

EMBRACEABILITY

England & Wales · Charity number 1173877

Details

Status Registered

Legal form CIO

Registered 2017-07-20

Register [View on the Charity Commission register](#)

Contact

Address 30A York Place
Brighton
BN1 4GU

Phone 07706572900

Email hello@embraceability.org.uk

Website embraceability.org.uk

Activities

Objects: THE FOLLOWING OBJECTS ARE FOR THE PUBLIC BENEFIT OF THOSE WHO HAVE A DISABILITY ON KOH DACHISLAND, PHNOM PENH, CAMBODIA, WHO ARE SOCIALLY EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, ASA RESULT OF THEIR DISABILITY BY:- THE PROMOTION OF SOCIAL INCLUSION BY PROMOTING AND FACILITATING COMMUNITY OUTREACH ANDEDUCATION; AND- PROMOTING BASIC HEALTHCARE AND WELLBEING BY THROUGH ADVOCACY AND TRAINING LOCAL PEOPLE INPHYSIOTHERAPY AND OCCUPATIONAL THERAPY SO THAT THEY ARE ABLE TO CARE FOR PERSONS WITHDISABILITIES WITHIN THEIR OWN COMMUNITIES SUSTAINABLY.NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THEPURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH SECTION 7 OF THE CHARITIES AND TRUSTEEINVESTMENT (SCOTLAND) ACT 2005 AND SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008.

Activities: EmbraceAbility provides therapy and education for children with disabilities and their families in Cambodia.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities

Geography

- **Area of benefit:** KOH DACH ISLAND, PHNOM PENH, CAMBODIA
- Cambodia

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£16,454	£40,194	-	-
2024-03-31	£31,778	£16,757	-	-
2023-03-31	£18,850	£13,599	-	-
2022-03-31	£21,508	£11,890	-	-
2021-03-31	£27,662	£23,756	-	-

Trustees

Name	Role	Appointed
Kludia Kranc		2022-10-25
Kwai Chi		2022-06-01

EMBRACEABILITY

England & Wales - Charity number 1173877

Accounts



EMBRACEABILITY ANNUAL RETURN

2024 - 2025

TRUSTEES ANNUAL REPORT

April 2024 - March 2025



Charity Name: EmbraceAbility

Registered Charity Number: 1173877

ADDRESS OF PRINCIPAL OFFICE

30A York Place
Brighton
East Sussex
United Kingdom
BN1 4GU

REFERENCE, AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

EMBRACEABILITY DIRECTORATE

Maja Grahn: Chair of Trustees
Phyllis Taylor
Rishi Mukidoot
Gwenith Chimwaza

Jodie Le Marrec: Director

STATEMENT FROM THE FOUNDER

The past year has been one of deep delivery, learning, and consolidation for EmbraceAbility. Across Cambodia and Malawi, our focus has been on translating our values into practice, centring people with disabilities in programme design, strengthening community-led approaches, and delivering tangible improvements in health, dignity, and inclusion.

In 2024 to 2025, our programmes reached over 1,100 households and community members, combining infrastructure, learning, and advocacy. In Malawi, families now have access to safe sanitation and clean water, generating over 16 million litres of water, contributing to a 65% reduction in cholera and water-borne disease, and supporting a 25% increase in household food security. Encouragingly, 45% of disabled girls in our target communities are now attending school, reflecting the wider impact of inclusive systems on education and wellbeing.

In Cambodia, our work focused on gender, disability, and community inclusion. Through workshops, door-to-door outreach, community events, and participatory research, we supported hundreds of community engagements, with people with disabilities making up the majority of participants. Across our programmes, we saw significant increases in knowledge and confidence, including up to a 40% improvement in understanding of gender-based violence, alongside stronger peer support, leadership, and collective action within communities.

This year also marked an important shift internally. We invested in staff development, inclusive facilitation skills, and evidence-building to ensure our work is not only impactful, but sustainable and accountable. As an organisation, we continue to move deliberately from a founder-led model towards a stronger team-based approach, embedding shared leadership, transparency, and long-term resilience.

As we look ahead to 2025, our priority is to deepen impact while preparing for scale. We are laying the foundations to formalise our Disability Training Programme, shaped by lived experience and community insight, with the ambition to influence practice beyond our current programmes. We remain committed to listening first, working in partnership, and challenging the structural barriers that exclude people with disabilities from full participation in society.

We are deeply grateful to our donors, partners, and communities for their trust and long-term support. Your commitment enables us to deliver work that is grounded, rights-based, and led by those most affected. We enter the year ahead with clarity, responsibility, and hope, determined to continue building inclusive communities where people with disabilities can live with dignity, opportunity, and choice.

Many thanks,



BOARD OF TRUSTEES

The Board of Trustees

Structure, Governance and Management

EmbraceAbility's structure is that of a Charitable Incorporated Organisation (CIO). Its governing document is a 'foundation' model constitution, in which EmbraceAbility's only voting members are its trustees.

EmbraceAbility is run by a Board of Trustees who manage the charitable objectives, strategic direction, and affairs of the organisation. EmbraceAbility's Directors are responsible for running its day-to-day operations.

All EmbraceAbility staff, trustees and volunteers are subject to EmbraceAbility's hiring policy. EmbraceAbility believes that hiring qualified individuals to fill positions at the charity contributes to the overall strategic success of EmbraceAbility. Each trustee is recruited for their specific skill set, in order that they can make significant and targeted contributions to EmbraceAbility.

