



**The PDA Society**

**Annual Report and Unaudited Financial Statements**

**For the year ended 31 March 2021**

## **The PDA Society**

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## **The PDA Society**

### **Legal and administrative information For the year ended 31 March 2021**

#### **Trustees**

Sally Russell OBE	Chair
Debra West	Treasurer – resigned 31 August 2021
Victoria Threlfall	Secretary, Vice-Chair, Comms and Fundraising Lead
Paula Webb	Enquiry Line, Events and Safeguarding Lead
Hilary Harvey	HR, Admin, Training and Forum Lead
Jill Davis	Education Lead (Appointed October 2020)

#### **Principal Address**

PO Box 6080  
Sheffield  
S12 9EW

#### **Bankers**

HSBC  
5 Wimbledon Hill Road  
Wimbledon  
London  
Sw19 7NF

#### **Independent Examiner**

Susan Cochrane, FCA  
Employee of:  
VAS Community Accountancy  
The Circle  
33 Rockingham Lane  
Sheffield  
S1 4FW

## **The PDA Society**

### **Trustees' annual report**

**For the year ended 31 March 2021**

#### **Structure, governance and management**

The Charity is a Charitable Incorporated Organisation, number 1165038 and is operated under the rules of its constitution, the documents of which are dated 5 January 2016. The charity previously operated as an unregistered group. The assets and liabilities of this organisation were transferred to the CIO on 1 April 2016.

Overall management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the constitution. Day to day project activity is managed and carried out by trustees, self-employed contractors and volunteers.

#### **Objectives and activities**

To promote the relief of persons with Pathological Demand Avoidance (PDA) an Autistic Spectrum Disorder, and their families and carers in particular but not exclusively by:

- a.) Providing information, advice and support to those persons with PDA, their families and carers including those awaiting diagnosis; and
- b.) advancing the education of the general public, in particular those responsible for the care, treatment and diagnosis of PDA by raising awareness in all matters relating to PDA.

#### **Activities during the financial year**

##### 5th Anniversary (5th January 2021)

5th January 2021 was the 5-year anniversary since the PDA Society became a registered charity. We launched a survey in October 2020 asking for feedback, to enable us to review our impact to date and shape our services and projects for the future. We published a summary of the main findings and a more detailed report with statistics and comments from respondents, along with a summary of what the PDA Society is planning during 2021. Within these findings we were pleased to hear that our information resources are making a positive difference to the lives of PDA people and their supporters:

- 87% of respondents had benefitted from our written information
- 81% valued having information about PDA to share with others
- 77% benefitted from information about helpful approaches

We also heard that our work is having a positive impact in terms of improving understanding of an otherwise perplexing presentation:

- 88% of PDA adults 'strongly agreed' or 'agreed' that the services or support they've had from the PDA Society had a positive impact on understanding themselves
- Over 96% of parents/carers and professionals 'strongly agreed' or 'agreed' that these services or support had improved their understanding of PDA and knowing what approaches are helpful

## **The PDA Society**

### **Trustees' annual report**

**For the year ended 31 March 2021**

Comments received from respondents also included the following:

“Because of the PDA Society, and only the PDA Society, as a family we have been able to learn, to breathe, to open our hearts and minds to view a different world. A beautiful world, a world that needs time, support, patience, encouragement, understanding, nurturing, love and laughter.”

“It’s very hard not having the information and support that people with different disorders have and for most my life I have been depressed and suicidal thinking there was something wrong with me, but when I first read about PDA I was reading about myself and it was the first time I’d been able to put my struggles into words. Without the PDA Society I would likely be in an ATU at this rate. Without the PDA Society I would still feel very alone with my struggles, because of the case studies and information I was able to relate to other people for what felt like the first time in my life.”

“As an educational psychologist I have found your information to be invaluable for parents, especially those who have no access to a diagnosis through the medical route. Because of the PDA Society my staff have a much better understanding of the needs of many of the young people who come to our specialist college.”

In response to 80% of respondents telling us that the challenge they'd most like our help with is raising awareness of PDA with the general public, we created and published a short 'What is PDA?' video introduction to some essential information about PDA in a quick and easily shareable format.

