

**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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Trustees	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	(Appointed 29 January 2025)
	Miss O A Igbinoba	(Appointed 29 January 2025)
Secretary	Ms T C Lazard	
Country of incorporation	United Kingdom (England and Wales)	06729420
Charity registration	England and Wales	1157376
Registered office	336 Brixton Road London SW9 7AA	
Auditor	Haines Watts Swindon Limited Old Station House Station Approach Swindon Wiltshire SN1 3DU	

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# INCLUSION LONDON

## CONTENTS

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	<b>Page</b>
Trustees' report	1 - 5
Independent auditor's report	6 - 8
Statement of financial activities	9
Statement of financial position	10
Statement of cash flows	11
Notes to the financial statements	12 - 24

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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.



.....  
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>		<b>102,552</b>	<b>1,165,406</b>	<b>1,267,958</b>	<b>132,290</b>	<b>1,149,780</b>	<b>1,282,070</b>
<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>		<b>79,594</b>	<b>1,074,980</b>	<b>1,154,574</b>	<b>91,015</b>	<b>926,260</b>	<b>1,017,275</b>
<b>Net income</b>		<b>22,958</b>	<b>90,426</b>	<b>113,384</b>	<b>41,275</b>	<b>223,520</b>	<b>264,795</b>
Transfers between funds		76,429	(76,429)	-	58,319	(58,319)	-
<b>Net movement in funds</b>	5	<b>99,387</b>	<b>13,997</b>	<b>113,384</b>	<b>99,594</b>	<b>165,201</b>	<b>264,795</b>
<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>		<b>551,094</b>	<b>454,148</b>	<b>1,005,242</b>	<b>451,707</b>	<b>440,151</b>	<b>891,858</b>

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**

	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>			1,033,518		1,044,089

# 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>
<b>Grants</b>						
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 2025 £	Unrestricted funds 2024 £
Other income	22,849	25,020

### 4 Expenditure on charitable activities

	Support of DDPO's 2025 £	Support of DDPO's 2024 £
<b>Direct costs</b>		
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
	1,140,553	1,004,770
<b>Share of support and governance costs (see note )</b>		
Governance	13,435	12,505
	1,153,988	1,017,275
<b>Analysis by fund</b>		
Unrestricted funds	79,008	91,015
Restricted funds	1,074,980	926,260
	1,153,988	1,017,275

### 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	-

# 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:

	2025 Number	2024 Number
Delivery staff	11	10
Administrative	4	3
Total	15	13

#### Employment costs

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

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

	2025 Number	2024 Number
£60,001 to £69,999	1	1
£80,001 to £89,999	1	-

#### Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	159,889	71,306

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 £
<b>Cost</b>	
At 1 April 2024	22,315
Additions	7,176
Disposals	(1,850)
At 31 March 2025	27,641
<b>Depreciation and impairment</b>	
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
<b>Carrying amount</b>	
At 31 March 2025	12,098
At 31 March 2024	8,739

### 10 Debtors

	2025 £	2024 £
<b>Amounts falling due within one year:</b>		
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 Fundors	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.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
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>
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.