

REGISTERED CHARITY NUMBER: 1158632

**Report of the Trustees and
Consolidated Financial Statements for the Year Ended 31 March 2025
for
Inclusion Barnet**

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Inclusion Barnet

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for the year ended 31 March 2025**

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Inclusion Barnet

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

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

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

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

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

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

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

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

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

Finally, we are grateful to all our funders, who make our work possible:

- City Bridge Foundation
- London Legal Support Trust
- Garfield Weston Foundation
- The Local Trust
- Henry Smith Charity
- National Lottery Community Fund
- Barnet Council
- North Central London Integrated Care Board

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

James Evans and Sara Nicole Gardner
December 2025

Inclusion Barnet

**Report of the Trustees
for the year ended 31 March 2025**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Objectives and aims

About Inclusion Barnet - Our Vision, mission and values

These were refreshed in 2020, after consultation with stakeholders.

Vision:

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

Mission

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

Approach

1. Thought leadership:

To work towards a better understanding of the needs of disabled people and their on-going contribution to services and society.

2. Peer support:

To design and deliver services which utilise lived experience to meet the needs of disabled people.

3. User voice:

To raise awareness and educate society about the barriers faced by disabled people and how we can work together to remove those barriers.

4. Empowerment:

To empower and enable disabled people to achieve their potential.

5. Community Development:

To develop inclusive communities which provide equality of opportunity for all their members.

Values

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

Strategic Aims 2021-25

During the current five year period, we are focusing on working towards a world in which:

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

Progress against our Strategic Priorities

Disabled people can live their lives free of stigma

- Launched the Campaign for Disability Justice

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

We participated in the following work to tackle health inequalities:

- Chairing the Equalities Network on behalf of the Barnet Together partnership, and continuing a working strand on access to health;
- Supporting the health outcomes of minoritized communities through Healthy Hearts
- Working with the Royal Free Hospital to improve access to preoperative care
- Delivering a user-led Healthwatch

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

We continued to deliver the following person-centred services:

- Touchpoint peer support
- Touchpoint benefits advice
- Healthy Hearts

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2025

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

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

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

- Two partnership libraries with extensive inclusive volunteering opportunities
- As part of Barnet Together, a sector support offers which encourages inclusion and accessibility, and works towards community solutions to social and economic challenges
- Supporting the Grange Big Local initiative.

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

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Activity During the Year

Communications, Engagement and Policy Work

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

Launching the Campaign for Disability

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

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

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

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

- 27 members from 43 organisations joined within the first year
- We:
 - o delivered 6 network sessions and
 - o provided one-to-one strategic communications advice to Camden Disability Action and Action on Disability.
- 100% of surveyed Community of Practice members said they were more confident applying the Talking About Disability guide to their communications and strategic communication principles covered in one of our workshops.

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

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

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

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

During the year, the team

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

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

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Report of the Trustees for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

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

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

Recruiting an engagement and implementation officer to embed the Mental Health Charter across the borough on behalf of the Barnet Together Partnership

We:

- reached out to 100 organisations
- secured over 30 pledges
- gathered evidence for three case studies to be published in Summer 2025

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

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

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

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

Extending our Policy Work

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

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

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

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

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

Campaign for Disability Justice: current priorities

#OpportunitySecurityRespect

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

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

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Barriers to Employment Research project

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

Other initiatives

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

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

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

Peer Services

Touchpoint Peer support and Touchpoint Benefits Advice

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

Touchpoint is in high demand.

During the year,

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

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

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

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

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

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OBJECTIVES AND ACTIVITIES

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

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

During the year, the service:

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

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

During the year, the Propel advice (PAP) project:

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

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

Healthwatch Barnet

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

Key activities and achievements during the year were:

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

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

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

During the year,

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

Connecting Health Communities

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

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

Barnet Together Partnership: Community Organisation Support

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

During this year, we:

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

"Thank you so much, this training was excellent. It was exactly the right topic and level of training that [our organisation] needed! Thank you for arranging such a knowledgeable and good speaker."

- held two network events, including an Environmental Network meeting, with 45 attendees and top-rated feedback
- launched a new leadership coaching model to support newer or developing community organisations
- had 574 interactions, excluding one-to-ones and network meetings.

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

Strategic Engagement and Partnership Working

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

Through this leadership, the team is embedded in borough-wide strategic networks to influence policy, funding, and inclusion across Barnet and beyond. This includes active participation in:

- Health & Wellbeing Board - shaping Barnet's new 10-year strategy
- Barnet Borough Partnership
- Barnet VCS Forum
- Barnet Community Grant Panel

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

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

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

Grange Big Local (GBL)

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

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

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

Library Services

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

During this year:

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

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Inclusion Unlimited (trading subsidiary)

- IU supported Barnet Borough Partnership (BBP) over 14 months. We established a Co-production Community of Practice, engaged with local networks to upskill and support effective co-production; supported the co-production of health information to asylum seekers in hotels and the co-production of Barnet's Health and Wellbeing Strategy. We continued to support North London Forensics Consortium with their Patient Council and user voice. We also delivered successful contracts for Barking & Dagenham, Hate Crime Partnership, Barnet Public Health (co-producing their Suicide Prevention Strategy), and Inclusion London (evaluating the Talking about Disability project). We received high praise and positive feedback for facilitation, impact, inclusivity, collaboration, and constructive but challenging critique.

