,858</u>

The financial statements were approved by the trustees on 22.12.2025



.....  
Mr A Gabsi  
Trustee

# INCLUSION LONDON

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

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	Notes	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	18		(3,395)		326,270
<b>Investing activities</b>					
Purchase of tangible fixed assets		(7,176)		(2,393)	
<b>Net cash used in investing activities</b>			(7,176)		(2,393)
<b>Net cash generated from financing activities</b>			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>			(10,571)		323,877
Cash and cash equivalents at beginning of year			1,044,089		720,212
<b>Cash and cash equivalents at end of year</b>			<u>1,033,518</u>		<u>1,044,089</u>

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2025

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#### 1 Accounting policies

##### Charity information

Inclusion London is a private company limited by guarantee incorporated in England and Wales. The registered office is 336 Brixton Road, London, SW9 7AA.

#### 1.1 Basis of preparation

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The charitable company is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

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

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

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#### 1 Accounting policies (Continued)

##### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

##### 1.7 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

##### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

##### 1.9 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 1 Accounting policies

(Continued)

##### *Derecognition of financial liabilities*

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

#### 1.10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

#### 1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	79,703	-	79,703	86,520	-	86,520
Grants	-	1,165,406	1,165,406	20,750	1,149,780	1,170,530
	<u>79,703</u>	<u>1,165,406</u>	<u>1,245,109</u>	<u>107,270</u>	<u>1,149,780</u>	<u>1,257,050</u>

##### **Grants**

City Bridge Foundation Corner Stone 19081 & CTC 16002	-	78,330	78,330	-	242,440	242,440
London Funders	-	21,500	21,500	-	20,000	20,000
NLCF-20227271 DDPOs Voice & Influence	-	204,803	204,803	-	-	-
Oak Foundation 24-022 & 21-138	-	165,693	165,693	-	123,000	123,000
Propel & Propel Advice Project	-	366,830	366,830	-	376,340	376,340
Three Guineas Trust Fund	-	180,000	180,000	-	184,000	184,000
Trust For London FMB	-	27,750	27,750	-	-	-
Three Guineas FOPC	-	37,500	37,500	-	75,000	75,000
Trust For London (SVRR)	-	-	-	-	46,000	46,000
Trust For London - Stronger Voices	-	83,000	83,000	20,750	83,000	103,750
	<u>-</u>	<u>1,165,406</u>	<u>1,165,406</u>	<u>20,750</u>	<u>1,149,780</u>	<u>1,170,530</u>

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 3 Other income

Unrestricted funds	Unrestricted funds
2025	2024
£	£

Other income	22,849	25,020
--------------	--------	--------

### 4 Expenditure on charitable activities

Support of DDPO's	Support of DDPO's
2025	2024
£	£

#### Direct costs

Staff costs	624,595	522,690
Depreciation and impairment	3,231	2,640
Other staff costs	19,597	18,831
Events & DDPO'S Resources	109,611	52,414
DDPO's sub-contractors costs	44,842	140,280
Project training and consultancy costs	201,677	137,812
Training and consultancy costs	38,317	51,232
Office cost	75,745	68,018
Phone and IT cost	22,285	10,184
Miscellaneous	653	669
	<u>1,140,553</u>	<u>1,004,770</u>

#### Share of support and governance costs (see note )

Governance	13,435	12,505
	<u>1,153,988</u>	<u>1,017,275</u>

#### Analysis by fund

Unrestricted funds	79,008	91,015
Restricted funds	1,074,980	926,260
	<u>1,153,988</u>	<u>1,017,275</u>

### 5 Net movement in funds

2025	2024
£	£

The net movement in funds is stated after charging/(crediting):

Fees payable for the audit of the charity's financial statements	4,200	4,260
Depreciation of owned tangible fixed assets	3,231	2,640
Loss on disposal of tangible fixed assets	586	-
	<u>8,017</u>	<u>7,140</u>

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charitable company during the year.

Two Trustees received travel and accommodation expenses of £2,550.66 during the year (2024: £2,785 was paid to one Trustee for travel expenses).

### 7 Employees

The average monthly number of employees during the year was:

	<b>2025</b>	<b>2024</b>
	<b>Number</b>	<b>Number</b>
Delivery staff	11	10
Administrative	4	3
	<hr/>	<hr/>
Total	15	13
	<hr/> <hr/>	<hr/> <hr/>

#### Employment costs

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	546,202	458,202
Social security costs	52,017	42,960
Other pension costs	26,376	21,528
	<hr/>	<hr/>
	624,595	522,690
	<hr/> <hr/>	<hr/> <hr/>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	<b>2025</b>	<b>2024</b>
	<b>Number</b>	<b>Number</b>
£60,001 to £69,999	1	1
£80,001 to £89,999	1	-
	<hr/> <hr/>	<hr/> <hr/>

#### Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Aggregate compensation	159,889	71,306
	<hr/> <hr/>	<hr/> <hr/>

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity.

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 8 Other expenditure

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
--	------------------------------------	------------------------------------

Net loss on disposal of tangible fixed assets

586

-

### 9 Tangible fixed assets

	Fixtures and fittings £
--	-------------------------------

#### Cost

At 1 April 2024

22,315

Additions

7,176

Disposals

(1,850)

At 31 March 2025

27,641

#### Depreciation and impairment

At 1 April 2024

13,576

Depreciation charged in the year

3,231

Eliminated in respect of disposals

(1,264)

At 31 March 2025

15,543

#### Carrying amount

At 31 March 2025

12,098

At 31 March 2024

8,739

### 10 Debtors

	2025 £	2024 £
--	-----------	-----------

#### Amounts falling due within one year:

Trade debtors

18,265

23,027

Prepayments and accrued income

79,041

78,154

97,306

101,181

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 11 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		34,115	12,062
Deferred income	12	27,750	173,233
Trade creditors		64,797	51,197
Other creditors		7,018	2,806
Accruals		4,000	22,853
		<u>137,680</u>	<u>262,151</u>

### 12 Deferred income

	2025 £	2024 £
Other deferred income	<u>27,750</u>	<u>173,233</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	<u>27,750</u>	<u>173,233</u>
Movements in the year:		
Deferred income at 1 April 2024	173,233	52,680
Released from previous periods	(173,233)	(52,680)
Resources deferred in the year	<u>27,750</u>	<u>173,233</u>
Deferred income at 31 March 2025	<u>27,750</u>	<u>173,233</u>

### 13 Retirement benefit schemes

	2025 £	2024 £
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	<u>26,376</u>	<u>21,528</u>

The charity makes pension contributions to a group personal pension plan on behalf of its employees. Contributions are charged to the SOFA as incurred.

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 14 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
City Bridge Foundation - Making it work	18,763	-	-	-	18,763
Three Guineas Trust Fund TGT571	44,302	-	-	(44,302)	-
Three Guineas Trust TGT671	-	180,000	(152,590)	-	27,410
Crowd Justice Funding	9,570	-	-	-	9,570
Network For Social Change	12,734	-	-	-	12,734
NLCF-Hate Crime	9,690	-	-	(9,690)	-
NLCF 20227271	-	204,803	(144,540)	-	60,263
Trust For London (SVRR)	11,529	-	-	-	11,529
Trust For London-Stronger Voices	16,612	83,000	(80,913)	-	18,699
Trust For London (FMB)	-	27,750	(2,257)	-	25,493
City Bridge Foundation London Funders	22,412	21,500	-	(22,412)	21,500
City Bridge Foundation LCRF	1	-	-	-	1
Three Guineas-COVID	25	-	-	(25)	-
City Bridge Foundation- Corner Stone	54,192	8,200	(24,776)	-	37,616
City Bridge Foundation- CTC	32,064	70,130	(54,508)	-	47,686
Greater London Authority- Digital Tools	7,436	-	(5,420)	-	2,016
Oak Foundation 21-238	44,639	-	(21,715)	-	22,924
Oak Foundation 24-022	-	165,693	(123,250)	-	42,443
Three Guineas Trust -FOPC	65,590	37,500	(57,171)	-	45,919
CITY Bridge Foundation-Propel	74,892	332,400	(366,030)	-	41,262
Propel Advice Project	15,700	34,430	(41,810)	-	8,320
	<u>440,151</u>	<u>1,165,406</u>	<u>(1,074,980)</u>	<u>(76,429)</u>	<u>454,148</u>

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

### 14 Restricted funds (Continued)

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
City Bridge Foundation - Making it work	18,763	-	2	-	18,765
Three Guineas Trust Fund TGT571	13,821	184,000	(139,698)	(13,821)	44,302
Merton CIL T4L	1,604	-	-	(1,604)	-
Crowd Justice Funding	9,570	-	-	-	9,570
Network For Social Change	19,452	-	(6,720)	-	12,732
NLCF-Lived Experience Leadership	5,111	-	-	(5,111)	-
NLCF-Hate Crime	23,459	-	(13,769)	-	9,690
Trust For London (SVRR)	8,926	46,000	(43,397)	-	11,529
Trust For London-Stronger Voices	14,867	83,000	(81,255)	-	16,612
City Bridge Foundation- London Funders	27,755	20,000	(10,343)	(15,000)	22,412
City Bridge Foundation- Stepping Stones	13,083	-	-	(13,083)	-
City Bridge Foundation- LCRF	1	-	-	-	1
Greater London Authority	9,700	-	-	(9,700)	-
Three Guineas Trust -COVID support	25	-	-	-	25
City Bridge Foundation- Corner Stone 19081	17,202	165,300	(128,310)	-	54,192
City Bridge Foundation- CTC 16002	3,706	77,140	(48,782)	-	32,064
Greater London Authority- Digital Tools	27,180	-	(19,744)	-	7,436
Oak Foundation 21-238	15,225	123,000	(93,586)	-	44,639
Three Guineas Trust -FOPC	45,500	75,000	(54,910)	-	65,590
City Bridge Foundation- Propel 20005	-	326,600	(251,708)	-	74,892
Greater London Authority- Digital Tools	-	49,740	(34,040)	-	15,700
	<u>274,950</u>	<u>1,149,780</u>	<u>(926,260)</u>	<u>(58,319)</u>	<u>440,151</u>

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	<b>At 1 April 2024</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 31 March 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Designated funds	150,000	-	-	-	150,000
Transfer from restricted funds	-	-	-	76,429	76,429
General funds	301,707	102,552	(79,594)	-	324,665
	<u>451,707</u>	<u>102,552</u>	<u>(79,594)</u>	<u>76,429</u>	<u>551,094</u>
<b>Previous year:</b>	<b>At 1 April 2023</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 31 March 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Designated funds	-	-	-	150,000	150,000
General funds	352,113	132,290	(91,015)	(91,681)	301,707
	<u>352,113</u>	<u>132,290</u>	<u>(91,015)</u>	<u>58,319</u>	<u>451,707</u>

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

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#### 15 Unrestricted funds

(Continued)

##### **City Bridge Foundation – Propel ref: 2005**

Inclusion London was awarded £989,600 from City Bridge Foundation over three years (Y1 £326,600; Y2 £332,400; Y3 £330,600) for the post of Data and Insight Officer (1FTE), Policy, Voice and Justice Coordinator (0.8FTE) and a contribution towards a proportion of five core salaries - CEO, Operations Manager, Communications Manager, Senior Administrator, Events Administrator (1.2FTE in total), alongside Leadership Consultancy, Training for DDPOs and additional project costs. In 2024-2025 financial year £332,400 was received from City Bridge Foundation for year two funding cycle. Funds received were expended for the purpose it has been awarded and amount carried over to 2025-2026 financial years was £41,262.

##### **Propel Advice Project**

Inclusion London in partnership with Inclusion Barnet as a lead organisation and other DDPOs have secured funding over two years (Inclusion London share Y1 £43,340; Y2 £34,430) to develop and deliver new entry points and career progression pathways for advice workers within DDPOs and for Inclusion London to capacity build our advice workforce skills and support provision capacity. Inclusion Barnet are the lead for this project delivery. During this financial year £34,430 has been received in accordance to year two grant schedule.

##### **Three Guineas Trust TGT671**

Three Guineas Trust continued support to Inclusion London under new grant reference TGT671 and awarded a grant of £450,000 over two and half years (Y1 £180,000, Y2 £180,000 and Y3 £90,000) to Inclusion London towards core costs, work on hate crime and the training and development of disabled-led organisations. Year 1 grant of £180,000 has been received during this financial year.

##### **Three Guineas Trust – FOPC**

The trustees of Three Guineas Trust awarded Inclusion London £200,000 under grant agreement TGT537, towards development and provision of peer advocacy for disabled people detained in assessment and treatment units and other psychiatric institutions, (The Free Our People Campaign project). During this financial year £37,500 was received (In total so far £187,500 out of the total £200,000 grant awarded) towards the cost of this project.

##### **City Bridge Foundation – Cornerstone Fund**

Inclusion London secured funding from City Bridge Foundation for Cornerstone project £308,200 over three years (Y1 £134,700; Y2 £165,300; Y3 £8,200) to engage seven DDPO project partners to co-produce new communications messages about disability and support implementation of the new, reframed messages into partners' work through strategic communications training. An independent evaluation of the project's impact is also funded as part of this project. During this financial year £165,300 has been received in accordance year 2 funding cycle.

##### **City Bridge Foundation - CTC16002 grant (connecting the capital)**

City Bridge Foundation continued funding CTC16002 project and received Y4 funding of £70,130 (grant received so far including current year funding was £299,430) to cover salary of a Business Director and associated development and training activities, plus a contribution to staff capacity for shaping programme activities. The purpose of the grant is to provide DDPOs bespoke business support and training that will increase their ability and capacity to secure funding and demonstrate & evidence the positive impact of their work on disabled people and improve Inclusion London's DDPO sector relationships to ensure needs, views and interests of London DDPOs are represented at a pan-London level and in cross sector partnership working.

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 15 Unrestricted funds

(Continued)

##### Oak Foundation -OFIL-24-022

Oak Foundation continued support to Inclusion London under new Grant Number: OFIL-24-022. Oak Foundation has approved a grant of GBP 730,000 for the project "Housing Advocacy for Deaf and Disabled People". It has been determined that the Grant Purposes are charitable and for the public benefit and grant funds may be expended over five years during the period April 2024 – March 2028. During this financial year £165,693 was received in accordance Y1 funding schedule.

##### Trust For London- Stronger Voices Project

Trust For London "Stronger Voices Project" received £83,000 the final instalment this financial year to continue work to build capacity of the DDPO sector and to strengthen the rights of Deaf and disabled people DDPO sector and to strengthen the rights of Deaf and disabled people. This was a three year program and the total (including current funding) grant awarded was £249,000.

##### National Lottery RC 20227271

Inclusion London was awarded £883,776 from National Lottery RC over 4 years to fund Building Disabled Londoners voice and influence. Accordingly, Y1 grant £204,803 was received towards this project cost.

##### Trust For London (FMB)SG-2024-10071

Funding for the Trust for London FMB project was secured at £210,000 over two years (£111,000 for Year 1 and £99,000 for Year 2) to support the Future Movement Builders programme, which includes project management, co-production, and overhead costs. During the year, half of the Year 1 grant £55,500 was received for the six month period from January to June 2025. Of this sum, £27,500 relating to April to June 2025, has been deferred to the next financial year.

#### 16 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

#### 17 Limited by guarantee

Inclusion London is a charitable company limited by guarantee. In the event of the charity being wound up members' liability is limited to £1.

#### 18 Cash (absorbed by)/generated from operations

	2025 £	2024 £
Surplus for the year	113,384	264,795
<b>Adjustments for:</b>		
Loss on disposal of tangible fixed assets	586	-
Depreciation and impairment of tangible fixed assets	3,231	2,640
<b>Movements in working capital:</b>		
Decrease/(increase) in debtors	3,875	(82,233)
Increase in creditors	21,012	20,515
(Decrease)/increase in deferred income	(145,483)	120,553
<b>Cash (absorbed by)/generated from operations</b>	<b>(3,395)</b>	<b>326,270</b>

# INCLUSION LONDON

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2025*

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### **19 Analysis of changes in net funds**

The charitable company had no material debt during the year.

**INCLUSION LONDON**

England & Wales - Charity number 1157376

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# Accounts

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**REGISTERED COMPANY NUMBER: 06729420 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1157376**

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024  
FOR  
INCLUSION LONDON**

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Swindon  
Wiltshire  
SN1 3DU

# INCLUSION LONDON

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**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

Inclusion London was established in 2008. In the period April 2023 to March 2024, we worked with 70 + DDPOs in London providing a range of vital DDPO capacity building / infrastructure support with over 900 attendees from London DDPOs taking part in our training, events and forums, all of which were focused on supporting and strengthening DDPOs work and influence. We continued to enable DDPOs to have a regional, national and international voice and influencing role on disability equality issues through our grassroots campaigning and the setting up and support of strategic forums where DDPOs and policymakers work together. All our work over the year was made possible by funding from Three Guineas Trust, Trust for London, National Lottery Community Fund, Oak Foundation and Propel / The City Bridge Foundation. This report covers this period and outlines plans for future work.

**Our Vision**

An inclusive world, free of disabling barriers where diversity and human rights are valued and where Deaf and Disabled people have dignity, independence and equality of opportunity.

**Our Mission**

To promote Deaf and Disabled peoples equality and inclusion by supporting Deaf and Disabled peoples organisations (DDPOs) in London to have a strong and influential collective voice, deliver empowering and effective services and by raising awareness and understanding of the unique contribution DDPOs make to London and Deaf and Disabled Londoners.