Every trustee is subject to an interview process, reference checks and criminal record checks (DBS checks) to ensure good governance. Trustees are invited to EmbraceAbility induction training to cover procedures and policy which is essential for the fulfilment of their functions and duties. Each trustee has a designated role within the organisation to ensure EmbraceAbility is able to perform its objectives and activities effectively.

EXECUTIVE BOARD

Jodie Le Marrec, Director

The Director is responsible for the day-to-day operations, managing partners in Cambodia and Malawi, fundraising, developing and implementing strategy and programme budgets in collaboration with the Trustees.

The Director works closely with the Chair of Trustees and serves as a member of the Board of Directors. This position's primary responsibility is ensuring organisational effectiveness by providing leadership for the organisation's financial and operational functions.

Working on project management, this position also contributes to developing and implementing organisational strategies, policies and practices.

Our Approach and Values

Our Mission

Our mission is to support people with disabilities to build a world where they are included, resourced, and recognised with dignity, agency, and justice. We begin from the belief that inclusion strengthens economies, enriches communities, and creates fairer societies for everyone.

Our work is guided by five core values: listening, inclusion, empowerment, equity, and joy.



- Listen: We go beyond traditional monitoring and evaluation to hear directly from people with disabilities, ensuring their voices shape every decision.
- Inclusive: We strive for systemic inclusion so that every child and adult with a disability participates fully in all aspects of life.
- Empowerment: We enable people with disabilities and their carers to make informed choices, building agency and confidence.
- Equity: We work towards a just future where every person with a disability has access to the resources, opportunities, and protections they need to thrive.
- Joy: We celebrate the creativity, resilience, and brilliance within every community. Joy for us means connection, dignity, and pride in who we are and what we create together.

Our Approach

In 2024–2025, we refined our strategic direction to ensure our work responds more deeply to lived experience and long-term structural barriers. Our approach is organised around three interconnected pillars, designed to work together to support sustainable, community-led change.

1. Rights, Health, and Protection

We focus on closing the gap between rights on paper and rights in practice. This includes work to prevent violence against people with disabilities, support meaningful participation, and improve access to essential services. In Malawi, we are developing plans to launch a mobile healthcare van to reach remote communities, where the nearest clinic can be up to an eleven-hour walk.

2. Economic Justice

We are piloting new approaches that redistribute resources and challenge systems that keep disabled people in poverty. This includes a cash transfer programme inspired by disability living allowance models, recognising unpaid care work and addressing immediate poverty. Alongside this, we are developing community economic models that move beyond microfinance and extractive, gift-based solutions. Our focus is on strengthening existing businesses, inclusive employment, employer disability training, and collective ownership rooted in local economies.

3. Community Power and Inclusive Futures

We believe communities already hold the knowledge and leadership needed to advance inclusion. Through our Community Futures Fund, we invest in co-produced ideas that build long-term resilience. In Cambodia, this included supporting women with disabilities to design and lead their own community campaign addressing violence, with full ownership of the budget, process, and outcomes.

Putting Our Values into Practice

Our values shape not only what we do, but how we learn. In 2025, we are launching Listening Circles, monthly spaces where disabled people can share feedback, reflect on programmes, and shape our future direction. Alongside local and global steering groups, we are intentionally creating multiple ways of working together, recognising there is no single blueprint for disability justice.

We are also embedding joy into our monitoring and evaluation work. This includes reflection sessions, participatory storytelling, happiness mapping, and group feedback circles. Impact for us is not only about access to services, but about whether life feels more liveable with more time for care, rest, play, and connection.

CAMBODIA

We deliver our Cambodia programmes in partnership with Gender and Development in Cambodia (GADC), a women-led organisation working since 1997 to improve the rights, wellbeing, and livelihoods of women and girls across Cambodia.

1) GENDER, DISABILITY, AND COMMUNITY INCLUSION

Our work focused on community-based learning, outreach, and participation. Through 361 community engagements, including workshops, door-to-door visits, community events, and participatory research activities, we worked alongside people with disabilities – particularly women and girls – to build knowledge, confidence, and collective action around gender, disability, and inclusion. People with disabilities made up the majority of participants across all activities.

2) PREVENTING VIOLENCE AGAINST WOMEN AND GIRLS WITH DISABILITIES

We delivered a structured programme of community workshops, outreach, and campaigns addressing gender-based violence (GBV), with a specific focus on the heightened risks faced by women and girls with disabilities. Across 2024, participants demonstrated significant increases in knowledge and awareness (up to 40%), alongside stronger peer support, leadership, and community advocacy. This work culminated in community-led action during the 16 Days of Activism campaign.

3) DISABILITY TRAINING AND CAPACITY BUILDING

We piloted our Disability Training approach through intensive training and ongoing mentoring with GADC staff and community facilitators. This work focused on inclusive facilitation skills, safeguarding, reasonable accommodation, and delivering programmes with and alongside people with disabilities. Learning from this pilot is shaping the formalisation of our Disability Training Programme in 2025.

MALAWI

1) WATER, SANITATION, AND HEALTH (WASH)

In Malawi, our work prioritised access to safe water, sanitation, and health for disabled people and their families. In 2024, our programmes supported over 470 households, with 760 people now using accessible toilets, contributing to a 65% reduction in cholera and water-borne disease and generating over 16.6 million litres of clean water.

