INCLUSION BARNET

England & Wales · Charity number 1158632

Details

Other names	INCLUSION UNLIMITED
Status	Registered
Legal form	CIO
Registered	2014-09-22
Register	View on the Charity Commission register

Contact

Address	Independent Living Centre Barnet & Southgate College 7 Bristol Avenue London NW9 4BR
Phone	02034751314
Email	caroline@inclusionbarnet.org.uk
Website	www.inclusionbarnet.org.uk

Activities

Objects: The objects of Inclusion Barnet are:1 To relieve the needs of disabled people, including people with mental health issues and long term conditions, by providing support, education and practical advice to enable them to achieve and maintain choice, control and independence in their lives and to access services, entitlements and opportunities..2 Such charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the trustees may from time to time determine.

Activities: Inclusion Barnet uses lived experience of disability, including mental health issues and long term conditions, to create better services and more inclusive communities. Inclusion Barnet delivers services to disabled people and the wider community in Barnet.

Classification

- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information
- **What:** Disability, The Prevention Or Relief Of Poverty
- **Who:** People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Downloaded from opencharities.uk/ew/1158632

Geography

- Barnet
- Enfield
- Haringey

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,926,717	£1,888,756	£632,203	39
2024-03-31	£1,459,180	£1,396,738	£594,242	36
2023-03-31	£1,219,252	£1,185,400	£531,800	31
2022-03-31	£984,753	£764,117	£431,135	25
2021-03-31	£818,585	£760,066	£210,499	19

Trustees

Name	Role	Appointed
Anastasia Emma Berry		2024-03-22
Emma Rose Hatfield		2026-02-05
JOHN JOSEPH MCCAFFERTY		2022-09-01
James Evans		2021-01-15
Jennifer Ruth Pearl		2026-03-10
Latha Narendran Srinivasan		2022-12-01
Nitish Lakhman		2025-05-01
Sara-Nicole Gardner		2021-12-02

Downloaded from opencharities.uk/ew/1158632

INCLUSION BARNET

England & Wales - Charity number 1158632

Accounts

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

REGISTERED CHARITY NUMBER: 1158632

Report of the Trustees and

Consolidated Financial Statements for the Year Ended 31 March 2025

for

Inclusion Barnet

Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
Second Floor, Kirkland House
11-15 Peterborough Road
Harrow
Middlesex
HA1 2AX

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Inclusion Barnet

Contents of the Consolidated Financial Statements for the year ended 31 March 2025

	Page
Foreword from the Co-Chairs	1
Report of the Trustees	2 to 13
Report of the Independent Auditors	14 to 17
Consolidated Statement of Financial Activities	18
Consolidated Balance Sheet	19
Charity Balance Sheet	20
Cash Flow Statement	21
Notes to the Cash Flow Statement	22
Notes to the Financial Statements	22 to 33

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Inclusion Barnet

Foreword from the Co-Chairs
for the year ended 31 March 2025

Looking back on a busy year, we want to start by acknowledging outgoing Trustees Jennifer Pearl and Edward Cousins. Jennifer, who will continue as an ambassador for Inclusion Barnet, served as Co-Chair for many years and did a huge amount to raise our profile, whilst Eddie was a huge asset in improving our approach to equality, diversity and inclusion (EDI). We thank them both for their service. We also extend our heartfelt thanks to our Chief Executive Officer, Caroline Collier. Her courage, strategic vision and leadership have been pivotal in guiding us through this year's challenges and successes.

This year we welcomed Monique Gardiner to the senior management team in June 2024 as Director of Communities, leading our community organisation support offer, the Grange Big Local initiatives and libraries. Keely Parnaby was promoted to Director of Peer Services, overseeing Touchpoint advice and peer support, Barnet Healthwatch, Healthy Hearts and our forensics user voice work. Claire Fisher, our Head of Communications and Engagement, and Geoff Fimister, our Head of Policy, make up the rest of the senior team.

One of this year's biggest achievements was something we had been working towards for some time: in September 2024 we launched the Campaign for Disability Justice. Calling for #OpportunitySecurityRespect, it was covered by the Disability News Service and quickly became established as a voice in the campaign for disability rights. Read more below on the successful launch and the impact we've been able to make already. Our thanks go to our Communications and Engagement Team who built the campaign platform in-house.

Another achievement was securing continued funding from the National Lottery Community Fund towards our Touchpoint peer support service. Touchpoint has become a key service for disabled people in Barnet, so we are delighted to see it go from strength to strength with the generous support of national lottery players. This was augmented by a grant from the Henry Smith Foundation, an amazing charity with a history of philanthropy stretching back to the seventeenth century.

We were also delighted to see our Healthy Heart team's work recognised with a certificate of appreciation from the African Caribbean Culture Society. This speaks to the team's great work, so congratulations to Judi, Salna and Riffat for all they do to support local communities. Healthy Heart started as a short-term initiative instigated by Barnet Public Health. We're pleased that we've been able to secure external funding to continue it beyond its intended duration as it has had such significant impact.

Less positively, we were disappointed to lose Healthwatch Barnet when the service was retendered after five years of successful delivery. We want to acknowledge the great work the team did, especially Healthwatch Barnet Manager, Sarah Campbell.

As we said goodbye to Healthwatch Barnet, we prepared to welcome Healthwatch Enfield as Listen to Act would merge into Inclusion Barnet in April, an Enfield-based charity with a strong track record in Healthwatch delivery as well as youth voice work.

This year also saw the conclusion of the 10-year Grange Big Local initiative in East Finchley, which we hosted for over four years. We celebrate its Chair, James Masters, who was awarded a British Empire Medal in the King's 2025 New Year Honours for his outstanding community service.

Finally, we are grateful to all our funders, who make our work possible:
- City Bridge Foundation
- London Legal Support Trust
- Garfield Weston Foundation
- The Local Trust
- Henry Smith Charity
- National Lottery Community Fund
- Barnet Council
- North Central London Integrated Care Board

We also want to thank all our staff, volunteers and members who deliver and shape our work - we remain proud to be peer-led and, crucially, that our work is peer-delivered.

James Evans and Sara Nicole Gardner
December 2025

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Inclusion Barnet

Report of the Trustees
for the year ended 31 March 2025

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. 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).

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

OBJECTIVES AND ACTIVITIES

Objectives and aims

About Inclusion Barnet - Our Vision, mission and values

These were refreshed in 2020, after consultation with stakeholders.

Vision:
We believe in a world where Disabled people live their lives free of barriers and stigma.

Mission
Our mission is to harness the strength and skills gained from our lived experience of disability to create more inclusive services and communities.

Approach
1. Thought leadership:
To work towards a better understanding of the needs of disabled people and their on-going contribution to services and society.
2. Peer support:
To design and deliver services which utilise lived experience to meet the needs of disabled people.
3. User voice:
To raise awareness and educate society about the barriers faced by disabled people and how we can work together to remove those barriers.
4. Empowerment:
To empower and enable disabled people to achieve their potential.
5. Community Development:
To develop inclusive communities which provide equality of opportunity for all their members.

Values
We strive to be collaborative; reflective; empowering; supportive; empathetic; proactive.

Strategic Aims 2021-25
During the current five year period, we are focusing on working towards a world in which:
1. Disabled people can live their lives free of stigma and poverty;
2. The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances;
3. Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing;
4. Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.

Progress against our Strategic Priorities
Disabled people can live their lives free of stigma
- Launched the Campaign for Disability Justice

The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances
We participated in the following work to tackle health inequalities:
- Chairing the Equalities Network on behalf of the Barnet Together partnership, and continuing a working strand on access to health;
- Supporting the health outcomes of minoritized communities through Healthy Hearts
- Working with the Royal Free Hospital to improve access to preoperative care
- Delivering a user-led Healthwatch

Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing
We continued to deliver the following person-centred services:
- Touchpoint peer support
- Touchpoint benefits advice
- Healthy Hearts

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

We also encouraged a person-centred approach through our training and consultancy through Inclusion Unlimited.

Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.
We continued to demonstrate the importance of Disabled people as community leaders by delivering
- Two partnership libraries with extensive inclusive volunteering opportunities
- As part of Barnet Together, a sector support offers which encourages inclusion and accessibility, and works towards community solutions to social and economic challenges
- Supporting the Grange Big Local initiative.

In addition, we provided extensive representation on strategic boards in the borough, with our CEO continuing to chair both Wellbeing Together CIC and the NCL VCSE Alliance.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

OBJECTIVES AND ACTIVITIES

Activity During the Year

Communications, Engagement and Policy Work

The communications team delivered significant impact this year despite tight resources and its diverse remit, notably:

Launching the Campaign for Disability

- The campaign launched in September achieving over 17,000 visitors to our digital platform
- Social media channels achieved over 4,100 followers
- We gained over 600 supporters and delivered 2 campaigns with over 100 letters sent to MPs across 85 constituencies
- A high-profile story was picked up by the Disability News Service, gaining over 80,000 views
- We won a place on Sound Delivery Media's 7-months Spokesperson programme to help raise the profile of the campaign.

Establishing a thriving London-wide Community of Practice for strategic communications

We co-lead the Community of Practice with Inclusion London, to capacity build our sector and apply the Talking About Disability guide.

The Talking About Disability Guide was the output of a joint project with Inclusion London and several other Deaf and Disabled People's Organisations, supported by City Bridge's Cornerstone fund. We worked with strategic communications experts Equally Ours to identify language which helped foster more positive attitudes to disability.

- 27 members from 43 organisations joined within the first year
- We:

o delivered 6 network sessions and

o provided one-to-one strategic communications advice to Camden Disability Action and Action on Disability.

- 100% of surveyed Community of Practice members said they were more confident applying the Talking About Disability guide to their communications and strategic communication principles covered in one of our workshops.

"Really great to have an opportunity in the workshop to start putting things into practice - quite often when things are so busy, there's not a chance to do this as part of my day-to-day workload, but having that dedicated time to experiment and explore was really appreciated"

Continuing to grow the reach and impact of our User Voice work

We continued to make sure that Disabled people are heard in local planning and policy-making and can participate in civic life. This year:

- We co-delivered a highly successful drop-in event for Disabled residents with the Council's Disability Involvement Board with the Social Care Engagement and Co-Production team to hear from Disabled residents about the issues they face. It underscored the strong connection the User Voice project has forged with Barnet council, empowering our members' voices to be heard and acted upon
- Our response to Barnet Council's social care costs consultation contributed to a two-week extension and created the opportunity for increased involvement of the Council's People's Voice group.
- We supported People's Voice to improve the accessibility of their materials and meetings and successfully negotiated compensation in line with the living wage for Disabled people attending the council's outsourced consultancy sessions.
- We worked with the London Festival of Architecture to include comprehensive accessibility information for over 500 venues and events it advertised.
- We joined the Disability Rights UK Sports Project in an advisory capacity.
- Membership increased by 24% (against a 10% target increase).

During the year, the team

- published 12 newsletters with a consistently high open rate 57% (against an average industry rate of 32%), leading to raised awareness of our work and services, opportunities for Disabled people's involvement in design and planning of local services and policies; accessibility tools and tips; accessible events and activities in Barnet. Subscribers grew by 20% to 603
- attended 35 engagement and community events, engaging with almost twice as many residents as planned - 223
- had twice as many conversations with residents as planned to record priorities, concerns and issues - 131
- Fed residents' view into 6 consultations.

One of the newsletters the team publishes is Barnet Voice For Mental Health's Weekly. 51 editions were delivered this year to 194 subscribers, with a consistent open rate of 35%, and excellent readership feedback.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

OBJECTIVES AND ACTIVITIES

"I look forward to 8am every Monday morning for my weekly newsletter. I find it's helpful, full of such interesting articles and podcasts that really set me up for the week and keep my mental health on track."

The team also represented Inclusion Barnet at local and national events e.g., at the VODG network summit and AGM; parliamentary reading of "The 39 Steps: Realising the potential of Flex Plus working for disability inclusion"; Department of Business & Trade meeting on the carers unpaid leave policy; the Mayor of Barnet's Finale Charity Gala Dinner.

Recruiting an engagement and implementation officer to embed the Mental Health Charter across the borough on behalf of the Barnet Together Partnership
We:
- reached out to 100 organisations
- secured over 30 pledges
- gathered evidence for three case studies to be published in Summer 2025

The team also supports all Inclusion Barnet colleagues with their communications, including the development of marketing materials, websites and newsletters, maintaining our website and social media, leading on data analysis and reporting, delivering the AGM, and providing internal communications and training. This year, the team delivered 12 training sessions to Inclusion Barnet and Barnet Together staff, e.g. an interactive workshop on the social model of disability at our staff away day. 90% of those who attended reported an increased understanding of social model of disability as a result.

"I learnt about different barriers that individuals may face, also the passion the team displayed was very admirable."

"I have a better idea of various colleagues' roles and perspectives."

The team also developed our first trans awareness policy and guidelines for management to comply with new HR legislation and recommendations.

Extending our Policy Work
Geoff Fimister joined us as Head of Policy in January 2024. His part-time role overlaps with other areas of his work, notably as Co-Chair of the Disability Benefits Consortium (DBC), thus extending our reach.

His work, in close collaboration with Caroline Collier, directly supports and makes possible our Campaign for Disability Justice.

Our overarching approach is to identify the issues that are important to Disabled people in Barnet, liaising closely with our frontline services, and to seek to address them, currently with a particular emphasis on employment, social security and respect.

Through our connections with national networks, we can seek to assess how widespread these issues are and how best to tackle them, including through joint national action.

We continue to be active in the DBC serving as a DPPO representative. We are also working with the DPO Forum and the Disability Poverty Campaign Group.

Campaign for Disability Justice: current priorities
#OpportunitySecurityRespect
The campaign calls for a decent income for Disabled people, in or out of work; high-quality employment support to help Disabled people find suitable, accessible jobs, offered on an opt-in basis without compulsion and sanctions; and for government and the media to show respect for Disabled people and for benefit claimants.

Both the campaign and Inclusion Barnet itself have worked hard to engage with the new Government in these areas, as well collaborating with allies and locally to identify and follow up issues. At the time of writing, we are working on a response to the recent Green Paper on disability benefits and have been running a "write to your MP" campaign urging Government to engage with Disabled people in constructive dialogue and take threatened benefit cuts off the table.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

OBJECTIVES AND ACTIVITIES

Barriers to Employment Research project

In January 2025, Geoff started working with the Learning and Work Institute and Inclusion London on a research project exploring the barriers to employment experienced by Disabled people and what good employment support should look like. The work was commissioned by the Central London Forward group of local authorities.

Other initiatives

- Using local evidence to achieve national change, we secured an undertaking from the DWP to fix problems with the attendance allowance online claims process.
- Liaising with local agencies in Barnet, we started exploring problems with local council tax collection.
- Geoff gave evidence to the Commons Committee on the Public Authorities (Fraud, Error and Recovery) Bill, in which he warned of the dangers of inaccurate technology disrupting Disabled people's incomes. We followed this up with DWP officials.
- Through the DBC, we continued to meet with DWP on a range of other issues.
- We continued to monitor the roll-out of Universal Credit, locally and nationally.

In the course of this work, Geoff also met with:

- the Secretary of State for Work and Pensions; Cabinet Office Disability Unit; disability ministers; opposition parliamentarians, other MPs and MPs' researchers; DWP Health Transformation Programme; DWP contracted assessors; Equality and Human Rights Commission; Local Government Association social security advisers
- Barnet council representatives; Barnet Learning Disabilities Strategic Partnership
- the Access to Work Stakeholder Forum; Advice UK; National Association of Welfare Rights Advisers; Together for Social Security; Carers UK; Disability Resilience Network; Disability Rights UK; Equally Ours; Parkinson's UK; Child Poverty Action Group; Trussell Trust; Young Lives vs Cancer Joseph Rowntree Foundation; King's College London Business School; Resolution Foundation
- Barnet local organisations via Inclusion Barnet's "Barriers" meetings and Equalities Network.

Peer Services

Touchpoint Peer support and Touchpoint Benefits Advice

Our Touchpoint Peer Support service supports Disabled people living, working or studying in Barnet to overcome barriers relating to their disability. The service helps people achieve self-directed goals so they get their needs met better, improve their overall health and wellbeing and feel less isolated in their communities, for example by finding accessible accommodation or accessing inclusive education, work or training.

Touchpoint is in high demand.

During the year,

- we managed to maintain a 4-6 week waiting list - an achievement in light of the high levels of need we encounter
- logged 3,500 client contacts
- received 151 referrals for long-term support, i.e., one-to-one casework with clients over approx. 12 weeks each
- responded to 185 short-term support enquiries
- signposted 606 times to services and organisations
- made 240 direct and supported referrals to services/organisations.

Our clients between them identified 517 goals for themselves, of which 417 were completed. We logged

- 268 records of reduced social isolation, for example: leaving the home more, increased engagement with services and engaging in new activities.
- 77 records of improved physical and emotional well-being.

Our Benefits Advice Service helps Disabled people living, working or studying in Barnet to claim the social security benefits and travel concessions they are entitled to. We offer benefit calculations, signposting, form filling and support with mandatory reconsideration.

How important this service is for Barnet's Disabled residents is reflected in the high-level demand for it. We often struggle to meet this demand, and on occasion have to close it to new referrals/enquiries.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

OBJECTIVES AND ACTIVITIES

To manage this better and reduce our waiting list and closure periods, we introduced a two application per client rule. This has the added benefit of promoting self-advocacy with some people now completing their own claims, enabled by the full signposting, referral support and advice we continue to provide.

People using the service are still presenting with complex cases needing intensive support with high levels of emotional distress. Many of the people who come to us have experienced trauma and have not felt heard by other agencies, so they tend to "store up" their issues until they find a safe place to share them. Clients are worried about the reforms in the DWP Green Paper "Pathways to Work" and we continued to support them with this by directing them to our own campaign and policy resources.

During the year, the service:
- logged over 1,300 contacts
- received 108 new referrals
- provided 97 short-term enquiry support
- supported 107 applications
- signposted 171 people and referred on 56.

Our benefits advice service has been developed as part of a partnership with Inclusion London as capacity-builder and 5 other London DDPOs since 2019. Since 2023, supported by a grant from the London-wide Propel programme, this partnership - led by ourselves - has jointly worked towards making our specialist advice provision more sustainable by growing them from "one advisor" services and by providing sustained professional development and peer support; and working with the London advice sector on making it more inclusive and accessible and thus improving advice provision for Disabled Londoners.

During the year, the Propel advice (PAP) project:
- provided structured advisor and supervisor training and peer support to a total of 11 staff across the project to enter the advice workforce and/or move into advisor and supervisor/senior caseworker roles
- engaged with the Propel network and wider advice sector via an advice sector workforce development group to develop evidence-based best practice
- was part of a pay and conditions task and finish group, represented by our Director of Peer Services. It commissioned research into the pay and conditions of advice workers. Draft findings were published Summer 2025 and some of the recommendations around employing Disabled people in advice roles were forwarded to the Mayfield Review (Keep Britain Working).

PAP has already demonstrated that to successfully recruit and retain Disabled people within the advice sector, a number of measures are important: obtaining Access to Work support for staff is key, including employers helping to challenge unfair decisions where necessary; embedding inclusive recruitment practices and disability leave; peer support groups, accessible training and reflective practice. It also demonstrated a clear link between advice work on the ground and the national policy level: a number of structural issues that were identified through this wider workforce development work were addressed with national agencies by our Head of Policy and the Disability Benefits Consortium.

Healthwatch Barnet

Up to the end of this reporting year, we delivered Healthwatch Barnet as a peer-led service. Our Healthy Heart project to improve heart health within communities of African and Asian heritage was part of the Healthwatch umbrella during this year.

Key activities and achievements during the year were:
- **GP mystery shopping:** we carried out phone-based mystery shopping with all 48 of Barnet's GP surgeries. This identified areas for improvement, a key one being the accessibility of registration processes. 28 GP receptionists told us it was only possible to register with their surgery online, with no option for digitally excluded residents to register in person. We provided individualised feedback to 30 priority GP surgeries. At the date of reporting, 20 confirmed they will be working with their reception teams to implement our recommendations for improvement. A full report followed.
- **GP websites**: we reviewed all 48 of Barnet's GP surgery websites with a focus on home pages, contact us and appointments pages. We sent individual reports to 30 priority GP surgeries, outlining existing areas of good practice and recommended changes. To date, improvements have been made to 22 websites. These include, for example, clear information being added about services that are available when the surgery is closed, such as NHS 111, the Barnet walk-in centres and the evening and weekend GP appointments offered by the Barnet GP Federation.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

OBJECTIVES AND ACTIVITIES

- **GP Access Guide**: we created a plain English guide on How to Access Your GP. The content was designed on the basis of feedback we received from the public.
- **Care homes**: we visited six care homes to review their provision of meals for residents. In response to our recommendations, several homes implemented changes, including organising dementia-friendly place settings, providing a broader range of menu options for people from different cultures and arranging more regular resident feedback meetings.
- **Healthy Heart**: continued their sterling work to provide culturally competent outreach to hundreds of people at community events; and to run intensive courses and workshops with 144 participants. Highlights include the team developing a Healthy Eating Workshop in consultation with the Healthy Heart Clinical Reference Group. To date, this has been delivered Barnet Asian Women's Association, the Burnt Oak Nepalese Community Group and the Barnet African Caribbean Association.

During the year,
- We ran 48 drop-in events, engaging with 860 participants
- our website attracted 18,700 users for a total of 20,000 sessions
- Our X/Twitter profile created 20,300 impressions, our Facebook page 3,400.

Connecting Health Communities

Following a successful application, we participated in a series of meetings for this IVAR supported project about improving reasonable adjustments within secondary care settings across Barnet and Enfield involves The Royal Free Hospital, North Middlesex Hospital, Public Health, Healthwatch Enfield, Healthwatch Barnet and VCSE organisations across both Boroughs, including Mind in Enfield and Barnet.

The steering group met on several occasions and agreed to focus the project on reasonable adjustments within A&E/urgent care settings.

Barnet Together Partnership: Community Organisation Support

Together with the Young Barnet Foundation and Volunteering Barnet, run by Groundwork, we provide capacity building, networking, training and advice to Barnet's local community and faith groups. Together with Barnet Council we form the Barnet Together Alliance to support a thriving Barnet community and faith sector and civil society. During 2025, our many member organisations provided support to 250,000 residents.

During this year, we:
- delivered 171 one-to-one support sessions
- provided ongoing, tailored support to 54 organisations
- gave direct fundraising guidance to 12 members, resulting in several successful bids
- delivered 11 joint training sessions in partnership with Barnet Together, covering topics from core fundraising principles to the practical use of AI in the voluntary sector.

"Thank you so much, this training was excellent. It was exactly the right topic and level of training that [our organisation] needed! Thank you for arranging such a knowledgeable and good speaker."
- held two network events, including an Environmental Network meeting, with 45 attendees and top-rated feedback
- launched a new leadership coaching model to support newer or developing community organisations
- had 574 interactions, excluding one-to-ones and network meetings.

The service received continued high satisfaction ratings, with members highlighting the clarity, usefulness, and human-centred approach of the service.

Strategic Engagement and Partnership Working

Our Community Organisation Support team continues to play a central role in leading the Barnet Together partnership, aligning sector priorities, amplifying member voices, and supporting the infrastructure needed for effective community delivery.