**Our Strategic aims**

- 1. Collective voice and influence:** To support London DDPOs to have a strong, collective and influential voice so that the human rights, needs and aspirations of all Disabled people are met, disabling and structural barriers removed and appropriate resources and support are provided.
- 2. Support and strengthen DDPOs:** To provide a range of accessible business and organisational support services that build the skills, knowledge, reach, capacity and sustainability of London DDPOs and the people working in our sector.
- 3. Building our movement:** To provide a range of disability equality, intersectional and co-production capacity building support to enable DDPOs to reach and empower more Disabled people; be more representative and inclusive of marginalised / intersectional groups of Disabled people including people who experience disabling barriers but do not identify as being disabled; increase Disabled people's involvement, influence and leadership within DDPOs and the wider community and to build the understanding and profile of DDPOs and the unique contribution DDPOs make to London and society.

In setting its aims and objectives the trustees confirm they have had due regard to guidance published by the Charity Commission on public benefit.

**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**STRATEGIC REPORT**  
**Achievement and performance**  
**Charitable activities**

**Campaigns, Policy and Justice work:**

Inclusion London continued to deliver a range of influential campaigns, policy and justice work that raised the profile and understanding of disability equality issues and the needs, views, experiences and aspirations of Disabled Londoners. Specific achievements over the year included:

- submitting evidence to the UN Disability Committee including giving oral evidence in Geneva, as part of the UN Disability Committee's follow up to their special inquiry into the impact of Welfare reforms on Disabled people which took place in 2016.
- supporting a range of DPOs to develop policy asks and manifestos in preparation for the 2024 General Election including co-organising a national DDPO conference in Manchester in Sept 2022, developing the DPO Forum manifesto and developing a range of election toolkits to ensure Disabled people can take part in the general election democratic process including voting.
- developing and supporting a new national network of people with learning difficulties and Autism campaigning to end the detention of disabled people in hospitals called 'Bring our People Home from Psychiatric Hospital' network.
- carrying out a range of housing work to ensure Disabled peoples housing needs are understood and addressed. Work over the year include building the membership of our DDPO housing network and supporting the network to engage with London Housing Panel, housing policy 'think tanks', the GLA and Parliament.
- delivering a series of 'Know your rights' bespoke legal briefings to representatives from 20 DDPOs.
- supporting the Disability Poverty Campaign Group (DPCG) to successfully raise cost of living needs of Disabled people including issues relating to prepayment meters and proposing a range of measures to mitigate impact of high energy costs on Disabled people.
- developing our chatbot which helps Disabled people who are asked to pay for care out of their benefits to minimize their charge with our chatbot now including detailed legal advice on how people can challenge social care charging.
- facilitating monthly meetings of the national DPO Forum England which is a growing but currently unfunded network of over 40 DDPOs across England. These meetings give DDPOs the opportunity to coordinate campaigns, identify priority issues and jointly respond to policy developments.
- supporting the DPO forum to engage with the Minister for Disabled people and the Disability Unit including supporting DPOs who are involved in those meetings to prepare, develop messages and specific asks for the meetings with the Minister and jointly coordinate and facilitate working between Disability Unit and the DPO forum.
- continued to support the quarterly strategic DDPO GLA stakeholder engagement forum.

**Strategic capacity building support to London's DDPO's:**

We continued to deliver a range of bespoke and accessible capacity building support to over 70 London DDPOs. Specific achievements included:

- setting up our new Leadership programme for Disabled people working in DDPOs wanting to lead change. The course is a yearlong action learning programme providing a range of accessible training, mentoring and peer support to 10 Disabled people.
- successfully launching our bespoke 'Talking About Disability' strategic communications toolkit for DDPOs in February 2024 and setting up and supporting with Inclusion Barnet a peer network / community of practice for DDPOs communications staff.
- designing and delivering 10 bespoke training courses for DDPOs on a range of capacity building topics including Organisational Health Assessments, Disability Equality, Strategic Planning, Theory of Change, Measuring and Evidencing Impact and Internal Communications.
- providing 15 DDPOs with one-to-one organisational capacity building consultancy support.
- setting up, delivering and coordinating a range of specialist advice training courses, legal briefings and peer network meetings for 146 attendees from 6 DDPOs delivering advice services to Disabled people in London.

**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

- securing funding from The National Lottery Community Fund to set up a 4 year programme of movement building to enable the London DDPO sector and wider movement to meet together to build our identity, connection with each other and strengthen our collective voice, resilience and well-being.
- continuing to work with key Charitable Trust funders to increase awareness of disability as a social justice/human rights issue and more awareness of DDPOs as distinct from non user-led disability charities. This awareness has translated into funders explicitly prioritising user-led equity organisations, including DDPOs, in funding programmes and as a result has increased access by DDPOs to Charitable Trust funding.

**Financial review**

**Financial position**

The financial position of the charity at the year-end is set out on page 12. Inclusion London's total income for the financial year was £1,282,070. Our expenditure totalled £1,017,274 and our unrestricted reserve (free reserves), excluding tangible fixed assets, was £442,969.

A key strategic objective continues to be the diversification and expansion of our funding base with a focus on securing further Charitable Trust funding for additional strategic capacity building support work.

**Reserves policy**

Total reserves at the year-end amounted to £891,859 of which £440,151 represented restricted reserves.

The Trustee's reserves policy in accordance with the Charity Commission guidelines is to maintain total free unrestricted reserves, excluding the element which relates to tangible fixed assets, at a level between six and nine month's operating costs in order to provide the charity with some ability to cope with unforeseen expenditure and for interruptions in income flows. Based on 2023/24's expenditure, the monthly operating costs (excluding sub-contractor costs) amount to circa £57,000. The charity's total free reserves, excluding tangible fixed assets, as of 31st March 2024 was £442,969 (2023 £343,127). Of this £150,000 of the unrestricted free reserve has been designated for funding towards additional sick leave cover, recruitment costs, staff well-being support, staff professional development support, access costs and planned improvements to our IT and communications systems and an office move.

**Principal risks and uncertainties**

The Trustees regularly review and assess the risks faced by the charity. Appropriate actions are then scheduled to address the residual risk, mitigating it to a level the Trustees considers acceptable. Principal risks and uncertainties primarily concern lack of long term non-project core funding. We continued to work to our current Strategic business plan (2022 to 2025) which consolidates and develops the work we have been doing over the last 3 years to meet the needs of our sector. Monitoring of the implementation of the fundraising strategy and financial, organisational and reputational risks more generally is carried out via completion of a Risk Register that is presented to Trustees at every Board meeting. This risk register identifies all key areas of risks across the organisation, rating of current levels of risk under each organisational area (high, average and low), actions taken to mitigate risks and any changes in risk ratings since the last register.

**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**STRATEGIC REPORT**

**Future plans**

Work for 2024-2025 will focus on consolidating and developing our DDPO organisational and movement building infrastructure support and building our campaigns, justice and policy work. Key areas of activity include:

- Developing and expanding the range of organisational capacity building training and support to DDPOs funded by Propel (City Bridge Foundation).
- Setting up and delivering our new movement building programme of disability equality, intersectional and co-production training and peer support funded by the National Lottery Community Fund.
- Building the capacity of London DDPOs to make effective housing advice, voice, influencing and campaign interventions.
- Supporting the Bring our People Home from Psychiatric Hospital network to have a voice in new Mental Health legislation and related policy work.
- Developing the strategic communications skills and support of our sector through our new Strategic communications peer network.
- Developing our next 3-year strategic business plan and implementing our new database and our new monitoring, evaluation, research and learning framework.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation was incorporated as a company limited by guarantee, on 21 October 2008. On 9 June 2014 the company obtained charitable status.

The company is established under a memorandum of association which established the objects and powers of the company and is governed under its articles of association.

**Recruitment and appointment of new trustees**

Inclusion London's policies for the recruitment and appointment of the Board are laid out in detail in our governing documents. In order to comply with our constitution Inclusion London's Board of Directors must consist of the following:

- up to 12 individuals approved by full members at the AGM;
- up to 3 individuals co-opted by the Board who shall serve on the Board until the conclusion of the next Annual General Meeting.
- Not less than 50% of the directors will be from member organisations.
- Not less than 100% of the directors will be Deaf or Disabled people

The Directors who served during the year are set out on page 1. Appointments of Directors are by the charity through ordinary resolution or by a general meeting procedure detailed in the constitution. Directors must retire after 3 years of service. Inclusion London's Board of Directors receive full induction and on-going training and support. The trustees delegate day to day management to Tracey Lazard, the CEO. Remuneration of key management is set using market benchmarking and sector recognised job evaluation assessment framework.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

06729420 (England and Wales)

**Registered Charity number** 1157376

**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**Registered office**

336 Brixton Road  
London  
SW9 7AA

**Trustees**

Valerie Charbit  
Paul Hawkins  
Thomas Lichy  
Aisling Gallagher  
Adam Gabsi  
Indigo Rose Fuller Ayling  
Natalie Jane South-Law  
Kush Kanodia  
Stephen Bunbury

**Company Secretary**

Tracey Lazard

**Auditors**

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Swindon  
Wiltshire  
SN1 3DU

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Inclusion London for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**AUDITORS**

The auditors, Haines Watts, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, 18 October 2024 and signed on the board's behalf by:



.....  
Adam Gabsi - Trustee

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON

### Opinion

We have audited the financial statements of Inclusion London (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON

### **Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory framework applicable to both the Charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, Charities Act 2013, Charity SORP FRS 102, UK GAAP (FRS102) and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- \* making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- \* obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- \* assessing the design effectiveness of the controls in place to prevent and detect fraud;
- \* assessing the risk of management override including identifying and testing journal entries;
- \* challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
INCLUSION LONDON**

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Susan Plumb ACA (Senior Statutory Auditor)  
for and on behalf of Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Swindon  
Wiltshire  
SN1 3DU

Date: 29 October 2024

**INCLUSION LONDON**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	107,270	1,149,780	1,257,050	1,088,143
Other income		<u>25,020</u>	<u>-</u>	<u>25,020</u>	<u>24,054</u>
<b>Total</b>		<u>132,290</u>	<u>1,149,780</u>	<u>1,282,070</u>	<u>1,112,197</u>
 <b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Support of DDPO's	3	<u>91,014</u>	<u>926,260</u>	<u>1,017,274</u>	<u>1,111,926</u>
 <b>NET INCOME</b>					
Transfers between funds	11	41,276	223,520	264,796	271
		<u>58,319</u>	<u>(58,319)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		99,595	165,201	264,796	271
 <b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>352,113</u>	<u>274,950</u>	<u>627,063</u>	<u>626,792</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>451,708</u></u>	<u><u>440,151</u></u>	<u><u>891,859</u></u>	<u><u>627,063</u></u>

The notes form part of these financial statements

**INCLUSION LONDON**  
**STATEMENT OF FINANCIAL POSITION**  
**31 MARCH 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	8,739	-	8,739	8,986
<b>CURRENT ASSETS</b>					
Debtors	9	101,181	-	101,181	18,948
Cash at bank		<u>603,938</u>	<u>440,151</u>	<u>1,044,089</u>	<u>720,212</u>
		705,119	440,151	1,145,270	739,160
<b>CREDITORS</b>					
Amounts falling due within one year	10	<u>(262,150)</u>	-	<u>(262,150)</u>	<u>(121,083)</u>
<b>NET CURRENT ASSETS</b>		<u>442,969</u>	<u>440,151</u>	<u>883,120</u>	<u>618,077</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>451,708</u>	<u>440,151</u>	<u>891,859</u>	<u>627,063</u>
<b>NET ASSETS</b>		<u><u>451,708</u></u>	<u><u>440,151</u></u>	<u><u>891,859</u></u>	<u><u>627,063</u></u>
<b>FUNDS</b>	11				
Unrestricted funds				451,708	352,113
Restricted funds				<u>440,151</u>	<u>274,950</u>
<b>TOTAL FUNDS</b>				<u><u>891,859</u></u>	<u><u>627,063</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18 October 2024 and were signed on its behalf by:



.....  
Adam Gabsi - Trustee

**INCLUSION LONDON**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>326,270</u>	<u>(147,586)</u>
Net cash provided by/(used in) operating activities		<u>326,270</u>	<u>(147,586)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(2,393)	-
Sale of tangible fixed assets		<u>-</u>	<u>484</u>
Net cash (used in)/provided by investing activities		<u>(2,393)</u>	<u>484</u>
<b>Change in cash and cash equivalents in the reporting period</b>			
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>720,212</u>	<u>867,314</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>1,044,089</u></u>	<u><u>720,212</u></u>

The notes form part of these financial statements

**INCLUSION LONDON**

**NOTES TO THE STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2024**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	2024 £	2023 £
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	264,796	271
<b>Adjustments for:</b>		
Depreciation charges	2,640	3,613
(Increase)/decrease in debtors	(82,233)	5,102
Increase/(decrease) in creditors	<u>141,067</u>	<u>(156,572)</u>
<b>Net cash provided by/(used in) operations</b>	<u>326,270</u>	<u>(147,586)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/23 £	Cash flow £	At 31/3/24 £
<b>Net cash</b>			
Cash at bank	<u>720,212</u>	<u>323,877</u>	<u>1,044,089</u>
	<u>720,212</u>	<u>323,877</u>	<u>1,044,089</u>
<b>Total</b>	<u>720,212</u>	<u>323,877</u>	<u>1,044,089</u>

The notes form part of these financial statements

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

##### **Going concern**

There are no material uncertainties about the charity's ability to continue.

##### **Income**

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

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Tangible fixed assets**

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

Fixtures & Fittings	25% reducing balance
---------------------	----------------------

##### **Taxation**

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

##### **Fund accounting**

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

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

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

##### **Pension costs and other post-retirement benefits**

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

##### **Cash**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

#### 1. ACCOUNTING POLICIES - continued

##### Cash

##### Debtors and Creditors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

#### 2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Donations	86,520	-	86,520	68,710
Grants	<u>20,750</u>	<u>1,149,780</u>	<u>1,170,530</u>	<u>1,019,433</u>
	<u>107,270</u>	<u>1,149,780</u>	<u>1,257,050</u>	<u>1,088,143</u>

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

	2024 £	2023 £
City Bridge Trust - Making it work	-	39,500
Three Guineas Trust	184,000	186,000
Network For Social Change	-	18,000
NLCF - Hate Crime	-	147,809
Trust For London - SVRR	46,000	46,000
Trust For London - Stronger Voices	103,750	83,000
City Bridge Trust - London Funders	20,000	15,000
City Bridge Trust - Follow on Support	-	37,500
Greater London Authority	-	33,300
City Bridge Trust - Cornerstone	165,300	134,700
City Bridge Trust - CTC	77,140	75,590
Oak Foundation	123,000	128,034
Three Guineas - FOPC	75,000	75,000
Propel	326,600	-
Propel Advice Project	<u>49,740</u>	<u>-</u>
	<u>1,170,530</u>	<u>1,019,433</u>

#### 3. CHARITABLE ACTIVITIES COSTS

	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Support of DDPO's	84,690	920,081	1,004,771	1,102,407
Support costs	<u>6,325</u>	<u>6,180</u>	<u>12,505</u>	<u>9,519</u>
	<u>91,015</u>	<u>926,261</u>	<u>1,017,276</u>	<u>1,111,926</u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024**

**4. SUPPORT COSTS**

		Governance costs
		£
Support of DDPO's		<u>12,505</u>

**5. NET INCOME/(EXPENDITURE)**

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

	2024	2023
	£	£
Auditors' remuneration	4,260	4,200
Depreciation - owned assets	<u>2,640</u>	<u>3,613</u>

**6. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

**Trustees' expenses**

One Trustee with PA to attend UN meeting at Geneva received travel and accommodation expenses of £2,785 during the year (2023: £1,265 was paid to two Trustees for travel expenses).

**7. STAFF COSTS**

	2024	2023
	£	£
Wages and salaries	458,202	470,391
Social security costs	42,960	45,435
Other pension costs	<u>21,528</u>	<u>21,831</u>
	<u>522,690</u>	<u>537,657</u>

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

	<u>2024</u>	<u>2023</u>
	13	13

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

	2024	2023
£60,001 - £69,999	<u>1</u>	<u>-</u>

**Key Management Personnel**

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £71,306 (2023 :£69,665).