- Inclusion Unlimited's Inclusive Impact Model of Co-production has been successfully developed, applied and promoted, including producing resources and presentations, and publishing a think piece promoting the framework in The MJ. After building connections at the VODG annual conference, we facilitated a workshop in a VODG Professional Network meeting.

Public benefit

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

ACHIEVEMENTS AND PERFORMANCE

Fundraising

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

FINANCIAL REVIEW

Financial position

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

Reserves policy

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

Constitution, Policies and Objectives

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

Inclusion Barnet's objects are as follows:

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

Inclusion Barnet

Report of the Trustees for the year ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

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

Governance

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

Induction and training of new trustees

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

Related parties

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

Risk management

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

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1158632

Principal address

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

Trustees

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

Auditors

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

Inclusion Barnet

**Report of the Trustees
for the year ended 31 March 2025**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

Under charity law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011 and The Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Signed by:

.....BFD3C0EBAB8040D.....
James Evans - Trustee

Report of the Independent Auditors to the Trustees of Inclusion Barnet

Opinion

We have audited the financial statements of Inclusion Barnet (the 'charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

**Report of the Independent Auditors to the Trustees of
Inclusion Barnet**

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Report of the Independent Auditors to the Trustees of Inclusion Barnet

Our responsibilities for the audit of the financial statements

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

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

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

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

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

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

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

We did not identify any additional fraud risks.

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

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

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

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

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

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

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

**Report of the Independent Auditors to the Trustees of
Inclusion Barnet**

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

Jeremy Harrod

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

1/27/2026

Date:

Inclusion Barnet

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

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

The notes form part of these financial statements

Inclusion Barnet**Consolidated Balance Sheet
31 March 2025**

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

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

Signed by:

James Evans

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James Evans - Trustee

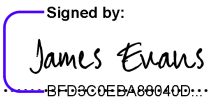
The notes form part of these financial statements

Inclusion Barnet

Charity Balance Sheet
31 March 2025

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

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

Signed by:

.....
James Evans - Trustee

Inclusion Barnet

**Consolidated Cash Flow Statement
for the year ended 31 March 2025**

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

The notes form part of these financial statements

Inclusion Barnet**Notes to the Cash Flow Statement
for the year ended 31 March 2025****1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

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

2. ANALYSIS OF CHANGES IN NET FUNDS

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

The notes form part of these financial statements

Inclusion Barnet

**Notes to the Financial Statements
for the year ended 31 March 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

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

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	<u>25,576</u>	<u>35,582</u>

Inclusion Barnet**Notes to the Financial Statements - continued
for the year ended 31 March 2025****3. INVESTMENT INCOME**

	2025 £	2024 £
Deposit account interest	<u>10,359</u>	<u>9,875</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025 £	2024 £
Grants	Charitable activities	<u>1,795,811</u>	<u>1,413,723</u>

5. CHARITABLE ACTIVITIES COSTS

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

6. SUPPORT COSTS

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

7. AUDITORS' REMUNERATION

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

8. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

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

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

Inclusion Barnet

Notes to the Financial Statements - continued
for the year ended 31 March 2025

9. STAFF COSTS

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

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

	2025	2024
	<u>39</u>	<u>36</u>
Charitable activities		

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

Inclusion Barnet**Notes to the Financial Statements - continued
for the year ended 31 March 2025****11. TANGIBLE FIXED ASSETS**

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

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

Inclusion Barnet

Notes to the Financial Statements - continued
for the year ended 31 March 2025

14. MOVEMENT IN FUNDS

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

Inclusion Barnet

Notes to the Financial Statements - continued
for the year ended 31 March 2025

14. MOVEMENT IN FUNDS - continued

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

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

Inclusion Barnet

Notes to the Financial Statements - continued
for the year ended 31 March 2025

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

Inclusion Barnet

Notes to the Financial Statements - continued
for the year ended 31 March 2025

14. MOVEMENT IN FUNDS - continued

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

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

Inclusion Barnet

Notes to the Financial Statements - continued
for the year ended 31 March 2025

14. MOVEMENT IN FUNDS - continued

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

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

Inclusion Barnet

Notes to the Financial Statements - continued
for the year ended 31 March 2025

14. MOVEMENT IN FUNDS - continued

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

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

Inclusion Barnet

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

15. RELATED PARTY DISCLOSURES

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

16. SUBSIDIARY COMPANIES

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

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

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

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

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