

CAMDEN DISABILITY ACTION
(A Charitable Incorporated Organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 MARCH 2022

Charity No: 1162787

CAMDEN DISABILITY ACTION

TRUSTEES’ REPORT AND FINANCIAL STATEMENTS

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CAMDEN DISABILITY ACTION

TRUSTEES' REPORT

FOR THE PERIOD ENDED 31 MARCH 2022

The trustees present their annual report and financial statements of the charity for the period ended 31 March 2022.

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 Governing Document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102, effective 1 January 2019).

CHIEF EXECUTIVE'S CONTRIBUTION

Summary of the six month period

It is an honour to be the CEO of an organisation like Camden Disability Action (CDA). Our focus is on getting support to Disabled people in the here and now, while at the same time we do not accept a world where people with impairments, long term conditions or differences are Disabled by the society in which they live. It is not inevitable that anyone with an impairment or difference should experience social disadvantage. We question the way our communities have been designed and throw light on how people are unnecessarily Disabled by attitudes, culture, institutions and the built environment.

We are proud of the fact that we are a user-led organisation, run and controlled by Disabled people. I am a Disabled person myself, as are 60% of our staff, 75% of the Board of Trustees and all our volunteers. The user-led integrity of CDA is fundamental to everything we do, ensuring that the lived-experience of Disability informs our strategy, approach, values and actions. We recognise that Disabled people are underrepresented in positions of power in our society. At CDA, Disabled people have control over every level of the organisation, and we lead by example in how we restore equity by transferring power to those who are usually (and unnecessarily) prevented from having a seat at the table.

Although most of the COVID restrictions on movement and social contact had been lifted, prior to the start of this reporting period, the spread of the new Omicron variant, from December 2021, had a significant impact on our work. Most of our meetings and client support sessions continued to be delivered through remote methods, with some face-to-face activity gradually returning towards the end of the period.

Despite these challenges, the team has continued to position itself within the borough a leader in coproduction, social change and Disability equity and equality.

We have continued to develop our thought leadership around Disabled peoples' labour market exclusion as we led Camden Council through a process of coproduction for a new vision for an employment service for Camden's Disabled residents. Moreover, we were able to build on this work; pulling in funding from Inclusion London to test and pilot 'change experiments' with local Disabled people and employers. We use the term 'change experiment' a lot at CDA as all our work challenges the status quo. We are really excited about where our employment change experiments are heading and feel we are poised to 'shake up' some of the concrete ruling ideas which govern conventional supported employment services.

The CDA Leadership programme, piloted at the beginning of the pandemic has matured into an organisational-defining service model. It is a clear demonstration of our intent to enable the Disabled community, and those most marginalised within it, to lead the way in building a Camden that works for everyone. Our twelve Leaders all report experiencing transformational positive change as they unleashed their leadership qualities and took action in their community. Set out in more detail in the body of this report, our Leadership model really demonstrates how Disabled people can become strong leaders, with the power of peer support, funding to meet all accessibility costs in full and peer mentors with both lived-experience of Disability and the skills to support a Disabled person to navigate through an inaccessible world to take back power. One example sees CDA member, Jeremy Yankey, leading on building empathy and D/deaf awareness with Camden Council to improve the customer experience for D/deaf residents across Camden's frontline services.

CAMDEN DISABILITY ACTION

TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

Following our training and upskilling last year from tech savvy global journalists, On Our Radar, we are now fully independent in growing our own Community Reporting programme. Our Camden Disabled People's Voices website now has over 60 first-hand accounts from Disabled people, throwing light on discrimination and oppression and shared on our digital platform, www.disabledcamdenvoices.org.uk. This innovative project not only provides the means to gain insight into disabling barriers so that we can press for change, but also provides skills training and personal development for Disabled people to become CDA volunteer journalists.

Our Disability Advice and Benefits service is now an established member of the Camden Advice Network, with our skilled team offering complex welfare benefits casework to local Disabled people. It is so important that a user-led organisation like CDA can offer this specialist social welfare service. People come to us with their urgent issues but the Advice service is also a gateway into CDA and chance to get connected to the organisation in other ways, such as becoming interested in campaigning and leadership, being a community reporter or joining one of our growing list of engagement groups.

While we are delivering important services, a significant portion of our time has been devoted to growth. CDA is currently a small organisation, but we have big plans. We have been working hard to build back better and to put Camden Disability Action onto a firm sustainable financial footing. As part of our growth planning, we used some of our reserves this period to fund Hendra Consultancy to perform a wide ranging internal organisational audit to identify key priorities for organisation development, including strategic direction, financial management, performance and impact, leadership and governance and people management. Furthermore, we were able to secure £15,000 through the Camden Resilience Fund this year which we have used to fund a significant portion of this development work.

In addition, we have worked closely with the London Borough of Camden and submitted ambitious funding proposals to turbo-charge Camden Disability Action with a grant for £622,000 to run over the next three years. We are delighted to announce that this has successfully passed all scrutiny and was awarded to CDA in October 2022.

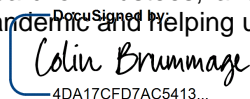
CDA has also been very active in the contract tendering space this period, putting together a strong tender submission for the Direct Payments Independent Living Support Service. Unfortunately, we were not successful in our application, but nonetheless, we are proud to get CDA onto a strong competitive footing for large local authority contracts; stamped with our vision of Disabled-led design. We look forward to putting the partnerships we built, and the lessons learned through this process to good use in the future.

It has been a good year too for our entrepreneurial approach to selling expertise in coproduction and engagement. We have been winning subcontracts to perform street access audits with our partners Sustrans and have also agreed a contract with HS2 to involve Disabled people in the design and build of the new Euston Station.

Our digital transformation continues at pace and we can announce that the new CDA website is live. We are now working through the second phase of accessibility testing and preparing BSL videos and Easy Read content to ensure our site is an exemplar in digital inclusion. We have also begun sharing our new digital marketing assets across social media to promote the Greenwood Centre and are now seeing signs of life back in the room hire market as restrictions are lifted.

We look forward to an improved climate next year, taking our room hire operation beyond pre pandemic levels and building a sustainable financial future as well as significantly growing the organisation and delivering outcomes and impact in line with our bold vision and mission.

