



[inclusion]  
Education

# Inclusion Hampshire Annual Report and Financial Statements

For the year ended 31 August 2024

2024

[www.inclusioneducation.org.uk](http://www.inclusioneducation.org.uk)

Inclusion Education is a working name of Inclusion Hampshire  
Charity Registration Number: 1162711

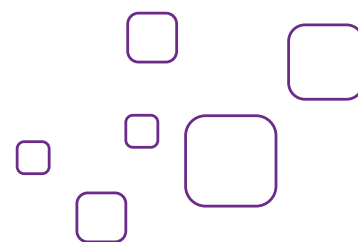
Annual Report 2024

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# Welcome From Inclusion Education CEO, Cheryl Edwards



**Inclusion Education (a working name of Inclusion Hampshire) is a registered charity dedicated to supporting disadvantaged and disenfranchised young people, empowering them to reach their full potential.**

## Aims and Objectives

Our mission is to provide inclusive education provision which delivers nationally recognised accredited courses and holistically meet the needs of vulnerable and/or disadvantaged young people: to raise motivation and aspirations with the young people we work with; and, to support young people into employment in partnership with businesses and the community.

We are committed to making a positive impact in our community through the development of government approved Independent Special Schools and Colleges, and the development of outreach and specialist programmes to support mental health in the community.

Inclusion Education provides support for young people via our key sites, Inclusion School and Inclusion College and two new services launched this year, Inclusion EB8 and Project Iris.

We aim to challenge the stigma surrounding mental health, neurodivergence and additional learning needs within the workplace, community and wider society to promote greater opportunity and experience for the young people in our care and beyond.



**CHERYL EDWARDS**

Chief Executive Officer (CEO)

During this reporting period we have continued to meet our charitable objectives and aims having grown, developed and strengthened our existing services as well as expanding our offer to the wider community.

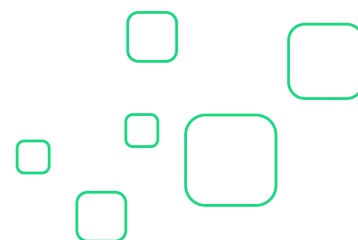
We are working hard to find future opportunities for development and growth all designed to further our aims of providing greater provision, inclusion and mental health support for our young people.

**CEO and Founder**

Annual Report 2024

Achievement and Performance

# Inclusion School



Inclusion School has continued to grow and develop since its inception in 2022. Our Independent Special School has increased both pupil and staff numbers whilst also retaining existing staff – which is notable in the current education market.

During this period the school further developed links with businesses, organisations and the community to increase opportunities and experiences for our learners through further work experience programmes as well as greater exposure to cultural capital through a series of trips and visits. This was supported by our procurement of a school minibus via Hampshire County Council to support our learners transport needs.

Our staff have continued to develop our curriculum honing material to ensure the greatest provision of the range of abilities and needs of our learners.

During this report period we were awarded a 'good' Ofsted rating and throughout this time we have also become exam board accredited completed with Pearson, AQA, ASDAN and Princes Trust. Direct claim status awarded by NOCN.

28

**Learners attending**



**Good Ofsted rating awarded**

19

**Number of school staff employed**

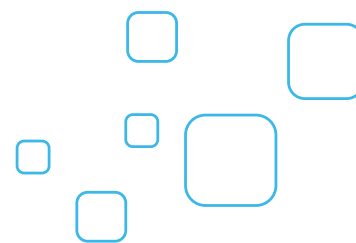
28

**Cultural capital trips and experiences**

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Achievement and Performance

# Inclusion College



Inclusion College has continued to develop during this reporting period. The College has seen an increase in the number of placements it has been able to offer as well as an expansion of life skills, employability and core courses.

The college has built links with businesses and other organisations to offer further experience and opportunities to students and increase their cultural gains. As with previous years focus was placed on mental health, wellbeing and knowledge of British Values to better understand their place in the world.

The College received their first pre-Ofsted visit which awarded the organisation with a 'no concerns' assessment in preparation for a complete visit in the near future.

During this reporting period we appointed a new Headteacher, Liz Cooper to the team. This appointment was designed to support the expansion of the curriculum, reporting measures and systems for the development of the college and beyond.

69

**Students attending**

22

**Members of the staff team**

14

**Cultural capital trips, visits and experiences throughout the year**



## Annual Report 2024

### Achievement and Performance

As the charities core services of school and college grew this year, this has led to the need for a greater focus on our future development and additional services and programmes to reach a wider section of the community as well as promoting the next steps of progression for our young people in line with our objectives.