Through this leadership, the team is embedded in borough-wide strategic networks to influence policy, funding, and inclusion across Barnet and beyond. This includes active participation in:
- Health & Wellbeing Board - shaping Barnet's new 10-year strategy
- Barnet Borough Partnership
- Barnet VCS Forum
- Barnet Community Grant Panel

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

OBJECTIVES AND ACTIVITIES

- Barnet Resilience Forum
- Barnet Homeless Forum
- Barnet Refugee Week Steering Group
- Borough of Sanctuary Steering Group
- Age Friendly Partnership Board
- Infrastructure Working Group
- VAWG Network
- Fit and Active Barnet Partnership Board
- Events Panel - including support for Pride Month and Windrush activities
- NCL London VCSE Alliance, VCSE Alliance Peer Network and NCL Community Partnership
- NAVCA EEDI Steering Group

In addition, our team started to develop a new borough-wide community and faith network to bring together community and faith groups with local councillors to foster more inclusive dialogue and partnership.

Grange Big Local (GBL)

We served as "trusted organisation" and provided co-ordination and administration for this 10-year neighbourhood development project in East Finchley.

2024/25 was GBL's last year. It entered its final delivery year with a strong focus on legacy and community ownership:

- £500 secured from the London Festival of Architecture to support a community walk and legacy film celebrating GBL sites and impact
- A Warm Spaces initiative ran for 14 weeks at Tarling Road Community Centre, supported by £2,500 grant from Young Barnet Foundation
- A new community-led group, the "Tarling Community Café," emerged as a result, committed to maintaining open and inclusive use of the space.
- Community Grants for neighbourhood initiatives continued, with recipients linked into Inclusion Barnet's Community Organisation Support for ongoing support and partnership development
- Legacy storytelling commenced with plans for a Fun Palace community event on 6th September 2025 and three legacy films to be released
- GBL maintained strong partnership work with BOOST Barnet [LINK] and supported local engagement on Universal Basic Income
- A core project to improve an underpass that connects two parts of the neighbourhood made significant strides, engaging artists and students from local schools to co-create mural and poetry installations, but completion was affected by budget issues and planning complexities.

Library Services

We run New Barnet and South Friern branch libraries on behalf of Barnet Council.

During this year:

- Long-standing ceiling and carpet repairs at South Friern Library were completed, significantly improving the physical environment.
- A major reorganisation was also completed, expanding the children's area and creating a more welcoming, accessible space. We received positive feedback from children, parents, and volunteers about the improved layout and atmosphere.
- We secured funding from the Barnet Community Fund and Household Support Fund to launch Warm Hubs at both sites.
- The Summer Reading Challenge was a success: New Barnet Library ranked 5th in borough-wide sign-ups.
- Popular craft sessions and Rhyme Time events continued to attract families and local visitors.
- Visitor numbers remained high, with New Barnet regularly receiving over 200 visitors on Saturday mornings.
- Promotion of the South Friern Library meeting room led to a potential partnership with a local food bank, expanding the library's community impact.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

OBJECTIVES AND ACTIVITIES

Inclusion Unlimited (trading subsidiary)

- IU supported Barnet Borough Partnership (BBP) over 14 months. We established a Co-production Community of Practice, engaged with local networks to upskill and support effective co-production; supported the co-production of health information to asylum seekers in hotels and the co-production of Barnet's Health and Wellbeing Strategy. We continued to support North London Forensics Consortium with their Patient Council and user voice. We also delivered successful contracts for Barking & Dagenham, Hate Crime Partnership, Barnet Public Health (co-producing their Suicide Prevention Strategy), and Inclusion London (evaluating the Talking about Disability project). We received high praise and positive feedback for facilitation, impact, inclusivity, collaboration, and constructive but challenging critique.
- Inclusion Unlimited's Inclusive Impact Model of Co-production has been successfully developed, applied and promoted, including producing resources and presentations, and publishing a think piece promoting the framework in The MJ. After building connections at the VODG annual conference, we facilitated a workshop in a VODG Professional Network meeting.

Public benefit

We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We work to create and deliver services which benefit Disabled people, primarily in Barnet, their family carers and the wider Barnet community. We also have an impact through our research and voice work, both in Barnet and beyond. In order to do this, we work within the guidelines set out below. The trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

ACHIEVEMENTS AND PERFORMANCE

Fundraising

Practically all of our in-year fundraising was from institutions, namely trusts and foundations and public funders. Other income came from bidding for service contracts. A small amount was raised through our developing Campaign. Monitoring of fundraising sits with our Operations Lead and CEO, reporting to the board. We are mindful of the need to protect vulnerable users from fundraising pressures, and word our asks carefully accordingly.
We received no complaints about our fundraising.

FINANCIAL REVIEW

Financial position

These accounts represent the results for the charity for the period ending 31 March 2025. The charity had incoming resources of £1,926,717 and outgoing resources of £1,888,756. At the year end the charity had accrued income of £93,296 (2024: £106,283) which was received during 2025 shortly after the close of the financial period.

Reserves policy

The trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to three months running costs. We are nearly at this figure, and our current reserves stand at unrestricted reserves of £407,700 (2024: £371,004) and restricted reserves of £224,503 (2024: £223,238).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

As a Charitably Incorporated Organisation (CIO) Inclusion Barnet is bound by its governing document, its constitution.

Constitution, Policies and Objectives

Inclusion Barnet adheres to the social model of disability. It is a Deaf and Disabled People's Organisation (DDPO) and functions as Barnet's Centre for Independent Living.

Inclusion Barnet's objects are as follows:
1. To relieve the needs of Disabled people, including people with mental health issues and long-term conditions, by providing support, education and practical advice to enable them to achieve and maintain choice, control and independence in their lives and to access services, entitlements and opportunities.
2. Such charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the trustees may from time to time determine.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The management of the charity is the responsibility of the trustees who are elected and appointed under the terms of the Constitution and attendant policies and practice. They can be appointed by either members or trustees, and there must be at least three but no more than 12. All our trustees have a self-declared impairment, aside from our Carers' Representative.

Governance

Overall strategic responsibility for the organisation lies with the Board of Trustees which meets regularly to set policy and monitor performance. Day-to-day management of the organisation is delegated to our chief executive, assisted by a professional staff team.

Induction and training of new trustees

Each new trustee is given an induction and training of all trustees is regularly reviewed.

Related parties

Payments totalling £10,950 were made to director of Inclusion Unlimited CIC, Amanpreet Ahluwalia, for services provided in the course of the year (2024: Nil).

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees regularly assess the major risks to which the organisation is exposed, in particular those related to its operations and finances, and have satisfied themselves that the appropriate policies and systems are in place to manage and mitigate exposure.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1158632

Principal address

Independent Living Centre
C/O Barnet & Southgate College
7 Bristol Avenue
Colindale
London
NW9 YBR

Trustees

Latha Narendran Srinivasan
Anastasia Emma Berry
Edward Cousins (resigned 11.3.2025)
Sarah Nicole Gardner
James Evans
John Joseph McCafferty
Jennifer Pearl (resigned 11.3.2025)
Nitish Lakhman (appointed 1.5.2025)

Auditors

Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
Second Floor, Kirkland House
11-15 Peterborough Road
Harrow
Middlesex
HA1 2AX

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under charity law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity 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 Charities 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 charity 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 charity and to enable them to ensure that the financial statements comply with the Charities Act 2011 and The Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 1/26/2026 and signed on its behalf by:

Signed by:
James Evans
BFD3C0EBA88040D...
James Evans - Trustee

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Report of the Independent Auditors to the Trustees of Inclusion Barnet

Opinion

We have audited the financial statements of Inclusion Barnet (the 'charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, 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 Charities Act 2011.

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 charity 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 charity'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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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:

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of trustees and inspection of policy documentation as to the Charity's high-level policies and procedures to prevent and detect fraud, as well as whether they have knowledge of any actual, suspected or alleged fraud.
- Reading Board minutes.
- Using analytical procedures to identify any unusual or unexpected relationships

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because the Charity's revenue transactions are simple and low value with few, if any, judgmental aspects to revenue recognition. We are not aware of any incentives or pressures linked to revenue recognition.

We did not identify any additional fraud risks.

In determining the audit procedures, we took into account the results of our evaluation and testing of the operating effectiveness of fraud risk management controls.

We also performed procedures including identifying journal entries and other adjustments to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted to unusual accounts. Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the directors and other management (as required by auditing standards), and discussed with the directors and other management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

Context of the ability of the audit to detect fraud or breaches of law or regulation.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

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. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:
Jeremy Harrod
262DD0BCF0214FB...

Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
Second Floor, Kirkland House
11-15 Peterborough Road
Harrow
Middlesex
HA1 2AX

Date: 1/27/2026

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Inclusion Barnet

Consolidated Statement of Financial Activities
for the year ended 31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	18,470	7,106	25,576	35,582
Charitable activities	4				
Charitable activities		312,817	1,577,965	1,890,782	1,413,723
Investment income	3	10,359	-	10,359	9,875
Total		341,646	1,585,071	1,926,717	1,459,180
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		354,526	1,520,393	1,874,919	1,390,725
Raising funds		13,837	-	13,837	6,013
Total		368,363	1,520,393	1,888,756	1,396,738
NET INCOME/(EXPENDITURE)		(26,717)	64,678	37,961	62,442
Transfers between funds	14	63,413	(63,413)	-	-
Net movement in funds		36,696	1,265	37,961	62,442
RECONCILIATION OF FUNDS					
Total funds brought forward		371,004	223,238	594,242	531,800
TOTAL FUNDS CARRIED FORWARD		407,700	224,503	632,203	594,242

The notes form part of these financial statements

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Inclusion Barnet

Consolidated Balance Sheet
31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	11	6,482	-	6,482	9,854
CURRENT ASSETS					
Debtors	12	65,667	-	65,667	90,296
Cash at bank		498,975	337,782	836,757	787,973
		564,642	337,782	902,424	878,269
CREDITORS					
Amounts falling due within one year	13	(163,424)	(113,279)	(276,703)	(293,881)
NET CURRENT ASSETS		401,218	224,503	625,721	584,388
TOTAL ASSETS LESS CURRENT LIABILITIES		407,700	224,503	632,203	594,242
NET ASSETS		407,700	224,503	632,203	594,242
FUNDS	14				
Unrestricted funds				407,700	371,004
Restricted funds				224,503	223,238
TOTAL FUNDS				632,203	594,242

The financial statements were approved by the Board of Trustees and authorised for issue on 1/26/2026 ..... and were signed on its behalf by:

Signed by:
James Evans
BFD3C0EBA88040D.....
James Evans - Trustee

The notes form part of these financial statements

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Inclusion Barnet

Charity Balance Sheet
31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	11	6,482	-	6,482	9,854
CURRENT ASSETS					
Debtors	12	101,962	-	101,962	119,697
Cash at bank		402,734	337,782	740,516	709,594
		504,696	337,782	842,478	829,291
CREDITORS					
Amounts falling due within one year	13	(154,334)	(113,279)	(267,613)	(292,481)
NET CURRENT ASSETS		350,362	224,503	574,865	536,810
TOTAL ASSETS LESS CURRENT LIABILITIES		356,844	224,503	581,347	546,664
NET ASSETS		356,844	224,503	581,347	546,664
FUNDS	14				
Unrestricted funds				356,844	323,426
Restricted funds				224,503	223,238
TOTAL FUNDS				581,347	546,664

The financial statements were approved by the Board of Trustees and authorised for issue on 1/26/2026 ..... and were signed on its behalf by:

Signed by:
James Evans
BFD3C0EBA80040D...

James Evans - Trustee

The notes form part of these financial statements

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

Inclusion Barnet

Consolidated Cash Flow Statement
for the year ended 31 March 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	39,734	71,678
Net cash provided by operating activities		39,734	71,678
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,309)	(6,682)
Interest received		10,359	9,875
Net cash provided by investing activities		9,050	3,193
Change in cash and cash equivalents in the reporting period		48,784	74,871
Cash and cash equivalents at the beginning of the reporting period		787,973	713,102
Cash and cash equivalents at the end of the reporting period		836,757	787,973

The notes form part of these financial statements

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income for the reporting period (as per the Statement of Financial Activities)	37,961	62,442
Adjustments for:		
Depreciation charges	4,681	7,249
Interest received	(10,359)	(9,875)
Decrease in debtors	24,629	27,602
Decrease in creditors	(17,178)	(15,740)
Net cash provided by operations	39,734	71,678

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank	787,973	48,784	836,757
	787,973	48,784	836,757
Total	787,973	48,784	836,757

The notes form part of these financial statements

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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.

Computer equipment - 25% on cost

Taxation
The charity is exempt from 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 charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	25,576	35,582

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

3. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	10,359	9,875

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025	2024
		£	£
Grants	Charitable activities	1,795,811	1,413,723

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	1,736,979	106,744	1,843,723
Raising funds	13,837	-	13,837
	1,750,816	106,744	1,857,560

6. SUPPORT COSTS

	Admin and support	Governance costs	Totals
	£	£	£
Charitable activities	91,498	15,246	106,744

7. AUDITORS' REMUNERATION

Included within governance cost for is £8,000 in respect of audit fees (2024: £8,000).

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

During the year there were no expenses reimbursed to trustees (2024: £Nil).

There were no payments made to trustees in the course of the year (2024: £12,508).

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

9. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	882,919	810,700
Social security costs	65,360	58,548
Other pension costs	27,084	23,121
	975,363	892,369

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

	2025	2024
Charitable activities	39	36

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	31,083	4,499	35,582
Charitable activities			
Charitable activities	203,027	1,210,696	1,413,723
Investment income	9,875	-	9,875
Total	243,985	1,215,195	1,459,180
EXPENDITURE ON			
Charitable activities			
Charitable activities	306,460	1,084,265	1,390,725
Raising funds	6,013	-	6,013
Total	312,473	1,084,265	1,396,738
NET INCOME/(EXPENDITURE)	(68,488)	130,930	62,442
Transfers between funds	65,548	(65,548)	-
Net movement in funds	(2,940)	65,382	62,442
RECONCILIATION OF FUNDS			
Total funds brought forward	373,944	157,856	531,800
TOTAL FUNDS CARRIED FORWARD	371,004	223,238	594,242

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

11. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2024	30,628
Additions	1,309
At 31 March 2025	31,937
DEPRECIATION	
At 1 April 2024	20,774
Charge for year	4,681
At 31 March 2025	25,455
NET BOOK VALUE	
At 31 March 2025	6,482
At 31 March 2024	9,854

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Other debtors	34,115	18,976
VAT	-	3,033
Prepayments and accrued income	31,552	68,287
	65,667	90,296

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Social security and other taxes	16,481	15,701
VAT	12,540	-
Other creditors	27,274	6,523
Accruals and deferred income	220,408	271,657
	276,703	293,881

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

14. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	371,004	(26,717)	63,413	407,700
Restricted funds				
Barnet Voice	12,849	(4,580)	-	8,269
Touchpoint (funded by the National Lottery Community Fund)	26,185	(20,149)	(6,036)	-
Partnership Libraries (funded by the London Borough of Barnet)	-	(4,066)	4,066	-
Touchpoint Advice (funded by Trust for London)	16,802	(20,047)	3,245	-
User voice and representation (funded by City Bridge Trust)	5,153	(2,357)	-	2,796
Cornerstone (funded by City Bridge Trust)	4,417	627	(627)	4,417
Community Organisation Support (funded by the London Borough of Barnet)	41,536	15,989	(21,638)	35,887
Disability Benefits Consortium Fighting Fund	2,895	(231)	-	2,664
Grange Big Local (funded by the Big Local Trust)	19,675	22,494	(8,400)	33,769
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	13,608	33,833	(2,347)	45,094
Community Research (funded by North Central London Integrated Care Board)	2,200	-	-	2,200
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	1,360	-	-	1,360
Healthy Hearts Project (funded by Barnet Public Health)	12,251	(1,620)	(4,220)	6,411
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	19,806	19,819	(7,616)	32,009
Grange Big Local Underpass (funded by London Borough of Barnet)	10,071	(7,679)	-	2,392
Anchor core funding (funded by City Bridge Foundation)	17,366	(17,366)	-	-
Propel Advice Partnership (funded by the London Legal SupportTrust)	17,064	29,445	(6,447)	40,062
Co-production project (funded by the London Borough of Barnet)	-	3,533	(3,533)	-
Touchpoint (Henry Smith funding)	-	6,182	(3,882)	2,300
Touchpoint (London Borough of Barnet funding)	-	1,748	(1,748)	-
Touchpoint (Lottery funding)	-	4,230	(4,230)	-
Mental Health Charter (London Borough of Barnet funding)	-	4,873	-	4,873
	223,238	64,678	(63,413)	224,503
TOTAL FUNDS	594,242	37,961	-	632,203

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	341,646	(368,363)	(26,717)
Restricted funds			
Barnet Voice	566	(5,146)	(4,580)
Touchpoint (funded by the National Lottery Community Fund)	46,088	(66,237)	(20,149)
Partnership Libraries (funded by the London Borough of Barnet)	63,541	(67,607)	(4,066)
Touchpoint Advice (funded by Trust for London)	652	(20,699)	(20,047)
User voice and representation (funded by City Bridge Trust)	61,910	(64,267)	(2,357)
Cornerstone (funded by City Bridge Trust)	8,500	(7,873)	627
Community Organisation Support (funded by the London Borough of Barnet)	160,000	(144,011)	15,989
Disability Benefits Consortium Fighting Fund	-	(231)	(231)
Grange Big Local (funded by the Big Local Trust)	235,859	(213,365)	22,494
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	80,566	(46,733)	33,833
Healthy Hearts Project (funded by Barnet Public Health)	65,723	(67,343)	(1,620)
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	95,000	(75,181)	19,819
Grange Big Local Underpass (funded by London Borough of Barnet)	500	(8,179)	(7,679)
Anchor core funding (funded by City Bridge Foundation)	130,025	(147,391)	(17,366)
Propel Advice Partnership (funded by the London Legal SupportTrust)	484,586	(455,141)	29,445
Co-production project (funded by the London Borough of Barnet)	25,000	(21,467)	3,533
Touchpoint (Henry Smith funding)	34,417	(28,235)	6,182
Touchpoint (London Borough of Barnet funding)	15,000	(13,252)	1,748
Touchpoint (Lottery funding)	57,138	(52,908)	4,230
Mental Health Charter (London Borough of Barnet funding)	20,000	(15,127)	4,873
	1,585,071	(1,520,393)	64,678
TOTAL FUNDS	1,926,717	(1,888,756)	37,961

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	373,944	(68,488)	65,548	371,004
Restricted funds				
Barnet Voice	16,134	(3,285)	-	12,849
Touchpoint (funded by the National Lottery Community Fund)	40,893	1,876	(16,584)	26,185
Partnership Libraries (funded by the London Borough of Barnet)	-	(10,442)	10,442	-
Touchpoint Advice (funded by Trust for London)	6,706	17,686	(7,590)	16,802
User voice and representation (funded by City Bridge Trust)	5,726	(573)	-	5,153
The Coproduced Support Project (funded by Trust for London)	2,001	(2,000)	(1)	-
Cornerstone (funded by City Bridge Trust)	-	9,567	(5,150)	4,417
Community Organisation Support (funded by the London Borough of Barnet)	46,432	19,104	(24,000)	41,536
Disability Benefits Consortium Fighting Fund	5,466	(2,571)	-	2,895
Grange Big Local (funded by the Big Local Trust)	-	25,675	(6,000)	19,675
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	187	14,888	(1,467)	13,608
Community Research (funded by North Central London Integrated Care Board)	5,271	(3,071)	-	2,200
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	6,108	(4,748)	-	1,360
Healthy Hearts Project (funded by Barnet Public Health)	9,912	6,559	(4,220)	12,251
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	13,020	11,280	(4,494)	19,806
Grange Big Local Underpass (funded by London Borough of Barnet)	-	10,071	-	10,071
Anchor core funding (funded by City Bridge Foundation)	-	17,366	-	17,366
Propel Advice Partnership (funded by the London Legal SupportTrust)	-	26,195	(9,131)	17,064
Co-production project (funded by the London Borough of Barnet)	-	(2,647)	2,647	-
	157,856	130,930	(65,548)	223,238
TOTAL FUNDS	531,800	62,442	-	594,242

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	243,985	(312,473)	(68,488)
Restricted funds			
Barnet Voice	323	(3,608)	(3,285)
Touchpoint (funded by the National Lottery Community Fund)	145,886	(144,010)	1,876
Partnership Libraries (funded by the London Borough of Barnet)	60,916	(71,358)	(10,442)
Touchpoint Advice (funded by Trust for London)	68,310	(50,624)	17,686
User voice and representation (funded by City Bridge Trust)	57,000	(57,573)	(573)
The Coproduced Support Project (funded by Trust for London)	-	(2,000)	(2,000)
Cornerstone (funded by City Bridge Trust)	41,996	(32,429)	9,567
Community Organisation Support (funded by the London Borough of Barnet)	219,039	(199,935)	19,104
Disability Benefits Consortium Fighting Fund	-	(2,571)	(2,571)
Grange Big Local (funded by the Big Local Trust)	96,691	(71,016)	25,675
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	48,913	(34,025)	14,888
Community Research (funded by North Central London Integrated Care Board)	-	(3,071)	(3,071)
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	-	(4,748)	(4,748)
Healthy Hearts Project (funded by Barnet Public Health)	82,122	(75,563)	6,559
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	115,000	(103,720)	11,280
Grange Big Local Underpass (funded by London Borough of Barnet)	10,071	-	10,071
Anchor core funding (funded by City Bridge Foundation)	32,350	(14,984)	17,366
Propel Advice Partnership (funded by the London Legal SupportTrust)	211,578	(185,383)	26,195
Co-production project (funded by the London Borough of Barnet)	25,000	(27,647)	(2,647)
	1,215,195	(1,084,265)	130,930
TOTAL FUNDS	1,459,180	(1,396,738)	62,442

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

14. MOVEMENT IN FUNDS - continued

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

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	373,944	(95,205)	128,961	407,700
Restricted funds				
Barnet Voice	16,134	(7,865)	-	8,269
Touchpoint (funded by the National Lottery Community Fund)	40,893	(18,273)	(22,620)	-
Partnership Libraries (funded by the London Borough of Barnet)	-	(14,508)	14,508	-
Touchpoint Advice (funded by Trust for London)	6,706	(2,361)	(4,345)	-
User voice and representation (funded by City Bridge Trust)	5,726	(2,930)	-	2,796
The Coproduced Support Project (funded by Trust for London)	2,001	(2,000)	(1)	-
Cornerstone (funded by City Bridge Trust)	-	10,194	(5,777)	4,417
Community Organisation Support (funded by the London Borough of Barnet)	46,432	35,093	(45,638)	35,887
Disability Benefits Consortium Fighting Fund	5,466	(2,802)	-	2,664
Grange Big Local (funded by the Big Local Trust)	-	48,169	(14,400)	33,769
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	187	48,721	(3,814)	45,094
Community Research (funded by North Central London Integrated Care Board)	5,271	(3,071)	-	2,200
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	6,108	(4,748)	-	1,360
Healthy Hearts Project (funded by Barnet Public Health)	9,912	4,939	(8,440)	6,411
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	13,020	31,099	(12,110)	32,009
Grange Big Local Underpass (funded by London Borough of Barnet)	-	2,392	-	2,392
Propel Advice Partnership (funded by the London Legal SupportTrust)	-	55,640	(15,578)	40,062
Co-production project (funded by the London Borough of Barnet)	-	886	(886)	-
Touchpoint (Henry Smith funding)	-	6,182	(3,882)	2,300
Touchpoint (London Borough of Barnet funding)	-	1,748	(1,748)	-
Touchpoint (Lottery funding)	-	4,230	(4,230)	-
Mental Health Charter (London Borough of Barnet funding)	-	4,873	-	4,873
	157,856	195,608	(128,961)	224,503
TOTAL FUNDS	531,800	100,403	-	632,203

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	585,631	(680,836)	(95,205)
Restricted funds			
Barnet Voice	889	(8,754)	(7,865)
Touchpoint (funded by the National Lottery Community Fund)	191,974	(210,247)	(18,273)
Partnership Libraries (funded by the London Borough of Barnet)	124,457	(138,965)	(14,508)
Touchpoint Advice (funded by Trust for London)	68,962	(71,323)	(2,361)
User voice and representation (funded by City Bridge Trust)	118,910	(121,840)	(2,930)
The Coproduced Support Project (funded by Trust for London)	-	(2,000)	(2,000)
Cornerstone (funded by City Bridge Trust)	50,496	(40,302)	10,194
Community Organisation Support (funded by the London Borough of Barnet)	379,039	(343,946)	35,093
Disability Benefits Consortium Fighting Fund	-	(2,802)	(2,802)
Grange Big Local (funded by the Big Local Trust)	332,550	(284,381)	48,169
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	129,479	(80,758)	48,721
Community Research (funded by North Central London Integrated Care Board)	-	(3,071)	(3,071)
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	-	(4,748)	(4,748)
Healthy Hearts Project (funded by Barnet Public Health)	147,845	(142,906)	4,939
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	210,000	(178,901)	31,099
Grange Big Local Underpass (funded by London Borough of Barnet)	10,571	(8,179)	2,392
Anchor core funding (funded by City Bridge Foundation)	162,375	(162,375)	-
Propel Advice Partnership (funded by the London Legal SupportTrust)	696,164	(640,524)	55,640
Co-production project (funded by the London Borough of Barnet)	50,000	(49,114)	886
Touchpoint (Henry Smith funding)	34,417	(28,235)	6,182
Touchpoint (London Borough of Barnet funding)	15,000	(13,252)	1,748
Touchpoint (Lottery funding)	57,138	(52,908)	4,230
Mental Health Charter (London Borough of Barnet funding)	20,000	(15,127)	4,873
	2,800,266	(2,604,658)	195,608
TOTAL FUNDS	3,385,897	(3,285,494)	100,403

continued...