I would like to take this opportunity to thank our staff team, volunteers, the CDA Community Journalists, CDA Leaders, members of the DAG, Employment Group, Greenwood Steering Group, the Street Access Group, the Board of Trustees, and our funders – especially the London Borough of Camden for supporting us through the pandemic and helping us build for the future.


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Colin Brummage
Chief Executive Officer

27 January 2023

CAMDEN DISABILITY ACTION

TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

OUR PURPOSE AND ACTIVITIES

The purpose of Camden Disability Action is to relieve the needs of people with disabilities, including those with a physical, sensory, cognitive or hidden impairment, in the London Borough of Camden (LBC) and environs with a view to helping them identify and meet their own needs and maintain choice, control and independence in their lives by:

- a) Providing advice, advocacy and information to disabled people to help them access services, entitlements and opportunities, including information and advice;
- b) Providing training and support for disabled people;
- c) Effectively representing the views, needs and interest of disabled people.

Our Vision and Mission

We believe in a radically inclusive world where people with differences are never Disabled by the society in which they live.

We exist to enable the Disabled community and those most marginalised within it to lead the way in building a Camden that works for everyone.

Our Values

- Leading by Example
- Radical and Bold
- Power and user involvement
- Prepared to challenge
- Striving for real change

Key highlights for the period

- Coproducing a new vision for disability employment services with some recommendations taken forward by Camden Council.
- Securing a further £25,000 from Inclusion London to further develop our Disabled people-led designs for addressing employment disadvantage
- Submitting a competitive tender in application to be the provider of choice for the new Camden Direct Payments Service
- Undergoing a full organisational audit to identify development priorities
- Working with Camden Council officers to submit a £622,000 proposal to put CDA on a platform of sustainability for the future
- Securing £25,000 of earned income through room hire, taking us back to pre-pandemic levels
- Begin Deaf-led approaches to making Camden Council more inclusive for the D/deaf community.

CAMDEN DISABILITY ACTION

TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

Objective 1

Providing information and support services to enable the diverse community of Disabled people in Camden to live the lives they want to live

Disability Advice, Welfare Benefits and Information Service

Camden Disability Action provides an advice and advocacy service – designed and delivered by disabled people for Disabled people. Our service is an end-to-end advice and advocacy service, informed by the lived experience of Disability and the Social Model of Disability. Our unique offer ensures that disabled people, no matter what their impairment or access barriers, they can get the advice and support they need.

Our service is rooted in the community at the Greenwood Centre providing a comprehensive advice service for people with all impairments, with high quality advice and the necessary follow-through to ensure a positive outcome. Rather than dropping out of the system, our service closes the gaps that Disabled people fall through and goes further to empower and put together the right support to ensure Disabled residents can thrive.

CDA's Advice and Information service provides the help Disabled people need to resolve their issues and live independently. The service can support people to navigate Camden's advice and social care services, helping with, benefits, concessions and community care and independent living while also advocating for clients across statutory services and community organisations.

The service is currently staffed with one fulltime Welfare Benefits Advisor and one part time Information Officer.

Between October 2021 and March 2022, we saw 93 clients over the six month period with 64 of those receiving complex case work support. The majority of referrals are for Personal Independence Payment work, mostly cases being for renewal of existing awards. Our case work around the Work Capability Assessment is steadily increasing and we have begun administering Household Support Fund payments. Over this six month period we secured £17,806 in benefits for CDA clients in total.

Our Information and Advice Officer supported 20 clients this period to navigate to the information they needed for independent living as well as providing hands on support with 3 Hate Crime advocacy cases and two Freedom Pass applications.

Community Inclusion

The CDA Community Inclusion project is a Camden-funded pilot, to increase the opportunities for learning disabled people to be part of their local community. The work is built on strength-based approaches with an emphasis of working with the community to create inclusive mainstream opportunities.

Eighteen people were supported this period in a range of community settings, including but not limited to, sports centres, pottery classes, cycling clubs, London Zoo and art groups. In total CDA engaged with 20 organisations to embed inclusion principles and facilitate eighteen people in total to have access to a community activity.

Our full time Community Inclusion Worker also worked with Camden Council Learning Disability Services and Camden-funded LD providers to share the learning and the Community Inclusion principles.

Next steps

It is our ambition to continue to develop the CDA Advice offer. We want to build a service that can support across all areas of social welfare law as well as enabling Disabled people to access information and support to live the lives they want to live and thrive. We have officer support for a submission to Camden Council to fund a service development manager with a remit to develop the service, which will include the recruitment and training of volunteers to offer advice, advocacy, peer support, sign posting and form filling.

CDA has been successful in its bid to deliver the Camden D/deaf Advice contract in partnership with DeafPLUS. Our service has just started in October 2022 and user-control will be an important feature of our delivery model, ensuring the D/deaf community (and those most marginalised within it) have control over how the service operates.

The Community Inclusion project has now ended. Our exit strategy focussed on sharing the learning with Camden's learning disability providers.

CAMDEN DISABILITY ACTION

TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

Objective 2

Amplifying voice and creating the conditions for Disabled people to be at the heart of decision making and to be leading on the issues that matter to them, whatever their cultural background, socio economic status or impairment type

Understanding the first-hand experience of Disability is fundamental to our work as a Disabled People's User-Led Organisation. It is only by throwing light on the social injustice that plays out in many Disabled people's lives that we can effectively respond through quality services and press for change. As well as using our engagement services to unmask the disadvantage Disabled people experience, we also use the principles of coproduction to put power into local Disabled peoples' hands to lead on the solutions.

CDA Leadership Programme

The CDA Leadership programme is funded through the Lottery Community Fund, Trust for London, London Borough of Camden, Hampstead Wells and Campden Trust, The London Community Foundation. The programme is run by two freelancers with lived experience. It is a pilot service model to enable Disabled people to find their own routes to strong Leadership – a chance to lead real change based on an area of passion or interest – with coaching, accessibility support and a strong peer network. The programme sits firmly within our mission to enable Disabled people to lead change. Six distinct projects are being led by Disabled leaders

- Anna Alston's "Go Campaign" is improving the accessibility of Camden's pubs and venues
- Fatima Begum's training is getting adults with learning difficulties online
- Jeremy Yankey's D/deaf access group is bringing Deaf residents and council staff together to codesign solutions to local access barriers for BSL users
- Miisstii West is using her music videos to raise awareness and tolerance of LGBTQ+ diversity
- Oliver Chan's "Engages All Ages" events are bringing people together across generations in fun ways
- Quilliass Hunt-Smith, Rosanna Garau, Tayo Bradshaw and Thomas Marston are educating schools and employers to improve employment chances for Disabled people.