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024**

**8. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £
<b>COST</b>	
At 1 April 2023	19,922
Additions	<u>2,393</u>
At 31 March 2024	<u>22,315</u>
<b>DEPRECIATION</b>	
At 1 April 2023	10,936
Charge for year	<u>2,640</u>
At 31 March 2024	<u>13,576</u>
<b>NET BOOK VALUE</b>	
At 31 March 2024	<u>8,739</u>
At 31 March 2023	<u>8,986</u>

**9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Trade debtors	23,027	7,700
Prepayments and accrued income	<u>78,154</u>	<u>11,248</u>
	<u>101,181</u>	<u>18,948</u>

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Trade creditors	51,196	9,365
Social security and other taxes	12,062	12,362
Other creditors	2,806	2,820
Accruals and deferred income	<u>196,086</u>	<u>96,536</u>
	<u>262,150</u>	<u>121,083</u>

Included in the above figure of £196,086 is deferred income of:

	2024	2023
	£	£
At 1 April 2023	49,680	180,034
Amount released to income	(49,680)	(180,034)
Amount deferred in year	<u>173,233</u>	<u>49,680</u>
At 31 March 2024	<u>173,233</u>	<u>49,680</u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024**

**11. MOVEMENT IN FUNDS**

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
<b>Unrestricted funds</b>				
General fund	352,113	41,276	(91,681)	301,708
Designated funds	-	-	150,000	150,000
	<hr/>	<hr/>	<hr/>	<hr/>
	352,113	41,276	58,319	451,708
<b>Restricted funds</b>				
City Bridge Trust - Making it work	18,763	-	-	18,763
Three Guineas Trust	13,821	44,302	(13,821)	44,302
Merton CIL T4L	1,604	-	(1,604)	-
Crowd Justice Funding	9,570	-	-	9,570
Network For Social Change	19,452	(6,718)	-	12,734
NLCF - Lived Experience Leadership	5,111	-	(5,111)	-
NLCF - Hate Crime	23,459	(13,769)	-	9,690
Trust For London - SVRR	8,926	2,603	-	11,529
Trust For London - Stronger Voices	14,867	1,745	-	16,612
CBT - London Funders	27,755	9,657	(15,000)	22,412
CBT - Stepping Stones	13,083	-	(13,083)	-
CBT - LCRF	1	-	-	1
Greater London Authority	9,700	-	(9,700)	-
Three Guineas - COVID support	25	-	-	25
CBT - Cornerstone	17,202	36,990	-	54,192
CBT-CTC	3,706	28,358	-	32,064
Greater London Authority - Digital Tools	27,180	(19,744)	-	7,436
Oak Foundation	15,225	29,414	-	44,639
Three Guineas Trust - FOPC	45,500	20,090	-	65,590
CBT - Propel	-	74,892	-	74,892
CBT - Propel Advice project	-	15,700	-	15,700
	<hr/>	<hr/>	<hr/>	<hr/>
	274,950	223,520	(58,319)	440,151
<b>TOTAL FUNDS</b>	<u>627,063</u>	<u>264,796</u>	<u>-</u>	<u>891,859</u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024**

**11. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	132,290	(91,014)	41,276
<b>Restricted funds</b>			
Three Guineas Trust	184,000	(139,698)	44,302
Network For Social Change	-	(6,718)	(6,718)
NLCF - Hate Crime	-	(13,769)	(13,769)
Trust For London - SVRR	46,000	(43,397)	2,603
Trust For London - Stronger Voices	83,000	(81,255)	1,745
CBT - London Funders	20,000	(10,343)	9,657
CBT - Cornerstone	165,300	(128,310)	36,990
CBT-CTC	77,140	(48,782)	28,358
Greater London Authority - Digital Tools	-	(19,744)	(19,744)
Oak Foundation	123,000	(93,586)	29,414
Three Guineas Trust - FOPC	75,000	(54,910)	20,090
CBT - Propel	326,600	(251,708)	74,892
CBT - Propel Advice project	49,740	(34,040)	15,700
	<u>1,149,780</u>	<u>(926,260)</u>	<u>223,520</u>
<b>TOTAL FUNDS</b>	<u><u>1,282,070</u></u>	<u><u>(1,017,274)</u></u>	<u><u>264,796</u></u>

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
<b>Unrestricted funds</b>				
General fund	320,461	9,541	22,111	352,113
<b>Restricted funds</b>				
City Bridge Trust - Making it work	69,325	(50,562)	-	18,763
Three Guineas Trust	35,929	(5,583)	(16,525)	13,821
Merton CIL T4L	1,604	-	-	1,604
Crowd Justice Funding	9,570	-	-	9,570
Arts Council England	2,235	(2,440)	205	-
Barings Foundation - Disability Justice	(694)	-	694	-
Network For Social Change	7,252	12,200	-	19,452
NLCF - Lived Experience Leadership	5,111	-	-	5,111
NLCF - Hate Crime	23,070	389	-	23,459
Trust For London - SVRR	-	8,926	-	8,926
Trust For London - Stronger Voices	15,725	(858)	-	14,867
CBT - London Funders	12,755	15,000	-	27,755
CBT - Stepping Stones	44,140	(31,057)	-	13,083
CBT - LCRF	1	-	-	1
Greater London Authority	32,402	(22,702)	-	9,700
National Emergency Trust	(2,212)	-	2,212	-
NLCF - DPO Development	8,730	-	(8,730)	-
NLCF - Catalyst	(33)	-	33	-
Three Guineas - COVID support	18,248	(18,223)	-	25
CBT - Cornerstone	-	17,202	-	17,202
CBT-CTC	12,783	(9,077)	-	3,706
CBT - LCRF Wave 5	10,390	(10,390)	-	-
Greater London Authority - Digital Tools	-	27,180	-	27,180
Oak Foundation	-	15,225	-	15,225
Three Guineas Trust - FOPC	-	45,500	-	45,500
	<u>306,331</u>	<u>(9,270)</u>	<u>(22,111)</u>	<u>274,950</u>
<b>TOTAL FUNDS</b>	<u>626,792</u>	<u>271</u>	<u>-</u>	<u>627,063</u>

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

#### 11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	92,764	(83,223)	9,541
<b>Restricted funds</b>			
City Bridge Trust - Making it work	39,500	(90,062)	(50,562)
Three Guineas Trust	186,000	(191,583)	(5,583)
Arts Council England	-	(2,440)	(2,440)
Network For Social Change	18,000	(5,800)	12,200
NLCF - Hate Crime	147,809	(147,420)	389
Trust For London - SVRR	46,000	(37,074)	8,926
Trust For London - Stronger Voices	83,000	(83,858)	(858)
CBT - London Funders	15,000	-	15,000
CBT - Follow on Support	37,500	(37,500)	-
CBT - Stepping Stones	-	(31,057)	(31,057)
Greater London Authority	-	(22,702)	(22,702)
Three Guineas - COVID support	-	(18,223)	(18,223)
CBT - Cornerstone	134,700	(117,498)	17,202
CBT-CTC	75,590	(84,667)	(9,077)
CBT - LCRF Wave 5	-	(10,390)	(10,390)
Greater London Authority - Digital Tools	33,300	(6,120)	27,180
Oak Foundation	128,034	(112,809)	15,225
Three Guineas Trust - FOPC	75,000	(29,500)	45,500
	<u>1,019,433</u>	<u>(1,028,703)</u>	<u>(9,270)</u>
<b>TOTAL FUNDS</b>	<u>1,112,197</u>	<u>(1,111,926)</u>	<u>271</u>

#### City Bridge Foundation- Propel 20005

Inclusion London was awarded £989,600 grant over three years for Propel 20005 project funded by City Bridge Foundation. Its main objective is about prioritising the communities who experience structural inequality and the civil society groups who are best placed to make change happen to explore, develop, and lead collaborative approaches that tackle some of London's biggest issues. The grant will be used for the post of Data and Insight officer (1FTE), Policy, Voice and Justice Co-ordinator(0.8FTE) and a contribution towards a proportion of five core salaries-CEO, Operations Manager, Senior Administrator, Events Administrator (1.2FTE in total). In 2023-2024 financial year a total of £326,600 was received for year one funding cycle.

#### City Bridge Foundation- Propel Advice Project

Inclusion London in partnership with Inclusion Barnet as a lead organisation and other DDPOs have secured funding over two years (Inclusion London share Y1 £43,340; Y2 £34,430) to develop and deliver new entry points and career progression pathways for advice workers within DDPOs and for Inclusion London to capacity build our advice workforce skills and support provision capacity. Inclusion Barnet are the lead for this project delivery.

#### Three Guineas Trust- TGT581

Three Guineas Trust Three Guineas Trust continued support for Inclusion London and during the financial year £184,000 was received under the grant agreement TGT581 for 3 inter linked projects: (a) Core costs for campaigns justice policy work (b) Hate Crime partnership and (c) for business and organisational support for Deaf and disabled people's organisations. The above projects funding was for one year, 2023-2024 financial year.

continued...

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

#### **Three Guineas Trust- TGT537 Free Our People Campaign Project (FOPC)**

The trustees of Three Guineas Trust awarded Inclusion London £200,000 under grant agreement TGT537, towards development and provision of peer advocacy for disabled people detained in assessment and treatment units and other psychiatric institutions, (The Free Our People Campaign project). During the year £75,000 was received (In total £150,000 out of the total grant £200,000 has been received) towards the cost of this project.

#### **City Bridge Foundation-CTC 16002 Connecting the Capital**

City Bridge Foundation continued funding CTC project and received Y3 funding of £74,140 to cover salary of a Business Director and associated development and training activities, plus a contribution to staff capacity for shaping programme activities. The purpose of the grant is to provide DDPOs bespoke business support and training that will increase their ability and capacity to secure funding and demonstrate & evidence the positive impact of their work on disabled people and improve Inclusion London's DDPO sector relationships to ensure needs, views and interests of London DDPOs are represented at a pan-London level and in cross sector partnership working.

#### **City Bridge Foundation-Corner Stone 19081**

Inclusion London secured funding from City Bridge Foundation for Cornerstone project £308,200 over three years (£134,700; £165,300; £8,200) to engage seven DDPO project partners to co-produce new communications messages about disability and support implementation of the new, reframed messages into partners' work through strategic communications training. An independent evaluation of the project's impact is also funded as part of this project. During this financial year £165,300 has been received in accordance year 2 funding cycle.

#### **Oak Foundation-OFIL-21-238**

Oak Foundation approved a two-year grant of £251,034 (Year1, £128,034 Year2 £123,000) for the project of "Housing Advocacy for Deaf and Disabled People" and the grant purposes are charitable and for the public benefit and to be expended over two years during the period April 2022 to March 2024. The objective of the grant is to build capacity of London DDPOs to carry out effective voice, influencing and campaign work on housing issues. During the year £123,000 was received in accordance with year 2 funding schedule.

#### **Trust For London (SVRR)- Strengthening Voices Realising Rights Initiative**

Trust For London continued funding for SVRR project for the provision of capacity building support to Deaf and Disabled people's Organisations (DDPOs) funded by the Advice stand of Strengthening Voices Realising Rights programme from 1st April 2022 to 31st March 2024 with total grant value of £92,000 over two years (£46,000 each year). Accordingly, £46,000 has been received during this financial year.

#### **Trust For London Stronger Voices**

Trust For London continued support for "Stronger Voices Project" and awarded £249,000 new grant over three years (£83,000 in each year) to continue work to build capacity of the DDPO sector and to strengthen the rights of Deaf and disabled people DDPO sector and to strengthen the rights of Deaf and disabled people. During this financial year, Y2 funding of £83,000 has been received.

#### **Designated Funds**

Funding towards additional sick leave cover, recruitment costs, staff well-being support, staff professional development support, access costs and planned improvements to our IT and communications systems and an office move.

continued...

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

#### 12. EMPLOYEE BENEFIT OBLIGATIONS

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £21,528 (2023 21,831).

#### 13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

#### 14. LIMITED BY GUARANTEE

London Inclusion is a charitable company limited by guarantee. In the event of the charity being wound up members' liability is limited to £1.

**INCLUSION LONDON**

England & Wales - Charity number 1157376

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# Accounts

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# Inclusion London

Supporting London's Deaf and  
Disabled People's Organisations

## Annual Report 2022-2023







## Inclusion London

336 Brixton Road, London SW9 7AA

 [info@inclusionlondon.org.uk](mailto:info@inclusionlondon.org.uk)

 020 7237 3181

 0771 839 4687

 Website: [www.inclusionlondon.org.uk](http://www.inclusionlondon.org.uk)

Registered Charity number: 1157376

Company registration number: 6729420

## About Inclusion London

Inclusion London is the only London-wide organisation run by and for Deaf and Disabled people.

We were set up in 2008. Our aim is to advance Deaf and Disabled people's equality and inclusion by supporting Deaf and Disabled people's organisations (DDPOs) in London to have a strong and influential voice and to run effective peer led services for the 1.2 million Deaf and Disabled people living in London.

# Inclusion London

Supporting London's Deaf and  
Disabled People's Organisations

- ➡ We believe in human rights, the Social Model of Disability, the Cultural Model of Deafness and independent living.
- ➡ We want a society where everyone is equal and where everyone is able to take part and is valued.
- ➡ We work to make this happen. We raise awareness and understanding about the barriers that discriminate against us and equally importantly how to remove these barriers. We work in an accessible way with Deaf and Disabled people always leading our work.

### We have 3 key aims that direct what we do:

- 1.** To support London DDPOs to have a strong voice so that the needs, interests and views of Deaf and Disabled people are met and disabling barriers removed.
- 2.** To provide accessible and effective services that build DDPOs' skills and knowledge and help London DDPOs grow.
- 3.** To provide a range of training, support and peer networking opportunities to build our movement including our membership and activism, our collective identity and our voice and leadership.

## Chair's Report

A very big welcome to Inclusion London's annual report for the period April 2022 to March 2023.

Our work and our vision, remains nothing less than full equality and inclusion for Disabled people with Deaf and Disabled Peoples' Organisations (DDPOs) leading the change we need to see.

As you will see we had another busy year! We worked with 70+ DDPOs in London providing a range of vital DDPO capacity building support with over 1,000 attendees at our training, events and forums all of which were focused on supporting and strengthening DDPOs work and influence.

We also began work in new thematic areas including housing, de-institutionalisation and strategic communications. We also welcomed four new Trustees to our board.

This report details some of the important work we carried out over the year to keep tackling the increasing structural inequity our communities and organisations are facing and to support our DDPO sector to be a thriving, sustainable and inclusive sector empowering our diverse communities to create the change we need.

**Paul Hawkins, Chair of Inclusion London**



### NOTE

In this annual report we use the term 'Disabled people' to mean all groups of people living with impairment including:

- People with physical impairments
- People with visual impairments
- Deaf people
- People with hearing impairments
- People with learning difficulties
- People who experience mental distress/mental health issues
- People with long term health conditions
- People who are neuro divergent
- People with invisible impairments

We recognise and respect that some of the groups (in our definition) do not think of themselves as being Disabled but we believe we are united by the disabling barriers we face in a disablist society.

# An overview of our work in 2022-2023

Here are a few highlights from the work we did over the year:



## 94 training courses

We ran 94 training courses, webinars, briefings, peer network and partnership meetings over the year attended by over 1,000 participants.



## New DDPO Housing Network

We successfully set up and supported a new DDPO Housing Network which currently has 20 DDPO members.



## Concessions within the ULEZ scheme

We successfully campaigned to ensure the new ULEZ scheme in London now includes significant concessions for Disabled Londoners.



## Disability Poverty Campaign Group

Together with Disability Rights UK we set up and supported the Disability Poverty Campaign Group (DPCG), a coalition of 20 DDPOs and charities working on poverty.



## Support resources

We continued to create resources to help Disabled people know their rights including developing a chat bot<sup>1</sup> which will help Disabled people identify and evidence their Disability Related Expenditure so they can protect more of their money from being taken away in social care charges. We are now working with DDPOs and carers' groups across England to support people and organisations to use the chatbot.



## Social care campaign

We co-ordinated a campaign to highlight the dire impact of social care charging debt which included 3668 individuals writing to their MPs.

<sup>1</sup> <https://www.inclusionlondon.org.uk/chat-bot/>



## Hate Crime Report

We published 'Disability, Crime, and Hate Crime in the News'<sup>2</sup> report, which explored media reporting on crime involving Disabled people.



## Free Our People Now project

We successfully set up the Free Our People Now project (FOPN)<sup>3</sup> to help end the detention of Disabled people in institutions by building the confidence, skills and capacity of Disabled inpatients and Disabled allies to support each other to better challenge detention and to secure appropriate community-based support.



## Business /organisational training support

We provided business /organisational training support to 73 representatives from DDPOs and 16 DDPOs received 121 organisational / business support.



## Work with key Charitable Trust

We continued work with key Charitable Trust funders to increase awareness of disability as a social justice/human rights issue and the unique role and contribution of DDPOs as distinct from the wider disability charity sector which is dominated by organisations that are not run by Disabled people and don't represent our experiences or views.

