

**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

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for the year ended 31st March 2021**

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## **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

**Inclusion Barnet**  
**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.

## **Inclusion Barnet**

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

#### **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.

## **Inclusion Barnet**

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

#### **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)

## **Inclusion Barnet**

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

#### **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.



## **Inclusion Barnet**

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

#### **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 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.



## **Inclusion Barnet**

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

#### **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)

**Inclusion Barnet**

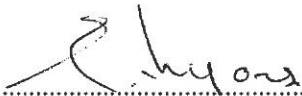
**Report of the Trustees  
for the year ended 31st March 2021**

**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 11<sup>th</sup> 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: 11<sup>th</sup> 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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	3,909	1,861	5,770	5,588
<b>Charitable activities</b>	4				
Charitable activities		355,342	445,016	800,358	515,678
Investment income	3	125	-	125	214
Other income		12,332	-	12,332	-
<b>Total</b>		<u>371,708</u>	<u>446,877</u>	<u>818,585</u>	<u>521,480</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	5				
Charitable activities		308,913	443,806	752,719	502,335
Raising funds		7,347	-	7,347	6,959
<b>Total</b>		<u>316,260</u>	<u>443,806</u>	<u>760,066</u>	<u>509,294</u>
<b>NET INCOME</b>		<u>55,448</u>	<u>3,071</u>	<u>58,519</u>	<u>12,186</u>
<b>Transfers between funds</b>	15	<u>(2,010)</u>	<u>2,010</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<u>53,438</u>	<u>5,081</u>	<u>58,519</u>	<u>12,186</u>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<u>126,561</u>	<u>25,419</u>	<u>151,980</u>	<u>139,794</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>179,999</u></u>	<u><u>30,500</u></u>	<u><u>210,499</u></u>	<u><u>151,980</u></u>

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

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

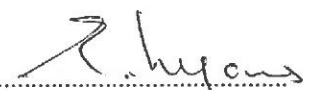
The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company 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 11<sup>th</sup> 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 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	229,565	23,964
Net cash provided by operating activities		229,565	23,964
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(5,579)	(2,388)
Interest received		125	214
Net cash used in investing activities		(5,454)	(2,174)
<b>Change in cash and cash equivalents in the reporting period</b>		224,111	21,790
<b>Cash and cash equivalents at the beginning of the reporting period</b>		240,414	218,624
<b>Cash and cash equivalents at the end of the reporting period</b>		464,525	240,414

The notes form part of these financial statements

**Inclusion Barnet**

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

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.4.20 £	Cash flow £	At 31.3.21 £
<b>Net cash</b>			
Cash at bank	240,414	224,111	464,525
	<u>240,414</u>	<u>224,111</u>	<u>464,525</u>
<b>Total</b>	<u>240,414</u>	<u>224,111</u>	<u>464,525</u>



**Notes to the Financial Statements  
for the year ended 31st March 2021**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

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

**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.

**Inclusion Barnet**

**Notes to the Financial Statements - continued  
for the year ended 31st March 2021**

**2. DONATIONS AND LEGACIES**

	2021	2020
	£	£
Donations	<u>5,770</u>	<u>5,588</u>

**3. INVESTMENT INCOME**

	2021	2020
	£	£
Interest receivable	<u>125</u>	<u>214</u>

**4. INCOME FROM CHARITABLE ACTIVITIES**

	2021	2020
	£	£
Grants	<u>800,358</u>	<u>515,678</u>

**5. CHARITABLE ACTIVITIES COSTS**

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

**6. SUPPORT COSTS**

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

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

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

	2021	2020
	£	£
Depreciation - owned assets	<u>2,201</u>	<u>1,075</u>

# Inclusion Barnet

## Notes to the Financial Statements - continued for the year ended 31st March 2021

### 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
	<u>483,426</u>	<u>387,559</u>

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

	2021 19	2020 15
Charitable activities	<u>19</u>	<u>15</u>

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

### 11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

**Inclusion Barnet**

**Notes to the Financial Statements - continued  
for the year ended 31st March 2021**

**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
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	101,323	38,471	139,794
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>126,561</u>	<u>25,419</u>	<u>151,980</u>

**12. TANGIBLE FIXED ASSETS**

	Computer equipment £
<b>COST</b>	
At 1st April 2020	6,918
Additions	5,579
At 31st March 2021	<u>12,497</u>
<b>DEPRECIATION</b>	
At 1st April 2020	3,693
Charge for year	2,201
At 31st March 2021	<u>5,894</u>
<b>NET BOOK VALUE</b>	
At 31st March 2021	<u>6,603</u>
At 31st March 2020	<u>3,225</u>

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

	2021 £	2020 £
Prepayments and accrued income	<u>101,653</u>	<u>68,734</u>

# Inclusion Barnet

## Notes to the Financial Statements - continued for the year ended 31st March 2021

### 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
	<u>362,282</u>	<u>160,393</u>

### 15. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
<b>Unrestricted funds</b>				
General fund	126,561	55,448	(2,010)	179,999
<b>Restricted funds</b>				
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)
	<u>25,419</u>	<u>3,071</u>	<u>2,010</u>	<u>30,500</u>
<b>TOTAL FUNDS</b>	<u>151,980</u>	<u>58,519</u>	<u>-</u>	<u>210,499</u>

# Inclusion Barnet

## Notes to the Financial Statements - continued for the year ended 31st March 2021

### 15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	371,708	(316,260)	55,448
<b>Restricted funds</b>			
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)
	<u>446,877</u>	<u>(443,806)</u>	<u>3,071</u>
<b>TOTAL FUNDS</b>	<u>818,585</u>	<u>(760,066)</u>	<u>58,519</u>

# Inclusion Barnet

## Notes to the Financial Statements - continued for the year ended 31st March 2021

### 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 £
<b>Unrestricted funds</b>				
General fund	101,323	(2,028)	27,266	126,561
<b>Restricted funds</b>				
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
	<u>38,471</u>	<u>14,214</u>	<u>(27,266)</u>	<u>25,419</u>
<b>TOTAL FUNDS</b>	<u>139,794</u>	<u>12,186</u>	<u>-</u>	<u>151,980</u>



# Inclusion Barnet

## Notes to the Financial Statements - continued for the year ended 31st March 2021

### 15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	183,071	(185,099)	(2,028)
<b>Restricted funds</b>			
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
	<u>338,409</u>	<u>(324,195)</u>	<u>14,214</u>
<b>TOTAL FUNDS</b>	<u>521,480</u>	<u>(509,294)</u>	<u>12,186</u>

## Inclusion Barnet

### Notes to the Financial Statements - continued for the year ended 31st March 2021

#### 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 £
<b>Unrestricted funds</b>				
General fund	101,323	53,420	25,256	179,999
<b>Restricted funds</b>				
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)
	<u>38,471</u>	<u>17,285</u>	<u>(25,256)</u>	<u>30,500</u>
<b>TOTAL FUNDS</b>	<u>139,794</u>	<u>70,705</u>	<u>-</u>	<u>210,499</u>

## Inclusion Barnet

### Notes to the Financial Statements - continued for the year ended 31st March 2021

#### 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 £
<b>Unrestricted funds</b>			
General fund	554,779	(501,359)	53,420
<b>Restricted funds</b>			
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)
	<u>785,286</u>	<u>(768,001)</u>	<u>17,285</u>
<b>TOTAL FUNDS</b>	<u>1,340,065</u>	<u>(1,269,360)</u>	<u>70,705</u>

#### 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.

**Notes to the Financial Statements - continued  
for the year ended 31st March 2021**

**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.