2) FOOD SECURITY AND LIVELIHOOD RESILIENCE

Through compost sanitation systems and community-based support, households experienced a 25% increase in food security, strengthening resilience and reducing reliance on emergency assistance.

3) INCLUSIVE EDUCATION

Our programmes contributed to improved access to education for children with disabilities, with 45% of disabled girls in target communities now attending school. This work is supported by community engagement and systems-level inclusion rather than stand-alone interventions.

1) Research, Learning, and Evidence

EmbraceAbility is committed to delivering sustainable programmes with demonstrable impact. Across all countries, we embed mixed-methods monitoring, evaluation, and learning, combining participatory qualitative research with quantitative data. In 2024, this included baseline research, community feedback mechanisms, and reflective learning to inform programme design and strategy.

2) Campaigns and Public Engagement

We run campaigns and communications to raise awareness of disability justice, inclusive development, and global inequality. Our approach centres lived experience, challenges harmful narratives, and promotes dignity, inclusion, and shared responsibility.

3) Fundraising and Organisational Sustainability

We raise funds to sustain active programmes, invest in research and learning, and strengthen organisational systems. In 2024-2025, our focus has been on building long-term sustainability, diversifying income, and preparing for scale as we transition towards a stronger, team-led organisational model.

FUNDRAISING

EmbraceAbility successfully fundraised £16,532.57 through the fundraising efforts of the EmbraceAbility Fundraising Team. There was a slight drop in income due to staff shortages and illness.

EmbraceAbility receives voluntary donations from the public, grants and in its fundraising activities, the organisation adheres to the Charity Commission and Institute of Fundraising's guidelines and best practice. The organisation has received no fundraising complaints and we protect people's privacy through our data protection policy.

Campaigns

EmbraceAbility successfully raised the profile of international development issues relevant to disability and social inclusion in Cambodia across a broad readership. EmbraceAbility effectively disseminated social media campaigns, articles and blog posts with increasing reach and engagements. Analysis of our online activity shows a marked and continued increase in the numbers of people and organisations engaging with our online campaign materials.

RISK MANAGEMENT

The processes for identifying, evaluating and managing the significant risks faced by EmbraceAbility are ongoing, the Board of Trustees and the Director regularly review the financial accounts. The elements of the control framework, incorporating the key sources of evidence utilised by the Board in reviewing the effectiveness of the system of internal control, include:

- a comprehensive risk management framework which identifies key risks to the charity on a regular basis and seeks to mitigate and monitor the risks and the associated mitigation;
- an organisational structure with clearly defined lines of responsibility and delegation of authority set out in the organisation's financial regulations;
- a code of ethics supported by a framework of policies and procedures which volunteers and trustees must adhere to;
- the monitoring of action plans and reviewing recommendations made by the Board;
- approval of the annual budget and budget outlined by the Board.

The Board is aware of and committed to ensuring EmbraceAbility is compliant with the new General Data Protection Regulations. Compliance with GDPR is closely monitored by EmbraceAbility's Data Protection Officer.

The Board's review of the effectiveness of the organisation's system of internal control has identified no significant failings, weaknesses or instances of fraudulent activity which have resulted in material misstatement or loss that require disclosure within the financial statements for the year ended 31st March 2025, and is up to the date of signing these financial statements.

PRINCIPAL RISKS AND UNCERTAINTY

EmbraceAbility has a well-established process for the identification and management of risk. The organisation has identified a range of risks and uncertainties, the principal ones being:

- the sudden loss of funding from major donors;
- staff shortages which impacts operations and fundraising capacity.
- and, the lack of grants for disability care projects.

EmbraceAbility's Board of Trustees and Directors have identified the main financial risks to the organisation to be:

- failure to meet financial targets;
- failure to achieve profitable growth and achieve our fundraising targets;
- failure to meet the operational requirements of the organisation.

After a risk assessment of the organisation's financial position and resources, together with a review of the budget for 2024/2025 and financial forecasts, the Board believes that the organisation is well placed to manage its business risks. The Board, therefore, has a reasonable expectation that the organisation will have adequate resources to continue operating for the foreseeable future and thus continues to adopt the going concern basis of accounting in preparing the annual financial statements.

VOLUNTEERS

All are subject to EmbraceAbility's strict recruitment policies and protocols. All volunteers must have an up-to-date criminal record check. All volunteers must submit a CV and cover letter, and they must interview with the Chair of Trustees prior to their selection.

FINANCIAL REVIEW

The summary financial information on these pages contains data from the management account of EmbraceAbility for the year ended 31st March 2025 and provides an overview of the income and expenditure for the year.