In addition, we also put together 5 ways to help mark the occasion on the theme of the number 5. This consisted of ideas for everyone to get involved and have fun, whilst helping to raise awareness and vital funds for the charity. Several PDA Society trustees, volunteers and friends also teamed up to do various 5-themed fundraising challenges.

All resources were published on our website and shared on social media and circulated via email.

### Website

The website had an average of 30,439 visitors a month and 1,300,661 total views this year (an average of 108,388 views per month).

The website content was updated to reflect the latest thinking and terminology, and with helpful signposting links, throughout the year when relevant. We also updated the design and layout of the homepage and section landing pages.

We created and published the following pages, resources and surveys:

- What is PDA? booklet
- Benefits of understanding the PDA profile
- PDA Day 2020 resources (see below)
- EHCP guide - Education, Health and Care Plans to support a PDA profile of autism
- 5th Anniversary resources (see below)
- Transition to adulthood
- Introduction to PDA webinar
- Home education “hub”

## The PDA Society

### Trustees' annual report (continued)

#### For the year ended 31 March 2021

- Sources of further understanding
- Helen's story – PDA in families and deciding to home education
- Animals & PDA survey
- Local position statements on PDA
- Parenting as a PDAer

In preparation for PDA Day 2021, we created and published the following:

- PDA Day Survey
- Letter to professionals
- PDA Day pack - event and fundraising resources
- Registration page for new identification guide

We continued to add third party links to our existing Coronavirus support pages as the pandemic progressed throughout the year as and when relevant. These included official government guidance, free resources and other useful links for the PDA community. We also created and published new Coronavirus-related resources including:

- Q&A video series with PDA Society advisors – answering questions relating to PDA during the coronavirus pandemic
- PDA: life under lockdown – we carried out a short survey to gather information about the impact of lockdown on the PDA community and published the results in May 2020
- Returning to School and College - to help PDA students and their families and teachers prepare for the return to school and college in September 2020, we collated some helpful resources and advice.

Hidden Disabilities PDA Lanyards and PDA panda wristbands went on sale in our online shop in August 2020 and November 2020 respectively. Panda e-cards were also made available in the shop, for a donation to the PDA Society via a third party eCard website.

We continued to expand and update the third party resources, books, blogs, support groups, events, training and research listed on the website, including international translations of our resources.

### Social Media

We have worked hard to have an active social media presence and to share PDA related information, resources and research opportunities to followers and the wider public via Facebook, twitter, Instagram, LinkedIn and YouTube.

Our social media following grew to 51,967 (an increase of 15,285)

- Facebook followers grew to 39,302 (an increase of 10,168)
- Twitter followers grew to 6,522 (an increase of 974)
- Instagram followers grew to 4,075 (an increase of approx. 2,075)
- LinkedIn follower grew to 348
- YouTube subscribers grew to 1,720 (an increase of 1,085) and at year end our videos had received 98,599 views (an increase of 68,313)

The PDA Society's social media posts gain good engagement with a high number of 'likes' and 'shares'.

## The PDA Society

### Trustees' annual report (continued) For the year ended 31 March 2021

In addition to our day-to-day activity on social media, we also participated in the following social media events, sharing PDA-specific information relating to the topics:

- #WorldAutismAwarenessWeek (April 2020)
- #WorldOTDay (October 2020) – we produced a 30 second video about the benefits of PDA-informed occupational therapy
- #SocialWorkWeek2021 (March 2021)
- #NeurodiversityCelebrationWeek (March 2021)

### Training

Over these 12 months the PDA Society has:

- Developed our online training to facilitate all types of courses being delivered via zoom
- Diversified our training offering to include social care for adults and children, health care and began development of a new workshop for parents and carers.
- Improved and updated the content of our courses to include up to date helpful approaches, information, and terminology.
- Organised and delivered 10 Parent/Carer public courses and 2 professional courses online.
- Facilitated a further 36 PDA courses all of which were organised and funded by other charities/organisations: 10 for parent/carers, plus 12 courses within the education sector, 4 within adult social care and 1 for a national charity. We also delivered 9 out of 12 sessions for a tender within a local authority for adult social care.
- Trustee and education advisor Jilly Davis also spoke at an online conference on behalf of the PDA Society.
- Recruited and trained 11 potential new training facilitators in March 2019, of whom 6 have signed contracts with a further 4 currently going through the joining process. 1 candidate withdrew.
- Took the decision to suspend and cancel all face-to-face training until at least January 2022 due to COVID-19.