From 2020 to 2022 twelve Disabled Camden residents took part in the programme. The programme delivered strong outcomes for both the Leaders themselves as well as having impact in the wider world with their projects.

Outcome - Increased pride and awareness of own value and potential....

"I have lived as a Disabled leader. I have used my lived experience to show the world that Disabled people can be great leaders. I am an important role model"

"I learned that I was capable of a lot more if I am given the opportunity"

Outcome - Better awareness of how lived experience contributes to strong leadership

"Contributing ideas from real lived experience is valuable when developing new services"

Outcome - Increased assertiveness in challenging societal barriers and speaking up....

"I knew something needed to change, but in my head, it was always feelings of anger and waiting to take revenge. I didn't know what to do with that. I still feel that a bit, but now I have more than a rough idea of what to do"

"I have the chance to have a voice and give my opinion. I am much more confident"

Outcome - Greater skills....

"I honestly feel proud of myself that I was able to learn to do something new during the first lockdown"

Outcome - Greater employability....

"My communication and presentation skills have improved significantly since I started this course. Before, I was nervous communicating with other people. Working on my presentation during the course means I am much more confident speaking in public"

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TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

"I got my first paid job. Someone saw me make a presentation and they offered me a job!"

Outcome - More active in the community

"I have experienced different things and learned what else is out there such as LGBT+ support groups

Outcome - Positive self-identify and pride

"I have also lost the taboo about talking about myself. Before I would not talk about myself or my disability. I would others and never understood that I needed help myself. I think we have to accept that. When we accept that we can deal with it. I was covering up my feelings and now I decide to face it"

Outcome - Hope and raised ambitions

"It's been a great experience. We get treated like adults and are understood. It has helped me to think in positive ways and have hope"

Community Reporting - Camden Disabled Peoples' Voices

CDA now has the expertise and digital infrastructure to build a large social movement through digital storytelling to help us identify themes and trends so that we can press for change. Following our training and upskilling from tech savvy global journalists, On Our Radar, we are now fully independent in running our own Community Reporting programme. Our Camden Disabled People's Voices website now has over 60 first-hand accounts from Disabled people, throwing light on discrimination and oppression. This innovative digital project not only provides the means to gain insight into need, but it also provides training for Disabled people to become journalists and leaders in amplifying voice.

We trained three new journalists in this period

Jill lives in Camden with her husband and children. She has a learning disability and hearing impairment. She was one of our first reporters

"The training taught me a lot of things I didn't know before. It gives you the confidence to speak-up. Also, because I have a learning disability, I'm not good at writing so being able to send in reports via a phone is really great. It's been fantastic. I've reported on people leaving rubbish out, a lack of Disabled parking bays at some supermarkets, the cycle lane in Haverstock Hill and Chalk Farm and Swain's lane low traffic neighbourhoods"

Street Access Group

The CDA Street Access Group has continued to meet enabling local Disabled residents to identify barriers and coproduce solutions in Camden's streets

Nine Disabled people are part of the group, meeting 5 times with the Council this period to raise issues and identify solutions together.

We have increased our capacity to sell street audit expertise with more subcontracted street audit work from Sustrans; the national sustainable transport charity. We were commissioned to perform access audits of areas in Camden having undergone streetscape changes in response to the COVID-19 pandemic and suggest solutions. We facilitate street checks with nine Disabled people in St Pancras Way and Grays Inn Road

We have been working in partnership with Camden Council and Sustrans where our members have been using their lived-experience and expertise as a part of Camden street accessibility audits. The team have worked across Arlington Road, Kentish Town Road, St Pancras Way and Queen's Crescent.

Building on our focus of streetscapes we partnered with local residents affected by the HS2 building work and produced a piece of community journalism, highlighting the blight on local disabled people by the maze of boarded up areas, construction works, dust noise and blocked pavements. As a result, we have made connections with HS2 and have been commissioned to work with them to support disability engagement around the new proposed station development at Euston

CAMDEN DISABILITY ACTION

TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

Employment Coproduction Meeting

Building on our coproduction work with Camden Council our £25,000 subcontract with Inclusion London has enabled us to continue our work for a further six months. We started this contract in January 2022 and have quickly begun to test our new ideas for employment services with a cohort of 10 Disabled people. We ran nine Employment Group meetings to plan 15 'change experiments' to challenge the barriers responsible for Disabled people's employment disadvantage:

- Employer conversation meetings
- Employer interviews
- Putting stories about Disabled people's employment and educational experiences on the internet
- An employer engagement event

Disability Advisory Group

Our Disability Advisory Group engages in consultations, but its main role is to oversee the implementation of Camden Disability Action's engagement projects with service providers, including Camden Council. The DAG group is made up of seven Disabled people and met twice this period feeding back on:

- The 3 million Greening Phoenix Road project which seeks to create a green corridor between Euston and St Pancras
- To Transport for London on the expansion of the ULEZ and plans to have more step-free tube stations and two new Toucan crossings at Cantelowes Gardens and Rochester Square
- To The Community Vision document for Gospel Oak and Haverstock with principles for any potential developer to adhere to.

The Greenwood Steering Group

CDA has a lead role to play in the running of the Greenwood Centre so that it can achieve its vision. This exemplar, fully accessible new-build will be a powerful asset to transform the lives of Disabled people. A group of 10 residents have regularly attended the group to share their hopes and aspirations for the how the building will develop and formalised a mission and vision for the Building so that it becomes a powerful Centre for social change. Two local residents have agreed to chair the group and take the group forward.

Next Steps

The CDA Leadership programme will continue for a further six months with underspend from the Trust for London and the National Lottery Community Fund grants. Within our main funding proposal to Camden Council we have included some flexible money to keep the Leadership model running in a smaller form into 2023, however finding a sustainable funding source is a priority. Similarly, we plan to use the funding from our £622,000 grant from Camden Council to enable us to continue developing the Community Journalism work, to give us time to find alternative funding.