Income: £16,532.57

Expenditure: £40,194.84

Financial Activities Statement

Incoming Resources	Unrestricted Funds	Total Funds	Prior Year Total Funds
Incoming resources from generated funds		£28,221.23	£27,922.36
Voluntary Income	£13,654.24	0	0
Activities for generating funds	0	0	0
Investment income	£78.33	0	0
Incoming resources from charitable activities	0	0	0
Other activities resources	£2,800.00	0	0
Total incoming resources	£16,532.57	0	0
Resources Expended			
Costs of generating funds	0	0	0
Costs of generating voluntary income	0	0	0
Fundraising trading: cost of goods sold and other costs	£5,020.00	0	0
Investment management costs	0	0	0
Charitable activities	£33,678.38	0	0
Governance costs	£1,156.66	0	0
Other resources expended	£339.80	0	0
Total resources expended	£40,194.84	0	0
Net incoming/outgoing resources before transfers	-£23,662.27	0	0
Transfers			
Gross transfers between funds	0	0	0
Net incoming resources before other recognised gains and losses	0	0	0
Others recognised gains/losses			
Gains on revaluation of fixed assets for charity's own use	0	0	0
Gains/losses on investment assets	0	0	0
Actuarial gains/losses on defined benefit pension schemes	0	0	0
Net movement on funds	0	0	0
Reconciliation of Funds			
Total funds brought forward	£27,922.36	0	0
Total funds carried forward	£4,181.76	0	0

REVIEW OF EXPENDITURE

The EmbraceAbility Board of Trustees is committed to the services delivered to all its beneficiaries. Therefore, the Board is committed to monitoring its financial obligations to meet its charitable activities. This financial year was primarily focused on project delivery, leveraging our existing reserves as a volunteer-led small organisation. Based on the data provided, here is the updated summary with the correct financial figures:

Key Financial Figures:

- Total Incoming Resources: £16,532.57
 - This figure represents the total operational income from sources like Trusts & Foundations (£11,381.80) and Donations (£1,895.23), and includes £2,800 to be paid back for fundraising expenses.
 - The majority of income came from Voluntary Income, totalling £13,575.90 (Trusts & Foundations, Fundraising Events, Training, Donations, and Paypal).
- Total Resources Expended: £40,194.86
 - The largest expenditure was on Project Costs (Charitable Activities) at £33,678.40, underscoring our commitment to project delivery.

Focus on Project Delivery and Volunteer Commitment:

The challenging current climate and difficulties in fundraising are reflected in our operational figures, where expenditures (£40,194.84) significantly exceeded incoming resources (£16,532.57), resulting in a net outgoing of -£26,540.63 before transfers.

Crucially, we successfully used our reserves to cover the costs of our projects. While the Total funds brought forward were £27,922.40, we utilised a substantial portion of these designated reserves to deliver our charitable activities.

Furthermore, the figure listed as "Other activities resources" (representing the personal loan) was £2,800.00 to support fundraising efforts.

After accounting for this loan, the Net movement on funds for the year was -£23,740.63 (which is the operating deficit of -£26,540.63 plus the £2,800.00 loan). This resulted in Total funds carried forward of £4,181.76 (£27,922.40 brought forward - £23,740.63 net movement).

As a small, volunteer-led organisation, maintaining project delivery was our priority. While this required drawing down on reserves, the remaining funds of £4,181.76 ensure a continued, albeit reduced, operational capacity. We are optimistic about the future, with projections for the 2025-2026 financial year showing promise in Q3.

Method of Transfer

EmbraceAbility banks with Triodos, one of the world's leading sustainable banks whose focus is positive social, environmental and cultural change.

All EmbraceAbility expenditure in Cambodia and Malawi has been run through EmbraceAbility and GADC financial systems and protocols. This involves sending budgeted quarterly project costs from our Triodos account to a designated organisation bank account prior to the beginning of each financial quarter, and withdrawing the necessary funds as required in the country.

Trustees' Statement

The trustees confirm that the accounts for the period have been prepared in accordance with the applicable reporting requirements and accounting standards, and that they have been reviewed and approved by the trustees.

The accounts have been formally signed off on behalf of the trustees, who accept responsibility for their accuracy and completeness.

EMBRACEABILITY

England & Wales - Charity number 1173877

Accounts



EMBRACEABILITY ANNUAL RETURN

2023 - 2024



TRUSTEES ANNUAL REPORT

April 2023 - March 2024



Charity Name: EmbraceAbility

Registered Charity Number: 1173877

ADDRESS OF PRINCIPAL OFFICE

30A York Place
Brighton
East Sussex
United Kingdom
BN1 4GU

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

EMBRACEABILITY DIRECTORATE

Maja Grahn: Chair of Trustees
Kwai Chi: Trustee
Kludia Kranc: Treasurer
Gwenith Chimwaza: Trustee

Jodie Le Marrec: Director

STATEMENT FROM THE FOUNDER AND CHAIR OF THE BOARD

In 2023, we launched a range of new programmes across Cambodia and Malawi. We were proud to launch Preventing Violence Against Women and Girls with Disabilities in Cambodia; we responded to the humanitarian crisis in Malawi after Cyclone Freddy by providing clean water packages, food, and temporary shelter to over 1,000 people, and empowering 19 disabled children to attend school in Malawi.

Despite the scale of success of the programmes for a micro organisation, disability and poverty remain a pervasive problem. There are over 1 billion people with disabilities, and over 80% live in the global south. Disabled households are twice as likely to be poorer than their non-disabled peers. They are more likely to stay trapped in poverty as they face multiple barriers to accessing education, securing a livelihood, and fully participating in society. Disabled people living in poverty are often the last to benefit from programmes designed to reduce poverty. Without specific awareness, they are often left out of policies, and other programmes limit disabled people to a lifetime of chronic poverty.

We recognise that inclusion accelerates the economy, society and communities. We are committed to building a disability-led model that improves the livelihoods of disabled people and their families. Our team will continue to work alongside households affected by poverty, gender inequality, climate crisis and exclusion through targeted programmes.

We thank our donors and supporters for their long-term support and dedication to EmbraceAbility. Without support from the community, trusts, and foundations, we could not deliver our work.