After someone has attended a training session, people are invited to complete a feedback questionnaire to help us understand what difference the training has made. In this reporting period the average scores out of 10 (with 1 being the lowest and 10 being the highest score) from the responses given were as follows:

- 9/10 I have a better understanding of what PDA is
- 9/10 I have a better understanding of helpful approaches for PDA
- 10/10 The session leaders were knowledgeable
- 9/10 I would recommend this course to others

Feedback given also included the following positive comments:

“This was phenomenal. It’s all great explaining what a condition is but receiving tools and techniques and methods to try at home with our children is powerful. I raised a complex question at the end and have been advised I will receive a personal direct reply which values me and my enquiry and brings reassurance”  
(Parent)

## The PDA Society

### Trustees' annual report (continued) For the year ended 31 March 2021

"The training gave myself and the team a real insight into a person with PDA, strategies that we can put in place that may benefit the individual we support. Speaking with <redacted> was particularly insightful, I understand that it was difficult for him to have a true understanding of what was going on and how things looked. But from the information he shared he really provided us with information from someone with a PDA profile, it was truly informative in everyway". (Social worker)

"Wealth of trainer's knowledge and expertise. Fast pace and practical suggestions" (Educator)

#### Enquiry Line

The PDA Society enquiry line provides information, advice and support to approx. 100 parents, adults and professionals (education, health & social care) per month. This support is given via email, telephone and Skype (if requested from overseas). We have continued to have an increase in enquiries each month.

The enquiry Line recruited 4 Self-Employed contractors to ensure continuity of service during the challenging pandemic. We continued to have the support of 5 Volunteers and Trustee Paula Webb as enquiry line co-ordinator throughout this period.

The coordinator held three enquiry line meetings with the volunteers and contractors to further their training. We had 2 volunteers leave the service. We currently have a team of 4 Contractors and 3 volunteers.

The coordinator provides supervision every 6-8 weeks to each volunteer and ensures the efficient delivery of the enquiry line service, making sure all enquiries are answered within 5 working days. The coordinator undertakes quality control each week, checking a sample of replies from each volunteer and contractor. The coordinator undertakes the authorisation of monthly timesheets and invoices ensuring the time recorded matches the enquiry responses.

The coordinator provides reports for trustees' meetings and annual reports.

An example of the difference made by the enquiry line to the lives of PDA people and their supporters is given in the following quote, taken from the 5 -year survey report:

"I am especially grateful for the times we have had individual support through the PDA Society helpline - often when we have been at crisis point and completely without other forms of support. We won't forget that - the value of a person who truly understands, who doesn't judge and knows their way through the utter shambles of statutory support service was huge."

#### Literature

The distribution of printed information was put on hold during this period due to the Covid-19 pandemic. Our Literature was reviewed and a new What is PDA? Leaflet introduced with the out-of-date material removed. Our current leaflets continued to be available to download free of charge on the website.



## **The PDA Society**

### **Trustees' annual report (continued) For the year ended 31 March 2021**

#### PDA day (15th May 2020)

The theme for PDA Day 2020 was 'Support' with a switch in focus (due to the coronavirus pandemic) to supporting our PDA and wider community with a variety of resources including fun PDA Panda activities (colouring sheet, find the panda page and DIY panda ears) to use at home and a website scavenger hunt leading to different sources of support. We shared our life under lockdown survey results. All resources were published on our website (in a PDA Day Newsletter) and shared on social media and circulated via email. We also assisted with the placement of an article in nasen Connect ahead of PDA Day titled "Providing PDA support by Aileen Hosty (nasen Connect)". And we published a PDA Day summary with a round-up of activities carried out by people all over the world to mark the day.

#### PDA Development Group

The PDA Society is the voice of parents and adults at the PDA Development Group meetings, though there have been no formal meetings in the past year because of the pandemic. (The PDA Development group includes several practitioners who meet to share information about developments in understanding of the PDA profile). The PDA Society have taken on the secretariat role for the group.

