

**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 DDPOs 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 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.
- 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>	3				
Support of DDPO's		<u>91,014</u>	<u>926,260</u>	<u>1,017,274</u>	<u>1,111,926</u>
<b>NET INCOME</b>					
<b>Transfers between funds</b>	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		352,113	274,950	627,063	626,792
		<u>          </u>	<u>          </u>	<u>          </u>	<u>          </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	(262,150)	-	(262,150)	(121,083)
<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>451,708</u>	<u>440,151</u>	<u>891,859</u>	<u>627,063</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>891,859</u>	<u>627,063</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

The notes form part of these financial statements

**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>
		<u>                    </u>	<u>                    </u>
<b>Change in cash and cash equivalents in the reporting period</b>		323,877	(147,102)
<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 £ <u>12,505</u>
Support of DDPO's	

### 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
	<u>352,113</u>	<u>41,276</u>	<u>58,319</u>	<u>451,708</u>
<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
	<u>274,950</u>	<u>223,520</u>	<u>(58,319)</u>	<u>440,151</u>
<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>1,282,070</u>	<u>(1,017,274)</u>	<u>264,796</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 strand 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.