We are looking forward to the year ahead and our new projects.

On behalf of the EmbraceAbility team, we hope you will enjoy reading about our successes and what we hope to deliver in the future.

Many thanks,

Jodie Le Marrec and Maya Grah

BOARD OF TRUSTEES

The Board of Trustees

Structure, Governance and Management

EmbraceAbility's structure is that of a Charitable Incorporated Organisation (CIO). Its governing document is a 'foundation' model constitution, in which EmbraceAbility's only voting members are its trustees.

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EXECUTIVE BOARD

Jodie Le Marrec, Director

The Director is responsible for the day-to-day operations, managing partners in Cambodia and Malawi, fundraising, developing and implementing strategy and programme budgets in collaboration with the Trustees.

The Director works closely with the Chair of Trustees and serves as a member of the Board of Directors. This position's primary responsibility is ensuring organisational effectiveness by providing leadership for the organisation's financial and operational functions.

Working on project management, this position also contributes to developing and implementing organisational strategies, policies and practices.

Our Approach and Values

As an organisation, we reflected on what drives us and revised our vision, mission and values. We hope in the next 3 years to move towards a model of co-production where people with disabilities are involved at every stage of the programme design, delivery and evaluation.

Being led by the people we serve is vital if we provide inclusive services. This year we will formalise steering committees in Cambodia and Malawi to give us feedback on our programmes and ensure that we provide the best services possible.



EMBRACEABILITY'S PRIMARY AIMS 2023-2024

CAMBODIA

We are honoured to deliver our programmes in partnership with Gender and Development in Cambodia, who have been working in Cambodia since 1997 to improve the livelihoods of women and girls across the country.

- 1) Project Management - Community Outreach: signposting and providing girls with disabilities and support carers with mental health support.
- 2) Preventing Violence Against Women and Girls with Disabilities: providing 345 women and girls with disabilities with weekly self-help group sessions focussing on advocacy training.
- 3) Disability Training: we have delivered two intensive 10-day training sessions to over 30 staff at GADC. This is part of our pilot Disability Training programme, where we aim to give organisations the knowledge and confidence to improve the inclusion and accessibility of programmes.

MALAWI

- 1) Emergency Relief: In response to Cyclone Freddy, we provided over 1,000 disabled households with food, cholera packs, water buckets, hygiene packs, and materials to repair their roofs.
- 2) Inclusive Education: ensuring every child with disabilities has access to education and teacher training for school teachers.

UK

- 5) Research: EmbraceAbility is invested in providing sustainable projects with demonstrable impact. Our organisation ensures all projects are well-researched, monitored and evaluated through a mixed methodology of participatory qualitative and quantitative research methods.
- 6) Campaigns: EmbraceAbility runs campaigns via different media outlets to raise awareness of disability and development in Cambodia to promote social inclusion.
- 7) Fundraising: We aim to raise enough funds to sustain our active programmes and our key research initiatives.

ACHIEVEMENTS AND PERFORMANCES

1000 people in poverty supported through our Emergency Relief Project

19 disabled children integrated into mainstream schooling.

35 staff trained in Disability Awareness and Inclusion Training

2 new projects across Cambodia and Malawi.

ACTIVE PROGRAMMES

This year, we strengthened our partnership with Gender and Development in Cambodia (GADC) and expanded our programmes to Malawi.

In 2023, we focussed on implementing our new strategy, which focuses more on inclusive development. Our new approach means we can work with organisations that are already delivering fantastic programmes and ensure all organisations have the skills, knowledge, and training to provide disability-inclusive programmes.

Community Outreach

Our flagship programme now takes a different approach. Service users are offered healthcare alongside community interventions. We work with existing service providers to provide healthcare to children with disabilities and mental health support to carers.

Preventing Violence Against Women and Girls with Disabilities

The two-year pilot project aims to prevent violence against women and girls with disabilities through training, advocacy and support. Women and girls with disabilities are ten times more likely to be physically and sexually assaulted than their non-disabled peers. Although, they are less likely to access services, leaving them more vulnerable to violence.

The project uses the S.A.S.A (Start, Awareness, Support, Action) approach, an evidence-based community mobilisation approach to prevent violence against women. It seeks to change community attitudes, norms, and behaviours around gender and violence against women. These adapted activities engaged women with disabilities, carers, young people and community leaders.

Disability Training

EmbraceAbility delivered 10 training days to staff at GADC, including training the trainer and disability budgeting to ensure staff felt confident to deliver cascade training to other staff members.

ACTIVE PROGRAMMES IN MALAWI

Malawi faces a climate crisis that includes more frequent and severe droughts, floods and storms. Climate change has impacted water and food security and pushed health systems to the brink, causing disproportionate issues for disabled households.

Emergency Disaster Relief

In 2024, a cholera outbreak hit the district of Phalombe due to vital infrastructure being damaged by Cyclone Freddy. We provided over 1,000 people with cholera packs to ensure households access to clean water for 3 months.

Cyclone Freddy destroyed over 80% of crops, and Phalombe faced severe food shortages. This led to six children needing specialised support for acute malnutrition; the team provided specialised healthcare and malnutrition for disabled children.

Inclusive Education

This year, we have provided 19 children with disabilities access to education in Malawi and hope to run our first-ever teacher training programme this summer.