Docusign Envelope ID: 77A30BF7-BE42-4F09-95D0-96F3054B035C

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

16. SUBSIDIARY COMPANIES

Inclusion Barnet has a subsidiary undertaking called Inclusion Unlimited CIC (registered in England and Wales with company no. 07471007).

The subsidiary, Inclusion Unlimited CIC, is controlled by Inclusion Barnet (the holding company), by virtue of being its sole member, and the power to appoint directors to the board of the subsidiary.

The subsidiary's activities relate to those of the holding company in that the subsidiary is a trading enterprise engaging in trades similar to the charitable activities of the holding company, and donates its taxable trading profit to the holding company by way of gift aid.

During the year ending 31 March 2025, the charity received £61,744 (2024: £37,996) in management fees from Inclusion Unlimited CIC.

During the year 31 March 2025, Inclusion Unlimited CIC did not make a donation to Inclusion Barnet (2024: Nil).

INCLUSION BARNET

England & Wales - Charity number 1158632

Accounts

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

REGISTERED COMPANY NUMBER: CE001801 (England and Wales)
REGISTERED CHARITY NUMBER: 1158632

Report of the Trustees and

Consolidated Financial Statements for the Year Ended 31 March 2024

for

Inclusion Barnet

Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

Inclusion Barnet

Contents of the Consolidated Financial Statements for the year ended 31 March 2024

	Page
Foreword from the Co-Chairs	1
Report of the Trustees	2 to 10
Report of the Independent Auditors	11 to 14
Consolidated Statement of Financial Activities	15
Consolidated Balance Sheet	16 to 17
Company Balance Sheet	18
Cash Flow Statement	19
Notes to the Cash Flow Statement	20
Notes to the Financial Statements	21 to 30

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

Inclusion Barnet

Foreword from the Co-Chairs
for the year ended 31 March 2024

The financial year 23/24 continued the current trajectory of growth and activity, but it was also a year marked by sadness. Two of our founding trustees, Paul Baldwin and Maria Nash, passed away in early 2024, which created a real sense of loss. Paul was the first Chair of Inclusion Barnet, leading with kindness, understanding and humour, and the warm and supportive culture of Inclusion Barnet is his legacy. Maria was a fearless campaigner, inspiring us all with her determination to gain equal rights for Disabled people. Both are much missed by staff and board alike, and we owe them much for their tireless service.

The year brought other changes to the board: Aman and Elsie stood down, having both made valuable contributions to the organisation, whilst we were delighted to welcome Staci to the board, bringing a useful background in disability policy. In terms of staffing, we were pleased to welcome Geoff Fimister as Head of Policy, bringing decades of policy experience to the team. We were also delighted to welcome Sarah Campbell as Healthwatch Manager, bringing a strong research background to the role; Karen Hart as Grange Big Local Manager, who brings many years' experience of community development; and Briony Banks, a coproduction and engagement specialist, to the role of Coproduction and Engagement Lead.

In terms of our projects, highlights included the Propel Advice project commencing delivery, funded by the London Legal Support Trust, and we were also delighted to obtain seven years of Anchor funding from City Bridge Foundation, in support of our work as a user led infrastructure organisation. We successfully completed our Cornerstone partnership, also funded by City Bridge Foundation, launching the Talking about Disability guide in February.

Notable achievements in year included collaborating with Acas and Inclusion London to create guidance around reserving roles for Disabled people, something we initiated in response to low awareness of the relevant legislation, as well as working with the London Borough of Barnet and our Barnet Together partners to coproduce a Mental Health Charter for the borough. We also successfully participated in a Pilotlight project, working with a team from Barclays to strategise development of our trading company. Another highlight was our CEO's invitation to a Royal Garden Party, along with Barnet Together partners, in recognition of the project contribution to the life of the borough, particularly during the pandemic.

In January, Garfield Weston Foundation kindly awarded us a core cost grant, thereby building our resilience for the coming 12 months. We are grateful to all our funders for supporting us to do our work so generously.
On behalf the Board of Trustees, we can't finish this review without again mentioning our CEO, Caroline Collier, and thanking her for her vision and leadership of Inclusion Barnet in the last year. We also recognise the of dedication and commitment of the wider staff team, volunteers and trustees. They have all contributed to raising the profile of Inclusion Barnet, both locally and wider. We are delighted that the organisation continues to champion social justice and support for Disabled people. We remain optimistic for next year despite the increasing challenges that deaf and Disabled people face, and remain determined to do everything we can to raise the profile of disability rights.

Jennifer Pearl and James Evans
December 2024

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

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 Barnet adheres to the social model of disability. It is a Deaf and Disabled People's Organisation (DDPO) and functions as Barnet's Centre for Independent Living.

Inclusion Barnet's objects are as follows:
1. To relieve the needs of Disabled people, including people with mental health issues and long-term conditions, by providing support, education and practical advice to enable them to achieve and maintain choice, control and independence in their lives and to access services, entitlements and opportunities.
2. Such charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the trustees may from time to time determine.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

OBJECTIVES AND ACTIVITIES

Significant activities

Comms and Engagement:

Talking about Disability

With six Deaf and Disabled People's Organisation (DDPO) partners and guided by communications experts, we

- co-produced an evidence-based guide to empower DPPOs to effectively communicate about disability and attract new supporters while upholding their values. Click here to access.
- established a community of practice network to strengthen the collective voice of London based DPPOs, foster collaboration, and enhance our strategic communications capabilities. Over 20 DPPOs have already joined and work is in progress to develop a media strategy

User Voice

On the User Voice project, progress has been made in establishing relationships with key stakeholders in the local council and community. We reached over 50,000 readers with our communications to raise awareness about the work we did with Acas to update their website with better guidance on employers being able to reserve roles for Disabled people.

In October 2023, the Barnet Mental Health Charter, co-produced with peers and the voluntary sector with help from ourselves and our Barnet Together partners, was launched. We've since recruited a Mental Health Charter Officer to drive its implementation, working closely with local businesses and service providers to create a more inclusive and supportive environment for people with mental health conditions.

Our User Voice posts share local events, campaigns and consultations, and events we've attended. For the last year they've gained about 15,000 impressions across X (formerly Twitter), Facebook and Instagram; we received about 180,000 impressions for all of our posts on social media - including the national news stories on disability rights and accessibility, and London and national campaigns we share with our community.

Peer Services

Touchpoint Peer Support

Touchpoint helped 160 customers last year through either long or short term 1:2:1 support this year, including complex case work.

We recorded

- 281 cases of supporting customers to overcome disabling barriers, for example, inaccessible premises, inability to access appropriate benefits, and experiencing discriminatory attitudes
- 407 records of customers' improved physical or emotional well-being, for example, improved self-esteem, mood or diet
- 519 records of customers having developed a range of new skills, for example, being able to ask for help, improved time management, problem-solving, planning and organising.

On a systems level, Touchpoint

- contributed to the national suicide prevention plan, focusing on how local services can enhance their suicide prevention efforts
- provided input into London Borough of Barnet's new domestic violence strategy, offering feedback on enhancing user voice representation and ensuring that a trauma-informed approach is central to its development
- contributed to the House of Commons Levelling Up, Housing and Communities committee through Inclusion London, highlighting the continuous challenges Disabled people face with their basic need of a secure and healthy home.
- as an example of our partnership working with a diverse array of local services, we collaborated with the Jobcentre to host workshops on how Disabled people can access support to improve their well-being.

Touchpoint Benefits Advice

- last year, provided benefits advice and support with benefit applications to over 150 people
- and supported customers to access benefits totalling over £450k.

Our advice service has been part of a peer support, learning and best practice development network with four other London DDPOs and Inclusion London since 2020. In 2023, the partnership secured additional resources via Propel to train up specialist welfare advisors and extend our services in response to increased need. As part of this we were also involved in task and finish groups relating to the Advice Work Development Fund and helped to write a tender for important research into the pay and conditions of the London Advice Work Sector.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

OBJECTIVES AND ACTIVITIES

Some of our customer feedback:
- 'My Touchpoint Peer Worker helped to manage a lot of the mess that was happening around me. She also gave me a lot of confidence. She had a lot of patience and helped me sort out the issues I had with my GP. My situation has changed completely, which I am grateful for.'
- 'l would like to extend my thanks to Inclusion Barnet and your benefits advisor who encouraged me to appeal a wrongful Work Capability Assessment outcome. Without her help, I would not have felt confident enough to move forward.'

Healthwatch Barnet
- 1,024 people shared their experiences of health and social care services with us.
- 13,611 people came to us for advice and information, directly and via our website.
- Through our Community Connectors project, we carried out over 960 blood pressure checks, gathered residents' feedback and published a report. We are now working with statutory partners on the implementation of our recommendations, including through Barnet Council's Cardiovascular Disease Task & Finish Group.
- We carried out seven Enter and View visits, to services including care homes and primary care walk in centres.
- Our Healthy Heart team supported over 900 residents to better manage their cardiovascular health. Read more about it below.
- Throughout the year, we worked closely with the Barnet Health and Wellbeing Board and the Barnet Borough Partnership to champion patients' voices. For example, some residents told us they had negative experiences of hospital discharge - we shared detailed evidence on this with Barnet Council's Adults and Health Overview and Scrutiny Sub Committee and the North Central London Integrated Care Board.

Read the full 2023-24 Healthwatch report here: https://www.healthwatchbarnet.co.uk/report/2024-07-05/healthwatch-barnet-annual-report-2023-2024

Healthy Hearts
Now in its second year due to its impact and success, Healthy Hearts is now delivered as part of Healthwatch Barnet.

During the year,
- We engaged with 1,437 residents (over 1,000 more than in our KPI)
- We provided 1,191 brief interventions
- We delivered 246 workshop and courses
- We distributed 873 resource packs in English and
- 248 resource packs in Somali & Gujarati

The most powerful element of our work is the partnerships we build with local communities, groups and providers, both voluntary and statutory. Due to our peer workers' cultural understanding, they are much better able to engage with different communities. In year 1 we worked closely with the Somali community in Grahame Park through the Centre of Excellence CIC. Various meetings with the centre provided opportunities to understand the challenges facing the community. 'Tea & Talk' sessions were held with women and post-mosque sessions were developed for the men from the community: culturally it was important for us to work with men and women separately.

Working closely with the NCL, we were involved in Diabetes Awareness events at the Brent Cross Shopping Centre in June 2023. We spoke with, provided vital health information and delivered blood pressure monitoring to over 110 people. Many of the people we met were followed up to ensure that next steps were taken, either to visit their health practitioner, engage with their pharmacy or have their blood pressure medication reviewed with their GP.
- Watch a film about Healthy Hearts here, created by North Central London Integrated Care Systems: https://www.youtube.com/watch?v=dyk7cQejKDY

<u>Community Services</u>
Community Organisation Support (Barnet Together)
Highlights in year included the launch of our formal membership scheme, with 64 members signing up in the period, and the successful Barnet Together conference in the Autumn.

112 people signed up for fundraising training, and we also reintroduced in person networking meetings, leading one person to remark: "I got so much from this session, felt really buoyed up by it. Thank you."

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

OBJECTIVES AND ACTIVITIES

Our environmental network has 80 members and meets quarterly to promote environmental responsibility and sustainability, support Barnet's environmental organisations and initiatives and enable joint action and solutions.
Our well attended Equalities Network participated in presentations and discussion on the social model of disability, intersectionality, anti-poverty practice, the London Borough of Barnet's EDI policy development, housing, the mental health charter, using lived experience in strategy and using lived experience in leadership. In addition, the group received regular updates on our work with the Royal Free to tackle inequalities in access to health.

Our Mental Health Strategic Partnership (MHSP) and Learning Disability Strategic Partnership (LDSP) meetings also continued to flourish. MHSP also discussed poverty informed practice, and had a useful discussion on mental health and stigma. They inputted heavily into the Mental Health Charter, and brokered useful cross-sector conversations on 'Right Care, Right Person'. NHS 111, winter pressures, and safeguarding were also discussed. LDSP explored the impact of advocacy; the intersection between dementia and learning disability; autism; safeguarding; inclusive volunteering; and working in the LD sector. In our VCSE-MASH forum which is chaired by our Head of Peer Services, members discussed a variety of training topics and ways to make better safeguarding referrals.

Grange Big Local
Grange Big Local (GBL) is a lottery funded, community led project. GBL reaches
- 600 local community contacts, promoting activities and services available through the networks we are engaged with;
- 7,000 residents through our door-to-door communications about community assets, grants and opportunities.
- GBL works completely through co-production with volunteers, community activists, residents, and its board of residents.
- GBL did some important scoping work on Universal Basic Income. It has been co-produced with local people who have lived experience of not being able to work (full-time, or consistently), e.g. because of mental health conditions. It's garnered national interest in the press.
- GBL also worked to progress improvements to the Trinity Road / Manor Park Road Underpass.

Libraries
Visitor numbers remained high at the libraries. However, ensuring adequate volunteer cover became a challenge as the cost of living crisis forced longstanding volunteers to prioritise other, paid work. We also experienced issues with anti social behaviour in the summer.

Despite this, there were notable successes. Both libraries have had a very successful annual Summer Reading Challenge, and New Barnet Library came 5th in the borough ranking for the total numbers signed up for two counting periods in a row. We also continued to receive positive feedback from users: one library user said that "Your library, a place I had never visited before, turned out to be a hidden gem in our community. The sense of peace and inspiration I felt while browsing around and interacting with you and your staff was truly remarkable."

North Central London (NCL) VCSE Alliance
We continued to Chair the VCSE Alliance, which met monthly through the year. With colleagues, we continued to provide representation of the sector in a number of forums, including Workforce Development. We were involved in work that commenced with the NCL Provider Alliance, scoping out how providers in the NHS could work more effectively with the voluntary sector, and talks began on how to invest more effectively in the sector from across the system.

Earlier in the year, there was in-depth engagement on development of Population Health Improvement and Integrated Care Strategy - this included real changes to the strategy e.g. adding a new priority in around wider determinants of health, including information on workforce issues for VCSE and key details around how wider system can work with VCSE and role of VCSE in prevention and early intervention.

Integrated Care System partners have adopted the VCSE strategy, including NHS providers and Local Authorities.

Policy
Geoff Fimister joined Inclusion Barnet as Head of Policy at the beginning of January. This is a part-time (2 day per week) role, but overlaps with other areas of Geoff's work, notably as Co-Chair of the Disability Benefits Consortium (DBC) - which helps us to link local to national action.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

OBJECTIVES AND ACTIVITIES

He has been pivotal in helping us to prepare for our Campaign for Disability Justice. This calls for opportunities to work, for a decent income for Disabled people, in or out of work; and for government and the media to show respect for Disabled people and for benefit claimants.

Locally, Geoff liaised with Inclusion Barnet colleagues on reasonable adjustments in job centres; and has been feeding into discussions at the Equalities Network, Disability Employment Forum; and Learning Disabilities Strategic Partnership.

Through the DBC, Geoff continued to engage with officials and politicians over issues that have both local and national resonance, including the implementation of the Health and Disability White Paper; adverse changes to the Work Capability Assessment; the roll-out of Universal Credit; and threatened cuts to Personal Independence Payment.

Inclusion Unlimited CIC
Our trading company started to hit its stride again after a period of staffing changes and staff sickness, and we successfully recruited two new members of the team.

We continued to support North London Forensics Consortium (NLFC) by: facilitating the Patient Council; establishing next steps for the 'Road to Recovery Map'; developing training for experts by experiences' involvement in commissioning cycles; presenting to the NLFC board; supporting subgroups; and Supervising peers.

In late December, we began supporting Barnet Borough Partnership (BBP) with their co-production efforts on a 12 month contract, helping to establish a coproduction community of practice, supporting the BBP team to develop their thinking on coproduction and advising on various initiatives.

Public benefit
We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We work to create and deliver services which benefit Disabled people, primarily in Barnet, their family carers and the wider Barnet community. We also have an impact through our research and voice work, both in Barnet and beyond. In order to do this, we work within the guidelines set out below. The trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

OBJECTIVES AND ACTIVITIES

About Inclusion Barnet - Our Vision, mission and values

These were refreshed in 2020, after consultation with stakeholders.

Vision:
We believe in a world where Disabled people live their lives free of barriers and stigma.

Mission
Our mission is to harness the strength and skills gained from our lived experience of disability to create more inclusive services and communities.

Approach
1. Thought leadership:
To work towards a better understanding of the needs of disabled people and their on-going contribution to services and society.
2. Peer support:
To design and deliver services which utilise lived experience to meet the needs of disabled people.
3. User voice:
To raise awareness and educate society about the barriers faced by disabled people and how we can work together to remove those barriers.
4. Empowerment:
To empower and enable disabled people to achieve their potential.
5. Community Development:
To develop inclusive communities which provide equality of opportunity for all their members.

Values
We strive to be collaborative; reflective; empowering; supportive; empathetic; proactive.

Strategic Aims 2021-25
During the current five year period, we are focusing on working towards a world in which:
- Disabled people can live their lives free of stigma and poverty;
- The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances;
- Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing;
- Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.

Progress against our Strategic Priorities
Disabled people can live their lives free of stigma
We continued our work with the Disability Benefits Consortium (DBC) and the Disability Poverty Campaign Group (DPCG), and started developing our Campaign for Disability Justice for launch the following year.
We launched the Talking about Disability guide to effective communications about disability, and formed the DPO Communication Community of Practice with Inclusion London.(https://www.inclusionlondon.org.uk/services-and-support/resources/talking-about-disability-guide/talking-about-disability-guide/)

The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances
We participated in the following work to tackle health inequalities:
- Chairing the Equalities Network on behalf of the Barnet Together partnership, and continuing a working strand on access to health;
- Supporting the health outcomes of minoritized communities through Healthy Hearts
- Supporting the development and launch of a mental health charter for Barnet
- Inputting on the NCL Population Health Strategy as part of the VCSE Alliance
- Delivering a User Led Healthwatch

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

OBJECTIVES AND ACTIVITIES

Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing

We continued to deliver the following person-centred services:
- Touchpoint peer support
- Touchpoint benefits advice
- Healthy Hearts

We also encouraged a person-centred approach through our training and consultancy through Inclusion Unlimited.

Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.

We continued to demonstrate the importance of disabled people as community leaders by delivering
- Two partnership libraries with extensive inclusive volunteering opportunities
- As part of Barnet Together, a sector support offer which encourages inclusion and accessibility, and works for community solutions to social and economic challenges
- Our user-led Healthwatch

In addition, we provided extensive representation on strategic boards in the borough, with our CEO continuing to chair both Wellbeing Together CIC and the NCL VCSE Alliance.

FINANCIAL REVIEW

Financial position

These accounts represent the results for the charity for the period ending 31 March 2024. The charity had incoming resources of £1,458,972 and outgoing resources of £1,388,206. At the year end the charity had accrued income of £106,283 (2023: £134,261) which was received during 2024 shortly after the close of the financial period.

Fundraising

Practically all of our in-year fundraising was from institutions, namely trusts and foundations and public funders. Other income came from bidding for service contracts. There was no active fundraising from individuals - whilst we have a facility for online donations in place, we did not actively promote this during the year. Monitoring sits with our Operations Lead and CEO, reporting to the board, and we have assessed our activities as low risk because we did not carry out any individual giving or public fundraising campaigns. We are mindful of the need to protect vulnerable users from fundraising pressures, and thus did not actively solicit funds from them in year. We received no complaints about our fundraising.

Reserves policy

The trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to three months running costs. We are at this figure, and our current reserves stand at unrestricted reserves of £371,004 (2023: £373,944) and restricted reserves of £223,238 (2023: £157,856).

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.

Recruitment and appointment of new trustees

The management of the charity is the responsibility of the trustees who are elected and appointed under the terms of the Constitution and attendant policies and practice. They can be appointed by either members or trustees, and there must be at least three but no more than 12. All our trustees have a self-declared impairment, aside from our Carers' Representative.

Decision making

Overall strategic responsibility for the organisation lies with the Board of Trustees which meets regularly to set policy and monitor performance. Day-to-day management of the organisation is delegated to our chief executive, assisted by a professional staff team.