## Inclusion EB8

***When diversity is embraced,  
opportunity expands for  
everyone***

This year saw the development and launch of Inclusion EB8, a supportive employability hub, to support young people from 18-25.

The service offers employability skills, in-house work experience, supported work placements and access to careers support and development. This service offers a clear progression pathway for the students attending college to allow them to develop further skills, confidence and experience to become work ready.

This has led to the development of a greater network of contacts, working within the business and wider community to establish links and opportunities for our young people.

We have also built links with fellow charity The Hygiene Bank, giving them vital storage space on site and working closely with them to provide our students in-house work experience opportunities developing their skills with some hands on experience such as stock taking, order preparation, and promotion.

**[inclusion]**  
EB8



***(the student has...) already made lots  
of progress and there's so much hope  
for more with your support.  
Parent Feedback***



**Funded by  
UK Government**

**The charity also secured government funding from the Levelling Up fund of £63,643 to develop EB8 Hart, a supportive employment hub specifically for those young people living in the Hart area whose mental health needs are a barrier to accessing further education or employment. This aspect of the service provides mental health support, with staff working 1:1 with young people to gain confidence, enable them to develop potential career pathways, and work towards work placement and future employment. This was awarded for an eight month period.**

**Inclusion EB8 is also designed to champion neurodiversity in the workplace, working with businesses to develop their own working practices to ensure they are able to access the potential of a more diverse and inclusive workforce.**

Annual Report 2024

Achievements and Performance

# Project Iris



***Every year, almost 46,000 children between the ages of 10 and 19 end their own lives – about 1 every 11 minutes. (UNICEF 2021)***

In this country over 200 teenagers die by suicide every year. Through our work supporting young people struggling with mental health challenges, we know the devastating impact this can have on young people, their families and the community.

This period saw the development of a new Inclusion service – Project Iris – Growing Hope – a suicide prevention programme designed to support young people from 11 –25.

Responding to the need reflected by so many of the young people accessing our school and college services, we wanted to provide a programme that would support young people struggling with loneliness, isolation, suicidal ideation, thoughts and self-harm without the need of an Education Healthcare Plan (EHCP) or referral from the Local Authority.

We completed a comprehensive bid and were awarded £163,531 from the Department of Health and Social Care for 12 month suicide prevention programme.



**of our Project Iris attendees reported they felt more able to talk about suicide and find where to get help**

**Project Iris works with young people to help them understand more about mental health support then to find strategies and scaffold their recovery. Working with our team of mental health professionals, young people will explore their own thoughts and feelings, combined with access to green and outdoor therapies.**

**Referrals have been received from schools, specialist education services, colleges, GPS and families and is a clear indication that we are accessing a wider range of the community to offer these supportive services.**

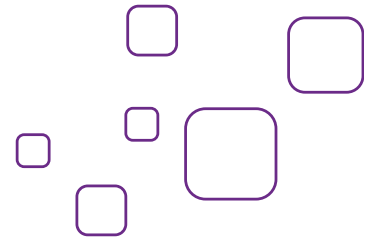
**As well as offering invaluable support to young people in our area, the project has strengthened our community reach and partnership working – with Mencap Greenfingers providing the garden space and green activities for the programme and Danny's Place near Winchester supporting the equine element.**

**It has also further developed our networks with increased membership of other suicide prevention agencies and organisations, supporting knowledge of our work at a more national level.**

Annual Report 2024

Impact

# Beneficiaries



As highlighted throughout this report, our core mission is the betterment and support of disadvantaged young people be this directly through our services and programmes or more indirectly through system, policy and mindset. We work hard to support the young people in our care and strive to have a beneficial impact on our wider community through campaigns, awareness raising and network building. Our organisation has positively impacted the lives of 120 beneficiaries through our sites, Inclusion School, Inclusion College, Inclusion EB8 and the Project Iris programme.



Through our outreach and networking work developing links with businesses and other organisations to promote mental health and champion neurodiversity in the work place, we have increased our reach and influence footprint, the scope of which we are only just beginning to discover.





Annual Report 2024

Impact

# Staff and Volunteer Engagement



**Our staff remain at the heart of all that we do as an organisation. Staff well-being and development is key to ensuring we provide the best possible outcomes for the young people in our care. This year saw our staff numbers grow to 57 full and part time members of the team, the highest we have every reached.**

This period also saw the launch of a developed version of The Inclusion Way, our training programme designed to support staff in the approach and pedagogy of our trauma informed, PACE inspired methodology for all teaching, learning and interaction with our young people. It promotes positive mental health and a holistic approach to education that centres the young person and promotes relationship building and authenticity to re-engage with learning.