Accessible Compostable Toilets and Solar Panned Water Pumps

We successfully launched a fundraiser via the Big Give Christmas Campaign to raise money to build four accessible compostable toilets in Malawi and solar-panelled water pumps, ensuring that over 600 people had access to clean water and sanitation.

FUNDRAISING

EmbraceAbility successfully fundraised £31,777.87 through the fundraising efforts of the EmbraceAbility Fundraising Team.

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PRINCIPAL RISKS AND UNCERTAINTY

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- staff shortages which impacts operations and fundraising capacity.
- and, the lack of grants for disability care projects.

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- failure to meet financial targets;
- failure to achieve profitable growth and achieve our fundraising targets;
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VOLUNTEERS

All volunteers are subject to EmbraceAbility's strict recruitment policies and protocols. All volunteers that work directly with children must have an up-to-date criminal record check. All volunteers must submit a CV and cover letter, and they must interview with the Chair of Trustees prior to their selection.

FINANCIAL REVIEW

The summary financial information on these pages contains data from EmbraceAbility's management account for the year ended 31 March 2024 and provides an overview of the income and expenditures for the year.

Income: £31,177.87

Expenditure: £16,757.22

Financial Activities Statement

	Unrestricted Funds	Total Funds	Prior Year Total Funds
Incoming Resources			
Incoming resources from generated funds	£31,666.58	£31,666.58	£5,800.57
Voluntary Income	0	0	0
Activities for generating funds	0	0	£13,038.53
Investment income	£111.29	£111.29	£11.60
Incoming resources from charitable activities	0	0	0
Other activities resources	0	0	0
Total incoming resources	£31,777.87	£31,777.87	£18,850.70
Resources Expended			
Costs of generating funds	0	0	0
Costs of generating voluntary income	0	0	0
Fundraising trading: cost of goods sold and other costs	£2,038.07	£2,038.07	£752.45
Investment management costs	0	0	0
Charitable activities	£12,437.11	£12,437.11	£11,702.50
Governance costs	£545.47	£545.47	£973.00
Other resources expended	£0.00	£0.00	£171.56
Total resources expended	£15,020.65	£15,020.65	£13,599.51
Net incoming/outgoing resources before transfers	£16,757.22	£16,757.22	£5,251.19
Transfers			
Gross transfers between funds	0	0	0
Net incoming resources before other recognised gains and losses	0	0	0
Others recognised gains/losses			
Gains on revaluation of fixed assets	0	0	0
Gains/losses on investment assets	0	0	0
Actuarial gains/losses on defined benefit pension schemes	0	0	0
Net movement on funds	0	0	0
Reconciliation of Funds			
Total funds brought forward	£11,153.36	£11,153.36	£5,902.17
Total funds carried forward	£27,910.58	£27,910.58	£11,153.36

REVIEW OF EXPENDITURE

The EmbraceAbility Board of Trustees is committed to providing services to all its beneficiaries. Therefore, the Board is committed to monitoring its financial obligations to fund its charitable activities.

We are pleased to report that £16,757.22 of £31,777.87, 47% of our income, was spent on our charitable activities and the furthering of our charitable objectives.

Balance Sheet

Non Current Assets	Total Funds	Prior Year Funds
Intangible assets	-	-
Tangible assets	-	-
Heritage assets;	-	-
Investments:	-	-
Programme related investments	-	-
Total Non Current Assets	-	-
Current Assets		-
Lease Deposit		
Stocks and work-in-progress	-	-
Debtors	-	-
Investments	-	-
Cash at bank and in hand	£27,910.58	£11,153.36
Total current assets	£27,910.58	£11,153.36
Non - Current Liabilities		-
Creditors: Amounts falling due within one year	-	-
Current Liabilities		-
Creditors: Amounts falling due after more than one	-	-
Loan Payable - Loan Deposit	-	-
Net current asset or liabilities	£27,910.58	£11,153.36
The funds of the charity		-
Endowment funds	-	-
Restricted income funds	-	-
Share capital	-	-
Unrestricted income funds	£27,910.58	£11,153.36
Share capital	-	-
Revaluation reserve	-	-
Unrestricted income funds excluding pension asset/liability	-	-
Pension reserve	-	-
Total unrestricted funds	£27,910.58	£11,153.36
Total charity funds	£27,910.58	£11,153.36

REVIEW OF EXPENDITURE

The EmbraceAbility Board of Trustees is committed to providing services to all its beneficiaries. Therefore, the Board is committed to monitoring its financial obligations to fund its charitable activities.

We are pleased to report that £16,757.22 of £31,777.87, 47% of our income, was spent on our charitable activities and the furthering of our charitable objectives.

Method of Transfer

EmbraceAbility banks with Triodos, one of the world's leading sustainable banks, which focuses on positive social, environmental, and cultural change.

All EmbraceAbility expenditures in Cambodia have been run through EmbraceAbility and GADC financial systems and protocols. This involves sending budgeted quarterly project costs from our Triodos account to a designated organisation bank account before the beginning of each financial quarter and withdrawing the necessary funds as required in the country.

EmbraceAbility also sends money to Malawi via World Remit in emergencies, often the most reliable funds transfer. The team still sends financial reports and receipts to the IK to ensure we meet financial protocols.

PLANS FOR THE FUTURE

Accessible Compostable Toilets

EmbraceAbility started to build the toilets and finished the project at the end of 2024.

Disability Support Cash Transfer Programme

Monthly cash transfer for disability support for 86 disabled households to help them live out of poverty for families living in Malawi.