#### Articles/ news stories

The PDA Society assisted with and consulted on various articles and interviews about PDA including:

- Providing PDA support by Aileen Hosty (nasen Connect)
- What Does Pathological Demand Avoidance Have to Do With Autism? by Rachel Jackson (Autism Parenting Magazine)
- 'Life was a battle until my child was diagnosed with a lesser-known form of autism' by Francesca Manca (The i Paper)
- Leanne (The Light Bulb Moment PDA) spoke to Stephanie Hirst on BBC Radio Leeds about PDA

Trustee Vikki Threlfall spoke to Julia Hartley-Brewer on talkRADIO about the additional struggles autistic people and their families are facing during the coronavirus pandemic and the online support available – April 2020

Trustee Vikki Threlfall spoke to Catherine Mackie at the BBC about Special Needs parents in survival mode due to COVID 19. The film was shown on the local BBC news, and also available on the app and main news pages.

Trustees Paula Webb and Vikki Threlfall spoke to The Great Minds Podcast about the PDA Society, terminology around PDA, helpful approaches, differences between ODD & PDA, EHCPs, working with professionals and more. (March 2021)

We wrote a website news piece: 'Care in hospitals is 'inhuman'.' about the Care Quality Commission's 'Out of sight – who cares?' review into the use of seclusion and restraint in the care of autistic people and people with a learning disability and/or mental health condition in hospitals. (October 2020)

## **The PDA Society**

### **Trustees' annual report (continued) For the year ended 31 March 2021**

#### Supporting research projects

The PDA Society has circulated details of PDA related research to its members via the website and social media.

The PDA Society also has continued involvement in a project to investigate the much higher numbers of cases of mothers being investigated for 'Fabricated and Induced Illness (FII) and to work with leading experts in the field to consider possible improvements to the guidance on the topic.

#### Identification Project

A project was initiated to describe current best practice for clinicians and other practitioners to help them identify PDA in neurodevelopmental assessments. A survey was undertaken of a group active in assessments within both the NHS and independent practice.

#### Attendance at events

Due to the pandemic the PDA Society did not attend any events in person during this period. However we focused our energies into increasing online support and training to ensure support was available despite the pandemic. We also made sure more of our literature was available to download from our website and our merchandise was available from our online shop.

#### Positive PDA Summit

Communications for the 2020 Positive PDA Summit included:

- Providing a recorded webinar about the PDA essentials
- Watching and commenting on all other webinars
- Actively answering questions in the Positive PDA summit Facebook group and signposting resources

#### PDA Society Conference

Due to the continuing pandemic and restrictions the PDA Society decided that the planned new date for the conference of March 2021 was not appropriate, and this has now been put on hold until the situation stabilises. The PDA Society have instead decided to focus their efforts on improving awareness and understanding of PDA with the Professional community, including health care, social care and education.

#### Other activities

We launched a regular giving campaign in September 2020 and a text giving facility in December 2020.

We launched a monthly newsletter in September 2020 and a quarterly professionals' newsletter in February 2021. Both provide news, resources and events relating to PDA via email subscription. At year end the monthly newsletter had 1,387 subscribers and the professionals' newsletter had 222 subscribers.

We partnered with Great Minds Together and the NHS Health Education England Autism Peer Education programme in March 2021 – working together to increase understanding of PDA and what helps in order to improve outcomes for individuals and families.

## The PDA Society

### Trustees' annual report (continued) For the year ended 31 March 2021

We supported Independent Social Worker Cathie Long in looking to form a network with likeminded professionals to develop expertise in assessments and advocacy. We're hoping this network will develop a group of social workers with understanding of PDA & expertise in assessments, advocacy and acting as expert witnesses. (March 2021)

#### Thank you to our supporters

The PDA Society would like to thank all the people who have supported us by making one off or regular donations, organising fundraising events, helping us to develop literature and information for the website, and helping with the design of graphics and illustrations. We are truly grateful to you all.

#### Trustee information and meetings

Sally Russell OBE	Chair
Debra West	Treasurer      Resigned 31 August 2021
Victoria Threlfall	Secretary, Vice-Chair, Comms and Fundraising Lead
Paula Webb	Enquiry Line, Events and Safeguarding Lead
Hilary Harvey	HR, Admin, Training and Forum Lead
Jill Davis	Education Lead (Appointed October 2020)

A total of 10 trustee meetings were held within this financial year.

#### Volunteers

The number of active volunteers (excluding trustees) is 23 for this period.