The programme will continue to be developed to meet the needs of our staff and ensure the most effective and comprehensive delivery to our young people. This training programme will secure and develop staff skills, knowledge and development inline with the ethos and values of our organisation and allow for future growth by creating a replicable framework for use across other potential sites.



Our teaching training pathway was further developed with accredited bodies to provide bespoke professional development.

This year also saw our recertification of Gold Award – Mental Health in Schools, Carnegie Centre of Excellence, Leeds Beckett University.



Annual Report 2024  
Financial

# Financial Review and Risk Assessment

## Overview

In the financial year ended 31 August 2024, Inclusion Education has continued to grow its existing education provisions whilst expanding into new services which include the Inclusion EB8 provision, based out of new site in Basingstoke and Project Iris, our suicide prevention programme. All of this was achieved whilst the Charity continues to build its financial resilience and a strong financial base able to support future growth in delivering services to vulnerable and disadvantaged young people.

## Income

The total income for the 2023/24 financial year grew to £3,533k (2022/23: £2,247k) of which £3,202k (2022/23: £2,215k) is generated from charitable activities. The growth is due to the increase in number of learner places in all our education provisions. Inclusion Education also received £124k of restricted grant income in the year from central and local government bodies. This included grant funding from the Department of Health and Social Care to deliver Project Iris which will continue to March 2025 under the current approved funding agreement. Inclusion Education also benefited in the financial year from a generous donation by the Maurits Mulder Canter Charity. We'd like to sincerely thank everyone who supported our charity through the grants and donations received in the year.

## Charitable Expenditure

Total expenditure increased for the 2023/24 financial year to £3,054k (2022/23: £2,067k). The Statement of Financial Activities (SOFA) provides an analysis of the split of expenditure between the charitable and support activities. The significant rise in the level of expenditure in the year is mainly due to the increased number of education and support staff required to meet the growth in our activities throughout the year in line with our charitable objectives.

**The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Charities Act 2011 and "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)**

23/24  
£3,533K

Total Income

23/24  
£3,202K

Charitable Income

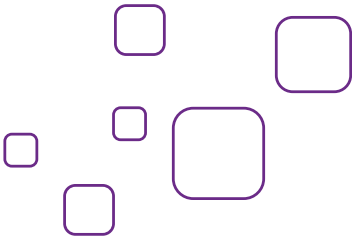
23/24  
£1,178K

Total Fund Balances

22/23  
£2,247K

22/23  
£2,215K

22/23  
£699K



Balance Sheet

Financial Health

The overall net assets for Inclusion Education are £1,178k as at 31 August 2024 (31 August 2023: £699k). This increase reflects the growth in the charitable activities in the financial year and it's stated objective of ensuring the Charity maintains strong financial health. Cash balances have increased in the year to £1,365k (31 August 2023: £671k).

Restricted Funds

These are funds that have either been donated or received as grant funding and are tied to a specific purpose. Unspent restricted funds have increased to £12,723 at the end of the financial year (31 August 2023: £2,846).

Unrestricted Funds

Unrestricted funds are those that are not subject to specific restriction in respect of their ultimate purpose. The total of unrestricted funds is £1,165k (31 August 2023: £696k). General unrestricted funds have increased to £665k in the year (31 August 2023: £366k) and to £500k for designated funds held under the Expenses Reserve (an increase of £170k in the financial year).

Reserves Policy

As part of the trustee responsibilities for the Charity, they regularly review the finances and are required to approve the annual financial budget ahead of the new financial/academic year. The Financial Controls Policy requires the Charity to hold sufficient funds to cover six months of the projected running costs to mitigate the risk of disruption in the delivery our charitable activities. Whilst this approach is currently appropriate for our finance needs, we will review this in the next financial period – ensuring our reserve policy addresses the financial risk as our education provisions grow.

In accordance with the Financial Controls Policy, all designated funds held in the Expenses Reserve can only be used for a purpose approved by the Board of Trustees.

Going concern

The Board of Trustees has reviewed the financial statements and consider there to be sufficient reserves on 31 August 2024 for Inclusion Education to continue in operational existence for the foreseeable future. This supports the Charity accounts being prepared on a going concern basis.

Post Balance Sheet

There are no post balance sheet events to report.

Risk Assessment

A formal risk assessment is in place using the Charities Commission guide. The Trustees review the major risks and their implications and steps are taken to mitigate potential adverse effects. The procedures continue to be maintained and monitored on an ongoing basis.