Mobile Community Healthcare Programme

We are fundraising for a mobile healthcare van that will launch in 2026 and offer check-ups and occupational and physiotherapy to disabled children and their families.

Report to the members of:

EmbraceAbility

On accounts for the year ended:

31 March 2024

Respective responsibilities of trustees and examiner

The Treasurer as appointed by EmbraceAbility is responsible for the preparation of the accounts. The Charity consider that full in depth audit is not required for this year and that a thorough independent examination is needed.

It is my responsibility to:

- examine the accounts.
- confirm that the figures present a true and fair view of the position.
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the EmbraceAbility and Accountancy bodies. An examination includes a review of the accounting records kept by the Treasurer and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the Charity concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.



Independent examiner's statement

In connection with my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with regular Accounting procedures.
 - to prepare accounts which accord with the accounting records and comply with the necessary accounting requirements of the EmbraceAbility.have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.
3. which would give rise to any concern in relation the full disclosure of all financial matters in relation to the EmbraceAbility.

Signed:

K Gooding

Date:

29/01/2025

Name:

Katy Gooding

Relevant professional qualification(s) or body:

ICAEW

Address:

Gooding Accounts Ltd

24 Warminster Road, Westbury

Wiltshire BA13 3PE

EMBRACEABILITY

England & Wales - Charity number 1173877

Accounts



EMBRACEABILITY ANNUAL RETURN

2022/2023



TRUSTEES ANNUAL REPORT

April 2022 - March 2023



Charity Name: EmbraceAbility

Registered Charity Number: 1173877

ADDRESS OF PRINCIPAL OFFICE

30A York Place
Brighton
East Sussex
United Kingdom
BN1 4GU

REFERENCE, AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

EMBRACEABILITY DIRECTORATE

Lea Jean Roberts: Chair of Trustees (stepped down April 2023)

Kwai Chi: Trustee

Kludia Kranc: Treasurer

Gwenith Chimwaza: Trustee

Jodie Le Marrec: Director

STATEMENT FROM THE FOUNDER

In 2022, we celebrated the 5th anniversary of EmbraceAbility. The team welcomed a period of reflection and expansion to Malawi, reaching over 1000 disabled households. We also took the opportunity to evaluate our vision, mission and values as an organisation.

We recognise that inclusion accelerates the economy, society and communities. Our approach is simple: we listen and work with people with disabilities to build inclusive communities. Through listening, we empower people with disabilities to lead change, working towards a world where people with disabilities are included without bias and discrimination.

Our strategic aim is to transition from founder-led to scaling and sustaining the team. We have exciting plans to formalise our Disability Training programme, and we invite you to invest in our innovative training programme and help us achieve an inclusive and equitable future.

We thank our donors and supporters for their long-term support and dedication to EmbraceAbility. Without support from the community, trusts, and foundations, we would be unable to deliver our work.

We are looking forward to the year ahead and our new projects.

On behalf of the EmbraceAbility team, we hope you will enjoy reading about our successes and what we hope to deliver in the future.

Many thanks,

A handwritten signature in black ink that reads "Jodie Le Marrec". The signature is written in a cursive, flowing style.

BOARD OF TRUSTEES

The Board of Trustees

Structure, Governance and Management

EmbraceAbility's structure is that of a Charitable Incorporated Organisation (CIO). Its governing document is a 'foundation' model constitution, in which EmbraceAbility's only voting members are its trustees.

EmbraceAbility is run by a Board of Trustees who manage the charitable objectives, strategic direction, and affairs of the organisation. EmbraceAbility's Directors are responsible for running its day-to-day operations.

All EmbraceAbility staff, trustees and volunteers are subject to EmbraceAbility's hiring policy. EmbraceAbility believes that hiring qualified individuals to fill positions at the charity contributes to the overall strategic success of EmbraceAbility. Each trustee is recruited for their specific skill set, in order that they can make significant and targeted contributions to EmbraceAbility.

Every trustee is subject to an interview process, reference checks and criminal record checks (DBS checks) to ensure good governance. Trustees are invited to EmbraceAbility induction training to cover procedures and policy which is essential for the fulfilment of their functions and duties. Each trustee has a designated role within the organisation to ensure EmbraceAbility is able to perform its objectives and activities effectively.

EXECUTIVE BOARD

Jodie Le Marrec, Director

The Director is responsible for the day-to-day operations, managing partners in Cambodia and Malawi, fundraising, developing and implementing strategy and programme budgets in collaboration with the Trustees.

The Director works closely with the Chair of Trustees and serves as a member of the Board of Directors. This position's primary responsibility is ensuring organisational effectiveness by providing leadership for the organisation's financial and operational functions.

Working on project management, this position also contributes to developing and implementing organisational strategies, policies and practices.

Our Approach and Values

As an organisation, we reflected on what drives us and revised our vision, mission and values. We hope in the next 3 years to move towards a model of co-production where people with disabilities are involved at every stage of the programme design, delivery and evaluation.

Being led by the people we serve is vital if we provide inclusive services. This year we will formalise steering committees in Cambodia and Malawi to give us feedback on our programmes and ensure that we provide the best services possible.



EMBRACEABILITY'S PRIMARY AIMS 2022-2023

CAMBODIA

We are honoured to deliver our programmes in partnership with Gender and Development in Cambodia, who have been working in Cambodia since 1997 to improve the livelihoods of women and girls across the country.