## In 2022-2023

- We had a total income of £1,112,197
- We spent a total of £1,111,926
- We now have £ 352,113 in our unrestricted reserve

<sup>2</sup> Disability, Crime and Hate Crime in the News (Easy Read) - Inclusion London

<sup>3</sup> Free Our People Now - Inclusion London

## Some Photos from 2022-2023



IL on the BBC News



Keep guards on trains petition at No10

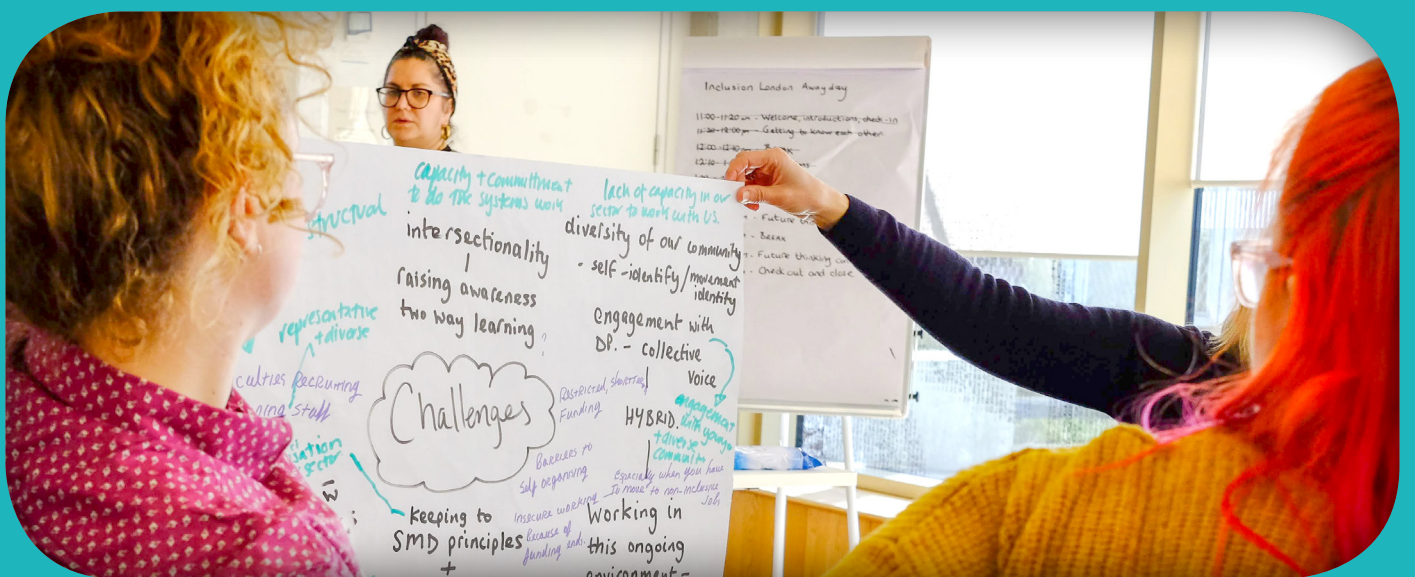
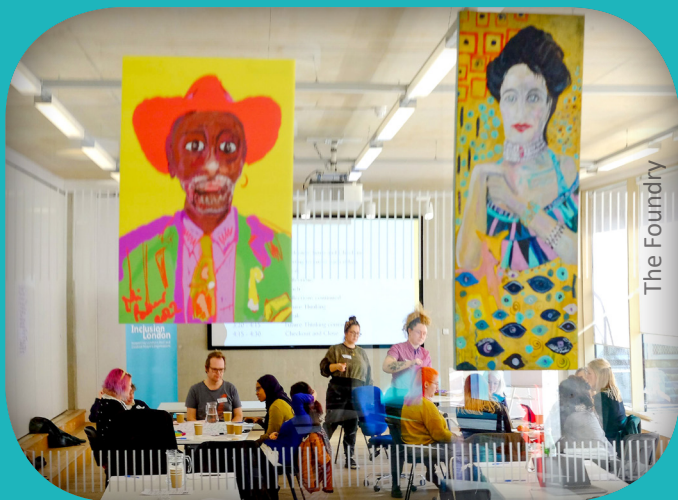
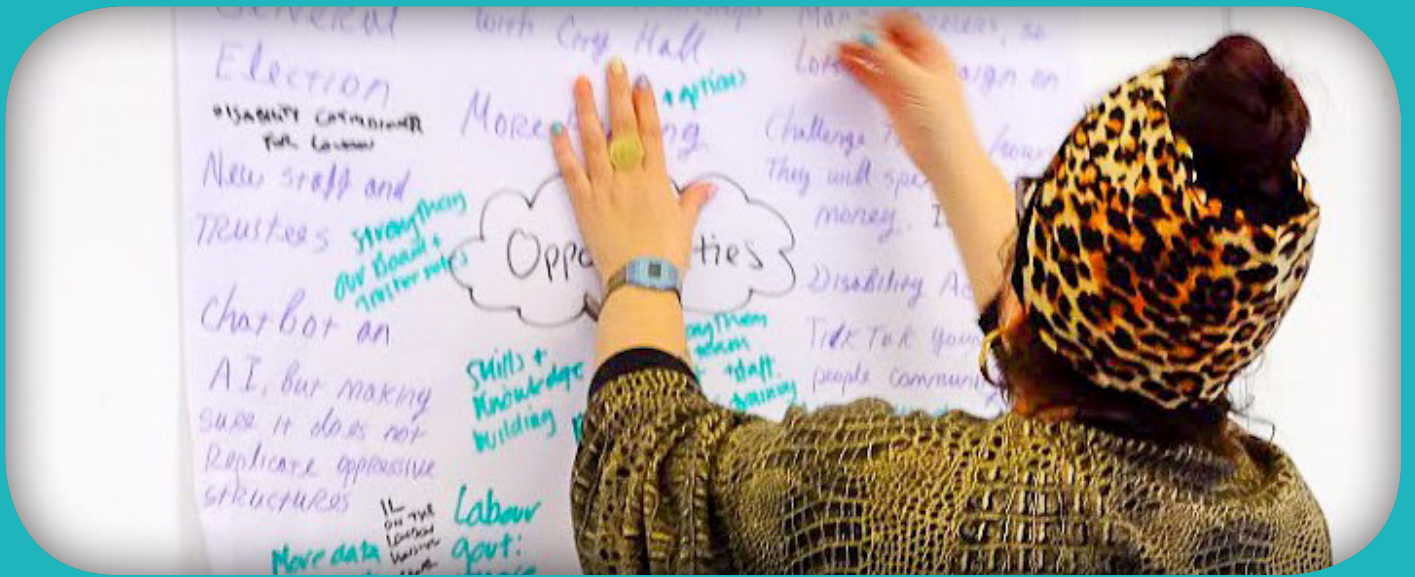


IL staff giving evidence to MPs



ULEZ scrappage launch event

# Inclusion London Trustee and Staff Away day



## What DDPOs said about our work in 2022-2023

“ I found the session far more engaging and accessible than other funding-related training I’ve attended. The tools used were ideal, and the breakout room exercise was much more interesting and thought-provoking than such things usually are. As a neurodivergent person, the combination of delivery methods worked really well to keep me focused. It was also massively appreciated that there were regular breaks. The trainer was excellent. ”

**Writing successful bids training session Dec 22**

“ I like all of it – a brilliant place to learn, network and make a meaningful difference to people needing assistance. ”

**DDPO Housing network**

“ I feel I am now confident enough to represent a client at tribunal and read further into legislation and case law. I felt everything was beyond perfect, especially the trainer. ”

**SVRR Training Oct 22**

“ Fab presentation! Can’t wait to start trialing the DRE (disability related expenditure chatbot) tool! Thanks Inclusion London! ”

**DRE Chatbot training session Mar 22**

“ Good to have the space to raise the issues and my understanding and think about the potential to build DDPOs to respond to intersectional barriers. ”

**Intersectionality and anti-racism training June 2022**

“ I found the trainer very kind, helpful, patient, mindful. Great knowledge on hate crime. ”

**Disability Hate crime training Dec 22**

“ I have a much clearer picture of the audience we are trying to reach and better understanding of the difference in demographics. ”

**DDPO partner on our Talking about Disability project**

“ I was not aware of framing before and how the right narrative can help influence a shift behaviours. This will really help us to avoid triggering negative emotions and help our messages land more successfully. ”

**DDPO partner on our Talking about Disability project**

“ Genuine peer support - people really opened up and talked about fear and difficult stuff. ”

**SVRR Peer network meeting Jan 23**

## Our campaigns, justice and policy work

We continued our on-going disability equality work on rights, equality and inclusion as well as our work on specific priority issues including social care/independent living, welfare reform, poverty and the cost-of-living crisis. We also began funded work on housing and de-institutionalisation and continued to provide targeted support to intersectional DDPOs.

We carried out the following key work, funded by Trust for London, Three Guineas Trust and the Oak Foundation:

### Housing:

We successfully set up our Housing project, work included:

- Providing 121 support and funding to three local DDPO led campaigns on: disrepair, personal emergency evacuation plan (PEEP) issues and inaccessible communications / information from housing associations for Deaf people of colour.
- Setting up the DDPO Housing network which now has a membership of 20 DDPOs.
- Securing representation on GLA's Housing Panel which gives us the opportunity to raise the profile of disability specific housing issues at strategic level and work with other housing campaigns in London.

### Social care/independent living:

We carried out a range of campaigns, policy and voice work on these foundational issues including:

- Continuing a leadership role supporting the 'scrap care charging' campaign coalition.
- Developing and rolling out our Disability Related Expenditure chatbot funded by the GLA.
- Lobbying the government to increase the Minimum Income Guarantee (MIG) in line with inflation; as a result the government raised MIG in line with inflation that year, which resulted in social care users, who pay social care charges out of their benefits, keeping an additional £780 per annum of their money.

- Highlighting the dire impact of social charging debt by carrying out FOI based research into social care charging debt for local authorities in London and coordinating this with similar research in Greater Manchester. We used the findings to persuade the BBC to conduct an investigation across England, which led to extensive coverage of the issue across the BBC channels<sup>4</sup>.



- We provided extensive evidence and facilitated two meetings between the Fabian Society (who have been commissioned by the Labour Party to develop initial social care policy proposals) and the national DPO Forum to enable DDPOs to feed into the development of Labour's National Care Service proposals.

## Poverty/cost of living crisis:

We carried out a range of campaigns, policy and voice work including:

- Working with Disability Rights UK to set up and support the Disability Poverty Campaign Group (DPCG), a coalition of DDPOs and charities working on poverty. The campaign group now includes 35 organisations, of which 20 are DDPOs.

- Co-leading a campaign to ban forced pre-payment meters in households with a Disabled person. We sent 734 letters to MPs<sup>5</sup> from constituents on the issue. As a result of this work and the work of other organisations campaigning in this space, Ofgem published a new Code of Practice which effectively banned forced installation of a prepayment meter in relation to some Disabled people last year.



- Work to influence government policy on the cost-of-living crisis including producing parliamentary briefings and sharing information with the Work and Pensions and Women and Equalities Select Committees. We also facilitated two meetings with policy leads from the government's Disability Unit responsible for developing policy on the cost of living and DDPOs.

<sup>4</sup> <https://twitter.com/InclusionLondon/status/1628383935247024135>

<sup>5</sup> <https://actionnetwork.org/letters/take-action-to-stop-energy-companies-from-imposing-prepayment-meters-on-disabled-households/?source=twitter&>

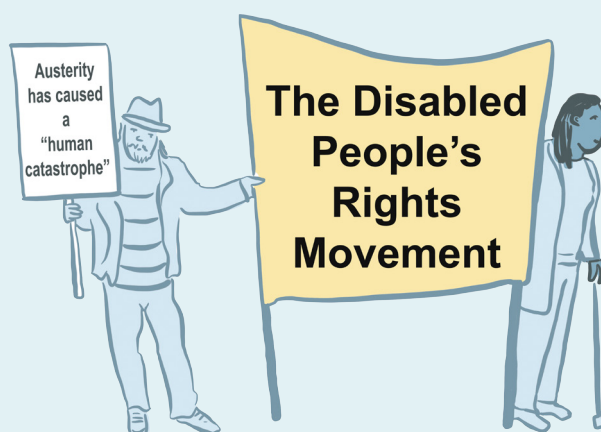
## Engagement with the government and strategic coordination among DDPOs:

Work included:

- Giving oral evidence to London Assembly on ULEZ, to the Women and Equalities Select Committee on the court judgment that the National Disability Strategy was unlawful and the Work and Pensions select committee on disability benefit assessments.
- Facilitating monthly meetings of the national DPO Forum England which is a growing but currently unfunded network of over 40 DDPOs across England. These meetings give DDPOs the opportunity to coordinate campaigns, identify priority issues and jointly respond to policy developments.
- Supporting the DPO forum's work to lobby the Minister for Disabled people and the Disability Unit to commit to regular engagement with the DPO Forum. The forum now has quarterly meetings with the Minister for Disabled People. We support DDPOs who are involved in those meetings to prepare, develop messages and specific asks for the meetings with the Minister and jointly coordinate and facilitate working between Disability Unit and the DPO forum.
- We continued to support the quarterly strategic DDPO stakeholder engagement forum with the GLA.

## We also:

- Set up and ran an intensive campaign leadership programme for 11 Disabled activists.
- Continued to support the London campaign forum which meets quarterly and has a membership of over 140 activists.
- Ran a total of 50 campaigns, policy and justice training, briefings and forums for DDPOs over the year.



## Our work to strengthen London DDPOs

We ran four projects funded by the City Bridge Trust, National Lottery Community Fund, Three Guineas Trust and Trust for London over the year to support and strengthen DDPOs.

### DDPO Organisational Support

Despite having just 21hrs per week of dedicated organisational support capacity we provided a core range of organisational support to 73 representatives from DDPOs across the year with 16 DDPO receiving 121 organisational /business support. Specifically, we:

- Commissioned and delivered nine bespoke training workshops for DDPOs.
- Provided 175 hours of targeted advice, information and coaching support to DDPOs.
- Supported 5 DDPOs with a successful £700,000 funding Partnership application to Propel to increase the number of Disabled people entering advice work within DDPOs and to create better career progression pathways for Disabled advice workers so they stay in our sector.
- Provided funding advice and pre-application support to over 40 DDPOs.
- Completed and piloted our new DDPO organisational Health Check which now includes 121 follow up support focused on strengthening the organisational structure and funding strategy of DDPOs.

### 'Strengthening Voices, Realising Rights' (SVRR) capacity building support

This project, funded by Trust for London, provides a range of training, advice and peer network opportunities to DDPOs providing advice services funded by Trust for London's groundbreaking 'Strengthening Voices, Realising Rights' funding programme.

Over the year we delivered a total of 15 training courses and peer network meetings which were attended by 176 DDPO representatives. Training covered a range of advice service skills and advice subjects including: 'File Casework Management'; 'Representing at the First Tier Tribunal'; 'Universal Credit and Disabled claimants' and 'Maintaining emotional resilience'.

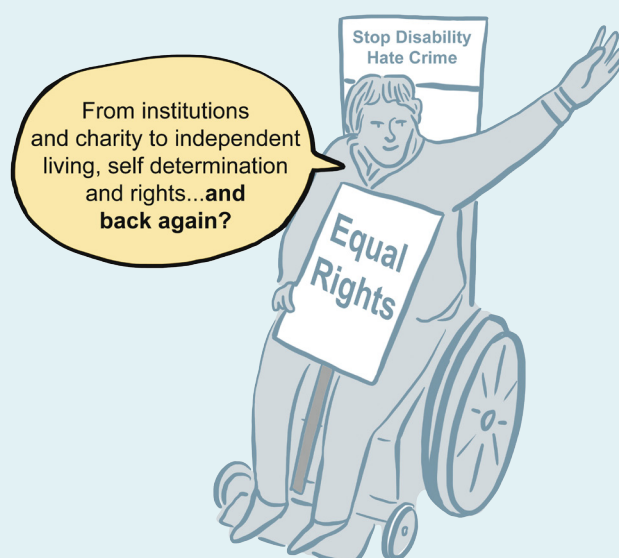
## Cornerstone: Talking about disability project

With funding from the City Bridge Trust Cornerstone Fund, we jointly set up the 'Talking about disability'<sup>6</sup> project with Inclusion Barnet. The aim of the project is to help change the way people think about disability so that more people feel motivated to help make society more inclusive and accessible. We also want Disabled people and non-disabled people, to know more about DDPOs and our role in helping create more equal communities.



Working with Equally Ours and six other DDPO project partners, the project is creating new ways of talking about disability, harnessing the best knowledge and practice from strategic communication approaches. Over the first year of project work we:

- Delivered four DDPO partner workshops to induct partners in the project and upskill partners in strategic communication approaches
- Commissioned and produced three significant pieces of research:
  - a) An in-depth Discourse analysis research paper on 'Disability in the British newspapers and parliamentary debates'.
  - b) A Literature review on 'Dominant Narratives of Disability in the United Kingdom'.
  - c) A 'Survation' report on findings from the four focus groups was produced: 'Qualitative Research Report: Reframing Disability'.
- Produced a mid-project report by Equally Ours that has provided the project with the information we need to develop a final set of reframed disability messages that we will then use and evaluate in year two.



## London DDPO Hate Crime Partnership

With funding from the Three Guineas Trust and the National Lottery Community Fund we continued to provide a range of capacity building support to the 26 DDPO members of the London DDPO Hate Crime Partnership as well as carry out a range of related research, representation and policy work. Over the year we:

- We used findings from our six-month report on the Disability hate crime data project to improve our data collection. This data has been used for campaigning, responses to policy and in advocating for change within hate crime and criminal justice spaces.
- Identified key barriers to accessing the criminal justice system for Disabled victims of hate crime and offered guidance and advice to the Metropolitan Police on how to start to resolve these.
- Continued to hold quarterly London DDPO Hate Crime Partnership meetings and supporting DDPOs to become members.
- Published the 'Disability, Crime and Hate Crime in the News' report, which explored media reporting on crime involving Disabled people and the role this plays in perpetuating disablism. The report offers guidance to journalists on responsible reporting and respectful reporting on Disabled victims. It includes practical advice for recognising and eliminating disablist rhetoric in crime reporting.
- Released guidance for DDPOs on securing funding for Hate Crime advocates and campaigned for improved understanding on the importance of such specialised advocates.
- Continued active participation and representation in Metropolitan police consultation forums.
- Organised an event titled "Women, Disability and Hate Crime" as part of Rene Cassin's Judith Social Justice Series.
- Compiled a Hate Crime Advocacy Qualification and Training Research report and a proposal report for Hate Crime Advocate Posts at DDPOs, building on the partnership's secondment capacity-building project.
- Participated in the Victim's Law Consultation to provide expert insights and responded to London's Police and Crime Plan, advocating for better systems and support for Disabled victims within the new plan.
- Co-facilitated training on Disability Hate Crime Matters with late and much missed Ruth Bashall, targeting HCOPs and Police Officers.
- Completed a large co-produced training programme, supporting DDPOs to deliver disability hate crime training to organisations including local councils.

## Some of the resources and links featured in this report:

### Reduce your social care charges today - Inclusion London

➡ <https://www.inclusionlondon.org.uk/chat-bot/>



👋 Hello there

I'm DREy, a chatbot designed to guide you through the process of Disability Related Expenditure claims and assist in lowering your social care charges.

Have we spoken before?