Annual Report 2024

Future

# Looking Forward

Inclusion Education will continue to expand its service offering to young disadvantaged and disenfranchised young people. We will also seek to increase the number of places and services we offer to the community.

## Increase capacity

Increase the number of places at our existing Inclusion School and Inclusion College provisions so that more young learners can benefit from the Inclusion Education services.

## Quality of education at Inclusion College

In preparation for an Ofsted inspection of the Inclusion College, we will invite an external party to perform an assessment of our readiness ahead of the inspection.

### Extend Project Iris

Successfully deliver Project Iris in March 2025 and then seek further grant funding to extend our suicide prevention programme for the remainder of the financial year.

### Build Inclusion EB8

Following the successful launch of the Inclusion EB8 service in the 2023-24 financial year, we will look to further expand our links with the local community and increase the number of young learners we support into employment in the 2024/25 financial year.

## New education provisions

Inclusion Education will commence its search for a suitable site(s) to increase its capacity and extend the geographical reach of its services. We will evaluate suitable proposals and with the support of our board of trustees, work towards delivering a new educational provision(s).

## Baton of Hope

Lead the Basingstoke Baton of Hope event which is an annual nationwide event that raises awareness about suicide prevention and challenges the stigma around talking about suicide. We'll work to raise awareness and to also gain grant funding, sponsorship and other suitable funding to support the event to be held in the Basingstoke area on 25 September 2025.

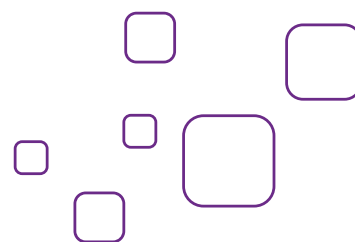
### VAT of School Fees

Inclusion Education will be required to charge output VAT and recover any input VAT incurred on purchases from 1 January 2025.



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# Structure, governance and management



**The charity is a Charitable Organisation (CIO), registered with the Charity Commission. It was formed on 17 July 2015 and is governed by written constitution.**

## Executive Team

**C Edwards – Chief Executive Officer**

**D Ravenhill – Director of Finance**

During this reporting period the charity Senior Management Team has increased in response to the growth and development of the organisation. The role of the Director of Finance has been formalised to give greater control and financial management and the creation of a finance team. This appointment has strengthened processes and systems more befitting of the size and reach of the organisation. It also supports the future aspiration and growth of the charity in line with its charitable aims and objectives.

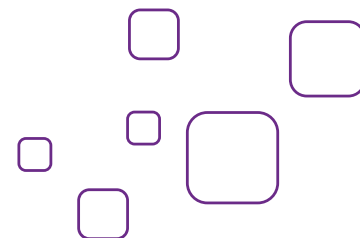
The appointment of the Innovation and Development Director (Social Impact) in April 2024 reflects the development of the social reach and impact of the charity, utilising the expertise acquired through the progression of our education services to forge new pathways, partnerships and influence real change in the community and beyond in line with our objectives.

This was also strengthened by the Senior Development Team, CEO, consisting of Heads of School, College, Business and Communications.

With effect from September 2024, Inclusion Education has appointed a Chief Operating Officer to further meet the needs of our educational growth and development.

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# Structure, governance and management



**The Trustees who served during the year and up to the date of approving the financial statements were:**

**Amanda Minshull-Beech – Chair**

**Jane Pratt MBE (Lesley) – Safeguarding Lead**

**Alan Howell**

**Matthew Russell**

**Toni Shaw**

Trustees are appointed by a resolution passed at a properly convened meeting of the trustees. Each new trustee is appointed for a minimum of three years.

The trustees are responsible for governance, including setting the Charity's strategy and overall policies and reviewing progress against objectives. The Chief Executive, working closely with Trustees, carries out the day-to-day management of the charity. However, all trustees are encouraged to take an interest in the charity's project work and take an active part in the management thereof.

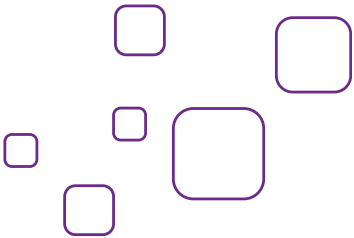
The charity has maintained good governance practices and complied with regulatory requirements.

Although not a statutory requirement, Governor Boards for the School and College have grown and developed with new key appointments from parent governors, local business and industry and specialists in education. The Governor Boards report directly to the Charity Board of Trustees.

This year saw the appointment to a further Trustee to the Board, Toni Shaw who brings a wealth and experience of the charity sector.