#### Self-employed contractors

The number of paid training facilitators (training facilitators are self-employed) was 16 at 31.03.21. Please note that some of the paid training facilitators also carry out voluntary work with the PDA Society. The PDA Society also pays for admin, training and comms support from two self-employed contractors. The PDA Society now has 4 self-employed contractors for the enquiry line service.

#### Future Plans

In 2020/21 the PDA Society was fortunate to see growth in income, from £58,939 to £95,666 (including £12,232 of reimbursed conference costs), driven by increased demand for training and several generous individual donations. With a healthy carry-forward balance £84,064 this positive year-end position enabled the PDA Society to appoint its first CEO in July 2021, who will be working with the Board of Trustees to grow the charity's reach and impact. Planned activities from 2021/22 onwards are expected to include:

- 5-Year PDA Society Strategy
- PDA research priority setting exercise, followed by annual research meetings
- Autism and Complex Needs Special Interest Group and PDA professionals' network
- "Enquiry Line Plus" service for complex cases involving PDA people
- "PDA Voice" project reviewing the way the charity engages PDA people
- "PDA Perspectives" project, engaging UK autism charities
- Engaging organisations that train professionals who support PDA people

## The PDA Society

### Trustees' annual report (continued) For the year ended 31 March 2021

- PDA Society Conference planned for early 2023
- Review of internal policies/procedures, including equal opportunities

Alongside these activities the PDA Society will continue to deliver its core services of providing information, support and training; and will fundraise to meet increased demand for services with year-on-year increases seen in people seeking PDA Society services. These fundraising activities will include applications for grants from trusts/foundations.

### Reserves Policy

Historically, the Trustees have aimed to maintain free reserves in unrestricted funds at a level which equates to approximately twelve months of unrestricted charitable expenditure. Currently this approximates to £84,000 based on the charity's budgeted expenditure for 2021/22. The Trustees consider that this level will provide sufficient funds to deliver core services and ensure that office and governance costs are covered. The Trustees consider that a level of twelve months is sufficient.

The balance held as unrestricted funds on 31 March 2021 was £84,064 (2020: £40,771).

The Reserves Policy is reviewed annually by the Trustees.

The Trustees' declare that they have approved the above report on 14/12/21 and are signed on their behalf by:



Name (printed) SARAH C. RUSSELL

Position CHAIR OF TRUSTEES.

## **Independent Examiner's Report to the trustees of The PDA Society ("the Charity")**

I report to the trustees on my examination of the accounts of the Charity for the year ended 31 March 2021.

### **Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

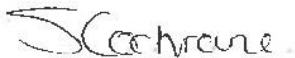
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### **Independent examiner's statement**

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

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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



Signed:

*Susan Cochrane FCA*

Employee of:

VAS Community Accountancy

The Circle

33, Rockingham Lane

Sheffield

S1 4FW

Date: 14/12/2021

**Receipts & payments account**  
**For the year ended 31 March 2021**


	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Unrestricted funds £	Restricted funds £	Total 2020 £
<b>Receipts</b>							
Conference receipts		-	-	-	10,091	-	10,091
Charitable activities		22,158	-	22,158	17,509	-	17,509
Donations	2	59,666	-	59,666	28,314	-	28,314
Grants		-	-	-	-	964	964
Reimbursement of conference costs		12,232	-	12,232	-	-	-
Sale of merchandise		1,515	-	1,515	2,061	-	2,061
Other income		95	-	95	-	-	-
<b>Total receipts</b>		<b>95,666</b>	<b>-</b>	<b>95,666</b>	<b>57,975</b>	<b>964</b>	<b>58,939</b>
<b>Payments</b>							
General administrative expenses		1,462	-	1,462	1,102	-	1,102
Other professional expenses		23,831	-	23,831	12,201	-	12,201
Raising funds		-	-	-	21	-	21
Other expenses		125	-	125	172	-	172
Training facilitator		10,470	-	10,470	2,200	-	2,200
Travel & accommodation		-	-	-	5,763	-	5,763
Postage, printing & stationery		705	-	705	4,904	964	5,868
Books		-	-	-	273	-	273
Room hire		-	-	-	735	-	735
Other conference costs		12,154	-	12,154	14,834	-	14,834
Advertising/Promotional		152	-	152	1,034	-	1,034
Merchandise		1,242	-	1,242	2,576	-	2,576
Website		299	-	299	2,787	-	2,787
Insurance		533	-	533	477	-	477
Independent Examination fee		540	-	540	480	-	480
Paypal fees		114	-	114	170	-	170
Eventbrite fees- conference		-	-	-	1,469	-	1,469
Eventbrite fees- courses		746	-	746	249	-	249
Refreshments		-	-	-	411	-	411
Equipment rental		-	-	-	27	-	27
<b>Total payments</b>		<b>52,373</b>	<b>-</b>	<b>52,373</b>	<b>51,885</b>	<b>964</b>	<b>52,849</b>
<b>Net receipts/(payments) for the year</b>		<b>43,293</b>	<b>-</b>	<b>43,293</b>	<b>6,090</b>	<b>-</b>	<b>6,090</b>
Total cash funds brought forward		40,771	-	40,771	34,681		34,681
<b>Total cash funds carried forward</b>		<b>84,064</b>	<b>-</b>	<b>84,064</b>	<b>40,771</b>	<b>-</b>	<b>40,771</b>