Induction and training of new trustees

Each new trustee is given an induction and training of all trustees is regularly reviewed.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
CE001801 (England and Wales)

Registered Charity number
1158632

Registered office
Independent Living Centre
C/O Barnet & Southgate College
7 Bristol Avenue
Colindale
London
NW9 YBR

Trustees
Elsie Lyons (resigned 6.1.2024)
James Evans
Edward Cousins
Jennifer Pearl
Sarah Nicole Gardner
Amanpreet Kaur Ahluwalia (resigned 10.11.2023)
Latha Narendran Srinivasan
John Joseph McCafferty
Anastasia Emma Berry (appointed 22.3.2024)

Auditors
Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Inclusion Barnet for the purposes of company law) are responsible for preparing the Annual 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 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;
- 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.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued
In so far as the trustees are aware:

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

AUDITORS
The auditors, Grant Harrod Lerman Davis LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 1/29/2025 and signed on its behalf by:

DocuSigned by:
Jennifer Pearl
4D0F341F8866495.....
Jennifer Pearl - Trustee

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

Report of the Independent Auditors to the Trustees of Inclusion Barnet

Opinion

We have audited the consolidated financial statements of Inclusion Barnet (the 'charitable company') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Cash Flow Statement 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).

In our opinion the consolidated 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; 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 consolidated 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

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 consolidated 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 consolidated 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.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the consolidated 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:

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of trustees and inspection of policy documentation as to the Charity's high-level policies and procedures to prevent and detect fraud, as well as whether they have knowledge of any actual, suspected or alleged fraud.
- Reading Board minutes.
- Using analytical procedures to identify any unusual or unexpected relationships

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because the Charity's revenue transactions are simple and low value with few, if any, judgmental aspects to revenue recognition. We are not aware of any incentives or pressures linked to revenue recognition.

We did not identify any additional fraud risks.

In determining the audit procedures, we took into account the results of our evaluation and testing of the operating effectiveness of fraud risk management controls.

We also performed procedures including identifying journal entries and other adjustments to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted to unusual accounts. Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the directors and other management (as required by auditing standards), and discussed with the directors and other management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

Context of the ability of the audit to detect fraud or breaches of law or regulation.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

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. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:
Jeremy Harrod
262DD0BCF0214FB...

for and on behalf of Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

1/29/2025

Date: .....

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

Inclusion Barnet

Consolidated Statement of Financial Activities
for the year ended 31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	31,083	4,499	35,582	5,453
Charitable activities	4				
Charitable activities		203,027	1,210,696	1,413,723	1,210,594
Investment income	3	9,875	-	9,875	3,205
Total		243,985	1,215,195	1,459,180	1,219,252
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		306,460	1,084,265	1,390,725	1,176,974
Raising funds		6,013	-	6,013	8,426
Total		312,473	1,084,265	1,396,738	1,185,400
NET INCOME/(EXPENDITURE)		(68,488)	130,930	62,442	33,852
Transfers between funds	15	65,548	(65,548)	-	-
Net movement in funds		(2,940)	65,382	62,442	33,852
RECONCILIATION OF FUNDS					
Total funds brought forward		373,944	157,856	531,800	497,948
TOTAL FUNDS CARRIED FORWARD		371,004	223,238	594,242	531,800

The notes form part of these financial statements

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

Inclusion Barnet

Consolidated Balance Sheet
31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	12	9,854	-	9,854	10,421
CURRENT ASSETS					
Debtors	13	90,170	126	90,296	117,898
Cash at bank		435,447	352,526	787,973	713,102
		525,617	352,652	878,269	831,000
CREDITORS					
Amounts falling due within one year	14	(164,467)	(129,414)	(293,881)	(309,621)
NET CURRENT ASSETS		361,150	223,238	584,388	521,379
TOTAL ASSETS LESS CURRENT LIABILITIES		371,004	223,238	594,242	531,800
NET ASSETS		371,004	223,238	594,242	531,800
FUNDS	15				
Unrestricted funds				371,004	373,944
Restricted funds				223,238	157,856
TOTAL FUNDS				594,242	531,800

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

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

The financial statements were approved by the Board of Trustees and authorised for issue on 1/29/2025 ..... and were signed on its behalf by:

DocuSigned by:
Jennifer Pearl
4D0F341F8866405...

Jennifer Pearl - Trustee

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

Inclusion Barnet

Consolidated Cash Flow Statement
for the year ended 31 March 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	71,678	170,303
Net cash provided by operating activities		71,678	170,303
Cash flows from investing activities			
Purchase of tangible fixed assets		(6,682)	(8,363)
Interest received		9,875	3,205
Net cash provided by/(used in) investing activities		3,193	(5,158)
Change in cash and cash equivalents in the reporting period		74,871	165,145
Cash and cash equivalents at the beginning of the reporting period		713,102	547,957
Cash and cash equivalents at the end of the reporting period		787,973	713,102

The notes form part of these financial statements

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

Notes to the Consolidated Cash Flow Statement for the year ended 31 March 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net income for the reporting period (as per the Statement of Financial Activities)	62,442	33,852
Adjustments for:		
Depreciation charges	7,249	5,209
Interest received	(9,875)	(3,205)
Decrease in debtors	27,602	167,128
Decrease in creditors	(15,740)	(32,681)
Net cash provided by operations	71,678	170,303

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank	713,102	74,871	787,973
	713,102	74,871	787,973
Total	713,102	74,871	787,973

The notes form part of these financial statements

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The consolidated 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.

Voluntary income
Voluntary income includes donations from individuals, trusts and companies, unrestricted grants and legacies

Grants
Grants are recognised as income when the entitlement to the grant is certain. Grants made towards the costs of specific activities and services are classified as restricted income. Where services are not fully delivered in the period the restricted income was received, the balance of the grant is held in restricted funds. Grants towards the cost of acquiring assets are classified as restricted income when received. A transfer is then made from restricted funds to unrestricted funds to reflect the purchase of capital items. Grants that provide core funding or a general contribution to the charity are included in voluntary income.

Donations
Donations are recognised in the accounting period in which they are received.

Investment income
Investment income is included gross or at the amounts receivable plus the attributable tax credit.

Fees and sales
Fees for the supply of services are recognised when earned. Income received in advance for services to be delivered in the following year is treated as deferred income and included in creditors.

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
Tangible fixed assets costing more than £250 are capitalised and depreciated over their useful lives and shown in the balance sheet at cost less accumulated depreciation. Depreciation is provided at the following rate: Computers and other equipment - 25% per annum.

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.

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	35,582	5,453

3. INVESTMENT INCOME

	2024	2023
	£	£
Interest receivable	9,875	3,205

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Grants	Charitable activities	1,413,723	1,210,594

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	1,376,604	14,121	1,390,725
Raising funds	6,013	-	6,013
	1,382,617	14,121	1,396,738

6. SUPPORT COSTS

	Governance costs
	£
Charitable activities	14,121

7. NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
Depreciation - owned assets	7,249	5,209

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

8. INDEPENDENT EXAMINATION FEES

Included within governance cost for is £8,000 in respect of audit fees (2023: £6,000).

9. 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

During the year there were no expenses reimbursed to trustees (2023: £30).

Payments totalling £12,508 were made to trustee, Amanpreet Ahluwalia, for services provided in the course of the year (2023: Nil).

10. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	810,700	745,149
Social security costs	58,548	60,023
Other pension costs	23,121	21,728
	892,369	826,900

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

	2024	2023
Charitable activities	36	31

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

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,873	3,580	5,453
Charitable activities			
Charitable activities	252,208	958,386	1,210,594
Investment income	3,205	-	3,205
Total	257,286	961,966	1,219,252
EXPENDITURE ON			
Charitable activities			
Charitable activities	273,210	903,764	1,176,974
Raising funds	8,426	-	8,426
Total	281,636	903,764	1,185,400
NET INCOME/(EXPENDITURE)	(24,350)	58,202	33,852
Transfers between funds	31,484	(31,484)	-

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
Net movement in funds	7,134	26,718	33,852
RECONCILIATION OF FUNDS			
Total funds brought forward	366,810	131,138	497,948
TOTAL FUNDS CARRIED FORWARD	373,944	157,856	531,800

12. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2023	23,946
Additions	6,682
At 31 March 2024	30,628
DEPRECIATION	
At 1 April 2023	13,525
Charge for year	7,249
At 31 March 2024	20,774
NET BOOK VALUE	
At 31 March 2024	9,854
At 31 March 2023	10,421

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	18,976	31,540
VAT	3,033	-
Prepayments and accrued income	68,287	86,358
	90,296	117,898

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Social security and other taxes	15,701	15,839
VAT	-	19,445
Other creditors	6,523	7,213
Accruals and deferred income	271,657	267,124
	293,881	309,621

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

15. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	373,944	(68,488)	65,548	371,004
Restricted funds				
Barnet Voice	16,134	(3,285)	-	12,849
Touchpoint (funded by the National Lottery Community Fund)	40,893	1,876	(16,584)	26,185
Partnership Libraries (funded by London Borough of Barnet)	-	(10,442)	10,442	-
Touchpoint Advice (funded by Trust for London)	6,706	17,686	(7,590)	16,802
User voice and representation (funded by City Bridge Trust)	5,726	(573)	-	5,153
The Coproduced Support Project (funded by Trust for London)	2,001	(2,000)	(1)	-
Cornerstone (funded by City Bridge Trust)	-	9,567	(5,150)	4,417
Community Organisation Support (funded by the London Borough of Barnet)	46,432	19,104	(24,000)	41,536
Disability Benefits Consortium Fighting Fund	5,466	(2,571)	-	2,895
Grange Big Local (funded by the Big Local Trust)	-	25,675	(6,000)	19,675
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	187	14,888	(1,467)	13,608
Community Research (funded by North Central London Integrated Care Board)	5,271	(3,071)	-	2,200
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	6,108	(4,748)	-	1,360
Healthy Hearts Project (funded by Barnet Public Health)	9,912	6,559	(4,220)	12,251
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	13,020	11,280	(4,494)	19,806
Grange Big Local Underpass (funded by the London Borough of Barnet)	-	10,071	-	10,071
Anchor core funding (funded by City Bridge Foundation)	-	17,366	-	17,366
Propel Advice Partnership (Funded by the London Legal Support Trust)	-	26,195	(9,131)	17,064
Co-production project (funded by the London Borough of Barnet)	-	(2,647)	2,647	-
	157,856	130,930	(65,548)	223,238
TOTAL FUNDS	531,800	62,442	-	594,242

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	243,985	(312,473)	(68,488)
Restricted funds			
Barnet Voice	323	(3,608)	(3,285)
Touchpoint (funded by the National Lottery Community Fund)	145,886	(144,010)	1,876
Partnership Libraries (funded by London Borough of Barnet)	60,916	(71,358)	(10,442)
Touchpoint Advice (funded by Trust for London)	68,310	(50,624)	17,686
User voice and representation (funded by City Bridge Trust)	57,000	(57,573)	(573)
The Coproduced Support Project (funded by Trust for London)	-	(2,000)	(2,000)
Cornerstone (funded by City Bridge Trust)	41,996	(32,429)	9,567
Community Organisation Support (funded by the London Borough of Barnet)	219,039	(199,935)	19,104
Disability Benefits Consortium Fighting Fund	-	(2,571)	(2,571)
Grange Big Local (funded by the Big Local Trust)	96,691	(71,016)	25,675
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	48,913	(34,025)	14,888
Community Research (funded by North Central London Integrated Care Board)	-	(3,071)	(3,071)
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	-	(4,748)	(4,748)
Healthy Hearts Project (funded by Barnet Public Health)	82,122	(75,563)	6,559
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	115,000	(103,720)	11,280
Grange Big Local Underpass (funded by the London Borough of Barnet)	10,071	-	10,071
Anchor core funding (funded by City Bridge Foundation)	32,350	(14,984)	17,366
Propel Advice Partnership (Funded by the London Legal Support Trust)	211,578	(185,383)	26,195
Co-production project (funded by the London Borough of Barnet)	25,000	(27,647)	(2,647)
	1,215,195	(1,084,265)	130,930
TOTAL FUNDS	1,459,180	(1,396,738)	62,442

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	366,810	(24,350)	31,484	373,944
Restricted funds				
Barnet Voice	20,954	(4,820)	-	16,134
Touchpoint (funded by the National Lottery Community Fund)	24,023	(5,680)	22,550	40,893
Partnership Libraries (funded by London Borough of Barnet)	-	(1,209)	1,209	-
Touchpoint Advice (funded by Trust for London)	1,080	12,871	(7,245)	6,706
User voice and representation (funded by City Bridge Trust)	4,566	1,160	-	5,726
The Coproduced Support Project (funded by Trust for London)	5,667	1,866	(5,532)	2,001
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	5,412	(8,987)	3,575	-
Community Organisation Support (funded by the London Borough of Barnet)	63,797	6,635	(24,000)	46,432
Stages (funded by Awards for All)	53	-	(53)	-
Disability Benefits Consortium Fighting Fund	5,586	(120)	-	5,466
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	-	487	(300)	187
Community Research (funded by North Central London Integrated Care Board)	-	8,771	(3,500)	5,271
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	-	6,408	(300)	6,108
Healthy Hearts Project (funded by Barnet Public Health)	-	15,806	(5,894)	9,912
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	-	25,014	(11,994)	13,020
	131,138	58,202	(31,484)	157,856
TOTAL FUNDS	497,948	33,852	-	531,800

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	257,286	(281,636)	(24,350)
Restricted funds			
Barnet Voice	-	(4,820)	(4,820)
Touchpoint (funded by the National Lottery Community Fund)	141,439	(147,119)	(5,680)
Partnership Libraries (funded by London Borough of Barnet)	61,614	(62,823)	(1,209)
Touchpoint Advice (funded by Trust for London)	59,400	(46,529)	12,871
User voice and representation (funded by City Bridge Trust)	61,689	(60,529)	1,160
The Coproduced Support Project (funded by Trust for London)	53,550	(51,684)	1,866
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	(8,987)	(8,987)
Cornerstone (funded by City Bridge Trust)	40,772	(40,772)	-
Community Organisation Support (funded by the London Borough of Barnet)	199,375	(192,740)	6,635
Disability Benefits Consortium Fighting Fund	-	(120)	(120)
Grange Big Local (funded by the Big Local Trust)	63,851	(63,851)	-
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	10,000	(9,513)	487
Community Research (funded by North Central London Integrated Care Board)	40,000	(31,229)	8,771
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	10,000	(3,592)	6,408
Healthy Hearts Project (funded by Barnet Public Health)	85,276	(69,470)	15,806
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	135,000	(109,986)	25,014
	961,966	(903,764)	58,202
TOTAL FUNDS	1,219,252	(1,185,400)	33,852

continued...

Docusign Envelope ID: 0CFF3C9E-0EDE-415A-A204-262298C2892E

16. RELATED PARTY DISCLOSURES

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

17. SUBSIDIARY COMPANIES

Inclusion Barnet has a subsidiary undertaking called Inclusion Unlimited CIC (registered in England and Wales with company no. 07471007).

The subsidiary, Inclusion Unlimited CIC, is controlled by Inclusion Barnet (the holding company), by virtue of being its sole member, and the power to appoint directors to the board of the subsidiary.

The subsidiary's activities relate to those of the holding company in that the subsidiary is a trading enterprise engaging in trades similar to the charitable activities of the holding company, and donates its taxable trading profit to the holding company by way of gift aid.

During the year ending 31 March 2024, the charity received £37,996 (2023: £47,903) in management fees from Inclusion Unlimited CIC.

During the year 31 March 2024, Inclusion Unlimited CIC did not make a donation to Inclusion Barnet (2023: Nil).

INCLUSION BARNET

England & Wales - Charity number 1158632

Accounts

REGISTERED COMPANY NUMBER: CE001801 (England and Wales)
REGISTERED CHARITY NUMBER: 1158632

Report of the Trustees and

Consolidated Financial Statements for the Year Ended 31 March 2023

for

Inclusion Barnet

Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Inclusion Barnet

Contents of the Consolidated Financial Statements
for the year ended 31 March 2023

	Page
Foreword from the Co-Chairs	1
Report of the Trustees	2 to 10
Report of the Independent Auditors	11 to 13
Consolidated Statement of Financial Activities	14
Consolidated Balance Sheet	15 to 16
Company Balance Sheet	17
Cash Flow Statement	18
Notes to the Cash Flow Statement	19
Notes to the Financial Statements	20 to 28

Inclusion Barnet

Foreword from the Co-Chairs
for the year ended 31 March 2023

After two years of disruption due to the Covid pandemic, this year saw new challenges: the most notable of these, at least for our community, has been the cost-of-living crisis. This has brought increased pressure on our services, in terms of both the number and the acuity of the issues people bring to us, and bred new resolve to work to mitigate the challenges people are facing. As well as continuing our involvement with the Disability Benefits Consortium, we have been active in the Disability Poverty Campaign Group, and are actively seeking ways to do more.

Despite all the challenges, the organisation has thrived. As we have said before, growth is not necessarily desirable for its own sake, but we believe it is to be welcomed when it has allowed us to expand our delivery and impact. We have seen a new service start - the Healthy Hearts project, which allows us to support South Asian, African, and Caribbean heritage communities in managing their blood pressure - and also an exciting new project funded by Cornerstone to understand and shape the popular narrative around disability. We also received a very welcome extension of funding to our benefits advice service, securing that to 2024, and saw the development of the North Central London VCSE Alliance, chaired by our CEO.

This year, like last year, saw many new staff members joining the team. In particular, we were pleased to welcome Keely Parnaby as Head of Peer Services and safeguarding lead, bringing valuable advice and advocacy experience to the senior team.

We finished the year with our research activity drawing to a close, including research on people's experience of chronic illness; Grahame Park residents' perception of needs in their area; adult social care users' experience. Whilst the research is finishing, we will continue to draw lessons from it through the coming year and use it to inform our future work.

Looking to 2023/24, we were pleased to be awarded Propel funding for a partnership bid around our advice provision, which is now sustained until 2025. This work, in partnership with Inclusion London and other DDPOs, is vital to our organisation's offer, and we hope this will help us to develop it for many years to come.

We would like to thank Nailia Jiminez, Geraldine Yenwo, and Jose Grayson, who retired from the Board in the year, for their contribution to the organisation. We'd also like to extend special thanks to our outgoing Deputy CEO, Rebecca Sare, who did so much to develop our brand strategy and our consultancy services.

On behalf of the Board of Trustees we can't finish this review without again mentioning our CEO, Caroline Collier, and thanking her for her drive in leading Inclusion Barnet forward in the last 12 months. We know the extra hours she puts in to make what happens, happen. We are also aware of the commitment of her staff team who truly harness their own experiences to make life better for their peers whilst, at the same time, often overcoming various challenges themselves. It's what makes Inclusion Barnet so special. Overall, many people - staff and trustees, members, and volunteers - contributed to our development over the last 12 months, and we are grateful to them all. We remain excited to lead our diverse and committed team through the year ahead.

Elsie Lyons and Jennifer Pearl
December 2023

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 2023. 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 Barnet adheres to the social model of disability. It is a Deaf and Disabled People's Organisation (DDPO) and functions as Barnet's Centre for Independent Living.

Inclusion Barnet's objects are as follows:

1. To relieve the needs of disabled people, including people with mental health issues and long-term conditions, by providing support, education and practical advice to enable them to achieve and maintain choice, control and independence in their lives and to access services, entitlements and opportunities.
2. Such charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the trustees may from time to time determine.

OBJECTIVES AND ACTIVITIES

Significant activities

User Voice

Over 170 voluntary and statutory partner representatives received our social model of disability training, including presentations to the Learning Disability Strategic Partnership and Mental Health Strategic Partnership.

At the same time, we continued to attend a variety of meetings to understand and represent user voice, and also convened a front-line workers meeting to understand more about the impact of the cost of living crisis, which we fed back to a variety of stakeholders, including the then Minister for Disabled People.

We continued to produce a monthly newsletter for our members, with sign-ups continuing to increase throughout the year.

Our User Voice work is supported by City Bridge Foundation's Bridging Divides funding.

Talking about disability (Cornerstone Project)

This year was the first year of stage two of our Cornerstone project, with Inclusion London as strategic lead, Inclusion Barnet as the operational lead, and several other DDPO partners from across London.

During the year, much valuable groundwork was completed, including a large-scale discourse analysis of recent media, a literature review, and, most importantly, a series of focus groups with representative Londoners in different age groups to test the messages we'd crafted within the project.

These focus groups revealed some 'green shoots' - there was broadly a certain amount of empathy for disabled people, and particular awareness of things like transport barriers - but they also shed light on certain challenges. In particular, the public appears to really struggle with the concept of disabled people leading their own organisations - many people voiced concerns that reserving roles for disabled people was both unfair and of questionable desirability, although there was, at least, a broad consensus that we should be consulted about the issues that affect us.

Whilst some of the views expressed were challenging, they provided us with invaluable learning to build on for year two.

Touchpoint - Peer Support

Our National Lottery and Barnet Council-funded Touchpoint peer support service continued to provide much needed support to Barnet residents who face additional barriers to accessing services.

There are a variety of reasons why people present to our service. Here is a breakdown of why people access our service as well as some more in-depth examples of reasons why they need our support:
- Accessing and Navigating Services - remains the top issue for many of our customers.
- Issues with Accessing Mental Health Services as well breakdown in care, communication and navigation of services and in mental health crisis.
- Housing Issues - unable to get repairs carried out, unsuitable housing, struggling to access required adaptations, rent issues, anti-social behaviour, wanting to relocate, risk of eviction.
- Financial Issues - people needing benefits advice (we refer to our Touchpoint Benefit Advice Service, funded by Trust for London), debt issues and financial worries, being unable to pay for basic needs like utilities, food, and medicine.
- Emotional Support - many of our customers are in distress due to a multitude of factors. For some being able to talk through their concerns and attempt to focus on solutions with a peer who can understand them helps to reduce negative feelings and give them some hope. Oth-ers need support to access more specialist support.
- Physical Health - access to appropriate health services, communication breakdown with clinical services in particular with GP surgeries.

When we reported to our funders in September 2022, we were able to report the following for the previous 12 months:
- Provided information, advice, and support by phone, email, face-to-face and video to 200 in-dividuals, and 274 cases (NB. the difference accounts for people using the service more than once in the period).
- Provided 195 people with short-term support to overcome barriers and access relevant re-sources.
- Supported 79 people through our long-term casework.
- We received an additional 94 referrals which were either not appropriate, the customer did not engage or were duplicate referrals.
- Logged over 2,600 contacts with people using our service.

OBJECTIVES AND ACTIVITIES

- Logged a further 900 contacts with external services.
- Liaised with 90 organizations.
- Supported people using the service to identify 439 individual goals.
- Completed 180 pieces of signposting to other services.

Touchpoint - Advice

Thanks to the support of Trust for London, we provided 176 people with advice. The majority of cases were for Personal Independence Payment (PIP) applications, but we also supported other benefit and Blue Badge Applications. Due to the closure of several other local services, we operated a sizable waiting list for much of the year and it became clear that one advisor was not enough to meet the demand, prompting our successful joint bid with other Deaf and Disabled People's Organisations for Propel funding for the following financial year.