A recruitment programme is also being developed to reflect a wider scope of knowledge, expertise and diversity of our Board of Trustees to further support the aims and vision of the charity.

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# Statement of trustees responsibilities

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

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

The trustees' report was approved by the Board of Trustees.



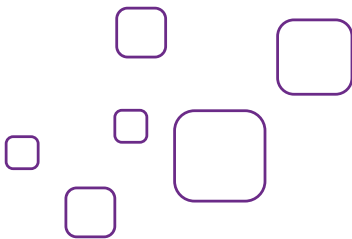
**A Minshull-Beech**  
**Trustee**

6/1/2025 | 12:05 GMT

**Date**

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# Reference and Administrative information



<b>Trustees :</b>	Amanda Minshull-Beech Jane Pratt MBE (Lesley) Alan Howell Matthew Russell Toni Shaw – appointed 30 January 2024 Alexandra Wilson – resigned 1 March 2024 Becky Wilson – resigned 11 March 2024
<b>Chair:</b>	Amanda Minshull-Beech
<b>Chief Executive:</b>	Cheryl Edwards
<b>Charity Name:</b>	Inclusion Hampshire (also known by working name Inclusion Education)
<b>Charity Number:</b>	1162711
<b>CIO Number:</b>	CE005063
<b>Registered Office:</b>	Inclusion School Jays Close Viabes Business Park, Basingstoke RG22 4BS
<b>Auditor:</b>	Fiander Tovell Limited Stag Gates House 63/64 The Avenue Southampton Hampshire SO17 1XS



# INCLUSION HAMPSHIRE

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF INCLUSION HAMPSHIRE

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### Opinion

We have audited the financial statements of Inclusion Hampshire (the 'charity') for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2024 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 *Auditor's 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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Matters on which we are required to report by exception

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

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

# INCLUSION HAMPSHIRE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF INCLUSION HAMPSHIRE

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### Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the 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 cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

### Extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience.
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2011, taxation legislation, data protection, employment, environmental and health and safety legislation.
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

### Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships.
- tested journal entries to identify unusual transactions.
- tested a sample of payments to identify payments being made to unexpected bank accounts.
- performed transactional testing on payroll costs in respect of those employees with responsibility or authority in connection with the payroll function.
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.
- investigated the rationale behind significant or unusual transactions.

# INCLUSION HAMPSHIRE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF INCLUSION HAMPSHIRE

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In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation.
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

### Other matters

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "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)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

### 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Adam Buse*

**Adam Buse FCA (Senior Statutory Auditor)**  
for and on behalf of Fiander Tovell Limited

8/1/2025 | 14:40 GMT  
.....

**Chartered Accountants**  
**Statutory Auditor**

Stag Gates House  
63/64 The Avenue  
Southampton  
Hampshire  
SO17 1XS

Fiander Tovell Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

# INCLUSION HAMPSHIRE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted funds general 2024	Unrestricted funds designated 2024	Restricted funds 2024	Total 2024	Total 2023
	Notes	£	£	£	£	£
<b><u>Income and endowments from:</u></b>						
Donations and legacies	3	178,549	-	127,136	305,685	23,056
Charitable activities	4	3,201,521	-	-	3,201,521	2,214,645
Investments	5	24,025	-	-	24,025	4,481
Other income	6	2,005	-	-	2,005	5,201
<b>Total income</b>		<b>3,406,100</b>	<b>-</b>	<b>127,136</b>	<b>3,533,236</b>	<b>2,247,383</b>
<b><u>Expenditure on:</u></b>						
Charitable activities	7	2,937,050	-	117,259	3,054,309	2,066,939
<b>Net incoming resources before transfers</b>		<b>469,050</b>	<b>-</b>	<b>9,877</b>	<b>478,927</b>	<b>180,444</b>
Gross transfers between funds		(170,000)	170,000	-	-	-
<b>Net income for the year/ Net movement in funds</b>		<b>299,050</b>	<b>170,000</b>	<b>9,877</b>	<b>478,927</b>	<b>180,444</b>
Fund balances at 1 September 2023		365,995	330,000	2,846	698,841	518,397
<b>Fund balances at 31 August 2024</b>		<b>665,045</b>	<b>500,000</b>	<b>12,723</b>	<b>1,177,768</b>	<b>698,841</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.




