

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
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Marlborough Hill
Harrow
Middlesex
HA1 1UD

Inclusion Barnet

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for the year ended 31 March 2022**

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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.

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2022

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 hustling 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.

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2022

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.

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2022

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.

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2022

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.

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2022

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).

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2022

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)

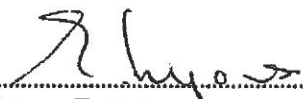
Jose Grayson (appointed 2.12.2021)

Inclusion Barnet

**Report of the Trustees
for the year ended 31 March 2022**

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 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
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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		<u>12,162</u>	<u>-</u>	<u>12,162</u>	<u>12,332</u>
Total		<u>334,277</u>	<u>650,476</u>	<u>984,753</u>	<u>818,585</u>
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		244,120	500,037	744,157	752,719
Raising funds		<u>19,960</u>	<u>-</u>	<u>19,960</u>	<u>7,347</u>
Total		<u>264,080</u>	<u>500,037</u>	<u>764,117</u>	<u>760,066</u>
NET INCOME		70,197	150,439	220,636	58,519
Transfers between funds	15	<u>49,801</u>	<u>(49,801)</u>	<u>-</u>	<u>-</u>
Net movement in funds		119,998	100,638	220,636	58,519
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>179,999</u>	<u>30,500</u>	<u>210,499</u>	<u>151,980</u>
TOTAL FUNDS CARRIED FORWARD		<u>299,997</u>	<u>131,138</u>	<u>431,135</u>	<u>210,499</u>

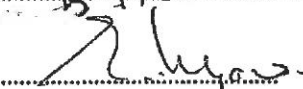
The notes form part of these financial statements

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		<u>257,827</u>	<u>197,685</u>	<u>455,512</u>	<u>464,525</u>
		405,318	347,791	753,109	566,178
CREDITORS					
Amounts falling due within one year	14	<u>(112,588)</u>	<u>(216,653)</u>	<u>(329,241)</u>	<u>(362,282)</u>
NET CURRENT ASSETS		<u>292,730</u>	<u>131,138</u>	<u>423,868</u>	<u>203,896</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>299,997</u>	<u>131,138</u>	<u>431,135</u>	<u>210,499</u>
NET ASSETS		<u>299,997</u>	<u>131,138</u>	<u>431,135</u>	<u>210,499</u>
FUNDS	15				
Unrestricted funds				299,997	179,999
Restricted funds				<u>131,138</u>	<u>30,500</u>
TOTAL FUNDS				<u>431,135</u>	<u>210,499</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 15.11.22 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	<u>(6,063)</u>	<u>229,565</u>
Net cash (used in)/provided by operating activities		<u>(6,063)</u>	<u>229,565</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		(3,086)	(5,579)
Interest received		<u>136</u>	<u>125</u>
Net cash used in investing activities		<u>(2,950)</u>	<u>(5,454)</u>
 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		<u>464,525</u>	<u>240,414</u>
 Cash and cash equivalents at the end of the reporting period		 <u>455,512</u>	 <u>464,525</u>

The notes form part of these financial statements

Inclusion Barnet

**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	<u>(33,041)</u>	<u>201,889</u>
Net cash (used in)/provided by operations	<u>(6,063)</u>	<u>229,565</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

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

The notes form part of these financial statements

Inclusion Barnet

Notes to the Financial Statements for the year ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the 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.

Inclusion Barnet

**Notes to the Financial Statements - continued
for the year ended 31 March 2022**

2. DONATIONS AND LEGACIES			
		2022	2021
		£	£
Donations		<u>116,390</u>	<u>5,770</u>
3. INVESTMENT INCOME			
		2022	2021
		£	£
Interest receivable		<u>136</u>	<u>125</u>
4. INCOME FROM CHARITABLE ACTIVITIES			
		2022	2021
		£	£
Grants	Activity Charitable activities	<u>856,065</u>	<u>800,358</u>
5. CHARITABLE ACTIVITIES COSTS			
	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	684,836	59,321	744,157
Raising funds	<u>19,960</u>	-	<u>19,960</u>
	<u>704,796</u>	<u>59,321</u>	<u>764,117</u>
6. SUPPORT COSTS			
	Admin and support	Governance costs	Totals
	£	£	£
Charitable activities	<u>49,357</u>	<u>9,964</u>	<u>59,321</u>
7. NET INCOME/(EXPENDITURE)			
Net income/(expenditure) is stated after charging/(crediting):			
		2022	2021
		£	£
Depreciation - owned assets		<u>2,422</u>	<u>2,201</u>