We also saw an increase in customer complexity, with safeguarding a frequent issue. Also, many customers experience the benefits application process as stressful and triggering. Despite this, we were able to make a real difference to many customers. This is a selection of feedback:

- 'I would like to extend my thanks to Inclusion Barnet and Becky who encouraged me to go forward to appeal a wrongful Work Capability Assessment outcome. Without her help, I would not have felt confident enough to move forward.'
- 'You have been my backbone.'
- 'Thank you so much for all your help. It would have been impossible without you.'
- 'Thank you for all your help. I appreciate how busy you are.'
- 'Thank you so much for your help and following my case.'
- 'Oh, this is AWESOME!! Thank you so much for helping with this, Rebecca! So pleased that it's all gone through.'

Healthwatch Barnet

900 people shared their experiences with us in year, whilst 12,100 came to us for advice or information. We were able to restart Enter and View visits after the pandemic, and also completed several projects.

One of the first projects of the year was around advance care planning. A group of GPs working with the Barnet Primary Care Training Hub, which oversees the education and development of the primary and community workforce, approached us to work together to explore ways to improve advance care planning. We interviewed a broad mix of people to explore their views and experiences.

As a result of our work, local GPs are now equipped with knowledge and insight into the most common barriers that prevent people planning ahead and taking advantage of the benefits of having advance care planning conversations, and a leaflet has been produced based on the feedback provided that will further support GPs to start the conversation.

We also talked to over 300 people about Long Covid, as part of a joint project with other North Central London Healthwatch. As a result of our work, local NHS leaders have produced a comprehensive action plan to work through each of our recommendations. Our findings have enabled local NHS leaders to have a thorough understanding of the challenges and barriers people with Long COVID face and they are now taking steps to improve local services.

We did a piece of work on Men's Health, to focus on men's physical and mental health perspectives and experiences. We spoke to 50 men as part of the qualitative phase with the help of a range of community organisations. We then surveyed 250 men using an online survey. A key finding was the need for more services and support for men's mental health.

We also reached over 200 residents to talk about blood pressure through our Community Connectors project, with local residents working to initiate health conversations at community events.

Research

Again, thanks to Trust for London, we were able to conclude the field work for 'In Search of Social Care', our report on social care provision in Barnet.

Six focus groups were conducted; four with people who use adult social care services, with 29 attendees in total, and two with social care staff with 50 attendees in total - focus groups with social care staff took place within team meeting spaces, which would have limited interaction, however, staff were invited to participate in individual interviews.

OBJECTIVES AND ACTIVITIES

46 individual interviews with a range of stakeholders and users were also conducted. We were also able to add some questions and access anonymized data from the annual local care survey.

We also worked on an ICB funded project to support some community research on Grahame Park, working with local groups, and concluded our report into the experiences of people living with chronic illness, which was funded by the National Lottery's lived experience leaders programme.

Community Organisation Support

Our successful Barnet Together Alliance, working with Young Barnet Foundation, Groundwork London and the London Borough of Barnet to support and represent the voluntary sector, continued.

Notable highlights included the first Barnet Together Alliance Conference was held on 3 October at RAF Museum. Over 100 VCFSE organisations were present for a day of networking and talks. With over 60 stakeholders from the council, funders and other organisations keen to support the sector present in the marketplace and meet the funder sessions. There were keynote events and breakout sessions available. You can read more about the conference here (https://www.inclusionbarnet.org.uk/the-first-barnet-together-alliance-conference-hailed-a-fantastic-day/), and watch a short film made by Barnet Council about the conference here: (https://www.inclusionbarnet.org.uk/video-from-barnet-together-alliance-conference/).

Towards the end of the year, we launched our formal membership scheme for local voluntary sector organisations, following much work to create the necessary architecture in Salesforce.

We helped organisations raise over £260,000, and provided almost 300 one-to-one support sessions. There were over 600 attendees at our network meetings, including the 80 people or organisations who interacted with the Barnet VCFSE Environmental Network, with its fortnightly e-newsletter having an opening rate of around 50% (the average being 14%-17%). We also represented the sector at 141 statutory meetings.

Our Community and Faith Officer role was established in year and supported the team to find more kosher and Halal food for our partners' Food Hub, as well as working hard to source space for community groups, developing a detailed faith calendar and liaising with both the London Faith Forum and Barnet Multi-Faith Forum.

We also welcomed a Ukraine Support Worker to the team, working with the Homes for Ukraine project officer at Barnet Council to identify gaps in support and helping to signpost hosts and guests to support.
Finally, we supported two town centre projects as fundholders for their work and continued to act as the locally trusted organisation for the Grange Big Local.

Libraries

Inclusion Barnet delivers South Friern and New Barnet Partnership Libraries on behalf of the London Borough of Barnet.

Usage continued to increase, particularly at New Barnet, whilst South Friern has become a popular venue for revision and study. We also hosted a weekly English lesson being held for a few families of Ukrainian refugees who have recently moved to the area.

In May, South Friern Library was proud to welcome Inclusion Barnet colleague and - when not working with IB - film writer/lecturer Ellen Cheshire who delivered a very well received illustrated talk on the history of romantic comedies, from the silent era to the more diverse films of today. That same week, New Barnet Library was also wearing a different 'hat' when it was used as a Polling Station for the local elections.

Both libraries took part in the annual Summer Reading Challenge, which is a nationwide endeavour, run by the Reading Agency, to encourage children aged 4-11 to keep reading books during the school holidays. South Friern is always quieter in its participation, perhaps due to local demographics, but New Barnet has been extremely successful in its take up levels (over 120 children), with its numbers amongst the best in the borough, following Barnet Libraries' flagship library branches. We also hosted associated activities for children, designed and run by our volunteers.

Library manager Nick Black had a book of short stories published. A copy is now available for borrowing in the Barnet Libraries catalogue.

OBJECTIVES AND ACTIVITIES

At South Friern, we hosted Coppetts Wood Neighbourhood Policing Team and Prevention and Well-being Drop-ins with the Prevention and Wellbeing Co-ordinator for Barnet Council. Both New Barnet and South Friern hosted very popular free Personal Health Screenings for the over 40s, run by GPDQ on behalf of Barnet Council.

Healthy Hearts Peer Support Project
The Healthy Hearts team provided peer support to people from African, Caribbean and South Asian heritage communities to tackle high blood pressure. Supported by a clinical reference group, they created a four-week programme to educate and support their customers.

The early part of the year was largely spent establishing community connections, and as the project progressed it yielded rich data in terms of the barriers different communities faced in accessing health services, which fed into our Equalities project to improve access at the Royal Free, working with the Royal Free and the Barnet Borough Partnership.

With support from IB's Communications team, the team created a Resource Pack, which is culturally accessible and brings together all the vital information about high blood pressure that is shared and discussed during the four-session intensive programme.

241 individuals were reached, with 90 attending the intensive programme.

Inclusion Unlimited CIC
Inclusion Unlimited CIC is Inclusion Barnet's trading company, providing consultancy and training in coproduction and related areas.

In year, we worked with Barnet, Enfield and Haringey Mental Health Trust (BEMHT) - most notably on a sizable co-production project - as well as with North London Forensic Consortium on patient voice, particularly supporting their patient council. We also did some consultation for Erect Architects.

It was a disappointing year financially, due to staffing changes and a lot of time being invested in a peer apprenticeships partnership that would not ultimately come to fruition, but much important groundwork was laid in terms of development, including a refresh of the Inclusion Unlimited website.

Public benefit
We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We work to create and deliver services that benefit disabled people, primarily in Barnet, their family carers and the wider Barnet community. We also have an impact through our research and voice work, both in Barnet and beyond. In order to do this, we work within the guidelines set out below. The trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

OBJECTIVES AND ACTIVITIES

About Inclusion Barnet - Our Vision, mission and values

These were refreshed in 2020, after consultation with stakeholders.

Vision
We believe in a world where disabled people live their lives free of barriers and stigma.

Mission
Our mission is to harness the strength and skills gained from our lived experience of disability to create more inclusive services and communities.

Approach
1. Thought leadership:
To work towards a better understanding of the needs of disabled people and their on-going contribution to services and society.
2. Peer support:
To design and deliver services which utilise lived experience to meet the needs of disabled people.
3. User voice:
To raise awareness and educate society about the barriers faced by disabled people and how we can work together to remove those barriers.
4. Empowerment:
To empower and enable disabled people to achieve their potential.
5. Community Development:
To develop inclusive communities which provide equality of opportunity for all their members.

Values
We strive to be collaborative; reflective; empowering; supportive; empathetic; proactive.

Strategic Aims 2021-26
For the next five years, we will focus on working towards a world in which:
- Disabled people can live their lives free of stigma and poverty;
- The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances;
- Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing;
- Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.

Process against our Strategic Priorities
Disabled people can live their lives free of stigma
We continued our work with the Disability Benefits Consortium (DBC) and joined the Disability Poverty Campaign Group (DPCG), helping to author several letters to call for greater support for disabled people.

We worked in partnership with Inclusion London and other DDPOs on our Cornerstone project to understand current narratives around disability and shape communications to move the conversation on.

The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances
We participated in the following work to tackle health inequalities:
- Chairing the Equalities Network on behalf of the Barnet Together partnership, and developing a working strand on access to health;
- Supporting the health outcomes of minoritized communities through Healthy Hearts
- Supporting the development of a mental health charter for Barnet

Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing
We continued to deliver the following person-centred services:
- Touchpoint peer support

OBJECTIVES AND ACTIVITIES

- Touchpoint benefits advice
- Healthy Hearts

We also encouraged a person-centred approach through our research into adult social care, and by providing training and consultancy through Inclusion Unlimited.

Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.
We continued to demonstrate the importance of disabled people as community leaders by delivering

- Two partnership libraries with extensive inclusive volunteering opportunities
- As part of Barnet Together, a sector support offer which encourages inclusion and accessibility, and works for community solutions to social and economic challenges
- Our user-led Healthwatch
- We contributed to support for Barnet's Ukrainian Guests through our Ukrainian Support Officer

In addition, we provided extensive representation on strategic boards in the borough, with our CEO continuing to chair both Wellbeing Together CIC and the NCL VCSE Alliance.

FINANCIAL REVIEW

Financial position

These consolidated accounts represent the results for the charity for the period ending 31 March 2023. The charity had incoming resources of £1,219,252 and outgoing resources of £1,185,400. At the year end the charity had accrued income of £86,358 (2022: £297,198) which was received during 2023 shortly after the close of the financial period.

Reserves policy

The trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to three months running costs. We are at this figure, and our current reserves stand at unrestricted reserves of £373,944 (2022: £268,026) and restricted reserves of £157,856 (2022: £131,138).

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.

Recruitment and appointment of new trustees

The management of the charity is the responsibility of the trustees who are elected and appointed under the terms of the Constitution and attendant policies and practice. They can be appointed by either members or trustees, and there must be at least three but no more than 12. All our trustees have a self-declared impairment, aside from our Carers' Representative.

Decision making

Overall strategic responsibility for the organisation lies with the Board of Trustees which meets regularly to set policy and monitor performance. Day-to-day management of the organisation is delegated to our chief executive, assisted by a professional staff team.

Induction and training of new trustees

Each new trustee is given an induction and training of all trustees is regularly reviewed.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
CE001801 (England and Wales)

Registered Charity number
1158632

Registered office
Independent Living Centre
C/O Barnet & Southgate College
7 Bristol Avenue
Colindale
London
NW9 YBR

Trustees
Nailia Jimenez (resigned 15.12.2022)
Geraldine Yenwo (resigned 15.12.2022)
Elsie Lyons
James Evans
Edward Cousins
Jennifer Pearl
Sarah Nicole Gardner
Jose Grayson (resigned 15.12.2022)
Amanpreet Kaur Ahluwalia (appointed 1.12.2022)
Latha Narendran Srinivasan (appointed 1.12.2022)
John Joseph McCafferty (appointed 1.9.2022)

Auditors
Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of Inclusion Barnet for the purposes of company law) are responsible for preparing the Annual 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 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;
- 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.

AUDITORS
The auditors, Grant Harrod Lerman Davis LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 25.1.24 and signed on its behalf by:

J Pearl
.....
Jennifer Pearl - Trustee

Report of the Independent Auditors to the Trustees of Inclusion Barnet

Opinion

We have audited the consolidated financial statements of Inclusion Barnet (the 'charitable company') for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Cash Flow Statement 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).

In our opinion the consolidated financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 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 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 consolidated 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 consolidated 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Report of the Independent Auditors to the Trustees of Inclusion Barnet

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.

Our responsibilities for the audit of the consolidated financial statements
We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

We have obtained an understanding of the legal and regulatory frameworks applicable to the Company and the industry it operates. We determined that the following laws and regulations were most significant: FRS102/FRS102 Section 1A,Companies Act 2006, Health and Safety.

We obtained an understanding of how the Company is complying with those legal and regulatory frameworks by making enquiries of management, those responsible for legal and compliance procedures and the company secretary. Our findings were corroborated by review of the board minutes and papers prepared by the board of directors.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the audit team included:

- Obtaining an understanding of how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process.

- Challenging assumptions and judgements made by management in its significant accounting estimates

- Identifying and testing journal entries, with a focus on entries made with unusual accounting combinations.

- Identifying and assessing the design and effectiveness of controls management has in place to prevent and detect fraud.

We did not identify any key audit matters relating to irregularities, including fraud.

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/auditors responsibilities. This description forms part of our Report of the Auditors.

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. This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Trustees of Inclusion Barnet

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



for and on behalf of Grant Harrod Lerman Davis LLP
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Date: 25/1/24

Inclusion Barnet

Consolidated Statement of Financial Activities
for the year ended 31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,873	3,580	5,453	116,390
Charitable activities	4				
Charitable activities		252,208	958,386	1,210,594	908,360
Investment income	3	3,205	-	3,205	175
Total		257,286	961,966	1,219,252	1,024,925
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		273,210	903,764	1,176,974	784,329
Raising funds		8,426	-	8,426	19,960
Total		281,636	903,764	1,185,400	804,289
NET INCOME/(EXPENDITURE)		(24,350)	58,202	33,852	220,636
Transfers between funds	15	31,484	(31,484)	-	-
Net movement in funds		7,134	26,718	33,852	220,636
RECONCILIATION OF FUNDS					
Total funds brought forward		366,810	131,138	497,948	277,312
TOTAL FUNDS CARRIED FORWARD		373,944	157,856	531,800	497,948

The notes form part of these financial statements

Inclusion Barnet

Consolidated Balance Sheet
31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	12	10,421	-	10,421	7,267
CURRENT ASSETS					
Debtors	13	95,909	21,989	117,898	285,026
Cash at bank		403,646	309,456	713,102	547,957
		499,555	331,445	831,000	832,983
CREDITORS					
Amounts falling due within one year	14	(136,032)	(173,589)	(309,621)	(342,302)
NET CURRENT ASSETS		363,523	157,856	521,379	490,681
TOTAL ASSETS LESS CURRENT LIABILITIES		373,944	157,856	531,800	497,948
NET ASSETS		373,944	157,856	531,800	497,948
FUNDS	15				
Unrestricted funds				373,944	366,810
Restricted funds				157,856	131,138
TOTAL FUNDS				531,800	497,948

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

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

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

continued...

Consolidated Balance Sheet - continued
31 March 2023

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

The consolidated financial statements were approved by the Board of Trustees and authorised for issue on ..25.1.24..... and were signed on its behalf by:

JPearl.

.....
Jennifer Pearl - Trustee

The notes form part of these financial statements

Inclusion Barnet

Company Balance Sheet
31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	12	10,421	-	10,421	7,267
CURRENT ASSETS					
Debtors	13	112,272	21,989	134,261	297,597
Cash at bank		330,116	309,456	639,572	455,512
		442,388	331,445	773,833	753,109
CREDITORS					
Amounts falling due within one year	14	(134,767)	(173,589)	(308,356)	(329,241)
NET CURRENT ASSETS		307,621	157,856	465,477	423,868
TOTAL ASSETS LESS CURRENT LIABILITIES		318,042	157,856	475,898	423,868
NET ASSETS		318,042	157,856	475,898	423,868
FUNDS	15				
Unrestricted funds				318,042	299,997
Restricted funds				157,856	131,138
TOTAL FUNDS				475,898	431,135

The notes form part of these financial statements

Inclusion Barnet

Consolidated Cash Flow Statement
for the year ended 31 March 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	170,303	5,998
Net cash provided by/(used in) operating activities		170,303	5,998
Cash flows from investing activities			
Purchase of tangible fixed assets		(8,363)	(3,086)
Interest received		3,205	175
Net cash used in investing activities		(5,158)	(2,911)
Change in cash and cash equivalents in the reporting period		165,145	3,087
Cash and cash equivalents at the beginning of the reporting period		547,957	544,870
Cash and cash equivalents at the end of the reporting period		713,102	547,957

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement for the year ended 31 March 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net income for the reporting period (as per the Statement of Financial Activities)	33,852	220,636
Adjustments for:		
Depreciation charges	5,209	2,422
Interest received	(3,205)	(175)
Decrease/(increase) in debtors	167,128	(182,725)
Decrease in creditors	(32,681)	(34,160)
Net cash provided by/(used in) operations	170,303	5,998

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash			
Cash at bank	547,957	165,145	713,102
	547,957	165,145	713,102
Total	547,957	165,145	713,102

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The consolidation 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.

Consolidation
The financial statements consolidate the results of the charity and its subsidiary Inclusion Unlimited CIC a UK company limited by guarantee with registered company number being 07471007. The registered office is 7 Bristol Avenue, London, NW9 4BR. The year-end of Inclusion Unlimited is 31 March 2023.

The charity has not produced an individual SoFA and has availed itself of the exemption conferred by s408 Companies Act 2006. The trustees consider the notes to the financial statements to be sufficient disclosure of the individual charity's SofA.

Voluntary income
Voluntary income includes donations from individuals, trusts and companies, unrestricted grants and legacies

Grants
Grants are recognised as income when the entitlement to the grant is certain. Grants made towards the costs of specific activities and services are classified as restricted income. Where services are not fully delivered in the period the restricted income was received, the balance of the grant is held in restricted funds. Grants towards the cost of acquiring assets are classified as restricted income when received. A transfer is then made from restricted funds to unrestricted funds to reflect the purchase of capital items. Grants that provide core funding or a general contribution to the charity are included in voluntary income.

Donations
Donations are recognised in the accounting period in which they are received.

Investment income
Investment income is included gross or at the amounts receivable plus the attributable tax credit.

Fees and sales
Fees for the supply of services are recognised when earned. Income received in advance for services to be delivered in the following year is treated as deferred income and included in creditors.

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
Tangible fixed assets costing more than £250 are capitalised and depreciated over their useful lives and shown in the balance sheet at cost less accumulated depreciation. Depreciation is provided at the following rate: Computers and other equipment - 25% per annum.

continued...

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 SofFA in the period to which they relate.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	5,453	116,390

3. INVESTMENT INCOME

	2023	2022
	£	£
Interest receivable	3,205	175

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023	2022
		£	£
Grants	Charitable activities	1,210,594	908,360

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	1,115,339	61,635	1,176,974
Raising funds	8,426	-	8,426
	1,123,765	61,635	1,185,400

6. SUPPORT COSTS

	Admin and support	Governance costs	Totals
	£	£	£
Charitable activities	49,835	11,800	61,635

7. NET INCOME/(EXPENDITURE)

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

	2023	2022
	£	£
Depreciation - owned assets	5,209	2,422

continued...

8. AUDITORS REMUNERATION

Included within governance cost for is £6,000 in respect of audit fees (2022: £2,000 in respect of independent examination fees).

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

During the year £30 was reimbursed to J Pearl in respect of a user involvement fee (2022: Nil).

There was no remuneration paid to any Trustee during the year (2022: Nil).

10. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	745,149	581,710
Social security costs	60,023	45,172
Other pension costs	21,728	16,004
	826,900	642,886

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

	2023	2022
Charitable activities	31	25

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

11. COMPARATIVES FOR THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	53,231	63,159	116,390
Charitable activities			
Charitable activities	321,043	587,317	908,360
Investment income	175	-	175
Total	374,449	650,476	1,024,925
EXPENDITURE ON			
Charitable activities			
Charitable activities	284,292	500,037	784,329
Raising funds	19,960	-	19,960
Total	304,252	500,037	804,289
NET INCOME	70,197	150,439	220,636

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
Transfers between funds	49,801	(49,801)	-
Net movement in funds	119,998	100,638	220,636
RECONCILIATION OF FUNDS			
Total funds brought forward	246,812	30,500	277,312
TOTAL FUNDS CARRIED FORWARD	366,810	131,138	497,948

12. TANGIBLE FIXED ASSETS

	Computer equipment
	£
COST	
At 1 April 2022	15,583
Additions	8,363
At 31 March 2023	23,946
DEPRECIATION	
At 1 April 2022	8,316
Charge for year	5,209
At 31 March 2023	13,525
NET BOOK VALUE	
At 31 March 2023	10,421
At 31 March 2022	7,267

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Other debtors	31,540	17,000
Prepayments and accrued income	86,358	268,026
	117,898	285,026

continued...

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Social security and other taxes	15,839	13,929
VAT	19,445	479
Other creditors	7,213	18,387
Accruals and deferred income	267,124	309,507
	309,621	342,302

15. MOVEMENT IN FUNDS

	At 1.4.22	Net movement in funds	Transfers between funds	At 31.3.23
	£	£	£	£
Unrestricted funds				
General fund	366,810	(24,350)	31,484	373,944
Restricted funds				
Barnet Voice	20,954	(4,820)	-	16,134
Touchpoint (funded by the National Lottery Community Fund)	24,023	(5,680)	22,550	40,893
Partnership Libraries (funded by London Borough of Barnet)	-	(1,209)	1,209	-
Touchpoint Advice (funded by Trust for London)	1,080	12,871	(7,245)	6,706
User voice and representation (funded by City Bridge Trust)	4,566	1,160	-	5,726
The Coproduced Support Project (funded by Trust for London)	5,667	1,866	(5,532)	2,001
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	5,412	(8,987)	3,575	-
Community Organisation Support (funded by the London Borough of Barnet)	63,797	6,635	(24,000)	46,432
Stages (funded by Awards for All)	53	-	(53)	-
Disability Benefits Consortium Fighting Fund	5,586	(120)	-	5,466
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	-	487	(300)	187
Community Research (funded by North Central London Integrated Care Board)	-	8,771	(3,500)	5,271
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	-	6,408	(300)	6,108
Healthy Hearts Project (funded by Barnet Public Health)	-	15,806	(5,894)	9,912
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	-	25,014	(11,994)	13,020
	131,138	58,202	(31,484)	157,856
TOTAL FUNDS	497,948	33,852	-	531,800

continued...