INCLUSION HAMPSHIRE

BALANCE SHEET  
AS AT 31 AUGUST 2024

		2024		2023	
	Notes	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		556,360		549,386
<b>Current assets</b>					
Debtors	13	138,382		350,923	
Cash at bank and in hand		1,365,331		671,409	
		<u>1,503,713</u>		<u>1,022,332</u>	
<b>Creditors: amounts falling due within one year</b>	14	<u>(426,905)</u>		<u>(432,877)</u>	
Net current assets			1,076,808		589,455
<b>Total assets less current liabilities</b>			1,633,168		1,138,841
<b>Provisions for liabilities</b>			<u>(455,400)</u>		<u>(440,000)</u>
<b>Net assets</b>			<u>1,177,768</u>		<u>698,841</u>
<b>Income funds</b>					
Restricted funds	16		12,723		2,846
<u>Unrestricted funds</u>					
Designated funds	17	500,000		330,000	
General unrestricted funds		<u>665,045</u>		<u>365,995</u>	
			1,165,045		695,995
			<u>1,177,768</u>		<u>698,841</u>

The financial statements were approved by the Trustees on 6/1/2025 | 12:05 GMT

  
A Minshull-Beech  
Trustee

**INCLUSION HAMPSHIRE**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31 AUGUST 2024**

	Notes	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	21		714,552		171,250
<b>Investing activities</b>					
Purchase of tangible fixed assets		(42,083)		(45,011)	
Investment income received		21,453		1,758	
<b>Net cash used in investing activities</b>			(20,630)		(43,253)
<b>Net cash used in financing activities</b>			-		-
<b>Net increase in cash and cash equivalents</b>			693,922		127,997
Cash and cash equivalents at beginning of year			671,409		543,412
<b>Cash and cash equivalents at end of year</b>			1,365,331		671,409

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

#### Charity information

Inclusion Hampshire is a charitable incorporated organisation registered with the Charity Commission in England and Wales. The office address is Inclusion School, Bridgwater House, Viables Business Park, Basingstoke, RG22 4AX.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's constitution, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are funds set aside by the trustees for specific purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Transfers are made between funds when adequate justification and supporting evidence is provided.

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants are recognised when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, these these amounts are deferred.

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 1 Accounting policies

(Continued)

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Support costs are allocated to activities in proportion to the use of facilities and time spent. Where support costs are allocated to restricted funds, these are allocated in accordance with the terms of the funding agreements.

Irrecoverable VAT is charged as a cost against the category of expenditure to which it relates.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	Straight line over the period of the lease
Leasehold Improvements	Straight line over the period of the lease
Fixtures, fittings and equipment	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.



# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 1 Accounting policies

(Continued)

#### Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

#### Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.10 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

#### 1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.12 Retirement benefits

The charity operates a defined contribution pension scheme. Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

#### Critical Judgements

The following judgements have had the most significant effect on amounts recognised in the financial statements.

#### Dilapidation provisions

The trustees have obtained a third party assessment for both leased buildings to estimate the cost of dilapidations required to return each site to the original state of repair. The dilapidation provision is therefore based on this estimation.

### 3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	1,653	2,931	4,584	1,880	-	1,880
Grants receivable	26,896	124,205	151,101	21,176	-	21,176
Donated goods and services	150,000	-	150,000	-	-	-
	<u>178,549</u>	<u>127,136</u>	<u>305,685</u>	<u>23,056</u>	<u>-</u>	<u>23,056</u>

Grants include government grants of £124,205 (2023 - £21,176) in support of charitable activities.

#### Donated goods and services

Donated services are included at the value to the charity, where this can be quantified. Donated goods and services received for which the Trustees have been able to value include donations of rented property.

INCLUSION HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Inclusion College income	1,491,437	1,038,636
Inclusion School income	1,710,084	1,176,009
	<u>3,201,521</u>	<u>2,214,645</u>

5 Investments

	Unrestricted funds general 2024 £	Unrestricted funds general 2023 £
Interest receivable	<u>24,025</u>	<u>4,481</u>

6 Other income

	Unrestricted funds general 2024 £	Unrestricted funds general 2023 £
Other income	<u>2,005</u>	<u>5,201</u>

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 7 Charitable activities

	2024	2023
	£	£
Staff costs	1,172,661	695,065
Accreditation, training and testing	30,810	20,743
Temporary or specialist teaching resources	97,714	155,386
Resources	29,302	15,967
Transport	7,844	6,426
Trips and events	38,906	5,581
Food and drink	49,456	51,457
Sundry costs	1,444	1,185
Rent, rates and other premises costs	816,440	660,303
Premises repairs and maintenance	45,336	48,684
	<u>2,289,913</u>	<u>1,660,797</u>
Share of support costs as restated (see note 8)	741,017	378,864
Share of governance costs (see note 8)	23,379	27,278
	<u>3,054,309</u>	<u>2,066,939</u>
<b>Analysis by fund</b>		
Unrestricted funds - general	2,937,050	2,066,887
Restricted funds	117,259	52
	<u>3,054,309</u>	<u>2,066,939</u>

Property related expenditure incurred for the delivery of educational activities has been reclassified to charitable activities, this was previously reported as support costs.