The Inclusion London employment work ran until June 2022, culminating in a report for the City Bridge Trust with recommendations for employment services for Disabled people.

We will use the Leadership style delivery model with the Greenwood Steering Group to turn aspirations in to action - supporting members of the group with their own 'change plans' to take the lead on developing activities at the Greenwood Centre.

CAMDEN DISABILITY ACTION

TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

Objective 3

Being a catalyst, and a driver for change, at the forefront of Disability Equality

Disability Employment in Camden

CDA has been taking a Leadership role with Camden Council, pressing for effective employability support for Disabled residents. Our work from the £58,000 Camden Council grant completed in December 2021. The work produced a final report with recommendations and design ideas for a new service, designed and run by Disabled people. The service design was also presented pictorially by a commissioned graphic illustrator. Camden have taken this work forward and as a result included the following in their commissioning plans:

- To recruit an additional advisor with lived-experience of disability to their Good Work Camden employability team
- To commission an organisation to deliver a training programme to local employers and providers, and for the trainers to have lived experience
- To put together a 'Disability Governance Board' to oversee, steer and evaluate Camden's services and progress towards reducing disability employment disadvantage in Camden.

Deaf Advice Specification

Our innovative coproduction and leadership models has informed the design thinking for the new Camden D/deaf Advice service. CDA has worked with Adult Social Care to support the design of a new D/deaf Advice service. Through working with CDA the new service design will include:

- A service where clients have control over the service
- Coproduction being an important aspect of the service initial design and continuous improvement
- Coproduction to gather insights, not just to improve the service but also to make Camden services in the main, more accessible for the D/deaf community.

The Cornerstone Fund

CDA is part of a consortium winning a grant to work on creating effective strategies to overcome the communication challenges of Disabled people's organisations. Namely, communicating the importance of user-led organisations and building bridges and allyship around the Social Model of Disability.

Next Steps

To work with Camden Council and ensure CDA is positioned to coproduce and influence all commissioning

To seek more funding to grow the employment coproduction activities

To become a provider of employment support and to turn codesign into reality

To establish CDA as thought leaders for disability employment

To fully participate in the Corner Stone project and develop effective strategic comes to drive social change.

CAMDEN DISABILITY ACTION

TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

Objective 4

Building a stronger, more resilient, well-governed organisation; better able to understand current and emerging need and developing appropriate responses for the whole Disabled community, including those most marginalised within it

Long-term funding

We have submitted a long-term funding proposal for Camden Council sign off which has now been approved. The grant comes with the following objectives:

- Significantly increasing the Greenwood Centre room usage by local Disabled people
- Significantly increase income through room hire and events at the Greenwood Centre
- Further develop our information, advice and advocacy services
- Build on our new model of engagement, and expand our Leadership, Engagement and Coproduction Work
- Increase our earned income through coproduction and engagement services

We plan to do this through

- Recruiting an Advice Services Manager to develop CDAs advice, guidance and advocacy offer
- Business development resources to develop our activity rooms, so that Disabled people can run their own activities in the Greenwood Centre, especially getting use out of our music studio and art room
- Increasing management capacity to oversee the Greenwood Reception and room hire operation
- Funding our engagement and leadership posts to continue to build on the innovative work they have been spearheading.

Building a stronger more resilient organisation

We have also been successful in securing £15,000 from the Camden Resilience Fund. The funding will

- Embed monitoring evaluation across CDA services
- Champion evidence gathering to secure Advice and Trusted Charity Mark quality marks.
- Set up data management and embed new CRM system for case management tool and outcome and impact measurement.
- Develop new service models for funders.
- Develop a theory of change and evaluation frame work for CDA

The Greenwood Centre

The Greenwood Centre is a state of the art accessible building based in Kentish Town. It is our home, along with a number of other voluntary sector organisations. CDA is funded by Camden Council to manage the Reception. The contract pays for two Reception staff across the week. CDA rents a large footprint in the building, including a conference room, four training rooms and an art and music studio. A key objective for CDA is to sell the spaces to generate income, while at the same time, develop the conditions for Disabled people to have control over the rooms at Greenwood to run the activities they choose and to become a platform for coproduction, campaigning and social change.

In this six-month period we generated £25,667 which is close to pre-pandemic levels from room and desk hire. We also invested in a large speaker and microphone and have begun offering a hybrid experience for customers.

The CDA Leadership model has helped create a sense of ownership between a small group of Disabled people and the Greenwood spaces as they use the Building for their Leadership projects. It is this delivery mechanism we intend to use to develop more user control over the building moving forward.

CAMDEN DISABILITY ACTION

TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

Next steps

The Board have agreed to commission Hendra Consulting to undertake the key priorities identified in the CDA organisation audit and the work stated in our Camden Resilience grant application.

We will further develop the website with more accessibility features.

To develop the success of the CDA Leadership programme and make it central to how we deliver on our strategic objectives as an organisation around amplifying voice and empowering Disabled people to lead change. The same service model will be expanded to empower local Disabled people to take control of the Greenwood spaces and use them to drive change.

We will continue to experiment with hybrid tech, to further scope out the market and consider upgrading our technology for a better customer experience.

Public benefit statement

In shaping our objectives for the period and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising through the charity's activities.

Volunteers

Camden Disability Action is grateful to all our volunteers over the years who have provided their support and services. During the period 32 volunteers contributed their time for volunteering to the organisation.

FINANCIAL REVIEW

The financial results for the period are set out in the Statements of Financial Activities. The charity recorded an overall deficit of £99,675 (2021 – net surplus £77,261). The financial position at the end of the period revealed by the Balance Sheet shows net current assets or working capital of £222,091 (2021 – £318,388). The net book value of fixed assets held, all of which are used directly for charitable purposes, amounted to £18,178 (2021 – £21,556).

Principal funding sources

The charity aims to develop a diverse funding base for its activities. The London Borough of Camden remains as its largest source of funding due to the number of contracts and service agreements, CDA continues to attract funding for its various projects through a range of charitable trusts and its own income generated through Greenwood Centre room hire.