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	257,286	(281,636)	(24,350)
Restricted funds			
Barnet Voice	-	(4,820)	(4,820)
Touchpoint (funded by the National Lottery Community Fund)	141,439	(147,119)	(5,680)
Partnership Libraries (funded by London Borough of Barnet)	61,614	(62,823)	(1,209)
Touchpoint Advice (funded by Trust for London)	59,400	(46,529)	12,871
User voice and representation (funded by City Bridge Trust)	61,689	(60,529)	1,160
The Coproduced Support Project (funded by Trust for London)	53,550	(51,684)	1,866
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	(8,987)	(8,987)
Cornerstone (funded by City Bridge Trust)	40,772	(40,772)	-
Community Organisation Support (funded by the London Borough of Barnet)	199,375	(192,740)	6,635
Disability Benefits Consortium Fighting Fund	-	(120)	(120)
Grange Big Local (funded by the Big Local Trust)	63,851	(63,851)	-
Burnt Oak Town Centre Fund (funded by London Borough of Barnet)	10,000	(9,513)	487
Community Research (funded by North Central London Integrated Care Board)	40,000	(31,229)	8,771
Finchley Central Town Centre Fund (funded by London Borough of Barnet)	10,000	(3,592)	6,408
Healthy Hearts Project (funded by Barnet Public Health)	85,276	(69,470)	15,806
NCL VCSE Alliance (funded by North Central London Integrated Care Board)	135,000	(109,986)	25,014
	961,966	(903,764)	58,202
TOTAL FUNDS	1,219,252	(1,185,400)	33,852

continued...

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	246,812	70,197	49,801	366,810
Restricted funds				
Barnet Voice	24,130	(3,176)	-	20,954
Touchpoint (funded by the National Lottery Community Fund)	6,132	17,067	824	24,023
Partnership Libraries (funded by London Borough of Barnet)	-	(2,911)	2,911	-
Touchpoint Advice (funded by Trust for London)	15	7,965	(6,900)	1,080
User voice and representation (funded by City Bridge Trust)	1,395	9,373	(6,202)	4,566
The Coproduced Support Project (funded by Trust for London)	(915)	11,621	(5,039)	5,667
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	(257)	10,273	(4,604)	5,412
Cornerstone (funded by City Bridge Trust)	-	4,000	(4,000)	-
Community Organisation Support (funded by the London Borough of Barnet)	-	89,297	(25,500)	63,797
Stages (funded by Awards for All)	-	1,344	(1,291)	53
Disability Benefits Consortium Fighting Fund	-	5,586	-	5,586
	30,500	150,439	(49,801)	131,138
TOTAL FUNDS	277,312	220,636	-	497,948

continued...

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	334,277	(264,080)	70,197
Restricted funds			
Barnet Voice	407	(3,583)	(3,176)
Touchpoint (funded by the National Lottery Community Fund)	155,013	(137,946)	17,067
Partnership Libraries (funded by London Borough of Barnet)	56,954	(59,865)	(2,911)
Touchpoint Advice (funded by Trust for London)	59,410	(51,445)	7,965
User voice and representation (funded by City Bridge Trust)	55,000	(45,627)	9,373
The Coproduced Support Project (funded by Trust for London)	49,000	(37,379)	11,621
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	51,272	(40,999)	10,273
Cornerstone (funded by City Bridge Trust)	4,000	-	4,000
Community Organisation Support (funded by the London Borough of Barnet)	201,704	(112,407)	89,297
Stages (funded by Awards for All)	7,072	(5,728)	1,344
Disability Benefits Consortium Fighting Fund	5,700	(114)	5,586
Grange Big Local (funded by the Big Local Trust)	4,944	(4,944)	-
	650,476	(500,037)	150,439
TOTAL FUNDS	984,753	(764,117)	220,636

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

17. SUBSIDIARY COMPANIES

Inclusion Barnet has a subsidiary undertaking called Inclusion Unlimited CIC (registered in England and Wales with company no. 07471007).

The subsidiary, Inclusion Unlimited CIC, is controlled by Inclusion Barnet (the holding company), by virtue of being its sole member, and the power to appoint directors to the board of the subsidiary.

The subsidiary's activities relate to those of the holding company in that the subsidiary is a trading enterprise engaging in trades similar to the charitable activities of the holding company, and donates its taxable trading profit to the holding company by way of gift aid.

During the year ending 31 March 2023, the charity received £47,903 (2022: £12,162) in management fees from Inclusion Unlimited CIC.

continued...

17. SUBSIDIARY COMPANIES - continued

During the year 31 March 2023, Inclusion Unlimited CIC did not make a donation to Inclusion Barnet (2022: £29,170).

INCLUSION BARNET

England & Wales - Charity number 1158632

Accounts

REGISTERED COMPANY NUMBER: CE001801 (England and Wales)
REGISTERED CHARITY NUMBER: 1158632

Report of the Trustees and

Unaudited Financial Statements for the Year Ended 31 March 2022

for

Inclusion Barnet

Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Inclusion Barnet

Contents of the Financial Statements
for the year ended 31 March 2022

	Page
Report of the Trustees	1 to 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Cash Flow Statement	13
Notes to the Cash Flow Statement	14
Notes to the Financial Statements	15 to 25

Inclusion Barnet

Report of the Trustees
for the year ended 31 March 2022

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

Foreword from our Co-Chairs

Our second year as Co-Chairs has shown significant growth and achievement, where the organisation has thrived. For this we firstly acknowledge CEO Caroline Collier for her dedication, devotion and sheer hard work. We think that what she, together with the contribution of both staff and volunteers, has achieved this year is truly amazing and we thank them for their team effort. Although it's important to note that growth is not necessarily desirable for its own sake, it is to be welcomed when it has allowed us to expand our delivery and impact which is at the heart of all that Inclusion Barnet stands for.

We also thank our trustees, Sunethra Goonewardene and Paul Hawkins, for their many years of dedicated service to the organisation. Sunethra has ensured that we don't forget the needs of people with visual impairments, whilst Paul has contributed to a range of strategies and initiatives. Phillip Rackham also had to retire from the Board during the year due to personal reasons. His presence is very much missed at meetings and his commitment to the mission of Inclusion Barnet was inspirational. We are grateful to them all for their special contributions which they gave in their different ways. We were delighted to welcome new board members Sara Nicole Gardner and Jose Grayson, both people with a longstanding connection to our organisation.

This year, like last year, saw many new staff members joining the team. In particular, we were pleased to welcome Debbie Bezalel as Head of Community Services, leading across Community Support, Healthwatch and Libraries, bringing valuable service manager experience to the senior team.

New work commenced, including delivery of a research project to understand the experiences of adult social care users in Barnet, and we were pleased to welcome experienced researcher Banos Alexandrou to the team to lead on delivery of this. We also received a grant from the National Lottery's Lived Experience Leaders strand to understand the experiences of disabled people living with long-term conditions. We were also thrilled at the official creation of the Barnet Together Alliance, bringing Barnet Council as a long-term partner to augment our already successful Barnet Together Partnership, working in equal partnership with Groundwork London and Young Barnet Foundation to support the voluntary sector.

Another notable development in the year was the successful tender to become the Locally Trusted Organisation for the Grange Big Local, an important resident led initiative to improve the Grange area in East Finchley. We are delighted to be working with GBL Chair James Masters and his team.

We also worked with partners to set up the new mental health initiative Wellbeing Together CIC, which is chaired by our CEO. Mind in Enfield and Barnet and Meridian Wellbeing lead on delivery, with additional resource from Community Barnet. Inclusion Barnet provides the user voice element.

Working with Inclusion London and other Deaf and Disabled Peoples Organisation (DDPO) partners around London, we worked on Stage 1 of an exciting Cornerstone project to develop strategic communications around disability, the social model of disability and DDPOs.

We successfully completed our four-year contract to support Barnet Enfield and Haringey Mental Health Trust to embed Enablement in across their organisation, culminating in the launch of their new Recovery Strategy.

Looking to 2022/23, we were pleased to be awarded funding to develop a Healthy Heart project, support people of Black and Asian heritage communities to manage their blood pressure, and received stage 2 funding for our Cornerstone project.

We are very much enjoying leading Inclusion Barnet through this period of significant development, and would again like to thank all our staff and volunteers for their contribution to the organisation.

Elsie Lyons and Jennifer Pearl
October 2022

Inclusion Barnet

Report of the Trustees
for the year ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Objectives and aims

Inclusion Barnet adheres to the social model of disability. It is a Deaf and Disabled People's Organisation (DDPO) and functions as Barnet's Centre for Independent Living.

Inclusion Barnet's objects are as follows:

1) To relieve the needs of disabled people, including people with mental health issues and long-term conditions, by providing support, education and practical advice to enable them to achieve and maintain choice, control and independence in their lives and to access services, entitlements and opportunities.
2) Such charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the trustees may from time to time determine.

Significant activities

Touchpoint

The demand for Touchpoint Peer Support and Benefits Advice Service remains high. We provided over 70 cases of long-term peer support and over 150 cases of short-term peer support. We also provided 187 cases of Benefits Advice.

Benefits Advice generated over £500,000 for the people who accessed the service (from April 2021 -April 2022). Please note this figure only accounts for customers who feedback the outcome of their benefit applications.

Our main priority was to secure funding for the continuation of Touchpoint Peer Support Service. We are extremely happy that we achieved this for a further 3 years.

We have continued to see a high number of complex cases coming through to our service. Many of these requiring a high level of support, interaction and case management. A high proportion of these customers are experiencing high risk of suicide, regularly going in to crisis. Essentially the reason for this, is due to the lack of appropriate services that these customers can access or criteria to accessing these services being out of reach for many of these customers. Also, the impact on waiting times to access therapeutic and physical treatments has increased exponentially due to the pandemic. The result is that people are becoming increasingly unwell both mentally and physically. We continue to work with local services including both primary and secondary health services as well as the local Multi-agency Safeguarding Hub team and Adult Social Care Services.

We have extended our support offer under Benefits Advice Service. We are now providing support with Mandatory Reconsideration.

Peer Support and Benefits Advice have extended waiting times. We recognise that we are not alone with this issue having witnessed some of our key signposting organisations waiting times increase or close to new referrals, demand is exceeding capacity.

During this period, we have recruited two long term Peer Support Workers and a short-term Peer Support Worker. We also successfully recruited our new Benefits Advisor.

We funded a Touchpoint Project Assistant primarily providing administration support to Benefits Advice - 10 hours per week which ended in March 2022.

Working alongside our Operations and Data lead we reviewed and updated our policy documents for example, our privacy and consent forms.

Stages

Funded by Awards for All, STAGES was created as a pilot project to explore how Inclusion Barnet could best nurture young disabled leaders of the future. It was our experience that the social model rarely features in the kinds of support parents of disabled children receive from the time a child is diagnosed with a physical/sensory impairment or long-term condition. As the primary source of education and support for disabled children, our priority within the project was initially to provide parents with information and advice around the social model, alongside providing outreach to children themselves within a school setting.

OBJECTIVES AND ACTIVITIES (CONTINUED...)

Stages (continued...)

The project started in October 2021. A STAGES web page was developed which outlined the benefits of the social model for children and young disabled people. A workshop for parents of disabled children was delivered, with excellent feedback from attendees. This workshop was followed by a workshop and action day presentations at a local school, reaching both disabled children and their teachers and parents. These events were a great success with one young person stating "this was life-changing for me... this is the first time I've had a safe space to talk about these issues at my school... [and] this workshop will change how I approach starting university when I leave school in the summer, I now feel I can have more pride as a disabled person". Furthermore, off the back of the workshops, the young people involved started a user voice group at their school with our guidance as they start this journey to open up this space to more peers.

User Voice

Since our CEO Caroline was co-opted to the steering group of the Disability Benefits Consortium (DBC) as DDPO representative in February of 2021, we have been active in a number of campaigns including the drive to extend the £20 Universal Credit uplift to those on legacy benefits. We also campaigned to scrap care charging, and conducted research in order to submit an accessibility-focused response to the public consultation on the proposed 'Hendon Hub' development.

We held a disability husting for the Barnet and Camden constituency ahead of the London Assembly Elections in April 2021, attracting all but one standing candidate to answer questions live on how, if elected, they planned to ensure equality for disabled Londoners. 25 people watched this live as it happened, and the video has since been viewed almost 150 times on YouTube.

We also collaborated with Social Work England to enable them to gather views directly from people with lived experience of mental health issues on what good social work would look like to them.

In October 2021 we submitted our report on Y1 of the project to City Bridge Trust, and were thrilled to reflect on the many successes and exceeded targets of the first year despite the challenges posed by the pandemic. Those challenges were substantial, and necessitated a radical rethink of our approach to engagement; although we had a number of enjoyable and productive meetings with IB members throughout this period, as people tired of video calls we determined that we would need to both invest in hybrid technology and seek opportunities to go out into the community to meet people.

We also decided to develop disability awareness training, with the aim of providing this free of charge to local VCFSE organisations. This additional strand to our User Voice work provides a means for us to drive attitudinal change, ensuring that we can continue to deliver against our targets whilst we work to improve engagement with individual disabled people in Barnet. We began to deliver this in Spring 2021, and it has been a huge success.

Research

Over eighty voluntary and community sector organisations concerned with some aspects of social care have been contacted and spoken with regarding recruitment of steering group members and research participants. These contacts have been recorded in a database and will all be invited to a Stakeholder Roundtable in the late Summer.

A Steering Group comprising of 9 members has convened on 4 occasions and have offered the project lead advice and guidance to project proposals and developments. The Steering Group includes individuals receiving adult social care, those with or caring for people with physical or learning disabilities and an experienced social care policy adviser.

Interviews with adult social care users commenced, and a data and literature review were completed.

Enablement

The main activities of the contract in its final year were to do with sustainability and to ensure that the Trust had the infrastructure and materials in place to continue the work that IB had established.

Much of this was to do with communication and packaging up the work in such a way that it was easy for the Patient Experience Team to pick it up and run with it. This meant re-badging the work so that the Trust could take ownership of the achievements of the partnership and run it as an internal programme.

OBJECTIVES AND ACTIVITIES (CONTINUED...)

Enablement (continued...)

Communication of the work to the staff team also had the valuable benefit that it gave staff a chance to reflect on how far the contract had taken the Trust, and the future aspirations in launching the Trust's first ever Recovery Strategy. This is being launched with a series of events in Aug/Sept by the Patient Experience Team, which demonstrates that we have empowered the Trust to run the Recovery Programme and to prioritise it appropriately.

The activities that took place from Apr 21 - Mar 22 to support this focus of work were:
- Project specific: Recruitment, co-production, and communications support for the Crisis Prevention Houses. Support of roll out of DIALOG+ - made 2 interfaces run through films and one introduction film, all placed made available for staff training.

- Support of Peer workforce - securing Health Education England training, writing supervision frames of reference, devising Peer Support Worker role (PSW) satisfaction survey, establishing PSW role on Bank (24 PSWs signed up on Bank), building partnership working with Camden and Islington and a Community of Excellence across North Central London. A Quality Improvement project was set up to map peer worker support, training and workforce increase. 15 additional PSW roles developed and recruited to.

- Developed and delivered training - Train the Trainer, Co-production, Preparing for Peers, and Peer Support Worker (PSW) training. 3 cohorts of PSW's trained, 7 PSW's and 1 Expert by Experience trained to deliver training in co-production and Preparing for Peers, 10 staff teams trained, 22 PSW supervision sessions.

- Strategic communications- delivering a relaunch of Enablement as Recovery and positioning the Recovery Strategy centrally to the Trust.

- Comms outputs: posters, leaflets, videos, user led logo competition and associated materials. Three films created - of the Recovery Competition, the benefits of the partnership, and the achievements of the four-year contract.

There was very positive feedback from the Director of Nursing, Clare Scott, on Inclusion Barnet's contribution to the Trust's recovery and service user focus. We feel that IB had by the end of the contract become a trusted ally and we hope we can continue to expand on the very positive end to this work in terms of further relationship building and partnership working in the future.

Barnet Together

Whilst we started the year very much in Covid Response mode, 2021/22 was a time of real progress for the partnership, which was established between ourselves, Groundwork and the Young Barnet Foundation in 2018. This year Barnet Council committed to forming a long-term alliance with us, with ongoing support for sector support and representation, meaning we were able to expand our team and make confident plans for the future. The partnership was announced in a very successful webinar in February, featuring an appearance from Barnet Council's CEO John Hooton, although sadly plans for a formal launch party were scuppered by a Covid outbreak amongst Barnet Together staff.

We continued to support a variety of organisations with their work, supporting them to achieve over £250,000 of successful bids, and represented the sector on key strategic and specialist boards. In April 2021, the three Barnet Together Leads were presented with a Civic Award by the Mayor of Barnet, Caroline Stock, for the partnership's response to Covid.

The coming formation of North Central London Integrated Care System continued to form a major work strand, with our CEO helping to create and Chairing the NCL VCSE Alliance, which developed to represent the VCSE at System level (i.e., across the five boroughs), whilst also continuing to represent at Place level (i.e., at Barnet level) by sitting on the local boards for this work stream.

OBJECTIVES AND ACTIVITIES (CONTINUED...)

Healthwatch

Key achievements:

- 183% year-over-year increase in people engaging with us for help and advice this year.

- 282% year-over-year increase in people visiting our website for health information.

- 1,128 people shared their experiences of health and social care services with us, helping to raise awareness of issues and improve care.

- 11,758 people came to us for clear advice and information about topics such as secondary care, COVID-19, Long Covid and social care.

- We published 8 reports about the improvements people would like to see in health and social care services.

- Over 43,000 people visited our website to learn about local health and social area topics

- Over 30+ community events throughout the year with various VCS and statutory partners.

Key areas of healthcare we worked on:

- In spring when people reported to us difficulties in using hospital transport services, we produced our Snapshot Insight Report

- In spring we shared insight from deaf residents on their difficulties in seeing their GP with NHS leaders and regularly highlighted their challenges.

- In summer with most GP appointments initially being conducted remotely, we engaged with over 400 people to highlight its impact.

- In summer in response to the growing number of people experiencing Long Covid and the limited data available we started interviewing local residents about their experiences.

- In autumn teaming up with the four Healthwatch's across North Central London we engaged with 300 people with Long Covid.

- In autumn as lockdown rules were lifted, we re-started face-to-face community outreach to support people to access the right services

- In winter we worked with GPs to identify the barriers to advance care planning so more conversations could be started.

- In winter throughout winter and into spring we toured across Barnet and attended 20 community events to help people access appropriate services.

Libraries

New Barnet and South Friern Libraries have spent the year adjusting to COVID and its regulations, but are now fully open to the public (with a few extra precautions still in place.) The services now on offer again include unlimited browsing time, free use of PCs, free baby and toddler rhyme times, a Councillor surgery (at New Barnet), a weekly Age UK coffee morning and a community police surgery (at South Friern) and occasional pop-up activities.

South Friern had 4,798 visitors and made 14,961 loans whilst New Barnet Library had 9,752 visitors and made 31,384 loans.

Visitor numbers at the libraries have been strong, especially at New Barnet, which is busier than ever, often exceeding 450 visits a week.

South Friern Library suffered from a ceiling leak, from the flats above, which took several months to finally resolve. The library had to relocate its stock, re-route its users around the buckets, and even very briefly close. We are now awaiting insurance company decisions before repairs can begin.

OBJECTIVES AND ACTIVITIES (CONTINUED...)

Libraries (continued...)

Events at the libraries in this period have included two author events - one online, with Costa Prize winning author Claire Fuller being interviewed by our manager Nick about her novel, 'Unsettled Ground', and an in-person event with acclaimed debut novelist, Catherine Menon, talking about her book 'Fragile Monsters'.

Income has inevitably been affected by COVID. Our regular rental of South Friern's meeting rooms for after-school lessons ended after several years as they failed to rebuild their customer numbers, and a few other previous bookings didn't return. We do still have bookings, including private tuition sessions, and free English lessons for a group of Ukrainian refugees - children, with their parents - newly moved to the area. (We offer the space for that last activity without charge.)

We continue to offer inclusive volunteering opportunities and are always open to more enquiries.

Public benefit

We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We work to create and deliver services which benefit disabled people, primarily in Barnet, their family carers and the wider Barnet community. We also have an impact through our research and voice work, both in Barnet and beyond. In order to do this, we work within the guidelines set out below. The Trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

About Inclusion Barnet - Our Vision, mission and values

These were refreshed in 2020, after consultation with stakeholders.

Vision

We believe in a world where disabled people live their lives free of barriers and stigma.

Mission

Our mission is to harness the strength and skills gained from our lived experience of disability to create more inclusive services and communities.

Approach

1. Thought leadership:
To work towards a better understanding of the needs of disabled people and their on-going contribution to services and society.
2. Peer support:
To design and deliver services which utilise lived experience to meet the needs of disabled people.
3. User voice:
To raise awareness and educate society about the barriers faced by disabled people and how we can work together to remove those barriers.
4. Empowerment:
To empower and enable disabled people to achieve their potential.
5. Community Development:
To develop inclusive communities which provide equality of opportunity for all their members.

Values

We strive to be collaborative; reflective; empowering; supportive; empathetic; proactive.

Strategic Aims 2021-26

For the next five years, we will focus on working towards a world in which:
- Disabled people can live their lives free of stigma;
- The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances
- Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing;
- Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.

OBJECTIVES AND ACTIVITIES (CONTINUED...)

Progress against our Strategic Priorities

Disabled people can live their lives free of stigma

We continued our work with the Disability Benefits Consortium (DBC), providing administrative resource to gather and centralise funding, and contributed to the campaign to raise legacy benefits. We also attended several meetings with key figures from the Department of Work and Pensions and elsewhere, advocating for a fairer benefits system. A blog written by our CEO for the DBC was quoted extensively in a House of Commons Library briefing paper.

We developed our Cornerstone work with Inclusion London and others to ensure that we could engage with strategic communications experts to improve messaging around the social model of disability, DDPOs and disability itself.

The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances

We worked with Barnet Public Health to develop our successful Healthy Heart bid, to provide peer support for people from Black and Asian heritage communities to manage their blood pressure.

We contributed to inequalities work taking place within the Barnet Borough Partnership, and through our CEO Chairing the NCL VCSE Alliance we ensured that that group, designed to interface between the voluntary sector and the Integrated Care System, had a fully intersectional steering group.

Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing

We continued to deliver our flagship Touchpoint service, providing peer support to overcome disabling barriers and welfare benefits advice. This was successfully re-funded through to 2024. In addition, we used the intelligence gathered by our front-line workers to try to address some of the systemic barriers people were facing with statutory services. This included writing a full report on GP charging, which we hope will lead to changes in local policy.

We also contributed to intelligence for other services through the commencement into our research into Adult Social Care and our delivery of Healthwatch Barnet. Research into people's experience of long-term conditions was also begun.

We also led several meetings for members to express their views and learn how they could make their voices heard. For the voluntary sector, we tried to drive improvements via hosting the Mental Health Strategic Partnership, the Learning Disability Strategic Partnership, and the Equalities Network.

Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.

We continued to demonstrate the importance of disabled people as community leaders by delivering

- Two partnership libraries with extensive inclusive volunteering opportunities
- As part of Barnet Together, a sector support offer which encourages inclusion and accessibility, and works for community solutions to social and economic challenges
- Our user-led Healthwatch

In addition, we provided extensive representation on strategic boards in the borough, with our CEO also Chairing both Wellbeing Together CIC and the NCL VCSE Alliance.

FINANCIAL REVIEW

Financial position

These accounts represent the results for the charity for the period ending 31 March 2022. The charity had incoming resources of £984,753 and outgoing resources of £764,117. The growth in reserves was exceptional but very welcome given that we need to increase our reserves as the charity grows, apropos there was a lack of increase in cash due to accrued income increasing greatly compared to 2021. At the year end the charity had accrued income of £297,198 (2021: £101,653) which was received during 2022 shortly after the close of the financial period.