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 8 Support costs

	Support costs	Governance costs	2024	2023
	£	£	£	£
Staff costs	398,898	-	398,898	184,451
Depreciation	50,509	-	50,509	46,706
Staff training, recruitment and other costs	55,893	-	55,893	53,379
Telephone, computer and other office costs	209,863	-	209,863	85,924
Travel	7,616	-	7,616	1,683
Marketing	11,777	-	11,777	3,014
Sundry costs	5,443	-	5,443	3,606
Bank charges and interest	1,018	-	1,018	101
Audit fees	-	11,712	11,712	9,000
Legal and professional	-	11,667	11,667	18,278
	<u>741,017</u>	<u>23,379</u>	<u>764,396</u>	<u>406,142</u>
Analysed between				
Charitable activities	<u>741,017</u>	<u>23,379</u>	<u>764,396</u>	<u>406,142</u>

Governance costs includes payments to the auditors of £11,712 (2023- £9,000) for audit fees.

### 9 Trustees

None of the trustees received any remuneration or benefits from the charity during the current and prior years.

### 10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	<u>43</u>	<u>28</u>
<b>Employment costs</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	1,382,531	778,215
Social security costs	125,546	66,795
Other pension costs	63,482	34,506
	<u>1,571,559</u>	<u>879,516</u>

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 10 Employees

(Continued)

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

	2024 Number	2023 Number
70,001 to 80,000	1	-

#### Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024 £	2023 £
Aggregate compensation	75,000	55,000

### 11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

### 12 Tangible fixed assets

	Leasehold land and buildings £	Leasehold improvements £	Fixtures, fittings and equipment £	Total £
<b>Cost</b>				
At 1 September 2023	111,452	440,000	51,903	603,355
Additions	42,083	15,400	-	57,483
At 31 August 2024	153,535	455,400	51,903	660,838
<b>Depreciation and impairment</b>				
At 1 September 2023	7,973	29,334	16,662	53,969
Depreciation charged in the year	8,953	29,334	12,222	50,509
At 31 August 2024	16,926	58,668	28,884	104,478
<b>Carrying amount</b>				
At 31 August 2024	136,609	396,732	23,019	556,360
At 31 August 2023	103,479	410,666	35,241	549,386



# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 13 Debtors

	2024 £	2023 £
<b>Amounts falling due within one year:</b>		
Trade debtors	10,340	133,122
Other debtors	6,862	4,431
Prepayments and accrued income	121,180	213,370
	<u>138,382</u>	<u>350,923</u>

### 14 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	32,431	16,234
Deferred income	53,546	124,856
Trade creditors	33,257	94,475
Other creditors	10,026	12,307
Accruals	297,645	185,005
	<u>426,905</u>	<u>432,877</u>

### 15 Provisions for liabilities

	2024 £	2023 £
Dilapidations provision	<u>455,400</u>	<u>440,000</u>

#### Movements on provisions:

	Dilapidations provision £
At 1 September 2023	440,000
Additional provisions in the year	<u>15,400</u>
At 31 August 2024	<u>455,400</u>

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2023	Incoming resources	Resources expended	At 31 August 2024
	£	£	£	£
OCC Life Skills Programme	1,500	-	(1,500)	-
Little Help Fund	752	931	(281)	1,402
Sleep Project	594	-	(594)	-
Project IRIS (Suicide Prevention)	-	73,742	(73,742)	-
Inclusion School Minibus	-	13,518	(13,518)	-
HART UKSPF	-	10,266	(10,266)	-
DFE (SCA and DFC Grant)	-	11,321	-	11,321
Department for Work & Pensions	-	408	(408)	-
Maurits Mulder Canter Charity	-	2,000	(2,000)	-
Pupil Premium Grant	-	14,950	(14,950)	-
	<u>2,846</u>	<u>127,136</u>	<u>(117,259)</u>	<u>12,723</u>

#### Previous year:

	At 1 September 2022	Incoming resources	Resources expended	At 31 August 2023
	£	£	£	£
OCC Life Skills Programme	1,500	-	-	1,500
Little Help Fund	804	-	(52)	752
Sleep Project	594	-	-	594
	<u>2,898</u>	<u>-</u>	<u>(52)</u>	<u>2,846</u>

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 16 Restricted funds

(Continued)

OCC Life Skills Programme - Funding from Odiham Consolidated Charities (OCC) to deliver a Life Skills Programme, teaching learners and empowering them to develop the skills required to live a more independent life.