Investment powers and policy

The trustees have considered the most appropriate policy for investing surplus funds and have found that bank deposit accounts provide the appropriate combination of security, accessibility and income growth.

Reserves policy

The trustees consider it prudent to maintain an adequate level of unrestricted reserves to cover the charity's contractual commitments and provide sufficient working capital and have set this at minimum of three months expenditure. The current level of funding is adequate to support the continuation of the charity in the medium term.

The reserves held in unrestricted funds, which have not been designated or invested in fixed assets, at 31 March 2022 were £139,162 (2021 – £164,477).

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TRUSTEES' REPORT (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a registered Charitable Incorporated Organisation (CIO) and registered as a charity with the Charity Commission (Charity no. 1162787). The charity is established under a written constitution that established the objects and powers of the charity and is also governed under this constitution.

Recruitment and appointment of Trustees

The appointment of trustees is by a majority vote of the members of the Annual General Meeting.

Trustee induction and training

The trustees maintain a good working knowledge of charity law and best practice by regular reading of charity press articles and guidance produced by the Charity Commission and other Government and voluntary organisation advisory websites. New trustees are given copies of previous minutes and attend an induction session given by an experienced Trustee.

Organisational Structure

CDA is managed by a Board of Trustees which must not have less than three and no more than twelve members and has the power to co-opt people during the year. The Board of Trustees also appoints the Chair, Vice Chair, Treasurer and Secretary following elections at the Annual General Meeting.

At the first annual general meeting of the members of CDA all the charity trustees shall retire from office.

At every subsequent annual general meeting of the members of CDA, one third of the charity trustees shall retire from office. If the number of charity trustees is not three or a multiple of three, then the number nearest to one-third shall retire from office, but if there is only one charity trustee, he or she shall retire.

The charity trustees to retire by rotation shall be those who have been longest in office since their last appointment or reappointment. If any trustees were last appointed or reappointed on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot.

The vacancies so arising may be filled by the decision of the members at the annual general meeting. Any vacancies not filled at the annual general meeting may be filled as provided in the governing document.

The members of the charity trustees may at any time decide to appoint a new charity trustee, whether in place of a charity trustee who has retired or been removed or as an additional charity trustee, provided that the limit specified in the governing document on the number of charity trustees would not as a result be exceeded.

Risk Management

The trustees actively review the major risks which the charity faces on a regular basis, and believe that maintaining reserves at the current levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse circumstances. The trustees have also examined the operational and business risks faced by the charity and confirm that they have established systems to mitigate the significant risks.

Related parties

During the period there were no related party transactions.

Pay policy for senior staff

The pay structure for senior staff is benchmarked by the NJC pay scale.

CAMDEN DISABILITY ACTION**TRUSTEES' REPORT (Cont/d)****FOR THE PERIOD ENDED 31 MARCH 2022****REFERENCE AND ADMINISTRATIVE DETAILS****Charity Number:** 1162787

Trustees:

Patrick Stack	(Chair)
Reza Reshad	(Treasurer)
Mary Hynes	
Joy Palmer	
Priscila Eyles	
Mathew Crowfoot	Retired 9 th December 2021
Tim Bidey	Retired 9 th December 2021
Mick Scarlet	Retired 9 th December 2021
Myrian Panayi	Retired 14 th January 2022

Senior Management: Colin Brummage - Chief Executive Officer**Registered Office:** Greenwood Centre, 37 Greenwood Place, Kentish Town, London NW5 1LB**Independent Examiner:** Samir Shah, Ramon Lee Ltd, 93 Tabernacle Street, London EC2A 4BA**Bankers:** Barclays Bank UK PLC, 208, West End Lane, West Hampstead, London NW6 1UY**TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS**

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).

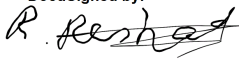
The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 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 are responsible for the maintenance and integrity of the charity and the financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

This report was approved by the Trustees on 27 January 2023 and signed on its behalf:

DocuSigned by:

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Reza Reshad
Treasurer

REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES OF CAMDEN DISABILITY ACTION

I report on the financial statements of the charitable incorporated organisation for the period ended 31 March 2022.

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my Independent Examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement


Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) 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.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the financial statements did not accord with the accounting records; or
- the financial statements did not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

DocuSigned by:

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SAMIR SHAH – Chartered Accountant
RAMON LEE LTD
93 TABERNACLE STREET
LONDON EC2A 4BA

27 January 2023

CAMDEN DISABILITY ACTION

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE PERIOD ENDED 31 MARCH 2022

	Notes	Unrestricted Funds	Restricted Funds	Total 01/10/2021 to 31/03/2022	Total 01/10/2020 to 30/09/2021
		£	£	£	£
Income					
Income from charitable activities	2	135,033	54,509	189,542	710,101
Income from trading activities	3	25,797	-	25,797	17,121
Investment income		3	-	3	14
Other income	4	1,000	-	1,000	8,405
Total income		<u>161,833</u>	<u>54,509</u>	<u>216,342</u>	<u>735,641</u>
Expenditure					
Cost of raising funds	5	49,814	-	49,814	87,194
Expenditure on charitable activities	5	137,689	128,514	266,203	571,186
Total expenditure		<u>187,503</u>	<u>128,514</u>	<u>316,017</u>	<u>658,380</u>
Net income/(expenditure) and net movement in funds for the year		(25,670)	(74,005)	(99,675)	77,261
<i>Reconciliation of funds</i>					
Total funds, brought forward		167,894	172,050	339,944	262,683
Total funds, carried forward		<u><u>142,224</u></u>	<u><u>98,045</u></u>	<u><u>240,269</u></u>	<u><u>339,944</u></u>

CONTINUING OPERATIONS

None of the charity's activities were acquired or discontinued during the above two financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains or losses other than the above movement in funds for the above two financial periods.