The PDA Society

Statement of assets and liabilities  
As at 31 March 2021

	2021 £	2020 £
<b>Cash assets</b>		
Bank balance	83,880	39,537
Paypal Balance	184	1,234
	<u>84,064</u>	<u>40,771</u>
<b>Fixed assets</b>		
Projectors	580	580
Other fixed assets	1,048	1,048
	<u>1,628</u>	<u>1,628</u>
<b>Other assets</b>		
Merchandise	1,760	1,334
Booklets	808	1,840
Charitable activities - income due	6,250	1,000
Other debtors	-	12,232
	<u>8,818</u>	<u>16,406</u>
<b>Liabilities</b>		
Accountancy & Independent examination fee	600	540
Other creditors	3,713	11,447
	<u>4,313</u>	<u>11,987</u>

Approved by the board of trustees on 14/12/21 and signed on their behalf by;

  
 Print name: SARAH C. RUSSELL      Print name: HILARY HARVEY  
 Position: CHAIR OF TRUSTEES      Position: TRUSTEE

Notes to the accounts

For the year ended 31 March 2021

**1 Receipts & payments account**

Receipts and payments accounts are statements that summarise the movement of cash into and out of the organisation during the financial year. In this context "cash" includes cash equivalents, for example, bank accounts where cash can be readily withdrawn to pay for debts as they become due.

**Funds**

General funds are donations and other income received or generated for the objects of the organisation without further specified purpose and are available for general funds without restriction.

Restricted funds are either donations which the donor has specified are to be solely used for particular areas of the charity's work or grant income sought for specified activities.

**2 Donations**

	Unrestricted funds £	Restricted funds £	Total 2021 £	Unrestricted funds £	Restricted funds £	Total 2020 £
Donations	59,666	-	59,666	28,314	-	28,314
	<u>59,666</u>	<u>-</u>	<u>59,666</u>	<u>28,314</u>	<u>-</u>	<u>28,314</u>

**3 Restricted funds**

There was no restricted income received during the year ended 31 March 2021.

*Prior year comparison*

	Balance b/fwd £	Income £	Expenditure £	Balance c/fwd £
CAF America	-	964	(964)	-
	<u>-</u>	<u>964</u>	<u>(964)</u>	<u>-</u>

A grant was received from CAF America to contribute towards the printing costs of PDA literature for distribution.



Notes to the accounts

For the year ended 31 March 2021

4 Trustees remuneration, benefits and expenses

One trustee received the following expenses during the financial year (2020: Six trustees), not including those payments listed under the related party transactions.

	<b>Total 2021</b>	<b>Total 2020</b>
	<b>£</b>	<b>£</b>
Travel and Accommodation	-	2,342
Refreshments	-	110
Training & resources	109	-
	<u>109</u>	<u>2,452</u>

The following trustees were paid during the financial year for services provided to the organisation as follows:

Name	Services Provided	<b>Total 2021</b>	<b>Total 2020</b>
		<b>£</b>	<b>£</b>
Jilly Davies	Workshop Facilitation	1,000	-
		<u>1,000</u>	<u>-</u>

Trustees donated £120 (2020: £143) before gift aid without conditions.

No other payments other than those shown in this note were paid to trustees.