Reserves policy

The trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to three months running costs given the risks that we face and the likely fluctuations in income and expenditure. We are close to reaching this figure, and our current reserves stand at unrestricted reserves of £299,997 (2021: £179,999) and restricted reserves of £131,138 (2021: £30,500).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

As a Charitably Incorporated Organisation (CIO) Inclusion Barnet is bound by its governing document, its constitution.

Recruitment and appointment of new trustees

The management of the charity is the responsibility of the trustees who are elected and appointed under the terms of the Constitution and attendant policies and practice. They can be appointed by either members or trustees, and there must be at least three but no more than 12. All our trustees have a self-declared impairment, aside from our Carers' Representative.

Decision making

Overall strategic responsibility for the organisation lies with the Board of Trustees which meets regularly to set policy and monitor performance. Day-to-day management of the organisation is delegated to our chief executive, assisted by a professional staff team.

Induction and training of new trustees

Each new trustee is given an induction and training of all trustees is regularly reviewed.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees regularly assess the major risks to which the organisation is exposed, in particular those related to its operations and finances, and satisfied themselves that the appropriate policies and systems are in place to manage and mitigate exposure.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CE001801 (England and Wales)

Registered Charity number

1158632

Registered office

Independent Living Centre
C/O Barnet & Southgate College
7 Bristol Avenue
Colindale
London
NW9 YBR

Trustees

Sunethra Goonewardene (resigned 29.11.2021)
Paul Hawkins (resigned 29.11.2021)
Nailia Jimenez
Geraldine Yenwo
Phillip Rackham (resigned 2.12.2021)
Elsie Lyons
James Evans
Edward Cousins
Jennifer Pearl
Sara Nicole Gardner (appointed 2.12.2021)
Jose Grayson (appointed 2.12.2021)

Independent Examiner
Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Approved by order of the board of trustees on 15/12/22 and signed on its behalf by:

E Lyons - Trustee

Independent Examiner's Report to the Trustees of Inclusion Barnet

Independent examiner's report to the trustees of Inclusion Barnet ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

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

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

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

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

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

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



Jeremy Harrod
FCCA
Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Date: 15/12/22

Inclusion Barnet

Statement of Financial Activities
for the year ended 31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	53,231	63,159	116,390	5,770
Charitable activities					
Charitable activities	4	268,748	587,317	856,065	800,358
Investment income	3	136	-	136	125
Other income		12,162	-	12,162	12,332
Total		334,277	650,476	984,753	818,585
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		244,120	500,037	744,157	752,719
Raising funds		19,960	-	19,960	7,347
Total		264,080	500,037	764,117	760,066
NET INCOME		70,197	150,439	220,636	58,519
Transfers between funds	15	49,801	(49,801)	-	-
Net movement in funds		119,998	100,638	220,636	58,519
RECONCILIATION OF FUNDS					
Total funds brought forward		179,999	30,500	210,499	151,980
TOTAL FUNDS CARRIED FORWARD		299,997	131,138	431,135	210,499

The notes form part of these financial statements

Inclusion Barnet

Balance Sheet
31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	12	7,267	-	7,267	6,603
CURRENT ASSETS					
Debtors	13	147,491	150,106	297,597	101,653
Cash at bank		257,827	197,685	455,512	464,525
		405,318	347,791	753,109	566,178
CREDITORS					
Amounts falling due within one year	14	(112,588)	(216,653)	(329,241)	(362,282)
NET CURRENT ASSETS		292,730	131,138	423,868	203,896
TOTAL ASSETS LESS CURRENT LIABILITIES		299,997	131,138	431,135	210,499
NET ASSETS		299,997	131,138	431,135	210,499
FUNDS	15				
Unrestricted funds				299,997	179,999
Restricted funds				131,138	30,500
TOTAL FUNDS				431,135	210,499

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

.....

E Lyons - Trustee

The notes form part of these financial statements

Inclusion Barnet

Cash Flow Statement
for the year ended 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	(6,063)	229,565
Net cash (used in)/provided by operating activities		(6,063)	229,565
Cash flows from investing activities			
Purchase of tangible fixed assets		(3,086)	(5,579)
Interest received		136	125
Net cash used in investing activities		(2,950)	(5,454)
Change in cash and cash equivalents in the reporting period		(9,013)	224,111
Cash and cash equivalents at the beginning of the reporting period		464,525	240,414
Cash and cash equivalents at the end of the reporting period		455,512	464,525

The notes form part of these financial statements

Notes to the Cash Flow Statement for the year ended 31 March 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	220,636	58,519
Adjustments for:		
Depreciation charges	2,422	2,201
Interest received	(136)	(125)
Increase in debtors	(195,944)	(32,919)
(Decrease)/increase in creditors	(33,041)	201,889
Net cash (used in)/provided by operations	(6,063)	229,565

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank	464,525	(9,013)	455,512
	464,525	(9,013)	455,512
Total	464,525	(9,013)	455,512

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Voluntary income
Voluntary income includes donations from individuals, trusts and companies, unrestricted grants and legacies

Grants
Grants are recognised as income when the entitlement to the grant is certain. Grants made towards the costs of specific activities and services are classified as restricted income. Where services are not fully delivered in the period the restricted income was received, the balance of the grant is held in restricted funds. Grants towards the cost of acquiring assets are classified as restricted income when received. A transfer is then made from restricted funds to unrestricted funds to reflect the purchase of capital items. Grants that provide core funding or a general contribution to the charity are included in voluntary income.

Donations
Donations are recognised in the accounting period in which they are received.

Investment income
Investment income is included gross or at the amount's receivable plus the attributable tax credit.

Fees and sales
Fees for the supply of services are recognised when earned. Income received in advance for services to be delivered in the following year is treated as deferred income and included in creditors.

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
Tangible fixed assets costing more than £250 are capitalised and depreciated over their useful lives and shown in the balance sheet at cost less accumulated depreciation. Depreciation is provided at the following rate: Computers and other equipment - 25% per annum.

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.

continued...

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	116,390	5,770

3. INVESTMENT INCOME

	2022	2021
	£	£
Interest receivable	136	125

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Grants	Charitable activities	856,065	800,358

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	684,836	59,321	744,157
Raising funds	19,960	-	19,960
	704,796	59,321	764,117

6. SUPPORT COSTS

	Admin and support	Governance costs	Totals
	£	£	£
Charitable activities	49,357	9,964	59,321

7. NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Depreciation - owned assets	2,422	2,201

continued...

8. INDEPENDENT EXAMINATION FEES

Included within governance cost is £2,000 (2021: £2,000) in respect of independent examination fees.

9. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

There were no expenses paid to Trustees during the year (2021: Nil). No remuneration was paid to any Trustee.

10. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	581,710	438,049
Social security costs	45,172	33,082
Other pension costs	16,004	12,295
	642,886	483,426

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

	2022	2021
Charitable activities	25	19

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

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	3,909	1,861	5,770
Charitable activities			
Charitable activities	355,342	445,016	800,358
Investment income	125	-	125
Other income	12,332	-	12,332
Total	371,708	446,877	818,585
EXPENDITURE ON			
Charitable activities			
Charitable activities	308,913	443,806	752,719
Raising funds	7,347	-	7,347
Total	316,260	443,806	760,066
NET INCOME	55,448	3,071	58,519
Transfers between funds	(2,010)	2,010	-

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
Net movement in funds	53,438	5,081	58,519
RECONCILIATION OF FUNDS			
Total funds brought forward	126,561	25,419	151,980
TOTAL FUNDS CARRIED FORWARD	179,999	30,500	210,499

12. TANGIBLE FIXED ASSETS

	Computer equipment
	£
COST	
At 1 April 2021	12,497
Additions	3,086
At 31 March 2022	15,583
DEPRECIATION	
At 1 April 2021	5,894
Charge for year	2,422
At 31 March 2022	8,316
NET BOOK VALUE	
At 31 March 2022	7,267
At 31 March 2021	6,603

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
VAT	401	-
Prepayments and accrued income	297,196	101,653
	297,597	101,653

continued...

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Social security and other taxes	13,509	15,960
Other creditors	6,225	5,318
Accruals and deferred income	309,507	341,004
	329,241	362,282

15. MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	Transfers between funds	At 31.3.22
	£	£	£	£
Unrestricted funds				
General fund	179,999	70,197	49,801	299,997
Restricted funds				
Barnet Voice	24,130	(3,176)	-	20,954
Touchpoint (funded by the National Lottery Community Fund)	6,132	17,067	824	24,023
Partnership Libraries (funded by London Borough of Barnet)	-	(2,911)	2,911	-
Touchpoint Advice (funded by Trust for London)	15	7,965	(6,900)	1,080
User voice and representation (funded by City Bridge Trust)	1,395	9,373	(6,202)	4,566
The Coproduced Support Project (funded by Trust for London)	(915)	11,621	(5,039)	5,667
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	(257)	10,273	(4,604)	5,412
Cornerstone (funded by City Bridge Trust)	-	4,000	(4,000)	-
Community Organisation Support (funded by the London Borough of Barnet)	-	89,297	(25,500)	63,797
Stages (funded by Awards for All)	-	1,344	(1,291)	53
Disability Benefits Consortium Fighting Fund	-	5,586	-	5,586
	30,500	150,439	(49,801)	131,138
TOTAL FUNDS	210,499	220,636	-	431,135

continued...

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	334,277	(264,080)	70,197
Restricted funds			
Barnet Voice	407	(3,583)	(3,176)
Touchpoint (funded by the National Lottery Community Fund)	155,013	(137,946)	17,067
Partnership Libraries (funded by London Borough of Barnet)	56,954	(59,865)	(2,911)
Touchpoint Advice (funded by Trust for London)	59,410	(51,445)	7,965
User voice and representation (funded by City Bridge Trust)	55,000	(45,627)	9,373
The Coproduced Support Project (funded by Trust for London)	49,000	(37,379)	11,621
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	51,272	(40,999)	10,273
Cornerstone (funded by City Bridge Trust)	4,000	-	4,000
Community Organisation Support (funded by the London Borough of Barnet)	201,704	(112,407)	89,297
Stages (funded by Awards for All)	7,072	(5,728)	1,344
Disability Benefits Consortium Fighting Fund	5,700	(114)	5,586
Grange Big Local (funded by the Big Local Trust)	4,944	(4,944)	-
	650,476	(500,037)	150,439
TOTAL FUNDS	984,753	(764,117)	220,636

continued...

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	126,561	55,448	(2,010)	179,999
Restricted funds				
Barnet Giving - Donations funding	2,297	(2,297)	-	-
Barnet Voice	18,251	5,879	-	24,130
Touchpoint (funded by the National Lottery Community Fund)	4,805	1,327	-	6,132
Partnership Libraries (funded by London Borough of Barnet)	-	(1,885)	1,885	-
Touchpoint Advice (funded by Trust for London)	-	15	-	15
Yoga (funded by LCF Sport England Active Communities)	66	(66)	-	-
User voice and representation (funded by City Bridge Trust)	-	1,395	-	1,395
Food bank project (funded by DEFRA)	-	(125)	125	-
The Coproduced Support Project (funded by Trust for London)	-	(915)	-	(915)
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	(257)	-	(257)
	25,419	3,071	2,010	30,500
TOTAL FUNDS	151,980	58,519	-	210,499

continued...

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	371,708	(316,260)	55,448
Restricted funds			
Barnet Giving - Donations funding	-	(2,297)	(2,297)
Barnet Voice	17,789	(11,910)	5,879
Touchpoint (funded by the National Lottery Community Fund)	168,639	(167,312)	1,327
Partnership Libraries (funded by London Borough of Barnet)	50,813	(52,698)	(1,885)
Touchpoint Advice (funded by Trust for London)	57,000	(56,985)	15
Yoga (funded by LCF Sport England Active Communities)	4,854	(4,920)	(66)
User voice and representation (funded by City Bridge Trust)	27,500	(26,105)	1,395
Food bank project (funded by DEFRA)	33,294	(33,419)	(125)
VCS support through Covid (funded by the National Lottery Community Fund)	86,988	(86,988)	-
The Coproduced Support Project (funded by Trust for London)	-	(915)	(915)
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	(257)	(257)
	446,877	(443,806)	3,071
TOTAL FUNDS	818,585	(760,066)	58,519

continued...

15. MOVEMENT IN FUNDS - continued

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

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	126,561	125,645	47,791	299,997
Restricted funds				
Barnet Giving - Donations funding	2,297	(2,297)	-	-
Barnet Voice	18,251	2,703	-	20,954
Touchpoint (funded by the National Lottery Community Fund)	4,805	18,394	824	24,023
Partnership Libraries (funded by London Borough of Barnet)	-	(4,796)	4,796	-
Touchpoint Advice (funded by Trust for London)	-	7,980	(6,900)	1,080
Yoga (funded by LCF Sport England Active Communities)	66	(66)	-	-
User voice and representation (funded by City Bridge Trust)	-	10,768	(6,202)	4,566
Food bank project (funded by DEFRA)	-	(125)	125	-
The Coproduced Support Project (funded by Trust for London)	-	10,706	(5,039)	5,667
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	10,016	(4,604)	5,412
Cornerstone (funded by City Bridge Trust)	-	4,000	(4,000)	-
Community Organisation Support (funded by the London Borough of Barnet)	-	89,297	(25,500)	63,797
Stages (funded by Awards for All)	-	1,344	(1,291)	53
Disability Benefits Cornsortium Fighting Fund	-	5,586	-	5,586
	25,419	153,510	(47,791)	131,138
TOTAL FUNDS	151,980	279,155	-	431,135

continued...

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	705,985	(580,340)	125,645
Restricted funds			
Barnet Giving - Donations funding	-	(2,297)	(2,297)
Barnet Voice	18,196	(15,493)	2,703
Touchpoint (funded by the National Lottery Community Fund)	323,652	(305,258)	18,394
Partnership Libraries (funded by London Borough of Barnet)	107,767	(112,563)	(4,796)
Touchpoint Advice (funded by Trust for London)	116,410	(108,430)	7,980
Yoga (funded by LCF Sport England Active Communities)	4,854	(4,920)	(66)
User voice and representation (funded by City Bridge Trust)	82,500	(71,732)	10,768
Food bank project (funded by DEFRA)	33,294	(33,419)	(125)
VCS support through Covid (funded by the National Lottery Community Fund)	86,988	(86,988)	-
The Coproduced Support Project (funded by Trust for London)	49,000	(38,294)	10,706
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	51,272	(41,256)	10,016
Cornerstone (funded by City Bridge Trust)	4,000	-	4,000
Community Organisation Support (funded by the London Borough of Barnet)	201,704	(112,407)	89,297
Stages (funded by Awards for All)	7,072	(5,728)	1,344
Disability Benefits Cornsortium Fighting Fund	5,700	(114)	5,586
Grange Big Local (funded by the Big Local Trust)	4,944	(4,944)	-
	1,097,353	(943,843)	153,510
TOTAL FUNDS	1,803,338	(1,524,183)	279,155

continued...

16. RELATED PARTY DISCLOSURES

Paul Hawkins is a trustee of Inclusion London. Inclusion London have given a grant of £3,985 (2021: £200) to Inclusion Barnet during the year ending 31 March 2022.

17. SUBSIDIARY COMPANIES

Inclusion Barnet has a subsidiary undertaking called Inclusion Unlimited CIC (registered in England and Wales with company no. 07471007).

The subsidiary, Inclusion Unlimited CIC, is controlled by Inclusion Barnet (the holding company), by virtue of being its sole member, and the power to appoint directors to the board of the subsidiary.

The subsidiary's activities relate to those of the holding company in that the subsidiary is a trading enterprise engaging in trades similar to the charitable activities of the holding company, and donates its taxable trading profit to the holding company by way of gift aid.

During the year ending 31 March 2022, the charity received £12,162 (2021: £12,332) in management fees from Inclusion Unlimited CIC.

On 31 March 2022, Inclusion Unlimited CIC made a donation to Inclusion Barnet of £29,170 (2021: £2,071).

INCLUSION BARNET

England & Wales - Charity number 1158632

Accounts

REGISTERED COMPANY NUMBER: CE001801 (England and Wales)
REGISTERED CHARITY NUMBER: 1158632

Report of the Trustees and

Unaudited Financial Statements for the Year Ended 31st March 2021

for

Inclusion Barnet

Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Contents of the Financial Statements for the year ended 31st March 2021

	Page
Foreword from the Co-Chairs	1
Report of the Trustees	2 to 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Cash Flow Statement	12
Notes to the Cash Flow Statement	13
Notes to the Financial Statements	14 to 24

Inclusion Barnet

Foreword from the Co-Chairs
for the year ended 31st March 2021

In our first report as Co-Chairs, we are pleased to look back on a year of significant growth and achievement, despite the numerous challenges of delivering during a major pandemic.

Firstly, we would like to thank our retiring Chair, Paul Baldwin, for his years of dedicated service to the organisation, and for providing strong and supportive leadership to the board and the wider Inclusion Barnet team. His approach fostered a culture of confidence and creativity, and we are committed to following his example going forwards. We must also thank retiring trustee Maria Nash for her fearless advocacy and dedication to the cause of disability rights. Both their contributions leave a valuable legacy to the organisation. Looking to the future, we were delighted to welcome new board members James Evans and Eddie Cousins, who will make a valuable contribution to the board going forwards.

This year was also a year of change in the staffing structure, with significant organisational growth and new staff members joining the team. We thank them all for their work, in particular for continuing delivery with dedication during the unique backdrop of 2020/21. The coronavirus response, where we took a strategic lead in the Community Response alongside our Barnet Together partners, placed significant demands on our team, and we are proud of their praiseworthy contribution to the Barnet response. We would particularly like to take this opportunity to thank our Chief Executive Officer, Caroline Collier whose dedication to Inclusion Barnet during this period was above and beyond the call of duty.

New work commenced included delivery of the contract for Barnet Healthwatch, a user voice and representation project generously funded by City Bridge Trust, some crucial extra funding for our voluntary sector support offer from the National Lottery Community Fund. As our work pivoted online, all our services continued remotely with the exception of our library service. Library staff were redeployed, and helped enormously with the Community Response to Coronavirus. Two staff were later furloughed.

In an organisation such as ours, endings are inevitable as well as new starts. Our involvement in the Barnet Wellbeing Hub ended as our element of work was redesigned to focus on older adults. Space 2B, our service for people with mental health issues, ended as we were no longer in a position to sustain it. However, we are delighted that our offer for people with mental health issues remains via the support group and our new Barnet Voice Forum for people to express their views.

The year ended on a positive note with new funding to develop a research project into adult social care. This, and our growing involvement in the Disability Benefits Consortium, signals our continuing commitment to involvement in the wider issues that affect disabled people in Barnet and beyond.

Elsie Lyons and Jennifer Pearl

September 2021

Report of the Trustees
for the year ended 31st March 2021

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

OBJECTIVES AND ACTIVITIES

Objectives and aims

Inclusion Barnet adheres to the social model of disability. It is a Deaf and Disabled People's Organisation (DDPO) and functions as Barnet's Centre for Independent Living.

Inclusion Barnet's objects are as follows:

1) To relieve the needs of people with disabilities by providing support, education and practical advice to enable people with disabilities to achieve and maintain choice, control and independence in their lives and to access services, entitlements and opportunities.

2) Such charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the trustees may from time to time determine.

OBJECTIVES AND ACTIVITIES

Significant activities

Covid Response

As Barnet's commissioned sector support provider, and part of the Barnet Together infrastructure partnership (with Young Barnet Foundation and Groundwork London), we played a key role in the Covid Community Response, acting as a strategic lead in a productive partnership between London Borough of Barnet and the Voluntary Sector.

As a Strategic Lead for the Community and Faith element of the programme response, the IB CEO attended the Strategic Leads' Update, cascading information from these to the project strands she led or attended. The IB CEO also attended the Community and Faith group, which at times she led on behalf of the Barnet Together partners. Inclusion Barnet also provided secretarial support for the group throughout lockdown. We acted on the concerns being raised by unlocking the DEFRA funding for foodbanks (see below), and reported in on the concerns about fuel and digital poverty also being raised.

The IB CEO also attended the Adult Steering Group, and led the Adults Services Liaison Group, feeding back on the work taking place and providing a forum for providers to share peer-to-peer learning. She also arranged for speakers to come to the group and share materials to help them out of lockdown. Every meeting was minuted by a member of IB staff who took this on in addition to her normal duties.

Through the work of the Adults Services Liaison Group, Inclusion Barnet led and co-ordinated the development of a 5,000 word report for the CCG, capturing and detailing providers' concerns. NCL CCG described this report as containing 'powerful intelligence' and asked permission to quote it in their own work. We also gathered intelligence for Public Health, collating feedback about a case study where they wanted voluntary sector input on lessons to learn.

We successfully raised over £33,000 to support the work of Barnet's Food Banks through a bid to DEFRA, and also raised several thousand pounds for the Barnet Community Response Fund, which provided much-needed support to the sector. We were also part of the panel which assessed bids.

Healthwatch Barnet

Inclusion Barnet started delivery of the Healthwatch Barnet contract in April 2020 at the same time as the pandemic was starting and the nation went into lockdown. This caused difficulties in many areas of our work, from Enter and View to public engagement as we all started to work remotely. With the changes at a national and local level this year, our resources have been stretched far and wide to speak up for people using health and social care services.

Nevertheless, our staff and volunteers adapted to an agile and ever-changing environment to listen to the experiences of local people using health and social care services and their experiences of COVID-19. This year we have engaged with 8,344 people, had 197 enquiries from local people, attended 100 stakeholder meetings and produced 4 reports: two projects about care homes, one project about COVID and another to support engagement on Barnet Council's Joint Health and Wellbeing Strategy.

During the first wave of COVID-19, we conducted a project to understand how care homes are managed. We spoke with 43 care homes and interviewed 50 staff. We found several key findings:
- Most care homes we spoke with were under-occupied, which worried care home's financial viability.
- Managers reported ensuring safe staffing levels was a significant challenge due to covid-19 staff absences, which required them to utilise several strategies to combat including extra shifts, overtime, recruiting more permanent staff, using bank and agency staff and allowing staff to stay overnight in the care homes.
- 48% of care homes reported difficulties in accessing sufficient personal protective equipment.
- 56% of managers said obtaining tests and results for staff and residents was a major issue.

During the second wave of COVID-19, we conducted a project to understand the experiences of care home residents and their relatives. We contacted 83 CQC registered care homes in Barnet and gained the following insights from 129 people:
- Testing - 73% of respondents had been offered COVID-19 testing mainly on a monthly and weekly basis.
- Personal Protective Equipment (PPE) - 78% of respondents indicated that care home staff always used appropriate PPE when providing care, although 62% of respondents stated they were provided PPE for personal use in shared spaces.

OBJECTIVES AND ACTIVITIES

- Impact on physical health - 35% of respondents stated that their physical health had deteriorated due to factors such as reduced access to healthcare services and physical wellbeing activities, including maintaining relationships with family and friends.
- Impact on mental health - Almost 50% of respondents stated that their mental health and wellbeing had deteriorated, primarily due to a lack of social interaction causing isolation and depression.