The notes on pages 19 to 30 form part of these financial statements

CAMDEN DISABILITY ACTION

BALANCE SHEET AS AT 31 MARCH 2022

	Notes	31/03/2022	30/09/2021
		£	£
Fixed assets			
Tangible fixed assets	10	18,178	21,556
Current assets			
Debtors	11	272,481	457,095
Cash at bank and in hand		248,292	171,122
		<u>520,773</u>	<u>628,217</u>
Liabilities			
Creditors falling due with in one year	12	(298,682)	(309,829)
		<u></u>	<u></u>
Net current assets		222,091	318,388
Net assets		<u>240,269</u>	<u>339,944</u>
The funds of the charity			
Unrestricted funds	13	142,224	167,894
Restricted funds	13	98,045	172,050
Total charity funds		<u>240,269</u>	<u>339,944</u>

Approved by the Trustees on 27 January 2023 and were signed on its behalf by:

DocuSigned by:

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Reza Reshad - Treasurer

The notes on pages 19 to 30 form part of these financial statements

CAMDEN DISABILITY ACTION
STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED 31 MARCH 2022

	31/03/2022 £	30/09/2021 £
Net cash inflow / (outflow) from operating activities	<u>78,186</u>	<u>(114,062)</u>
Cash flows from investing activities		
Additions to fixed assets	(1,019)	(25,086)
Interest received	3	14
Net cash inflow / (outflow) from investing activities	<u>(1,016)</u>	<u>(25,072)</u>
 Increase / (Decrease) in cash & cash equivalents during the year	<u>77,170</u>	<u>(139,134)</u>
 Cash & cash equivalents at the beginning of the year	171,122	310,256
Total cash & cash equivalents at the end of the year	<u><u>248,292</u></u>	<u><u>171,122</u></u>

Reconciliation of net movement in funds to net cashflow from operating activities:

	31/03/2022 £	30/09/2021 £
Net income / (expenditure)	(99,675)	77,261
Adjustments for:		
Depreciation charge	4,397	8,539
Investment income	(3)	(14)
(Increase) / decrease in debtors	184,614	(257,965)
Increase / (decrease) in creditors	(11,147)	58,117
Net cash inflow / (outflow) from operating activities	<u><u>78,186</u></u>	<u><u>(114,062)</u></u>

CAMDEN DISABILITY ACTION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the charity's governing document, 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 with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these financial statements.

1.2 Reporting period

The financial statements are prepared for a shortened period starting from 1 October 2021 to 31 March 2022 and that this period's financial statements (including the related notes) are not comparable to prior year ended 30 September 2021.

The accounting period was shortened to align better with grant funding and operation of charity's activities.

1.3 Preparation of financial statements on a going concern basis

The charity's financial statements show net deficit of £99,675 (2021 – net surplus £77,261) for the period 01/10/2021 to 31/03/2022 and free reserves of £139,162 (2021 - £164,477). The trustees are of the view that these results have secured the immediate future of the charity for the next 12 to 18 months and on this basis the charity is a going concern.

1.4 Income

All income is included in the SOFA when the charity is legally entitled to it, receipt is probable and the amount can be measured with sufficient reliability.

Grant income

Grants are credited to the SOFA when the charity is entitled to the funds. Income is only deferred where there are time constraints imposed by the donor or if the funding is performance related.

Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within donations and legacies. Grants that have specific restrictions placed upon their use are included within income from charitable activities.

Capital grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when they are received or receivable. Depreciation on the related fixed assets are charged against the restricted fund.

Donations and legacies

Donations are recognised in the period in which they are received. Legacy income is recognised when the charity's entitlement is judged to be probable and where the amount can be reliably measured.

CAMDEN DISABILITY ACTION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

Rental income

Room hire income are credited to income in the period in which they are receivable.

Investment income

Investment income is included when receivable.

1.5 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refers to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt. No such donations were received during the period.

1.6 Expenditure recognition and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

- (a) Cost of raising funds includes staff time used to raise grants and donations and their associated support costs.
- (b) Expenditure on charitable activities include expenditure associated with the main objectives of the charity and include both direct costs and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.7 Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and administration personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 8.

1.8 Funds structure

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1.9 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. The cost of minor additions or those costing less than £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Equipment - 25% straight line basis

CAMDEN DISABILITY ACTION
NOTES TO THE FINANCIAL STATEMENTS (Cont/d)
FOR THE PERIOD ENDED 31 MARCH 2022

1.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term cash deposits.

1.11 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.12 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.13 Taxation

The charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

1.14 Judgement and key sources of estimation uncertainty

In the application of the company's accounting policies, the charity is required to make judgments, 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.

CAMDEN DISABILITY ACTION**NOTES TO THE FINANCIAL STATEMENTS (Cont/d)****FOR THE PERIOD ENDED 31 MARCH 2022****2. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds	Restricted Funds	Total 01/10/2021 to 31/03/2022	Total 01/10/2020 to 30/09/2021
	£	£	£	£
Grants and contract income				
L.B Camden - CIL LD Experts by Experience	-	-	-	37,500
L.B Camden - CIL Seed Funding	12,500	-	12,500	37,500
L.B Camden - Additional CIL Seed Funding	75,000	-	75,000	143,567
L.B Camden - Advice Project	-	27,500	27,500	55,000
L.B Camden - Community Inclusion Project	10,683	-	10,683	32,048
L.B Camden - Reception Funding	27,187	-	27,187	53,717
L.B Camden - CIL Employment Co Production	-	19,509	19,509	39,020
Big Lottery Fund - Leadership Skills	-	-	-	39,051
The National Lottery Community Fund	-	-	-	100,000
City Bridge Trust (TNLCF COVID-19 Response Fund)	-	-	-	49,924
UnLtd (Social Enterprise Support Fund)	-	-	-	43,000
RBS Social & Community Capital (COVID- 19 Response)	-	-	-	28,422
Good Things Foundation	-	-	-	2,000
Hamstead Wells fund	-	-	-	10,000
Trust for London	-	7,500	7,500	15,000
Inclusion London	6,325	-	6,325	-
Other contact income	3,338	-	3,338	24,352
	<u>135,033</u>	<u>54,509</u>	<u>189,542</u>	<u>710,101</u>

Income from charitable activities in 2021 totalling £710,101 was attributed £328,684 to unrestricted funds and £381,417 to restricted funds.

3. OTHER TRADING INCOME

	Unrestricted Funds	Restricted Funds	Total 01/10/2021 to 31/03/2022	Total 01/10/2020 to 30/09/2021
	£	£	£	£
Letting income	25,797	-	25,797	17,121
	<u>25,797</u>	<u>-</u>	<u>25,797</u>	<u>17,121</u>

Other trading income in 2021 totalling £17,121 was attributed to unrestricted funds.