### Free Our People Now - Inclusion London

➡ <https://www.inclusionlondon.org.uk/campaigns-and-policy/free-our-people-now/free-our-people-now/>



### Guide to Campaigning Toolkit - Inclusion London

➡ <https://www.inclusionlondon.org.uk/campaigns-and-policy/how-to-campaign/guide-to-campaigning-toolkit/>

### Cornerstone Project: Talking about disability - Inclusion London

➡ <https://www.inclusionlondon.org.uk/news/cornerstone-project-talking-about-disability/>

### Disability, Crime and Hate Crime in the News (Easy Read) - Inclusion London

➡ <https://www.inclusionlondon.org.uk/services-and-support/our-projects/hate-crime-partnership/disability-crime-and-hate-crime-in-the-news-easy-read/>



# List of Inclusion London staff and Trustees in 2022-23

## The Trustees who served us over the year were:

Indigo Rose Fuller Ayling (appointed 21.2.23)  
Stephen Mark Bunbury (appointed 21.2.23)  
Valerie Charbit  
Adam Gabsi  
Aisling Gallagher  
Paul Hawkins  
Justine Jones (resigned 23.2.23)  
Kush Kanodia (appointed 21.2.23)  
Natalie Jane South-Law (appointed 21.2.23)  
Thomas Adam Lichy



## The staff team who worked for us over the year were:

Jumoke Abdullahi, Communications and Media Officer (contract ended on 03.08.22)  
Jon Abrams, Campaigns and Justice Coordinator  
Simone Aspis, Free our People Now Project Manager (joined on 18.07.22)  
Lara Conner, Hate Crime Data and Insight Officer  
Mark Drinkwater, Communications Manager (joined on 25.11.22)  
Priscilla Eyles, With Us Project Coordinator (resigned on 25.04.22)  
Rensa Gaunt, Media and Communications Officer (joined on 07.09.22)  
Christine Hathway, Senior Administrator  
Mariella Hill, Policy and Campaigns Officer (joined on 10.01.23)  
Louise Holden, Hate Crime Partnership Project Manager  
Svetlana Kotova, Director of Campaigns and Justice  
Tracey Lazard, Chief Executive Officer  
Ailsa McWilliam, Interim Director of Services and Development  
Julia Modern, Senior Policy & Stakeholder Engagement Manager (resigned 30.09.22)  
Gelila Tekle-Mariam, Operations Manager  
Laura Vicinanza, Policy and Stakeholder Engagement Manager  
Sian Williams, Making It Work Project Manager (contract ended on 04.11.22)

# Audited accounts summary

Statement of Financial Position

For the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	68,710	1,019,433	1,088,143	1,015,180
Other income		24,054	-	24,054	16,163
<b>Total</b>		<b>92,764</b>	<b>1,019,433</b>	<b>1,112,197</b>	<b>1,031,343</b>
<b>EXPENDITURE ON</b>					
Charitable activities	3	83,223	1,028,703	1,111,926	1,019,235
Support of DDPOs					
<b>NET INCOME (EXPENDITURE)</b>					
Transfers between funds	11	9,541	(9,270)	271	12,108
Net movement in funds		22,111	(22,111)	-	-
		31,652	(31,381)	271	12,108
<b>Reconciliation of Funds</b>					
Total funds brought forward		320,461	306,331	626,792	614,684
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>352,113</b>	<b>274,950</b>	<b>627,063</b>	<b>626,792</b>



## List of funders

We thank our funders for their support:

City Bridge Trust; Trust for London; Oak Foundation; National Lottery Community Fund; Greater London Authority and The Three Guineas Trust



The Three Guineas Trust



## DDPOs - become a member

Join our community of London's Deaf and Disabled People's Organisations (DDPOs) by becoming an Inclusion London member.

As a member you will be able to get access to all our resources and help decide on the work that we do by voting at our Annual General Meeting.



### Deaf and Disabled People's Organisations Noticeboard:

On this online noticeboard you can tell people news, post events and advertise jobs or roles that need filling at your organisation.



**Sign up at**


[www.inclusionlondon.org.uk/membership](http://www.inclusionlondon.org.uk/membership)



# Inclusion London

336 Brixton Road, London SW9 7AA

 [info@inclusionlondon.org.uk](mailto:info@inclusionlondon.org.uk)

 020 7237 3181

 0771 839 4687

 Website: [www.inclusionlondon.org.uk](http://www.inclusionlondon.org.uk)

Registered Charity number: 1157376  
Company registration number: 6729420

Some of the illustrations in this document have been drawn by Sarah Howgate.

**INCLUSION LONDON**

England & Wales - Charity number 1157376

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# Accounts

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**REGISTERED COMPANY NUMBER: 06729420 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1157376**

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022  
FOR  
INCLUSION LONDON**

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

**INCLUSION LONDON**

**CONTENTS OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022**

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## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### OBJECTIVES AND ACTIVITIES

##### Objectives and aims

Inclusion London was set up in October 2008 and became operational in July 2009. In the period April 2021 to March 2022 Inclusion London continued to deliver a range of bespoke and accessible capacity building services to over 70 Deaf and Disabled People's Organisations (DDPOs) in London as well as expand into new thematic areas of work including work on the de-institutionalisation of Disabled people, support to DDPOs to speak out on housing issues and developing training and resources to support our sector to become more intersectional in its work. We continued to enable DDPOs to have a regional, national and international voice and influencing role on disability equality issues through our grassroots campaigning and the setting up and support of strategic forums where DDPOs and policymakers work together. We also produced a national 'state of the sector' report on DDPOs and co-produced our new three year Strategic Business plan. All our work over the year was made possible by funding from Three Guineas Trust, Trust for London, National Lottery Community Fund, Greater London Authority and The City Bridge Trust. This report covers this period and outlines plans for future work that we know we can deliver in the context of the on-going impact and challenges of covid-19 pandemic and current cost of living crisis.

##### Our Vision

An inclusive world, free of disabling barriers where diversity and human rights are valued and where Deaf and Disabled people have dignity, independence and equality of opportunity.

##### Our Mission

To promote Deaf and Disabled peoples equality and inclusion by supporting Deaf and Disabled peoples organisations (DDPOs) in London to have a strong and influential collective voice, deliver empowering and effective services and by raising awareness and understanding of the unique contribution DDPOs make to London and Deaf and Disabled Londoners.

##### Our Strategic aims

- 1. Collective voice and influence:** To support London DDPOs to have a strong, collective and influential voice so that the human rights, needs and aspirations of all Disabled people are met, disabling and structural barriers removed and appropriate resources and support are provided.
- 2. Support and strengthen DDPOs:** To provide a range of accessible business and organisational support services that build the skills, knowledge, reach, capacity and sustainability of London DDPOs and the people working in our sector.
- 3. Building our movement:** To provide a range of disability equality, intersectional and co-production capacity building support to enable DDPOs to reach and empower more Disabled people; be more representative and inclusive of marginalised / intersectional groups of Disabled people including people who experience disabling barriers but do not identify as being disabled; increase Disabled people's involvement, influence and leadership within DDPOs and the wider community and to build the understanding and profile of DDPOs and the unique contribution DDPOs make to London and society.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

#### STRATEGIC REPORT

#### Achievement and performance

#### Charitable activities

#### Campaigns, Policy and Justice work

Inclusion London continued to deliver a range of effective campaigns, policy and justice work that raised the profile and understanding of disability equality issues and the needs, views, experiences and aspirations of Disabled Londoners. Specific achievements over the year included:

- Establishing a new area of work supporting DDPOs to carry out policy, voice and campaigning work on housing issues.
- Setting up a 'National Scrap Care Charges' campaign, which now has 43 grassroots campaigners and organisations as members. This campaign mobilised 4,566 people to write to their MPs and 2,304 to individuals to sign a petition asking them to lobby to make social care, free and, as an interim step, to raise the Minimum Income Guarantee (MIG). Since this campaigning the government has increased the MIG, for the first time since 2015. This MIG increase means Disabled people get to keep around £220 extra per year in their pocket.
- Setting up publicity for the Scrap Social Care Charging campaign, with the [website](#) with information and links to campaigning groups; Tax on Disability [film](#) and short clips. The film has had 5k views on YouTube and 91k impressions on social media.
- Initiating joint working among DDPOs in England to create a stronger more united voice to influence the social care reform debate. Together with other DDPOs we developed a shared set of key principles that any social care reform should be based on which reflect our UNCRDP independent living vision. We have shared these principles with the Secretary of State for Health and Social Care and have set up a DPO social care sub group of DPO forum England, which is coordinating our joint campaigning on social care reform.
- Supporting the pre-action legal work to challenge the National Disability Strategy. Four Disabled people as a result got legal aid to challenge the strategy and the court then ruled then that the strategy was unlawful because the government failed to adequately consult with Disabled people.
- Produced a shadow civil society report for the UN Disability Committees periodic review of the UK government which gathered and collated hundreds of pages of evidence and lived experience testimony from DDPOs and Disabled people across England.
- Supported both the GLA and DPPOs to run the GLA DDPO Stakeholder forum
- Supported the DPO Forum England and represented the forum at regular meetings with Ministers for Disabled people and the Disability Unit
- Gave oral evidence to the Work and Pensions select committee on the reform of health assessments for benefits

#### Strategic capacity building support to London's DDPO's

We continued to deliver bespoke capacity building support to over 70 London DDPOs Specific achievements included:

- Producing the ‘Understanding the needs of DPOs in England’ state of the sector report which involved working with seven DDPOs across England to carry out research on the needs and experiences of DPOs and our strategic vision and proposals for strengthening and supporting our sector.
- Working with DDPOs to gather evidence on Disabled Londoners experience of policing and producing our [Poor Police Response Report: Disabled Victims of hate crime - Inclusion London](#) . This report led to us giving evidence at the London Assembly and also resulted in a newly formed working group with the Metropolitan Police Service, co-chaired by Inclusion London, to look at ways to improve services and responses under current legislation.
- Developing, piloting and delivering new intersectional training for the DDPO sector, through our ‘With Us’ intersectional project that will help build the capacity of our sector to better understand and embed intersectional approaches in our work.
- Capturing learning from our Making it Work employment support project and producing a range of bespoke employment and peer support resources for DDPOs
- Continued work with key Charitable Trust funders to increase awareness, amongst funders, of disability as a social justice/human rights issue and more awareness of DDPOs as distinct from non user-led disability charities. This awareness has translated into funders explicitly prioritising user-led equity organisations, including DDPOs, in funding programmes and as a result has increased access by DDPOs to Charitable Trust funding.

In setting its aims and objectives the trustees confirm they have had due regard to guidance published by the Charity Commission on public benefit.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

#### **Financial review**

#### **Financial position**

The financial position of the charity at the year-end is set out on page 14. Inclusion London's total income for the financial year was £1,031,343. Our expenditure totalled £1,019,235 and our unrestricted reserve stood at £320,461.

A key strategic objective continues to be the diversification and expansion of our funding base. We will continue to build on the expansion of our training and consultancy services to increase our unrestricted income and build up a much-needed contingency reserve. We will also apply for Charitable Trust funding for additional strategic capacity building support work.

#### **Reserves policy**

The Trustees regularly review the reserves of the charity. A general unrestricted reserve is maintained with an objective to cover up to 6 months of the running costs of the charity to enable Inclusion London to meet contingency situations and/or carry out discreet pieces of work that will help us meet our strategic business plan aims.

Total reserves at the year-end amounted to £626,792 of which £306,331 represented restricted reserves.

The Trustee's reserves policy in accordance with the Charity Commission guidelines is to maintain total free reserves, excluding the element which relates to tangible fixed assets, at a level which is no less than approximately six month's operating costs in order to provide the charity with some ability to cope with unforeseen expenditure and for interruptions in income flows. Based on 2021/22's expenditure, the monthly operating costs (excluding sub-contractor costs) amount to circa £54,000. The charity's total free reserves, excluding tangible fixed assets, at 31st March 2022 amounted to £307,378 (2021 £273,176). The trustees are taking steps to increase and maintain free reserves to the desired level.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

#### STRATEGIC REPORT

##### Principal risks and uncertainties

The Trustees regularly review and assess the risks faced by the charity. Appropriate actions are then scheduled to address the residual risk, mitigating it to a level the Trustees considers acceptable. Principal risks and uncertainties primarily concern lack of long term non-project core funding. We continued to work to our current Strategic business plan (2018-2021) and carried out extensive engagement with DDPOs to develop our next three year Strategic business plan (2022 to 2025) which consolidates and develops the work we have been doing over the last 3 years to meet the needs of our sector. Monitoring of the implementation of the fundraising strategy and financial, organisational and reputational risks more generally is carried out via completion of a Risk Register that is presented to Trustees at every Board meeting. This risk register identifies all key areas of risks across the organisation, rating of current levels of risk under each organisational area (high, average and low), actions taken to mitigate risks and any changes in risk ratings since the last register.

##### Future plans

Work for 2022-23 will focus on consolidating and developing our DDPO organisational capacity building and our campaigns, justice and policy work. Key areas of activity include:

- Building the capacity of London DDPOs to make effective housing advice, voice, influencing and campaign interventions
- Delivering our pilot Free Our People Campaign Now project that will support Disabled people and DDPOs to become advocates and allies to Disabled inpatients with autism and learning difficulties and support each other to better challenge detainment and help secure appropriate support in the community.
- Increasing the collective voice and influence of DDPOs working on Hate crime issues, victim support and the criminal justice system.
- Securing funding to strategically tackle the recruitment and leadership crisis within DDPOs and increase the leadership opportunities, support and skills of Disabled people working in the DDPO sector.
- Securing funding to deliver a movement building programme of disability equality, intersectional and co-production training and peer support to the DDPO sector.
- Improving understanding & data on DDPO sector needs through increased data and research capacity.
- Increasing core business and organisational skills of DDPOs through securing funding to develop, commission and deliver bespoke training and support

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation was incorporated as a company limited by guarantee, on 21 October 2008. On 9 June 2014 the company obtained charitable status.

The company is established under a memorandum of association which established the objects and powers of the company and is governed under its articles of association.

##### Recruitment and appointment of new trustees

Inclusion London's policies for the recruitment and appointment of the Board are laid out in detail in our governing documents. In order to comply with our constitution Inclusion London's Board of Directors must consist of the following:

- " up to 12 individuals approved by full members at the AGM;
- " up to 3 individuals co-opted by the Board who shall serve on the Board until the conclusion of the next Annual General Meeting;
- " Not less than 50% of the directors will be from member organisations.
- " Not less than 100% of the directors will be Deaf or Disabled people

The Directors who served during the year are set out on page 1. Appointments of Directors are by the charity through ordinary resolution or by a general meeting procedure detailed in the constitution. Directors must retire after 3 years of service. Inclusion London's Board of Directors receive full induction and on-going training and support. The trustees delegate day to day management to Tracey Lazard, the CEO. Remuneration of key management is set using market benchmarking and sector recognised job evaluation assessment framework.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Company number

06729420 (England and Wales)

##### Registered Charity number

1157376

##### Registered office

336 Brixton Road  
London  
SW9 7AA

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

#### Trustees

Valerie Charbit  
Tara Flood (resigned 22.2.22)  
Paul Hawkins  
Justine Jones  
Anne Novis (resigned 22.2.22)  
Paul Ntulila (resigned 22.6.21)  
Faisal Yusuf (resigned 22.2.22)  
Thomas Adam Lichy  
Aisling Gallagher (appointed 22.2.22)  
Adam Gabsi (appointed 22.2.22)

#### Company Secretary

Tracey Lazard

#### Auditors

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Inclusion London for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**INCLUSION LONDON**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2022**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued**

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**AUDITORS**

The auditors, Haines Watts, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on **25 January 2023** and signed on the board's behalf by:



.....  
Paul Hawkins - Trustee

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON**

### **Opinion**

We have audited the financial statements of Inclusion London (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON**

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON

### **Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory framework applicable to both the Charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, Charities Act 2013, Charity SORP FRS 102, UK GAAP (FRS102) and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- \* making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- \* obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- \* assessing the design effectiveness of the controls in place to prevent and detect fraud;
- \* assessing the risk of management override including identifying and testing journal entries;
- \* challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
INCLUSION LONDON**

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Susan Plumb ACA (Senior Statutory Auditor)  
for and on behalf of Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

Date: 26 January 2023

**INCLUSION LONDON**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	54,429	960,751	1,015,180	1,311,649
Other income		<u>16,163</u>	<u>-</u>	<u>16,163</u>	<u>23,922</u>
<b>Total</b>		<u>70,592</u>	<u>960,751</u>	<u>1,031,343</u>	<u>1,335,571</u>
 <b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	3				
Support of DDPO's		38,811	980,424	1,019,235	1,066,788
<b>NET INCOME/(EXPENDITURE)</b>		31,781	(19,673)	12,108	268,783
 <b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<u>288,680</u>	<u>326,004</u>	<u>614,684</u>	<u>345,901</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>320,461</u></u>	<u><u>306,331</u></u>	<u><u>626,792</u></u>	<u><u>614,684</u></u>

The notes form part of these financial statements

**INCLUSION LONDON**

**STATEMENT OF FINANCIAL POSITION  
31 MARCH 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	13,083	-	13,083	15,504
<b>CURRENT ASSETS</b>					
Debtors	9	24,050	-	24,050	91,693
Cash at bank		<u>560,983</u>	<u>306,331</u>	<u>867,314</u>	<u>738,441</u>
		585,033	306,331	891,364	830,134
<b>CREDITORS</b>					
Amounts falling due within one year	10	(277,655)	-	(277,655)	(230,954)
		<u>307,378</u>	<u>306,331</u>	<u>613,709</u>	<u>599,180</u>
<b>NET CURRENT ASSETS</b>					
		<u>320,461</u>	306,331	626,792	614,684
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>320,461</u>	<u>306,331</u>	<u>626,792</u>	<u>614,684</u>
<b>NET ASSETS</b>					
		<u>320,461</u>	<u>306,331</u>	<u>626,792</u>	<u>614,684</u>
<b>FUNDS</b>					
	11			320,461	288,680
Unrestricted funds				<u>306,331</u>	<u>326,004</u>
Restricted funds					
<b>TOTAL FUNDS</b>					
				<u>626,792</u>	<u>614,684</u>

The financial statements were approved by the Board of Trustees and authorised for issue on **25 January 2023** and were signed on its behalf by:



.....  
Paul Hawkins - Trustee

The notes form part of these financial statements

**INCLUSION LONDON**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	2022 £	2021 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>131,725</u>	<u>367,912</u>
Net cash provided by operating activities		<u>131,725</u>	<u>367,912</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		<u>(2,852)</u>	<u>(5,220)</u>
Net cash used in investing activities		<u>(2,852)</u>	<u>(5,220)</u>
<hr/>			
<b>Change in cash and cash equivalents in the reporting period</b>		128,873	362,692
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>738,441</u>	<u>375,749</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>867,314</u></u>	<u><u>738,441</u></u>

The notes form part of these financial statements

**INCLUSION LONDON**

**NOTES TO THE STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2022**

<b>1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>	2022 £	2021 £
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	12,108	268,783
<b>Adjustments for:</b>		
Depreciation charges	4,116	2,453
Loss on disposal of fixed assets	1,156	-
Decrease/(increase) in debtors	67,644	(61,467)
Increase in creditors	<u>46,701</u>	<u>158,143</u>
<b>Net cash provided by operations</b>	<u><u>131,725</u></u>	<u><u>367,912</u></u>

<b>2. ANALYSIS OF CHANGES IN NET FUNDS</b>	At 1/4/21 £	Cash flow £	At 31/3/22 £
<b>Net cash</b>			
Cash at bank	<u>738,441</u>	<u>128,873</u>	<u>867,314</u>
	<u>738,441</u>	<u>128,873</u>	<u>867,314</u>
<b>Total</b>	<u><u>738,441</u></u>	<u><u>128,873</u></u>	<u><u>867,314</u></u>

The notes form part of these financial statements

## INCLUSION LONDON

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

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

##### **Going concern**

There are no material uncertainties about the charity's ability to continue.