Inclusion Barnet

**Notes to the Financial Statements - continued
for the year ended 31 March 2022**

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	<u>16,004</u>	<u>12,295</u>
	<u>642,886</u>	<u>483,426</u>

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

	2022 <u>25</u>	2021 <u>19</u>
Charitable activities		

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	<u>12,332</u>	<u>-</u>	<u>12,332</u>
Total	<u>371,708</u>	<u>446,877</u>	<u>818,585</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	308,913	443,806	752,719
Raising funds	<u>7,347</u>	<u>-</u>	<u>7,347</u>
Total	<u>316,260</u>	<u>443,806</u>	<u>760,066</u>
NET INCOME	55,448	3,071	58,519
Transfers between funds	<u>(2,010)</u>	<u>2,010</u>	<u>-</u>

Inclusion Barnet

**Notes to the Financial Statements - continued
for the year ended 31 March 2022**

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
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS CARRIED FORWARD	<u>179,999</u>	<u>30,500</u>	<u>210,499</u>
12. TANGIBLE FIXED ASSETS			
			Computer equipment £
COST			
At 1 April 2021			12,497
Additions			<u>3,086</u>
At 31 March 2022			<u>15,583</u>
DEPRECIATION			
At 1 April 2021			5,894
Charge for year			<u>2,422</u>
At 31 March 2022			<u>8,316</u>
NET BOOK VALUE			
At 31 March 2022			<u><u>7,267</u></u>
At 31 March 2021			<u><u>6,603</u></u>
13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	2022	2021	
	£	£	
VAT	401	-	
Prepayments and accrued income	<u>297,196</u>	<u>101,653</u>	
	<u>297,597</u>	<u>101,653</u>	

Inclusion Barnet

Notes to the Financial Statements - continued for the year ended 31 March 2022

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	<u>309,507</u>	<u>341,004</u>
	<u>329,241</u>	<u>362,282</u>

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
	<u>30,500</u>	<u>150,439</u>	<u>(49,801)</u>	<u>131,138</u>
TOTAL FUNDS	<u>210,499</u>	<u>220,636</u>	<u>-</u>	<u>431,135</u>

Inclusion Barnet

Notes to the Financial Statements - continued for the year ended 31 March 2022

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)	<u>4,944</u>	<u>(4,944)</u>	<u>-</u>
	<u>650,476</u>	<u>(500,037)</u>	<u>150,439</u>
TOTAL FUNDS	<u>984,753</u>	<u>(764,117)</u>	<u>220,636</u>

Inclusion Barnet

Notes to the Financial Statements - continued for the year ended 31 March 2022

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)
	<u>25,419</u>	<u>3,071</u>	<u>2,010</u>	<u>30,500</u>
TOTAL FUNDS	<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 31 March 2022

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)
	<u>446,877</u>	<u>(443,806)</u>	<u>3,071</u>
TOTAL FUNDS	<u>818,585</u>	<u>(760,066)</u>	<u>58,519</u>

Inclusion Barnet

Notes to the Financial Statements - continued for the year ended 31 March 2022

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 Consortium Fighting Fund	-	5,586	-	5,586
	<u>25,419</u>	<u>153,510</u>	<u>(47,791)</u>	<u>131,138</u>
TOTAL FUNDS	<u>151,980</u>	<u>279,155</u>	<u>-</u>	<u>431,135</u>

Inclusion Barnet

Notes to the Financial Statements - continued for the year ended 31 March 2022

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 Consortium Fighting Fund	5,700	(114)	5,586
Grange Big Local (funded by the Big Local Trust)	<u>4,944</u>	<u>(4,944)</u>	<u>-</u>
	<u>1,097,353</u>	<u>(943,843)</u>	<u>153,510</u>
TOTAL FUNDS	<u>1,803,338</u>	<u>(1,524,183)</u>	<u>279,155</u>

Inclusion Barnet

Notes to the Financial Statements - continued for the year ended 31 March 2022

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).