CAMDEN DISABILITY ACTION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

4. OTHER INCOME

	Unrestricted Funds	Restricted Funds	Total 01/10/2021 to 31/03/2022	Total 01/10/2020 to 30/09/2021
	£	£	£	£
Alleged misappropriated funds recovered	1,000	-	1,000	8,405
	<u>1,000</u>	<u>-</u>	<u>1,000</u>	<u>8,405</u>

Other income in 2021 totalling £8,405 was attributed to unrestricted funds.

5. ANALYSIS OF EXPENDITURE

	Raising Funds	Disability Support Services	Total 01/10/2021 to 31/03/2022	Total 01/10/2020 to 30/09/2021
	£	£	£	£
Staff costs	3,688	128,270	131,958	281,891
Staff recruitment and training	-	908	908	4,777
Premises and equipment costs	36,059	6,761	42,820	82,233
Other direct expenditure	-	96,272	96,272	222,548
Depreciation	440	3,737	4,177	8,112
Fundraising costs	3,966	-	3,966	254
Support costs (Note 6)	4,491	24,002	28,493	45,154
Governance costs (Note 6)	1,170	6,253	7,423	13,411
	<u>49,814</u>	<u>266,203</u>	<u>316,017</u>	<u>658,380</u>

Of the £316,017 expenditure in the period ended 31 March 2022 (2021 - £658,380), £187,503 was charged to unrestricted funds (2021 - £266,962) and £128,514 to restricted funds (2021 - £391,418).

CAMDEN DISABILITY ACTION**NOTES TO THE FINANCIAL STATEMENTS (Cont/d)****FOR THE PERIOD ENDED 31 MARCH 2022****6. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS**

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between charity's key activity undertaken (see note 5) in the period. All the general support and governance costs have been apportioned to the various charitable activities on the basis of direct costs allocated to each activity.

	Support Cost	Governance Cost	Total 01/10/2021 to 31/03/2022	Total 01/10/2020 to 30/09/2021
	£	£	£	£
Staff costs	7,008	2,803	9,811	14,220
Premises and equipment costs	2,901	-	2,901	6,131
Communication and IT costs	3,797	-	3,797	2,406
Accountancy and bookkeeping fees	8,790	-	8,790	20,050
Legal and professional costs	4,740	900	5,640	7,982
Miscellaneous expenses	1,037	720	1,757	779
Depreciation	220	-	220	427
Trustees expenses	-	-	-	990
Independent examiner's fees	-	3,000	3,000	5,580
	<u>28,493</u>	<u>7,423</u>	<u>35,916</u>	<u>58,565</u>

7. NET INCOME/(EXPENDITURE) FOR THE PERIOD

	01/10/2021 to 31/03/2022 £	01/10/2020 to 30/09/2021 £
Net movement in funds is shown after charging:		
Independent examiner's fees	3,000	5,580
Depreciation on tangible fixed assets	<u>4,397</u>	<u>8,539</u>

CAMDEN DISABILITY ACTION**NOTES TO THE FINANCIAL STATEMENTS (Cont/d)****FOR THE PERIOD ENDED 31 MARCH 2022****8. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES, AND COST OF KEY MANAGEMENT PERSONNEL**

	01/10/2021 to 31/03/2022 £	01/10/2020 to 30/09/2021 £
STAFF COSTS		
Salaries	122,868	270,362
National Insurance	10,982	21,205
Pension	2,801	4,544
Redundancies	5,118	-
	<u>141,769</u>	<u>296,111</u>

No employee received remuneration in excess of £60,000 during the period (2021 – £NIL).

During the period expenses totalling £Nil (2021 - £990) were paid on behalf of trustees or reimbursed to trustees relating to the repayment of motor, travel, subsistence and telephone expenses. No (2021 - One) trustee received such reimbursements.

The key management personnel of the charity comprise the trustees, the Chief Executive Officer. The total employee benefits of the key management personnel of the charity during the period were £28,301 (2021 - £59,607).

9. STAFF NUMBERS

The average monthly number of full-time staff employed by the charity during the period was as follows:

	01/10/2021 to 31/03/2022	01/10/2020 to 30/09/2021
Direct charitable work	7	8

CAMDEN DISABILITY ACTION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

10. FIXED ASSETS

			31/03/2022	30/09/2021
			£	£
Net book value:				
Fixtures, fittings and equipment			18,178	21,556
			<u>18,178</u>	<u>21,556</u>
Movements in the period:				
Cost:	Opening Balance	Additions	Disposals	Closing Balance
	£	£	£	£
Fixtures, fittings and equipment	34,157	1,019	-	35,176
	<u>34,157</u>	<u>1,019</u>	<u>-</u>	<u>35,176</u>
Depreciation:	Opening Balance	Charge For Period	Disposals	Closing Balance
	£	£	£	£
Fixtures, fittings and equipment	12,601	4,397	-	16,998
	<u>12,601</u>	<u>4,397</u>	<u>-</u>	<u>16,998</u>

11. DEBTORS

	31/03/2022	30/09/2021
	£	£
Debtors	248,293	438,865
Prepayment	15,826	18,164
Other Debtors	1,144	66
Accrued income	7,218	-
	<u>272,481</u>	<u>457,095</u>

CAMDEN DISABILITY ACTION**NOTES TO THE FINANCIAL STATEMENTS (Cont/d)****FOR THE PERIOD ENDED 31 MARCH 2022****12. CREDITORS: amounts falling due within one year**

	31/03/2022	30/09/2021
	£	£
Trade Creditors	16,562	14,181
Taxation and social security	4,908	6,819
Other Creditors	979	1,687
Accruals	269,800	233,302
Deferred Income (Note 15)	6,433	53,840
	<u>298,682</u>	<u>309,829</u>