##### **Income**

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

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Tangible fixed assets**

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

Fixtures & Fittings

25% reducing balance

##### **Taxation**

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

##### **Fund accounting**

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

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

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

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

#### 1. ACCOUNTING POLICIES - continued

##### **Pension costs and other post-retirement benefits**

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

##### **Cash**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### **Debtors and Creditors**

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

#### 2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Donations	48,432	-	48,432	101,757
Grants	<u>5,997</u>	<u>960,751</u>	<u>966,748</u>	<u>1,209,892</u>
	<u>54,429</u>	<u>960,751</u>	<u>1,015,180</u>	<u>1,311,649</u>

**INCLUSION LONDON**

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

**2. DONATIONS AND LEGACIES - continued**

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

	2022	2021
	£	£
Baring Foundation - Disability Justice	9,306	-
City Bridge Trust - Making it work	157,250	154,000
Three Guineas Trust	186,000	181,000
Merton CIL T4L	-	8,610
Arts Council England	-	13,560
Network For Social Change	19,292	-
NLCF - Lived Experience	-	21,187
NLCF - Hate Crime	115,939	105,594
Trust For London - SVRR	52,500	52,500
Trust For London - Stronger Voices	80,972	79,390
City Bridge Trust - London Funders	-	15,000
City Bridge Trust - Follow on Support	50,000	37,500
City Bridge Trust - Stepping Stones	-	50,000
City Bridge Trust - LCRF	-	59,616
Greater London Authority	65,000	50,000
National Emergency Trust	-	199,197
NLCF - DPO Development	-	89,600
NLCF - Catalyst	14,999	12,138
Three Guineas - COVID Support grant	50,000	81,000
City Bridge Trust - Cornerstone	25,000	-
City Bridge Trust - CTC	76,570	-
City Bridge Trust - LCRF	50,000	-
EQHRC - DJP	13,920	-
	<u>966,748</u>	<u>1,209,892</u>

**INCLUSION LONDON**

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

**3. CHARITABLE ACTIVITIES COSTS**

	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	£	£	£	£
Support of DDPO's	37,911	975,166	1,013,077	1,056,618
Support costs	<u>900</u>	<u>5,258</u>	<u>6,158</u>	<u>10,170</u>
	<u><u>38,811</u></u>	<u><u>980,424</u></u>	<u><u>1,019,235</u></u>	<u><u>1,066,788</u></u>

**4. SUPPORT COSTS**

	Governance costs £
Support of DDPO's	<u>6,158</u>

**5. NET INCOME/(EXPENDITURE)**

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

	2022	2021
	£	£
Auditors' remuneration	3,900	3,480
Depreciation - owned assets	4,117	2,453
Deficit on disposal of fixed assets	<u>1,156</u>	<u>-</u>

**6. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

**Trustees' expenses**

Three trustees received travel and access expenses of £2,235 during the year (2021: £324 was paid to one trustee)).

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

#### 7. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	439,525	377,542
Social security costs	38,784	32,112
Other pension costs	<u>19,831</u>	<u>16,982</u>
	<u>498,140</u>	<u>426,636</u>

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

	2022	2021
Delivery staff	12	14
Administrative staff	<u>3</u>	<u>4</u>
	<u>15</u>	<u>18</u>

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

#### Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £66,639 (2021:£65,323).

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2022

8. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
<b>COST</b>	
At 1 April 2021	40,359
Additions	2,852
Disposals	<u>(20,725)</u>
At 31 March 2022	<u>22,486</u>
<b>DEPRECIATION</b>	
At 1 April 2021	24,855
Charge for year	4,117
Eliminated on disposal	<u>(19,569)</u>
At 31 March 2022	<u>9,403</u>
<b>NET BOOK VALUE</b>	
At 31 March 2022	<u>13,083</u>
At 31 March 2021	<u>15,504</u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	13,655	35,163
Prepayments and accrued income	<u>10,395</u>	<u>56,530</u>
	<u>24,050</u>	<u>91,693</u>

**INCLUSION LONDON**

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

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2022	2021
	£	£
Trade creditors	48,303	60,906
Social security and other taxes	13,072	9,328
Other creditors	2,790	2,359
Accruals and deferred income	<u>213,490</u>	<u>158,361</u>
	<u>277,655</u>	<u>230,954</u>

Included in the above figure of £213,490 is deferred income of:

	2022	2021
	£	£
At 1 April 2021	99,738	30,520
Amount released to income	(99,738)	(30,520)
Amount deferred in year	<u>180,034</u>	<u>99,738</u>
At 31 March 2022	<u>180,034</u>	<u>99,738</u>

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2022

11. MOVEMENT IN FUNDS

	At 1/4/21 £	Net movement in funds £	At 31/3/22 £
<b>Unrestricted funds</b>			
General fund	288,680	31,781	320,461
<b>Restricted funds</b>			
City Bridge Trust - Making it work	21,793	47,532	69,325
Three Guineas Trust	16,526	19,403	35,929
Merton CIL T4L	4,523	(2,919)	1,604
Crowd Justice Funding	9,570	-	9,570
Arts Council England	9,232	(6,997)	2,235
Barings Foundation - Disability Justice	-	(694)	(694)
Network For Social Change	-	7,252	7,252
NLCF - Lived Experience Leadership	6,271	(1,160)	5,111
NLCF - Hate Crime	46,326	(23,256)	23,070
Trust For London - SVRR	3,655	(3,655)	-
Trust For London - Stronger Voices	14,210	1,515	15,725
CBT - London Funders	12,755	-	12,755
CBT - Stepping Stones	45,040	(900)	44,140
CBT - LCRF	37,981	(37,980)	1
Greater London Authority	26,665	5,737	32,402
National Emergency Trust	26,150	(28,362)	(2,212)
NLCF - DPO Development	30,676	(21,946)	8,730
NLCF - Catalyst	-	(33)	(33)
Three Guineas - COVID support	14,631	3,617	18,248
CBT-CTC	-	12,783	12,783
CBT - LCRF Wave 5	-	10,390	10,390
	<u>326,004</u>	<u>(19,673)</u>	<u>306,331</u>
<b>TOTAL FUNDS</b>	<u>614,684</u>	<u>12,108</u>	<u>626,792</u>

**INCLUSION LONDON**

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

**11. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	70,592	(38,811)	31,781
<b>Restricted funds</b>			
City Bridge Trust - Making it work	157,250	(109,718)	47,532
EQHRC - Disability Justice Resource Project	13,920	(13,920)	-
Three Guineas Trust	186,000	(166,597)	19,403
Merton CIL T4L	-	(2,919)	(2,919)
Arts Council England	-	(6,997)	(6,997)
Barings Foundation - Disability Justice Network For Social Change	9,306	(10,000)	(694)
19,292	(12,040)	7,252	
NLCF - Lived Experience Leadership	-	(1,160)	(1,160)
NLCF - Hate Crime	115,939	(139,195)	(23,256)
Trust For London - SVRR	46,503	(50,158)	(3,655)
Trust For London - Stronger Voices	80,972	(79,457)	1,515
CBT - Follow on Support	50,000	(50,000)	-
CBT - Stepping Stones	-	(900)	(900)
CBT - LCRF	-	(37,980)	(37,980)
Greater London Authority	65,000	(59,263)	5,737
National Emergency Trust	-	(28,362)	(28,362)
NLCF - DPO Development	-	(21,946)	(21,946)
NLCF - Catalyst	14,999	(15,032)	(33)
Three Guineas - COVID support	50,000	(46,383)	3,617
CBT - Cornerstone	25,000	(25,000)	-
CBT-CTC	76,570	(63,787)	12,783
CBT - LCRF Wave 5	50,000	(39,610)	10,390
	<u>960,751</u>	<u>(980,424)</u>	<u>(19,673)</u>
<b>TOTAL FUNDS</b>	<u><u>1,031,343</u></u>	<u><u>(1,019,235)</u></u>	<u><u>12,108</u></u>

**INCLUSION LONDON**

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

**11. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1/4/20 £	Net movement in funds £	At 31/3/21 £
<b>Unrestricted funds</b>			
General fund	218,906	69,774	288,680
<b>Restricted funds</b>			
City Bridge Trust - Making it work	17,399	4,394	21,793
EQHRC - Disability Justice Resource Project	11,040	(11,040)	-
Three Guineas Trust	7,677	8,849	16,526
Merton CIL T4L	4,214	309	4,523
Matrix (Prism Gift Fund)	4,513	(4,513)	-
Crowd Justice Funding	9,570	-	9,570
Arts Council England	2,337	6,895	9,232
Network For Social Change	2,000	(2,000)	-
NLCF - Lived Experience Leadership	7,869	(1,598)	6,271
NLCF - Hate Crime	29,694	16,632	46,326
Trust For London - SVRR	4,364	(709)	3,655
Trust For London - Stronger Voices	17,110	(2,900)	14,210
Other income	9,208	(9,208)	-
CBT - London Funders	-	12,755	12,755
CBT - Stepping Stones	-	45,040	45,040
CBT - LCRF	-	37,981	37,981
Greater London Authority	-	26,665	26,665
National Emergency Trust	-	26,150	26,150
NLCF - DPO Development	-	30,676	30,676
Three Guineas - COVID support	-	14,631	14,631
	<u>126,995</u>	<u>199,009</u>	<u>326,004</u>
<b>TOTAL FUNDS</b>	<u><u>345,901</u></u>	<u><u>268,783</u></u>	<u><u>614,684</u></u>

**INCLUSION LONDON**

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

**11. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	125,679	(55,905)	69,774
<b>Restricted funds</b>			
Baring Foundation	(9,904)	9,904	-
City Bridge Trust - Making it work	154,000	(149,606)	4,394
EQHRC - Disability Justice Resource Project	-	(11,040)	(11,040)
Three Guineas Trust	181,000	(172,151)	8,849
Merton CIL T4L	8,610	(8,301)	309
Matrix (Prism Gift Fund)	-	(4,513)	(4,513)
Arts Council England	13,560	(6,665)	6,895
Barings Foundation - Disability Justice Network For Social Change	9,904	(9,904)	-
	-	(2,000)	(2,000)
NLCF - Lived Experience Leadership	21,187	(22,785)	(1,598)
NLCF - Hate Crime	105,594	(88,962)	16,632
Trust For London - SVRR	52,500	(53,209)	(709)
Trust For London - Stronger Voices	79,390	(82,290)	(2,900)
Other income	-	(9,208)	(9,208)
CBT - London Funders	15,000	(2,245)	12,755
CBT - Follow on Support	37,500	(37,500)	-
CBT - Stepping Stones	50,000	(4,960)	45,040
CBT - LCRF	59,616	(21,635)	37,981
Greater London Authority	50,000	(23,335)	26,665
National Emergency Trust	199,197	(173,047)	26,150
NLCF - DPO Development	89,600	(58,924)	30,676
NLCF - Catalyst	12,138	(12,138)	-
Three Guineas - COVID support	81,000	(66,369)	14,631
	<u>1,209,892</u>	<u>(1,010,883)</u>	<u>199,009</u>
<b>TOTAL FUNDS</b>	<u><u>1,335,571</u></u>	<u><u>(1,066,788)</u></u>	<u><u>268,783</u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2022

11. MOVEMENT IN FUNDS - continued

**City Bridge Trust - Making It Work**

Inclusion London continued receiving funding from City Bridge Trust to sustain and evaluate of Deaf and Disabled Peoples Organisations (DDPOs) employment support services that will reduce the barriers of employment and develop new recruitment routes for disabled people. The funding was over 5 years and a further £154,000 was received this financial year (year4 funding cycle) for Making it Work project.

**Baring Foundation - Disability Justice Project**

Baring Foundation continued funding during the year for Disability Justice Project for capacity building for Deaf and Disabled People Organisation in London to use the law and human rights approach to tackle discrimination experienced by deaf and disabled people. No extra funding was received during the period and £9,904 was a deferred income from prior year.

**Three Guineas Trust**

Three Guineas Trust continued funding Inclusion London for the last three years and a further £181,000 was received during the year for 3 inter linked projects:

- to support DDPO capacity to tackle Hate Crime and violence against disabled people
- Strengthening DDPO policy campaign and access to justice.
- Strengthening DDPO's infrastructure support.

**Merton CIL T4L**

Merton CIL funded by Trust for London to tackle hate crime and violence against disabled people continued in its third and final year funding and £8,610 was received during the period.

**Arts Council National Lottery Project Grant-Supported Pathways**

The Arts Council England awarded £33,901 grant for provide additional support to Making It Work project supported internship in creative industries which aimed to support young people with learning difficulties to gain skills needed to get paid work in the creative industries. The programme included employability skills sessions and work placements with employers, such as the National Theatre, the Royal Opera House and the British Film Institute. A further £13,560 funding was received during the year for supported Pathways Project.

**National Lottery Community Fund - Lived Experience Leadership**

The National Lottery Community Fund (NLCF) awarded £49,936 grant for a "Leaders with lived experience" pilot project over 2 years. The project aims to develop and test an innovative user-designed approach to supporting new Deaf and Disabled leaders within the disability rights movement, using "test and learn" approach where Deaf /Disabled people learn leadership skills by leading actual change in their organisations. During the year £21,187 funding was received with respect to this project.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

#### 11. MOVEMENT IN FUNDS - continued

##### **National Lottery Community Fund - Hate Crime**

The National Lottery awarded a partnership grant of £487,780 over 5 years for the period April 2019 to March 2023. Funding is to enable a partnership of DDPOs supported by Inclusion London, to build their DDPO skills, resources and capacity to tackle disability hate crime across London and support Disabled victims of Hate crime and a further £105,594 funding was received during the year.

##### **Trust for London (SVRR)- Strengthening Voices, Realising Rights Initiative**

Trust for London commissioned Inclusion London over three years for the period April 2019 to March 2022 to provide a range of specialist advice training and capacity building support to DDPO's receiving SVRR funding to run advice services organisations. The contract is worth £138, 000 over the 3 years.

##### **Trust for London - Stronger Voices**

Trust for London awarded a £240,000 grant over three years for the period April 2019 to March 2022 to provide a range of campaign and social advocacy support to DDPOs and campaign groups with a focus on supporting DDPOs to carry out effective influencing and campaigning on social welfare, independent living and employment issues.

##### **City Bridge Trust - London Funders**

A one-off grant of £15,000 was received from City Bridge Trust to work with London Community Response Fund and its members and stakeholders to provide a range of support to maximum take up of funding opportunities by Deaf and Disabled Peoples Organisations (DDPOs) in London.

##### **City Bridge Trust - Follow on Support**

£100,000 grant over two years to provide follow-on support for young people completing Supported Internships, in conjunction with the on-going project, Making It Work, also funded by City Bridge Trust. The funding period covers between 1st of August 2020 to 31st July 2022.

##### **City Bridge Trust - Stepping Stones**

During the financial year, £50,000 grant was awarded to Inclusion London to engage consultants to review current training products, carry out recommendations to upgrade this offer and prepare a detailed business plan, enabling the charity to apply for social investment

##### **City Bridge Trust – LCRF wave 3**

£49,616 restricted fund was received during the year from London Community Response Fund administered by City Bridge Trust towards the costs of the Follow-On employment support service for young disabled adults-

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

#### 11. MOVEMENT IN FUNDS - continued

##### **Greater London Authority -Roots Fund**

Inclusion London was awarded £100,000 over two years to develop and deliver the With Us project to build the intersectional and co-production skills and capacity of the DDPO sector.

##### **National Emergency Trust**

Inclusion London was lead partner for England in setting up, co-ordinating and project managing the Disabled People's Organisations Covid-19 Emergency Fund from the National Emergencies Trust (NET) working with 7 regional partners across England. A total of £240,600 was received from NET during the year which was distributed to England regional sub-partners £173,047 and associated costs and £41,403 to cover Inclusion London project management and fund administration costs. £26,150 has been carried forward due for regional and sub-partners at the end of the financial year.

##### **NLCF (National Lottery Community Fund)- DPO Development -**

£89,600 restricted fund was received from NLCF for DDPOs development. Inclusion London to work with a range of Disabled consultants and DDPOs in each of the six English regions (North West, North East, Midlands, East, South East & London South West) to carry out in-depth regional needs focused on organisational, capacity building, leadership, voice, representation and policy needs.