Voluntary Sector Support

The global pandemic saw the needs of the Voluntary, Community and Faith Sector (VCFS) change and increase exponentially, and Inclusion Barnet, Volunteering Barnet and Young Barnet Foundation became central to Barnet's strategic response and recovery. Barnet Together became a more central presence, and under this we worked to support the sector through the pandemic through funding, regular networking opportunities, advocacy work and wellbeing support.

We recognised that our existing staff weren't able to meet demand and with funding secured via the National Lottery in July 2020 we were able to recruit two team members on 6-month contracts to: 1) Develop strategy and carry out comms activity for Barnet Together; 2) provide a consistent support presence for the VCFS essential at such a crucial time.

Following an internal restructure in November 2020 we have retained the latter staff member in a slightly expanded role; and since their joining in July 2020, has allowed us to:

- Provide consistent 1:1 support for Barnet's VCFS (72 carried out between August 2020 - March 2021, against a KPI from Barnet Council to hold 24 from August 2020 - March 2021)
- Provide constructive feedback on funding applications (47 applications supported from August 2020 - March 2021, successful applications bringing in just over £475k to Barnet VCOs)
- Providing an annual suite of online training for Barnet VCS
- Grow the Barnet Together followers on social media and see increased engagement
- Establish two regular newsletters (a general news/funding and Environmental news/funding)
- Establish six new groups: Barnet VCS Environmental Network, Grassroots Get-Together, the Adult Services Liaison Group, and MASH-VCS Safeguarding Lead Forum; and via City Bridge Funding we host the Mental Health Strategic Partnership and the Learning Disability Strategic Partnership.

Touchpoint

As disabled people ourselves, we understand many of the fears, concerns and experiences that people using our service contact us about. Many of the historic barriers our customers experience have unfortunately been exacerbated by the pandemic. Predominant barriers our customers report facing are difficulties with, being able to access appropriate services as well as navigating through them.

At the beginning of the pandemic, we provided short term reactive pieces of support, but we have since moved back to our original service delivery of providing longer term case work support. This enabled us to provide customers with longer term advice and support in accessing and navigating through the multifaceted maze of services. We provided 70 pieces of long term complex support, identifying over 200 individual customer goals.

We provided information and advice through a plethora of means to over 250 customers, made over 2,500 contacts making on average 10 forms of communications per customer. We also made over 1300 contacts with external services and professionals, on average making 5 contacts.

Additional to our customer work, our top priority was to secure continuation funding for Touchpoint Peer Support Services, funding was due to end in July 2021.

Our Benefits Advice Service continued to see a steady growth in the number of referrals and enquiries to the service, totally 275. We completed 60 benefits applications and provided over 560 support sessions covering a range of welfare benefits including Personal Independent Payments, Blue Badge Applications as well as carrying out benefit calculations and eligibility checks. The top three types of benefits we provided support and advice on were:

- Personal Independence Payments
- Universal Credit
- Other (includes council tax and housing benefit)

OBJECTIVES AND ACTIVITIES

User Voice and Barnet Voice for Mental Health (BVMH)

Our User Voice project, funded by City Bridge Trust, commenced in October 2020. We are now able to offer members meetings, a Disability Rights Forum, a BVMH mental health forum, the chance to respond to consultations and other opportunities to engage. These had to be online due to lockdown, but the BVMH group in particular was well-attended nonetheless.

The BVMH support group continued to be well attended and represented a lifeline to its members during lockdown. Members often refer to it as 'like family' and in lockdown in particular the strength of the relationships proved immensely useful to members, who also communicate informally on WhatsApp and met in person in the park.

The support group has regular attendance of 9 - 12 members and welcomed new members who have been successfully integrated into the group. The group continues to meet online and this arrangement is being kept under review.

On the BVMH web page there was production of a series of wellbeing videos at start of lockdown summarising the content of Yale University course of the science of wellbeing and happiness. This was targeted at helping people maintain their mental health during the pressures of lockdown.

Enablement

Our Enablement Partnership with Barnet, Enfield and Haringey Mental Health Trust achieved a number of key successes during our third year of delivery:

- We co-produced a Trust-wide Recovery strategy with staff, carers, people who have used the Trust's services and people were who currently using the Trust's services. Over 250 people were involved in sharing their ideas and developing the recovery goals. The strategy outlines how the Trust will implement the national drive for recovery-focused practice and services as well as bringing all of Enablement's work under one roof.
- The peer workforce increased by over 90% by recruiting 21 new Peer Workers across all 5 divisions of the Trust. This has resulted in BEH ranking in the top 25% of the largest lived experienced workforce in the NHS across England. We trained 7 staff teams to prepare for their Peer Worker(s) and we delivered training to three cohorts of new Peer Workers with an average of 5 Peers in each cohort.
- Utilising our work of the last 3 years, innovative tool DIALOG+, an intervention to assess life and treatment satisfaction of patients and address concerns, is now accepted to be the way forward for improving care planning across the Trust, having presented the recommendation to the executive team to implement DIALOG+ across the whole Trust over the next 3/4 year.
- We worked closely with the Trust on bringing their Crisis Prevention Service back. This work included the co-creation of the Recovery House service specification and model; development of a Peer-Led Recovery Programme for the Crisis Homes; and the development of new Peer roles that include for the first time a Band 5 Peer Worker, thereby breaking the previous glass ceiling.
- With the overall aim of sustainability for the Trust to ensure they can carry on with Enablement after our final year in the Partnership, the Enablement Programme's evaluation has been bought in-house. By working with the Patient Experience team, the Trust-wide service user survey was refreshed and included the Enablement Approach and measures to capture the impact of Peer Workers. Data is collected monthly from across the Trust to help inform service improvements, quality and the Enablement Programme Agenda.
- Our Trust-wide Lived Experience Project was most impacted by COVID-19 because of changing priorities. Nonetheless, as part of the project we launched a lived experience section in Trust Matters Magazine; created a lived experience reference guide for staff; developed Wellbeing at Work' plans for all staff which is currently being reviewed as part of the wellbeing programme; and starting the planning of the lived experience champions scheme.

Libraries

New Barnet and South Friern both closed in March 2020, when the first lockdown began. Many organisations re-shaped and rallied in response to the COVID19 crisis and we were no exception, our library manager Nick finding himself reassigned to providing administrative support to Barnet Together's Food Bank initiative. This involved establishing and maintaining contact with food banks across the borough and helping to monitor their stock levels each week so that appropriate extra supplies could be allocated from Barnet's centralised hub.

OBJECTIVES AND ACTIVITIES

South Friern Library partially re-opened in August 2020, offering a Select and Collect 'takeaway' service whereby the public could request items online or by telephone and pick them up at the entrance to the library with the minimum of contact (or risk). New Barnet, offering the same service, reopened a little later, being subject to different government regulations because it resides inside the New Barnet Leisure Centre complex. It also had to close again a few more times for the same reason.

Volunteer numbers stayed fairly strong. A few of our long serving volunteers left with the advent of Covid, but we also had a number of new people join us, some of whom found themselves with more spare time while they were furloughed from their regular jobs.

Public benefit

We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We are working to create services which benefit disabled people, primarily in Barnet, and their family carers. We also intend to have an impact on wider issues of equality and inclusion. In order to do this, we work within the guidelines set out below. The Trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

About Inclusion Barnet - Our Vision, mission and values

These were refreshed in 2020, after consultation with stakeholders.

Vision

We believe in a world where disabled people live their lives free of barriers and stigma.

Mission

Our mission is to to harness the strength and skills gained from our lived experience to improve the lives of disabled people and for the benefit of society.

Approach

1. Thought leadership:
To use our lived experience to work towards a better understanding of the needs of disabled people and their on-going contribution to services and society.
2. Peer support:
To use our lived experience to design and deliver services which utilise lived experience to meet the needs of disabled people.
3. User voice:
To use our lived experience to raise awareness and educate society about the barriers faced by disabled people and how we can work together to remove those barriers.
4. Empowerment:
To use our lived experience to empower and enable disabled people to achieve their potential.
5. Community Development:
To harness the strength and skills gained from our lived experience for community development..

Values

We strive to be collaborative; reflective; empowering; supportive; empathetic; proactive.

Strategic Aims 2021-26

For the next five years, we will focus on working towards a world in which:
- Disabled people can live their lives free of stigma;
- The health inequalities of disabled people in Barnet and beyond are addressed, with full regard to intersectionality and how it impacts on people's life chances
- Disabled people in Barnet and beyond have access to person-centred services which address their individual needs and the systemic barriers they are facing;
- Disabled people in Barnet and beyond are able to take a leadership role in creating a thriving and socially just society.

FINANCIAL REVIEW

Financial position

These accounts represent the results for the charity for the period ending 31 March 2021. The charity had incoming resources of £816,514 and outgoing resources of £760,066.

Reserves policy

The trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to three months running costs. We are close to reaching this figure, and our current reserves stand at unrestricted reserves of £179,999 and restricted reserves of £30,500.

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.

Recruitment and appointment of new trustees

The management of the charity is the responsibility of the trustees who are elected and appointed under the terms of the Constitution and attendant policies and practice. They can be appointed by either members or trustees, and there must be at least three but no more than 12. All our trustees have a self-declared impairment, aside from our Carers' Representative.

Decision making

Overall strategic responsibility for the organisation lies with the Board of Trustees which meets regularly to set policy and monitor performance. Day-to-day management of the organisation is delegated to our chief executive, assisted by a professional staff team.

Induction and training of new trustees

Each new trustee is given an induction and training of all trustees is regularly reviewed.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CE001801 (England and Wales)

Registered Charity number

1158632

Registered office

Independent Living Centre
C/O Barnet & Southgate College
7 Bristol Avenue
Colindale
London
NW9 YBR

Trustees

S Goonewardene
P Hawkins
N Jimenez
G Yenwo
P Rackham
E Lyons (appointed 11.6.2020)
J Evans (appointed 15.1.2021)
E Cousins (appointed 24.3.2021)
J Pearl
P Baldwin (resigned 15.12.2020)
Ms M Nash (resigned 15.12.2020)

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Approved by order of the board of trustees on 11th November 2021 and signed on its behalf by:

E Lyons - Trustee

Independent Examiner's Report to the Trustees of Inclusion Barnet

Independent examiner's report to the trustees of Inclusion Barnet ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2021.

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

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

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

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

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

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



Jeremy Harrod
FCCA
Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Date: 11th November 2021

Inclusion Barnet

Statement of Financial Activities
for the year ended 31st March 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	3,909	1,861	5,770	5,588
Charitable activities	4				
Charitable activities		355,342	445,016	800,358	515,678
Investment income	3	125	-	125	214
Other income		12,332	-	12,332	-
Total		371,708	446,877	818,585	521,480
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		308,913	443,806	752,719	502,335
Raising funds		7,347	-	7,347	6,959
Total		316,260	443,806	760,066	509,294
NET INCOME		55,448	3,071	58,519	12,186
Transfers between funds	15	(2,010)	2,010	-	-
Net movement in funds		53,438	5,081	58,519	12,186
RECONCILIATION OF FUNDS					
Total funds brought forward		126,561	25,419	151,980	139,794
TOTAL FUNDS CARRIED FORWARD		179,999	30,500	210,499	151,980

The notes form part of these financial statements

Inclusion Barnet

Balance Sheet
31st March 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	12	6,603	-	6,603	3,225
CURRENT ASSETS					
Debtors	13	94,143	7,510	101,653	68,734
Cash at bank		306,822	157,703	464,525	240,414
		400,965	165,213	566,178	309,148
CREDITORS					
Amounts falling due within one year	14	(227,569)	(134,713)	(362,282)	(160,393)
NET CURRENT ASSETS		173,396	30,500	203,896	148,755
TOTAL ASSETS LESS CURRENT LIABILITIES		179,999	30,500	210,499	151,980
NET ASSETS		179,999	30,500	210,499	151,980
FUNDS	15				
Unrestricted funds				179,999	126,561
Restricted funds				30,500	25,419
TOTAL FUNDS				210,499	151,980

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 11th November 2021 and were signed on its behalf by:

E Lyons - Trustee

The notes form part of these financial statements

Inclusion Barnet

Cash Flow Statement
for the year ended 31st March 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	229,565	23,964
Net cash provided by operating activities		229,565	23,964
Cash flows from investing activities			
Purchase of tangible fixed assets		(5,579)	(2,388)
Interest received		125	214
Net cash used in investing activities		(5,454)	(2,174)
Change in cash and cash equivalents in the reporting period		224,111	21,790
Cash and cash equivalents at the beginning of the reporting period		240,414	218,624
Cash and cash equivalents at the end of the reporting period		464,525	240,414

The notes form part of these financial statements

Notes to the Cash Flow Statement for the year ended 31st March 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	58,519	12,186
Adjustments for:		
Depreciation charges	2,201	1,075
Interest received	(125)	(214)
Increase in debtors	(32,919)	(17,871)
Increase in creditors	201,889	28,788
Net cash provided by operations	229,565	23,964

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20	Cash flow	At 31.3.21
	£	£	£
Net cash			
Cash at bank	240,414	224,111	464,525
	240,414	224,111	464,525
Total	240,414	224,111	464,525

The notes form part of these financial statements

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.

Voluntary income
Voluntary income includes donations from individuals, trusts and companies, unrestricted grants and legacies

Grants
Grants are recognised as income when the entitlement to the grant is certain. Grants made towards the costs of specific activities and services are classified as restricted income. Where services are not fully delivered in the period the restricted income was received, the balance of the grant is held in restricted funds. Grants towards the cost of acquiring assets are classified as restricted income when received. A transfer is then made from restricted funds to unrestricted funds to reflect the purchase of capital items. Grants that provide core funding or a general contribution to the charity are included in voluntary income.

Donations
Donations are recognised in the accounting period in which they are received.

Investment income
Investment income is included gross or at the amounts receivable plus the attributable tax credit.

Fees and sales
Fees for the supply of services are recognised when earned. Income received in advance for services to be delivered in the following year is treated as deferred income and included in creditors.

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
Tangible fixed assets costing more than £250 are capitalised and depreciated over their useful lives and shown in the balance sheet at cost less accumulated depreciation. Depreciation is provided at the following rate: Computers and other equipment - 25% per annum.

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.

continued...

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	5,770	5,588

3. INVESTMENT INCOME

	2021	2020
	£	£
Interest receivable	125	214

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020
		£	£
Grants	Charitable activities	800,358	515,678

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	682,810	69,909	752,719
Raising funds	7,347	-	7,347
	690,157	69,909	760,066

6. SUPPORT COSTS

	Admin and support	Governance costs	Totals
	£	£	£
Charitable activities	68,109	1,800	69,909

7. NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Depreciation - owned assets	2,201	1,075

continued...

8. INDEPENDENT EXAMINATION FEES

Included within governance cost is £1,800 (2020: £1,800) in respect of independent examination fees.

9. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

There were no expenses paid to Trustees during the year (2020: £217.96). No remuneration was paid to any Trustee.

10. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	438,049	336,053
Social security costs	33,082	29,317
Other pension costs	12,295	22,189
	483,426	387,559

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

	2021	2020
Charitable activities	19	15

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

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	5,588	-	5,588
Charitable activities			
Charitable activities	177,269	338,409	515,678
Investment income	214	-	214
Total	183,071	338,409	521,480
EXPENDITURE ON			
Charitable activities			
Charitable activities	178,140	324,195	502,335
Raising funds	6,959	-	6,959
Total	185,099	324,195	509,294
NET INCOME/(EXPENDITURE)	(2,028)	14,214	12,186
Transfers between funds	27,266	(27,266)	-

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
Net movement in funds	25,238	(13,052)	12,186
RECONCILIATION OF FUNDS			
Total funds brought forward	101,323	38,471	139,794
TOTAL FUNDS CARRIED FORWARD	126,561	25,419	151,980

12. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1st April 2020	6,918
Additions	5,579
At 31st March 2021	12,497
DEPRECIATION	
At 1st April 2020	3,693
Charge for year	2,201
At 31st March 2021	5,894
NET BOOK VALUE	
At 31st March 2021	6,603
At 31st March 2020	3,225

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Prepayments and accrued income	101,653	68,734

continued...

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Social security and other taxes	15,960	15,891
Other creditors	5,318	-
Accruals and deferred income	341,004	144,502
	362,282	160,393

15. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
Unrestricted funds				
General fund	126,561	55,448	(2,010)	179,999
Restricted funds				
Barnet Giving - Donations funding	2,297	(2,297)	-	-
Barnet Voice	18,251	5,879	-	24,130
Touchpoint (funded by the National Lottery Community Fund)	4,805	1,327	-	6,132
Partnership Libraries (funded by London Borough of Barnet)	-	(1,885)	1,885	-
Touchpoint Advice (funded by Trust for London)	-	15	-	15
Yoga (funded by LCF Sport England Active Communities)	66	(66)	-	-
User voice and representation (funded by City Bridge Trust)	-	1,395	-	1,395
Food bank project (funded by DEFRA)	-	(125)	125	-
The Coproduced Support Project (funded by Trust for London)	-	(915)	-	(915)
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	(257)	-	(257)
	25,419	3,071	2,010	30,500
TOTAL FUNDS	151,980	58,519	-	210,499

continued...

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	371,708	(316,260)	55,448
Restricted funds			
Barnet Giving - Donations funding	-	(2,297)	(2,297)
Barnet Voice	17,789	(11,910)	5,879
Touchpoint (funded by the National Lottery Community Fund)	168,639	(167,312)	1,327
Partnership Libraries (funded by London Borough of Barnet)	50,813	(52,698)	(1,885)
Touchpoint Advice (funded by Trust for London)	57,000	(56,985)	15
Yoga (funded by LCF Sport England Active Communities)	4,854	(4,920)	(66)
User voice and representation (funded by City Bridge Trust)	27,500	(26,105)	1,395
Food bank project (funded by DEFRA)	33,294	(33,419)	(125)
VCS support through Covid (funded by the National Lottery Community Fund)	86,988	(86,988)	-
The Coproduced Support Project (funded by Trust for London)	-	(915)	(915)
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	(257)	(257)
	446,877	(443,806)	3,071
TOTAL FUNDS	818,585	(760,066)	58,519

continued...

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	101,323	(2,028)	27,266	126,561
Restricted funds				
Barnet Giving - Operational funding	-	(811)	811	-
Barnet Giving - Donations funding	2,335	(38)	-	2,297
People's Choice	-	5,595	(5,595)	-
Barnet Voice	18,916	3,624	(4,288)	18,252
Touchpoint Development	12,774	(12,450)	(324)	-
Touchpoint (funded by the National Lottery Community Fund)	-	37,495	(32,691)	4,804
Partnership Libraries (funded by London Borough of Barnet)	-	(22,599)	22,599	-
Skills for Care	4,446	(3,825)	(621)	-
Touchpoint Advice (funded by Trust for London)	-	5,815	(5,815)	-
Yoga (funded by LCF Sport England Active Communities)	-	1,408	(1,342)	66
	38,471	14,214	(27,266)	25,419
TOTAL FUNDS	139,794	12,186	-	151,980

continued...

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	183,071	(185,099)	(2,028)
Restricted funds			
Barnet Giving - Operational funding	-	(811)	(811)
Barnet Giving - Donations funding	34	(72)	(38)
People's Choice	30,820	(25,225)	5,595
Barnet Voice	39,641	(36,017)	3,624
Touchpoint Development	-	(12,450)	(12,450)
Touchpoint (funded by the National Lottery Community Fund)	154,760	(117,265)	37,495
Partnership Libraries (funded by London Borough of Barnet)	50,000	(72,599)	(22,599)
Skills for Care	-	(3,825)	(3,825)
Touchpoint Advice (funded by Trust for London)	58,300	(52,485)	5,815
Yoga (funded by LCF Sport England Active Communities)	4,854	(3,446)	1,408
	338,409	(324,195)	14,214
TOTAL FUNDS	521,480	(509,294)	12,186

continued...

15. MOVEMENT IN FUNDS - continued

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

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	101,323	53,420	25,256	179,999
Restricted funds				
Barnet Giving - Operational funding	-	(811)	811	-
Barnet Giving - Donations funding	2,335	(2,335)	-	-
People's Choice	-	5,595	(5,595)	-
Barnet Voice	18,916	9,503	(4,288)	24,131
Touchpoint Development	12,774	(12,450)	(324)	-
Touchpoint (funded by the National Lottery Community Fund)	-	38,822	(32,691)	6,131
Partnership Libraries (funded by London Borough of Barnet)	-	(24,484)	24,484	-
Skills for Care	4,446	(3,825)	(621)	-
Touchpoint Advice (funded by Trust for London)	-	5,830	(5,815)	15
Yoga (funded by LCF Sport England Active Communities)	-	1,342	(1,342)	-
User voice and representation (funded by City Bridge Trust)	-	1,395	-	1,395
Food bank project (funded by DEFRA)	-	(125)	125	-
The Coproduced Support Project (funded by Trust for London)	-	(915)	-	(915)
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	(257)	-	(257)
	38,471	17,285	(25,256)	30,500
TOTAL FUNDS	139,794	70,705	-	210,499

continued...

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	554,779	(501,359)	53,420
Restricted funds			
Barnet Giving - Operational funding	-	(811)	(811)
Barnet Giving - Donations funding	34	(2,369)	(2,335)
People's Choice	30,820	(25,225)	5,595
Barnet Voice	57,430	(47,927)	9,503
Touchpoint Development	-	(12,450)	(12,450)
Touchpoint (funded by the National Lottery Community Fund)	323,399	(284,577)	38,822
Partnership Libraries (funded by London Borough of Barnet)	100,813	(125,297)	(24,484)
Skills for Care	-	(3,825)	(3,825)
Touchpoint Advice (funded by Trust for London)	115,300	(109,470)	5,830
Yoga (funded by LCF Sport England Active Communities)	9,708	(8,366)	1,342
User voice and representation (funded by City Bridge Trust)	27,500	(26,105)	1,395
Food bank project (funded by DEFRA)	33,294	(33,419)	(125)
VCS support through Covid (funded by the National Lottery Community Fund)	86,988	(86,988)	-
The Coproduced Support Project (funded by Trust for London)	-	(915)	(915)
The Community Reporting Project (funded by Lived Experience Leaders, the National Lottery Community Fund)	-	(257)	(257)
	785,286	(768,001)	17,285
TOTAL FUNDS	1,340,065	(1,269,360)	70,705

16. RELATED PARTY DISCLOSURES

Paul Hawkins is a trustee of Inclusion London. Inclusion London have given a grant of £200 to Inclusion Barnet during the year ending 31 March 2021.

continued...

17. SUBSIDIARY COMPANIES

Inclusion Barnet has a subsidiary undertaking called Inclusion Unlimited CIC (registered in England and Wales with company no. 07471007).

The subsidiary, Inclusion Unlimited CIC, is controlled by Inclusion Barnet (the holding company), by virtue of being its sole member, and the power to appoint directors to the board of the subsidiary.

The subsidiary's activities relate to those of the holding company in that the subsidiary is a trading enterprise engaging in trades similar to the charitable activities of the holding company, and donates its taxable trading profit to the holding company by way of gift aid.

During the year ending 31 March 2021, the charity received £12,332 in management fees from Inclusion Unlimited CIC.

On 31 March 2021, Inclusion Unlimited CIC made a donation to Inclusion Barnet of £2,071.