13. NET MOVEMENTS IN FUNDS

	Balance at 01/10/2021	Income	Expenditure	Transfer	Balance at 31/03/2022
	£	£	£	£	£
Restricted funds:					
L.B Camden - Advice Project	35,272	27,500	24,219	-	38,553
L.B Camden - CIL Employment Co Production	12,938	19,509	18,813	-	13,634
Big Lottery Fund - Leadership Skills	103,540	-	79,886	-	23,654
UnLtd (Social Enterprise Support Fund)	606	-	606	-	-
RBS Social & Community Capital (COVID-19 Response)	952	-	952	-	-
Trust for London	603	7,500	1,015	-	7,088
Equipment Capitalised	18,139	-	3,023	-	15,116
	<u>172,050</u>	<u>54,509</u>	<u>128,514</u>	<u>-</u>	<u>98,045</u>
Unrestricted funds					
General funds	167,894	161,833	187,503	-	142,224
Total funds	<u>339,944</u>	<u>216,342</u>	<u>316,017</u>	<u>-</u>	<u>240,269</u>

CAMDEN DISABILITY ACTION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

13. NET MOVEMENTS IN FUNDS – Cont/d

Net movement in funds – previous period

	Balance at 01/10/2020	Income	Expenditure	Transfer	Balance at 30/09/2021
	£	£	£	£	£
Restricted funds:					
L.B Camden - Advice Project	21,674	55,000	40,502	(900)	35,272
L.B Camden - CIL Employment Co Production	-	39,020	26,082	-	12,938
Big Lottery Fund - Leadership Skills	131,943	39,051	66,536	(918)	103,540
The National Lottery Community Fund	-	100,000	82,976	(17,024)	-
City Bridge Trust (TNLCF COVID-19 Response Fund)	-	49,924	45,748	(4,176)	-
UnLtd (Social Enterprise Support Fund)	-	43,000	42,394	-	606
RBS Social & Community Capital (COVID-19 Response)	-	28,422	26,302	(1,168)	952
Good Things Foundation	-	2,000	2,000	-	-
Hamstead Wells fund	-	10,000	10,000	-	-
Awards for all	10,000	-	10,000	-	-
North London Philanthropic Trust	3,149	-	3,149	-	-
The National Development Team for Inclusion	9,982	-	9,982	-	-
Trust for London	5,303	15,000	19,700	-	603
Equipment Capitalised	-	-	6,047	24,186	18,139
Total restricted funds	<u>182,051</u>	<u>381,417</u>	<u>391,418</u>	<u>-</u>	<u>172,050</u>
Unrestricted funds					
General funds	80,632	354,224	266,962	-	167,894
Total funds	<u>262,683</u>	<u>735,641</u>	<u>658,380</u>	<u>-</u>	<u>339,944</u>

Description, nature and purpose of restricted funds:

L.B. Camden - Advice Project - Funding to deliver a specialist welfare benefits support service.

L.B. Camden Inclusive Economy grant – Funding to lead a coproduction process to inform better employability support for Disabled Camden residents.

Big Lottery and Trust for London – Funding to run the CDA Leadership Programme, where Disabled Camden residents are supported to lead change on the issues that matter to them.

UnLtd (Social Enterprise Support Fund) – Funding towards Business Development and Health and Safety consultancy to get CDA room hire working again and recover a sustainable income model for the future and Technological transformation of our engagement work. Building on our pilot using community journalism techniques to use tech solutions to engage digitally. This includes building an interactive micro site and training 20 Disabled volunteers to be community journalists, followed by 6 months supported and mentored engagement in the community to collect urgent and needed data on impact of COVID 19 on Disabled people. Data will be held and displayed in micro site to press for change.

CAMDEN DISABILITY ACTION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

13. NET MOVEMENTS IN FUNDS – Cont/d

RBS Social & Community Capital (Covid-19 Response) – 6 months funding for a fulltime Operations Manager post to support the CDA digital transformation and a range of COVID response measures.

The National Lottery Community Fund – Funding towards a 6-month transformation programme to ensure CDA can survive the COVID-19 emergency and adapt current services to work in the new normal.

City Bridge Trust (TNLCF Covid-19 Response Fund) – Funding towards building a fully accessible website with BSL videos for the deaf community and Easy Read for people with learning difficulties.

Good Things Foundation – Funding towards Setup, distribution, and support given to individuals for devices and data connectivity.

Hamstead Wells Fund – Funding towards volunteer coordination.

Awards for all - Funding to engage local disabled people to co design Greenwood Building purpose.

North London Philanthropic Trust - Funding towards coordinating volunteer activity at CDA

The National Development Team for Inclusion – Funding towards Community Inclusion Post.

Equipment Capitalised – Funding received from L. B. Camden (Advice Project) £900, Big Lottery Fund – Leadership Skills £918, The National Lottery Community Fund £17,024, City Bridge Trust (TNLCF Covid-19 Response Fund) £4,176 and RBS Social & Community Capital (Covid-19 Response) £1,168 to purchase equipment for digital transformation. The funds were utilized to purchase computer equipment amounting to £24,186. During the period depreciation thereon amounting to £3,023 (2021 - £6,047) allocated to these restricted funds. Balance of £15,116 represents undepreciated costs of computer equipment.

Description, nature and purpose of unrestricted funds:

General funds: General fund represents funds available to spend at the discretion of the trustees.

CAMDEN DISABILITY ACTION

NOTES TO THE FINANCIAL STATEMENTS (Cont/d)

FOR THE PERIOD ENDED 31 MARCH 2022

14. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

	Unrestricted Funds £	Restricted Funds £	Total 31/03/2022 £
Tangible fixed assets	3,062	15,116	18,178
Net Current assets	139,162	82,929	222,091
	<u>142,224</u>	<u>98,045</u>	<u>240,269</u>

Analysis of fund balances between net assets – previous period

	Unrestricted Funds £	Restricted Funds £	Total 30/09/2021 £
Tangible fixed assets	3,417	18,139	21,556
Net Current assets	164,477	153,911	318,388
	<u>167,894</u>	<u>172,050</u>	<u>339,944</u>

15. DEFERRED INCOME

	31/03/2022 £	30/09/2021 £
Opening balance	53,840	105,500
Amount released to income in the year	(53,840)	(105,500)
Amount deferred in the year	6,433	53,840
Closing balance	<u>6,433</u>	<u>53,840</u>

The deferred income represents rental income of £6,433 for 2022/23.

16. RELATED PARTY TRANSACTIONS

Details of transactions with trustees and senior management are in note 8. There were no other related party transactions during the period.