##### **NLCF (National Lottery Community Fund) - Catalyst -**

the Development Programme of the Catalyst and The National Lottery Community Fund COVID-19 Digital Response awarded Inclusion London £12,138 restricted fund during the year to develop micro site to fully connect it with Inclusion London's website so that it is easy for DDPO's to find and use it. By making site interactive so that DDPO's can comment on use of particular digital tools on accessibility and useability.

##### **Three Guineas - COVID support -**

The trustees of Three Guineas Trust have awarded Inclusion London a grant of £81,000 during the year to support Deaf and disabled people's organisations' responses to the coronavirus pandemic to support additional campaigns, justice and policy capacity, DDPO organisational support, and operational support or to similar costs incurred as a result of responding to the coronavirus pandemic.

##### **City Bridge Trust – CTC grant (connecting the capital) –**

CBT awarded Inclusion London £336,110 funding over five years of which £76,570 was received in this financial year for the salary of a Business Director and associated development and training activities, plus a contribution to staff capacity for shaping programme activities.

The purpose of the grant was to provide DDPOs bespoke business support and training that will increase their ability and capacity to secure funding and demonstrate & evidence the positive impact of their work on disabled people and improve Inclusion London's DDPO sector relationships to ensure needs, views and interests of London DDPOs are represented at a pan-London level and in cross sector partnership working.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

#### **City Bridge Trust - LCRF - Wave 5**

£50,000 was received from London Community Response Fund during the financial year. The purpose of this grant was to fund core costs, towards the development of a peer network support and engagement provision to DDPOs over 12 months period, so that to carry on providing support to Londoners.

#### **City Bridge Trust - Cornerstone**

During the financial year, £25,000 was received from CBT towards the development phase of a user-led partnership to develop and test strategic communications skills, messages and tools for London's DDPO organisations, to enable them to raise the profile and impact of DDPOs and support Disabled people's inclusion and human rights.

#### **12. EMPLOYEE BENEFIT OBLIGATIONS**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £19,831 (2021 £16,982).

#### **13. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2022.

#### **14. LIMITED BY GUARANTEE**

London Inclusion is a charitable company limited by guarantee. In the event of the charity being wound up members' liability is limited to £1.

**INCLUSION LONDON**

England & Wales - Charity number 1157376

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# Accounts

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**REGISTERED COMPANY NUMBER: 6729420 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1157376**

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021  
FOR  
INCLUSION LONDON**

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

# INCLUSION LONDON

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## **INCLUSION LONDON**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

Inclusion London was set up in October 2008 and became operational in July 2009. In the period April 2020 to March 2021 Inclusion London continued to deliver a range of bespoke and accessible capacity building services to over 70 Deaf and Disabled People's Organisations (DDPOs) in London with a key focus on supporting DDPOs through the covid-19 crisis and ensuring the needs and views of Disabled people were heard in responses to the pandemic. We also continued to have a regional, national and international voice and influencing role on Deaf and disability equality issues through our grassroots campaigning and policy making. All our work over the year was made possible by funding from Three Guineas Trust, Trust for London, The Baring Foundation, National Lottery Community Fund, National Emergency Trust, Greater London Authority and The City Bridge Trust. This report covers this period and outlines plans for future work that we know we can deliver in the context of the on-going impact and challenges of covid-19 pandemic.

##### **Our Vision**

An inclusive world, free of disabling barriers where diversity and human rights are valued and where Deaf and Disabled people have dignity, independence and equality of opportunity.

##### **Our Mission**

To promote Deaf and Disabled peoples equality and inclusion by supporting Deaf and Disabled peoples organisations (DDPOs) in London to have a strong and influential collective voice, deliver empowering and effective services and by raising awareness and understanding of the unique contribution DDPOs make to London and Deaf and Disabled Londoners.

##### **Our Strategic aims**

1. Collective voice and influence: To support London DDPOs to have a strong, collective and influential voice so that the needs, interests and views of Deaf and Disabled people are met and disabling barriers removed.
2. Support and strengthen our organisations: To provide a range of accessible services that build the skills, knowledge, capacity and sustainability of London DDPOs.
3. Promote awareness and understanding of the unique contribution DDPOs make to London: To evidence and communicate the value of DDPOs and increase Deaf and Disabled peoples involvement, influence and leadership within DDPOs

In setting its aims and objectives the trustees confirm they have had due regard to guidance published by the Charity Commission on public benefit.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### STRATEGIC REPORT

##### Achievement and performance

##### Charitable activities

##### Campaigns, Policy and Justice work

Inclusion London continued to deliver a range of effective campaigns, policy and justice work that raised the profile and understanding of Deaf and disability issues and the needs, views, experiences and aspirations of Deaf and Disabled Londoners as well as addressing the specific and urgent challenges of the covid-19 crisis. Specific achievements over the year included:

- Raising awareness of the negative impact of many of the provisions in the emergency Coronavirus Act including provisions for withdrawing all duties to provide social care. This work resulted in over 2,200 people writing to their MP and a group of MPs raising our issues and quoting our policy briefing in Parliamentary debates.
- Carrying out research with DDPOs to gather a range of evidence on the impact of covid which we have shared with policy makers, decisionmakers and Parliamentarians.
- Producing a range of information including template letters for DDPOs to use to raise covid related issues with Local councils about social care and PPE.
- Supporting, online, a number of local campaign groups with a focus on challenging social care charging and supporting a national scrap social care charging campaign.
- Setting up two innovative partnerships with lawyers and the Legal Education Foundation, including creating a trainee lawyer position for a Disabled person who will be jointly employed by IL and Deighton Pierce Glyn solicitors and will work across both organisations to facilitate access to justice for Disabled people.
- Actively raising DDPO concerns about the lack of strategic engagement by the UK government with DDPOs including the lack of meaningful engagement in the National Disability strategy.
- Organizing a national, 2 day online Reclaiming Our Futures Alliance conference attended by representatives from 67 DDPOs across England.

##### Strategic capacity building support to London's DDPO's

We continued to deliver bespoke capacity building support to over 70 London DDPOs including specific advice and support to enable DDPOs to meet the challenges of the covid-19 crisis. Specific achievements included:

- Working with 3 national DPOs in Northern Ireland, Wales and Scotland to secure and distribute over £1 million of funding from the National Emergency Trust to provide emergency funding to grassroots DDPOs to tackle covid-19 needs.
- Setting up a range of regular '121' and peer group advice and problem solving sessions for CEO's and managers of DDPOs on responding to the crisis including moving to on-line service delivery provision.
- Working collaboratively with key London funders to build understanding of DDPOs and to provide targeted advice and support to DDPOs applying for covid related funding.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

- Carrying out national research with DDPOs across England to gather a robust body of evidence on our sector's needs and to develop a costed set of recommendations to try and secure strategic long term funding for the sector in England.
- Delivering our pilot 'Developing Deaf and Disabled Leaders of the Future' project to 10 Deaf and Disabled people wanting to lead change within their DDPO.
- Setting up our GLA Roots Fund 'Without Us' project which will build the capacity of our sector to understand and embed intersectional approaches in DDPO work through developing training and peer learning opportunities and bespoke resources.
- Maintaining and moving on-line a range of support to DDPOs involved in our tackling Hate Crime partnership project and our employment support Making It Work project.

#### **Financial review**

##### **Financial position**

The financial position of the charity at the year-end is set out on page 13. Inclusion London experienced an increase in income on the previous year with a total income for the financial year of £1,335,571 of which £125,679 was unrestricted including training and consultancy income. Our expenditure totalled £1,066,788 which enabled us to increase our unrestricted reserve to £288,680.

A key strategic objective continues to be the diversification and expansion of our funding base. We will continue to build on the expansion of our training and consultancy services to increase our unrestricted income and build up a much-needed contingency reserve. We will also apply for Charitable Trust funding for additional strategic capacity building support work.

##### **Reserves policy**

The Trustees regularly review the reserves of the charity. A general unrestricted reserve is maintained with an objective to cover up to 6 months of the running costs of the charity to enable Inclusion London to meet contingency situations and/or carry out discreet pieces of work that will help us meet our strategic business plan aims.

Total reserves at the year-end amounted to £614,684 of which £326,004 represented restricted reserves.

The Trustee's reserves policy in accordance to the Charity Commission guidelines is to maintain total free reserves, excluding the element which relates to tangible fixed assets, at a level which is no less than approximately six month's operating costs in order to provide the charity with some ability to cope with unforeseen expenditure and for interruptions in income flows. Based on 2020/21's expenditure, the monthly operating costs amount to circa £44,000. The charity's total free reserves, excluding tangible fixed assets, at 31st March 2021 amounted to £273,176 (2020 £206,169) which is in line with the desired level.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### STRATEGIC REPORT

##### Principal risks and uncertainties

The Trustees regularly review and assess the risks faced by the charity. Appropriate actions are then scheduled to address the residual risk, mitigating it to a level the Trustees considers acceptable. Principal risks and uncertainties primarily concern lack of long term non-project core funding. We continued to work to our current Strategic business plan (2018-2021) and will be developing in 2021, in consultation with our members and DDPO sector, a new 3 year Business plan that will consolidate and develop the work we have been doing over the last 3 years to meet the needs of our sector, incorporate the change and learning generated from the covid-19 crisis and identify new potential sources of Charitable Trust funding and new opportunities to expand our Training and consultancy services to bring in additional unrestricted income. Monitoring of the implementation of the fundraising strategy and financial, organisational and reputational risks more generally is carried out via completion of a Risk Register that is presented to Trustees at every Board meeting. This risk register identifies all key areas of risks across the organisation, rating of current levels of risk under each organisational area (high, average and low), actions taken to mitigate risks and any changes in risk ratings since the last register.

##### Future plans

Work for 2021-22 will focus on consolidating and developing our capacity building and our campaigns, justice and policy work. Key areas of activity include:

- continuing to support DDPOs through the covid-19 crisis and raising the needs and views of Deaf/Disabled people with decisionmakers
- delivering and refining our core range of rights based campaigns, policy and justice training, advice, policy and networking support to DDPOs.
- working with regional and national government to set up meaningful strategic engagement with DDPOs especially in light of the disproportionate impact covid-19 crisis has had on Disabled people
- expanding our capacity to support local Deaf and Disabled people to set up effective campaign groups on local issues especially social care cuts and charging policies
- continuing our involvement in the grassroots DDPO Reclaiming Our Futures Alliance to campaign for the engagement of DDPOs in government policy affecting Deaf and Disabled people.
- working with funders to raise awareness of the DDPO sector and the role and importance we have in protecting and advancing Disabled people's rights, equality and inclusion.
- delivering our 'With Us' intersectional project that supports DDPOs to build their intersectional, social model and co-production understanding, skills and practice.
- securing significant and strategic funding to meet the infrastructure needs of the DDPOs across England
- supporting the delivery of our DDPO partnership projects in the context of covid restrictions : Making It Work and our Hate Crime DDPO partnership so that DDPOs have increased skills, resources and capacity to provide employment support and support to Deaf and disabled victims of hate crime
- carrying out in-depth engagement with our members, sector and stakeholders as part of development of our next 3 year Business plan 2022-2025

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation was incorporated as a community interest company limited by guarantee, on 21 October 2008. On 9 June 2014 the company obtained charitable status.

The company is established under a memorandum of association which established the objects and powers of the company and is governed under its articles of association.

##### Recruitment and appointment of new trustees

Inclusion London's policies for the recruitment and appointment of the Board are laid out in detail in our governing documents. In order to comply with our constitution Inclusion London's Board of Directors must consist of the following:

- up to 12 individuals approved by full members at the AGM;
- up to 3 individuals co-opted by the Board who shall serve on the Board until the conclusion of the next Annual General Meeting;
- Not less than 50% of the directors will be from member organisations.
- Not less than 100% of the directors will be Deaf or Disabled people

The Directors who served during the year are set out on page 1. Appointments of Directors are by the charity through ordinary resolution or by a general meeting procedure detailed in the constitution. Directors must retire after 3 years of service. Inclusion London's Board of Directors receive full induction and on-going training and support. The trustees delegate day to day management to Tracey Lazard, the CEO. Remuneration of key management is set using market benchmarking and sector recognised job evaluation assessment framework.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Company number

6729420 (England and Wales)

##### Registered Charity number

1157376

##### Registered office

336 Brixton Road  
London  
SW9 7AA

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### **Trustees**

Valerie Charbit  
Tara Flood  
Paul Hawkins  
Justine Jones  
Alan Murray (resigned 30.3.21)  
Anne Novis  
Paul Ntulila  
Faisal Yusuf  
Thomas Adam Lichy

#### **Company Secretary**

Tracey Celia Lazard

#### **Auditors**

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

#### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Inclusion London for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**INCLUSION LONDON**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2021**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued**

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**AUDITORS**

The auditors, Haines Watts, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 14.12.2021 and signed on the board's behalf by:



.....  
Paul Hawkins - Trustee

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON**

### **Opinion**

We have audited the financial statements of Inclusion London (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON**

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON**

### **Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charities Act 2016 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
INCLUSION LONDON**

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Susan Plumb ACA (Senior Statutory Auditor)  
for and on behalf of Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

Date: 17 December 2021

**INCLUSION LONDON**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	101,757	1,209,892	1,311,649	954,904
Other income		<u>23,922</u>	<u>-</u>	<u>23,922</u>	<u>19,012</u>
<b>Total</b>		125,679	1,209,892	1,335,571	973,916
 <b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	3				
Support of DDPO's		55,905	1,010,883	1,066,788	891,809
		<u>55,905</u>	<u>1,010,883</u>	<u>1,066,788</u>	<u>891,809</u>
<b>NET INCOME</b>		69,774	199,009	268,783	82,107
 <b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		218,906	126,995	345,901	263,794
		<u>218,906</u>	<u>126,995</u>	<u>345,901</u>	<u>263,794</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>288,680</u></u>	<u><u>326,004</u></u>	<u><u>614,684</u></u>	<u><u>345,901</u></u>

The notes form part of these financial statements

**INCLUSION LONDON**

**STATEMENT OF FINANCIAL POSITION  
31 MARCH 2021**

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	15,504	-	15,504	12,737
<b>CURRENT ASSETS</b>					
Debtors	9	91,693	-	91,693	30,226
Cash at bank		<u>412,437</u>	<u>326,004</u>	<u>738,441</u>	<u>375,749</u>
		504,130	326,004	830,134	405,975
<b>CREDITORS</b>					
Amounts falling due within one year	10	(230,954)	-	(230,954)	(72,811)
		<u>273,176</u>	<u>326,004</u>	<u>599,180</u>	<u>333,164</u>
<b>NET CURRENT ASSETS</b>					
		288,680	326,004	614,684	345,901
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>288,680</u>	<u>326,004</u>	<u>614,684</u>	<u>345,901</u>
<b>NET ASSETS</b>					
		<u>288,680</u>	<u>326,004</u>	<u>614,684</u>	<u>345,901</u>
<b>FUNDS</b>					
	11			288,680	218,906
Unrestricted funds				<u>326,004</u>	<u>126,995</u>
Restricted funds					
<b>TOTAL FUNDS</b>					
				<u>614,684</u>	<u>345,901</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 14.12.2021 and were signed on its behalf by:



.....  
Paul Hawkins - Trustee

The notes form part of these financial statements

**INCLUSION LONDON**

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

	Notes	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>367,912</u>	<u>(86,886)</u>
Net cash provided by/(used in) operating activities		<u>367,912</u>	<u>(86,886)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		<u>(5,220)</u>	<u>(9,042)</u>
Net cash used in investing activities		<u>(5,220)</u>	<u>(9,042)</u>
<hr/>			
<b>Change in cash and cash equivalents in the reporting period</b>		362,692	(95,928)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>375,749</u>	<u>471,677</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>738,441</u></u>	<u><u>375,749</u></u>

The notes form part of these financial statements

**INCLUSION LONDON**

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

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	2021	2020
	£	£
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	268,783	82,107
<b>Adjustments for:</b>		
Depreciation charges	2,453	2,573
Increase in debtors	(61,467)	(5,449)
Increase/(decrease) in creditors	<u>158,143</u>	<u>(166,117)</u>
<b>Net cash provided by/(used in) operations</b>	<u><u>367,912</u></u>	<u><u>(86,886)</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS	At 1/4/20	Cash flow	At 31/3/21
	£	£	£
<b>Net cash</b>			
Cash at bank	<u>375,749</u>	<u>362,692</u>	<u>738,441</u>
	<u>375,749</u>	<u>362,692</u>	<u>738,441</u>
<b>Total</b>	<u><u>375,749</u></u>	<u><u>362,692</u></u>	<u><u>738,441</u></u>

The notes form part of these financial statements

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

##### **Going concern**

The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funding, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is that, given the measures that could be undertaken to mitigate the current adverse conditions and the current resources available, they can continue to adopt the going concern basis in preparing the financial statements.