Little Help Fund - Funds raised through donations and events to help support our most vulnerable learners during their time at Inclusion School and Inclusion College.

Sleep Project - Funding from BNI International to support young people and their families to provide training sessions for both learners and their parents/carers to help them to understand the benefits of sleep and ways in which they can achieve better sleep health.

Project Iris (Suicide Prevention) - Suicide prevention courses for individuals aged between 11 and 25, who are at high risk of suicide and are experiencing one or more of the following - not currently attending school or college, being home educated, previously self-harmed, in contact with mental health services, autistic, experiencing gender dysphoria or have other special educational needs.

Inclusion School Minibus - Grant provided to fund a minibus for Inclusion School to transport learners.

Hart UKSPF (UK Shared Prosperity Fund) - To provide specific entry to work support for young people aged 18 and over with mental health needs and/or special educational needs and disabilities (SEND) in the Hart area.

DFE (SCA and DFC grant) - Department for Education (DFE) grants. The School Condition Allocation (SCA) grant is to be used for keeping school buildings safe and in good working order and the Devolved Formula Capital (DFC) grant is to fund building maintenance and small capital projects.

Department for Work & Pensions - Claims for Access to Work allowance for an employee.

Maurits Mulder Canter Charity - To fund a specific project which will enable improved classroom subject teaching or well-being activities e.g. music instruments, a gardening environment, more books for the library, science lab equipment, etc.

Pupil Premium Grant - Local authority distributed grant to schools which is allocated based on the number of pupils in year groups from reception to year 11. Grant received for PLAC (previously looked-after children) and FSM (free school meals).

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 17 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Movement in funds				
	Balance at 1 September 2023	Incoming resources	Resources expended	Transfers	Balance at 31 August 2024
	£	£	£	£	£
Expense reserve	330,000	-	-	170,000	500,000
	<u>330,000</u>	<u>-</u>	<u>-</u>	<u>170,000</u>	<u>500,000</u>
	<u><u>330,000</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>170,000</u></u>	<u><u>500,000</u></u>

	Movement in funds				
	Balance at 1 September 2022	Incoming resources	Resources expended	Transfers	Balance at 31 August 2023
	£	£	£	£	£
Expense reserve	200,000	-	-	130,000	330,000
	<u>200,000</u>	<u>-</u>	<u>-</u>	<u>130,000</u>	<u>330,000</u>
	<u><u>200,000</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>130,000</u></u>	<u><u>330,000</u></u>

Expense reserve - funds set aside to provide an adequate safety net for the charitable running costs in accordance with the charity's financial controls policy.

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 18 Analysis of net assets between funds

	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 August 2024 are represented by:				
Tangible assets	556,360	-	-	556,360
Current assets/(liabilities)	564,085	500,000	12,723	1,076,808
Provisions	(455,400)	-	-	(455,400)
	<u>665,045</u>	<u>500,000</u>	<u>12,723</u>	<u>1,177,768</u>

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 August 2023 are represented by:				
Tangible assets	549,386	-	-	549,386
Current assets/(liabilities)	256,609	330,000	2,846	589,455
Provisions	(440,000)	-	-	(440,000)
	<u>365,995</u>	<u>330,000</u>	<u>2,846</u>	<u>698,841</u>

# INCLUSION HAMPSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 19 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under operating leases, which are due as follows:

	2024 £	2023 £
Within one year	359,208	311,333
Between two and five years	1,611,740	1,558,260
In over five years	3,218,552	3,631,240
	<u>5,189,500</u>	<u>5,500,833</u>

### 20 Related party transactions

During the year the charity had no transactions with related parties.

In the prior year Stephen Minshull-Beech, the spouse of Amanda Minshull-Beech was appointed as a teacher at Inclusion School, at a market rate of remuneration. As of the 2024 financial year, Stephen was no longer employed by Inclusion and therefore no remuneration was paid.

### 21 Cash generated from operations

	2024 £	2023 £
Surplus for the year	478,927	180,444
Adjustments for:		
Investment income recognised in statement of financial activities	(24,025)	(4,481)
Depreciation and impairment of tangible fixed assets	50,509	46,706
Movements in working capital:		
Decrease/(increase) in debtors	215,113	(279,341)
Increase in creditors	65,338	156,554
(Decrease)/increase in deferred income	(71,310)	71,368
<b>Cash generated from operations</b>	<u>714,552</u>	<u>171,250</u>