##### **Income**

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

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Tangible fixed assets**

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

Fixtures & Fittings

25% reducing balance

##### **Taxation**

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

##### **Fund accounting**

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

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 1. ACCOUNTING POLICIES - continued

##### Fund accounting

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

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

##### Pension costs and other post-retirement benefits

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

##### Cash

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### Debtors and Creditors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

#### 2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Donations	101,757	-	101,757	185,260
Grants	-	1,209,892	1,209,892	769,644
	<u>101,757</u>	<u>1,209,892</u>	<u>1,311,649</u>	<u>954,904</u>

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 2. DONATIONS AND LEGACIES - continued

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

	2021	2020
	£	£
Baring Foundation - Disability Justice	-	45,302
City Bridge Trust - Making it work	154,000	201,939
EQHRC - Disability Justice Resource Project	-	13,270
Three Guineas Trust	181,000	181,000
Merton CIL T4L	8,610	8,358
Arts Council England	13,560	16,951
Network For Social Change	-	18,000
NLCF - Lived Experience	21,187	40,748
NLCF - Hate Crime	105,594	118,438
Trust For London - SVRR	52,500	46,000
Trust For London - Stronger Voices	79,390	79,638
City Bridge Trust - London Funders	15,000	-
City Bridge Trust - Follow on Support	37,500	-
City Bridge Trust - Stepping Stones	50,000	-
City Bridge Trust - LCRF	59,616	-
Greater London Authority	50,000	-
National Emergency Trust	199,197	-
NLCF - DPO Development	89,600	-
NLCF - Catalyst	12,138	-
Three Guineas - COVID Support grant	81,000	-
	<u>1,209,892</u>	<u>769,644</u>

#### 3. CHARITABLE ACTIVITIES COSTS

	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	£	£	£	£
Support of DDPO's	18,085	1,038,533	1,056,618	880,885
Support costs	3,866	6,304	10,170	10,924
	<u>21,951</u>	<u>1,044,837</u>	<u>1,066,788</u>	<u>891,809</u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**4. SUPPORT COSTS**

	Governance costs £ <u>10,170</u>
Support of DDPO's	

**5. NET INCOME/(EXPENDITURE)**

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

	2021	2020
	£	£
Auditors' remuneration	3,480	3,200
Depreciation - owned assets	<u>2,453</u>	<u>2,573</u>

**6. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Trustees' expenses**

One trustee received travel and access expenses of £324 during the year (2017: £879).

**7. STAFF COSTS**

	2021	2020
	£	£
Wages and salaries	377,542	358,117
Social security costs	32,112	32,740
Other pension costs	<u>16,982</u>	<u>17,605</u>
	<u>426,636</u>	<u>408,462</u>

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

	2021	2020
Delivery staff	14	11
Administrative staff	<u>4</u>	<u>2</u>
	<u>18</u>	<u>13</u>

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

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**7. STAFF COSTS - continued**

**Key Management Personnel**

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £65,323 (2020:£63,013).

**8. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £
<b>COST</b>	
At 1 April 2020	35,139
Additions	<u>5,220</u>
At 31 March 2021	<u>40,359</u>
<b>DEPRECIATION</b>	
At 1 April 2020	22,402
Charge for year	<u>2,453</u>
At 31 March 2021	<u>24,855</u>
<b>NET BOOK VALUE</b>	
At 31 March 2021	<u><u>15,504</u></u>
At 31 March 2020	<u><u>12,737</u></u>

**9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021	2020
	£	£
Trade debtors	35,163	6,310
Prepayments and accrued income	<u>56,530</u>	<u>23,916</u>
	<u><u>91,693</u></u>	<u><u>30,226</u></u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021	2020
	£	£
Trade creditors	60,906	17,930
Social security and other taxes	9,328	10,218
Other creditors	2,359	2,271
Accruals and deferred income	<u>158,361</u>	<u>42,392</u>
	<u><u>230,954</u></u>	<u><u>72,811</u></u>

Included in the above figure of £158,361 is deferred income of:

	2021	2020
	£	£
At 1 April 2020	30,520	187,747
Amount released to income	(30,520)	(187,747)
Amount deferred in year	<u>99,738</u>	<u>30,520</u>
At 31 March 2021	<u><u>99,738</u></u>	<u><u>30,520</u></u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**11. MOVEMENT IN FUNDS**

	At 1/4/20 £	Net movement in funds £	At 31/3/21 £
<b>Unrestricted funds</b>			
General fund	218,906	69,774	288,680
<b>Restricted funds</b>			
City Bridge Trust - Making it work	17,399	4,394	21,793
EQHRC - Disability Justice Resource Project	11,040	(11,040)	-
Three Guineas Trust	7,677	8,849	16,526
Merton CIL T4L	4,214	309	4,523
Matrix (Prism Gift Fund)	4,513	(4,513)	-
Crowd Justice Funding	9,570	-	9,570
Arts Council England	2,337	6,895	9,232
Network For Social Change	2,000	(2,000)	-
NLCF - Lived Experience Leadership	7,869	(1,598)	6,271
NLCF - Hate Crime	29,694	16,632	46,326
Trust For London - SVRR	4,364	(709)	3,655
Trust For London - Stronger Voices	17,110	(2,900)	14,210
Other income	9,208	(9,208)	-
CBT - London Funders	-	12,755	12,755
CBT - Stepping Stones	-	45,040	45,040
CBT - LCRF	-	37,981	37,981
Greater London Authority	-	26,665	26,665
National Emergency Trust	-	26,150	26,150
NLCF - DPO Development	-	30,676	30,676
Three Guineas - COVID support	-	14,631	14,631
	<u>126,995</u>	<u>199,009</u>	<u>326,004</u>
<b>TOTAL FUNDS</b>	<u><u>345,901</u></u>	<u><u>268,783</u></u>	<u><u>614,684</u></u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**11. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	125,679	(55,905)	69,774
<b>Restricted funds</b>			
Baring Foundation	(9,904)	9,904	-
City Bridge Trust - Making it work	154,000	(149,606)	4,394
EQHRC - Disability Justice Resource Project	-	(11,040)	(11,040)
Three Guineas Trust	181,000	(172,151)	8,849
Merton CIL T4L	8,610	(8,301)	309
Matrix (Prism Gift Fund)	-	(4,513)	(4,513)
Arts Council England	13,560	(6,665)	6,895
Barings Foundation - Disability Justice Network For Social Change	9,904	(9,904)	-
	-	(2,000)	(2,000)
NLCF - Lived Experience Leadership	21,187	(22,785)	(1,598)
NLCF - Hate Crime	105,594	(88,962)	16,632
Trust For London - SVRR	52,500	(53,209)	(709)
Trust For London - Stronger Voices	79,390	(82,290)	(2,900)
Other income	-	(9,208)	(9,208)
CBT - London Funders	15,000	(2,245)	12,755
CBT - Follow on Support	37,500	(37,500)	-
CBT - Stepping Stones	50,000	(4,960)	45,040
CBT - LCRF	59,616	(21,635)	37,981
Greater London Authority	50,000	(23,335)	26,665
National Emergency Trust	199,197	(173,047)	26,150
NLCF - DPO Development	89,600	(58,924)	30,676
NLCF - Catalyst	12,138	(12,138)	-
Three Guineas - COVID support	81,000	(66,369)	14,631
	<u>1,209,892</u>	<u>(1,010,883)</u>	<u>199,009</u>
<b>TOTAL FUNDS</b>	<u><u>1,335,571</u></u>	<u><u>(1,066,788)</u></u>	<u><u>268,783</u></u>

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/19 £	Net movement in funds £	At 31/3/20 £
<b>Unrestricted funds</b>			
General fund	214,117	4,789	218,906
<b>Restricted funds</b>			
Baring Foundation	3,031	(3,031)	-
City Bridge Trust - Making it work	10,143	7,256	17,399
EQHRC - Disability Justice Resource Project	-	11,040	11,040
Three Guineas Trust	21,680	(14,003)	7,677
Merton CIL T4L	740	3,474	4,214
Matrix (Prism Gift Fund)	4,513	-	4,513
Crowd Justice Funding	9,570	-	9,570
Arts Council England	-	2,337	2,337
Network For Social Change	-	2,000	2,000
NLCF - Lived Experience Leadership	-	7,869	7,869
NLCF - Hate Crime	-	29,694	29,694
Trust For London - SVRR	-	4,364	4,364
Trust For London - Stronger Voices	-	17,110	17,110
Other income	-	9,208	9,208
	<u>49,677</u>	<u>77,318</u>	<u>126,995</u>
<b>TOTAL FUNDS</b>	<u>263,794</u>	<u>82,107</u>	<u>345,901</u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**11. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	195,064	(190,275)	4,789
<b>Restricted funds</b>			
Baring Foundation	45,302	(48,333)	(3,031)
City Bridge Trust - Making it work	201,939	(194,683)	7,256
EQHRC - Disability Justice Resource Project	13,270	(2,230)	11,040
Three Guineas Trust	181,000	(195,003)	(14,003)
Merton CIL T4L	8,358	(4,884)	3,474
Arts Council England	16,951	(14,614)	2,337
Network For Social Change	18,000	(16,000)	2,000
NLCF - Lived Experience Leadership	40,748	(32,879)	7,869
NLCF - Hate Crime	118,438	(88,744)	29,694
Trust For London - SVRR	46,000	(41,636)	4,364
Trust For London - Stronger Voices	79,638	(62,528)	17,110
Other income	9,208	-	9,208
	<u>778,852</u>	<u>(701,534)</u>	<u>77,318</u>
<b>TOTAL FUNDS</b>	<u>973,916</u>	<u>(891,809)</u>	<u>82,107</u>

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

11. MOVEMENT IN FUNDS - continued

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

	At 1/4/19 £	Net movement in funds £	At 31/3/21 £
<b>Unrestricted funds</b>			
General fund	214,117	74,563	288,680
<b>Restricted funds</b>			
Baring Foundation	3,031	(3,031)	-
City Bridge Trust - Making it work	10,143	11,650	21,793
Three Guineas Trust	21,680	(5,154)	16,526
Merton CIL T4L	740	3,783	4,523
Matrix (Prism Gift Fund)	4,513	(4,513)	-
Crowd Justice Funding	9,570	-	9,570
Arts Council England	-	9,232	9,232
NLCF - Lived Experience Leadership	-	6,271	6,271
NLCF - Hate Crime	-	46,326	46,326
Trust For London - SVRR	-	3,655	3,655
Trust For London - Stronger Voices	-	14,210	14,210
CBT - London Funders	-	12,755	12,755
CBT - Stepping Stones	-	45,040	45,040
CBT - LCRF	-	37,981	37,981
Greater London Authority	-	26,665	26,665
National Emergency Trust	-	26,150	26,150
NLCF - DPO Development	-	30,676	30,676
Three Guineas - COVID support	-	14,631	14,631
	<u>49,677</u>	<u>276,327</u>	<u>326,004</u>
<b>TOTAL FUNDS</b>	<u>263,794</u>	<u>350,890</u>	<u>614,684</u>

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	320,743	(246,180)	74,563
<b>Restricted funds</b>			
Baring Foundation	35,398	(38,429)	(3,031)
City Bridge Trust - Making it work	355,939	(344,289)	11,650
EQHRC - Disability Justice Resource Project	13,270	(13,270)	-
Three Guineas Trust	362,000	(367,154)	(5,154)
Merton CIL T4L	16,968	(13,185)	3,783
Matrix (Prism Gift Fund)	-	(4,513)	(4,513)
Arts Council England	30,511	(21,279)	9,232
Barings Foundation - Disability Justice Network For Social Change	9,904	(9,904)	-
NLCF - Lived Experience Leadership	18,000	(18,000)	-
NLCF - Hate Crime	61,935	(55,664)	6,271
Trust For London - SVRR	224,032	(177,706)	46,326
Trust For London - Stronger Voices	98,500	(94,845)	3,655
Other income	159,028	(144,818)	14,210
CBT - London Funders	9,208	(9,208)	-
CBT - Follow on Support	15,000	(2,245)	12,755
CBT - Stepping Stones	37,500	(37,500)	-
CBT - LCRF	50,000	(4,960)	45,040
Greater London Authority	59,616	(21,635)	37,981
National Emergency Trust	50,000	(23,335)	26,665
NLCF - DPO Development	199,197	(173,047)	26,150
NLCF - Catalyst	89,600	(58,924)	30,676
Three Guineas - COVID support	12,138	(12,138)	-
	<u>81,000</u>	<u>(66,369)</u>	<u>14,631</u>
	<u>1,988,744</u>	<u>(1,712,417)</u>	<u>276,327</u>
<b>TOTAL FUNDS</b>	<u><u>2,309,487</u></u>	<u><u>(1,958,597)</u></u>	<u><u>350,890</u></u>

#### City Bridge Trust - Making It Work

Inclusion London continued receiving funding from City Bridge Trust to run the Making It Work project that builds the capacity of DDPOs to provide employment support services that will reduce the barriers of employment and develop new recruitment routes for Disabled people. The funding was over 5 years and a further £154,000 was received this financial year (year 4 funding cycle) for Making it Work project.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 11. MOVEMENT IN FUNDS - continued

##### **Baring Foundation - Disability Justice Project**

Baring Foundation funded remaining work on the Disability Justice Project to build DDPOs capacity to use the law and human rights approach to tackle discrimination experienced by Deaf and Disabled people. No extra funding was received during the period and £9,904 was a deferred income from prior year.

##### **Three Guineas Trust**

Three Guineas Trust continued funding Inclusion London for the last three years and a further £181,000 was received during the year for three inter linked projects:

- to support DDPOs capacity to tackle Hate Crime and violence against disabled people
- to strengthen DDPO's policy campaign and access to justice work.
- to strengthen DDPO's infrastructure support.

##### **Merton CIL T4L**

Merton CIL funded by Trust for London to tackle hate crime and violence against Disabled people continued in its third and final year funding and £8,610 was received during the period.

##### **Arts Council National Lottery Project Grant-Supported Pathways**

The Arts Council England awarded £33,901 grant for provide additional support to Making It Work project supported internship in creative industries which aimed to support young people with learning difficulties to gain skills needed to get paid work in the creative industries. The programme included employability skills sessions and work placements with employers, such as the National Theatre, the Royal Opera House and the British Film Institute. A further £13,560 funding was received during the year for supported Pathways Project.

##### **National Lottery Community Fund - Lived Experience Leadership**

The National Lottery Community Fund (NLCF) awarded £49,936 grant for a "Leaders with lived experience" pilot project over 2 years. The project aims to develop and test an innovative user-designed approach to supporting new Deaf and Disabled leaders within the disability rights movement, using "test and learn" approach where Deaf /Disabled people learn leadership skills by leading actual change in their organisations. During the year £21,187 funding was received with respect to this project.

##### **National Lottery Community Fund - Hate Crime**

The National Lottery awarded a partnership grant of £487,780 over 5 years for the period April 2019 to March 2023. Funding is to enable a partnership of DPPOs supported by Inclusion London, to build their DDPO skills, resources and capacity to tackle disability hate crime across London and support Disabled victims of Hate crime and a further £105,594 funding was received during the year.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 11. MOVEMENT IN FUNDS - continued

##### **Trust for London (SVRR)- Strengthening Voices, Realising Rights Initiative**

Trust for London commissioned Inclusion London over three years for the period April 2019 to March 2022 to provide a range of specialist advice training and capacity building support to DDPO's receiving SVRR funding to run advice services organisations. The contract is worth £138, 000 over the 3 years.

##### **Trust for London - Stronger Voices**

Trust for London awarded a £240,000 grant over three years for the period April 2019 to March 2022 to provide a range of campaign and social advocacy support to DDPOs and campaign groups with a focus on supporting DDPOs to carry out effective influencing and campaigning on social welfare, independent living and employment issues.

##### **City Bridge Trust - London Funders**

A one-off grant of £15,000 was received from City Bridge Trust to work with London Community Response Fund and its members and stakeholders to provide a range of support to maximum take up of funding opportunities by DDPOs in London.

##### **City Bridge Trust - Follow on Support**

£100,000 grant over two years to provide follow-on support for young people completing Supported Internships, in conjunction with the on-going project, Making It Work, also funded by City Bridge Trust. The funding period covers between 1st of August 2020 to 31st July 2022.

##### **City Bridge Trust - Stepping Stones**

During the financial year, £50,000 grant was awarded to Inclusion London to engage consultants to review current Disability Equality training products, carry out recommendations to upgrade our training resources and prepare a detailed business plan, enabling the charity to apply for social investment.

##### **City Bridge Trust - LCRF**

£49,616 restricted fund was received during the year from London Community Response Fund administered by City Bridge Trust towards the costs of the Follow-On employment support service for young disabled adults.

##### **Greater London Authority: Roots Fund**

Inclusion London was awarded £100,000 over two years to develop and deliver the 'With Us' project to build the intersectional and co-production skills and capacity of the DDPO sector.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 11. MOVEMENT IN FUNDS - continued

##### **National Emergency Trust –**

Inclusion London was lead partner for England in setting up, co-ordinating and project managing the Disabled People's Organisations Covid-19 Emergency Fund from the National Emergencies Trust (NET) working with 7 regional partners across England. A total of £240,600 was received from NET during the year which was distributed to England regional sub-partners £173,047 and associated costs and £41,403 to cover Inclusion London project management and fund administration costs. £26,150 has been carried forward due for regional and sub-partners at the end of the financial year.

##### **NLCF (National Lottery Community Fund)- DPO Development -**

£89,600 restricted fund was received from NLCF for research into DDPO sector needs in response to the covid-19 crisis. Inclusion London worked to work with a range of Disabled consultants and DDPOs across regions of England to carry out in-depth regional research on the state of the sector including mapping current DDPOs and identifying the organisational, capacity building, leadership, voice, representation and policy needs of DDPOs.

##### **NLCF (National Lottery Community Fund) - Catalyst -**

The Development Programme of the Catalyst and The National Lottery Community Fund COVID-19 Digital Response awarded Inclusion London £12,138 restricted fund during the year to develop micro site to fully connect it with Inclusion London's website so that it is easy for DDPO's to find and use it.

##### **Three Guineas - COVID support -**

Three Guineas Trust have awarded Inclusion London a grant of £81,000 during the year to support Deaf and disabled people's organisations' responses to the coronavirus pandemic to support additional campaigns, justice and policy capacity, DDPO organisational support, and operational support or to similar costs incurred as a result of responding to the coronavirus pandemic.

#### 12. EMPLOYEE BENEFIT OBLIGATIONS

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £17,605 (2019£13,927).

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**13. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2021.

**14. LIMITED BY GUARANTEE**

London Inclusion is a charitable company limited by guarantee. In the event of the charity being wound up members' liability is limited to £1.