- 1) Project Management - Community Outreach: provide accessible healthcare to children with disabilities and support carers with mental health support.
- 2) Preventing Violence Against Women and Girls with Disabilities: providing 345 women and girls with disabilities with weekly self-help group sessions focussing on advocacy training.
- 3) Disability Training: we have delivered two intensive 10-day training sessions to over 30 staff at GADC. This is part of our pilot Disability Training programme, where we aim to give organisations the knowledge and confidence to improve the inclusion and accessibility of programmes.

MALAWI

- 1) Emergency Relief: we provided over 1000 disabled households with food, cholera packs, water buckets, hygiene packs and materials to repair their roofs in response to Cyclone Ana and Cyclone Freddy.
- 2) Inclusive Education: ensuring every child with disabilities has access to education and teacher training for school teachers.

UK

- 5) Research: EmbraceAbility is invested in providing sustainable projects with demonstrable impact. Our organisation ensures all projects are well-researched, monitored and evaluated through a mixed methodology of participatory qualitative and quantitative research methods.
- 6) Campaigns: EmbraceAbility runs campaigns via different media outlets to raise awareness of disability and development in Cambodia to promote social inclusion.
- 7) Fundraising: We aim to raise enough funds to sustain our active programmes and our key research initiatives.

ACHIEVEMENTS AND PERFORMANCES

1000 people in poverty supported through our Emergency Relief Project

16 disabled children integrated into mainstream schooling.

35 staff trained in Disability Awareness and Inclusion Training

3 launched three new projects across Cambodia and Malawi.

ACTIVE PROGRAMMES IN CAMBODIA

This year, we partnered with Gender and Development in Cambodia (GADC) and expanded our programmes to Malawi.

We started to scale down our previous programmes and implement our new strategy focusing more on inclusive development. Our new approach means we can work with organisations already delivering fantastic programmes and ensure all organisations have the skills, knowledge, and training to deliver inclusive programmes.

Community Outreach

Our flagship programme now has a different approach, with service users being offered healthcare alongside community interventions. We work with existing service providers to provide healthcare to children with disabilities and mental health support to carers.

Preventing Violence Against Women and Girls with Disabilities

Providing 345 women and girls with disabilities with weekly self-help group sessions focussing on advocacy training in the three poorest provinces in Cambodia. We are also providing funding for women with disabilities to run a campaign on the 16 Days of Activism against Gender-Based Violence in November.

Disability Training

EmbraceAbility has been trialling a new training programme where we have been running 10-day-intensive training courses for staff at GADC in Disability Awareness and Inclusion training, Disability Budgeting and Disability Safeguarding.

The aim is to run more training for international development charities across Cambodia and Malawi to ensure core programmes are inclusive and accessible.

ACTIVE PROGRAMMES IN MALAWI

EmbraceAbility is excited to announce that we will expand projects to Phalombe, Malawi. In November 2022, we visited Malawi to undertake research and provide emergency relief for disabled households.

Malawi is one of the poorest countries in the world. Over 85% of disabled households live in extreme poverty. Malawi is battling an economic crisis that has led to fuel shortages and inflated food prices. The economy is heavily dependent on agriculture and vulnerable to external shocks, particularly climatic shocks.

EmbraceAbility is working in Phalombe, an area which has faced an ongoing humanitarian crisis, Tropical Storm Ana (January 2022), Cyclone Gome (March 2022) and Cyclone Freddy (2023), which have caused severe food shortages, a cholera epidemic and displacement of households. Many families have reported a 60% decline in crop production and are surviving on mangos growing from the trees, with many still destitute from Cyclone Freddy (2023).

Emergency Disaster Relief

In 2022, we provided 660 people with safe drinking water, food, and temporary shelter responding to Tropical Storm Ana. In 2023, Cyclone Freddy caused devastation and destruction, we were the first responders to provide access to safe drinking water, food and hygiene materials to 1000 disabled households across 13 villages in Phalombe.

Inclusive Education

This year, we have provided 19 children with disabilities access to education in Malawi and hope to run our first-ever teacher training programme this summer.

FUNDRAISING

EmbraceAbility successfully fundraised £18,850.70 through the fundraising efforts of the EmbraceAbility Fundraising Team. There was a slight drop in income due to staff shortages and illness.

EmbraceAbility receives voluntary donations from the public, grants and in its fundraising activities, the organisation adheres to the Charity Commission and Institute of Fundraising's guidelines and best practice. The organisation has received no fundraising complaints and we protect people's privacy through our data protection policy.

Campaigns

EmbraceAbility successfully raised the profile of international development issues relevant to disability and social inclusion in Cambodia across a broad readership. EmbraceAbility effectively disseminated social media campaigns, articles and blog posts with increasing reach and engagements. Analysis of our online activity shows a marked and continued increase in the numbers of people and organisations engaging with our online campaign materials.

RISK MANAGEMENT

The processes for identifying, evaluating and managing the significant risks faced by EmbraceAbility are ongoing, the Board of Trustees and the Director regularly review the financial accounts. The elements of the control framework, incorporating the key sources of evidence utilised by the Board in reviewing the effectiveness of the system of internal control, include:

- a comprehensive risk management framework which identifies key risks to the charity on a regular basis and seeks to mitigate and monitor the risks and the associated mitigation;
- an organisational structure with clearly defined lines of responsibility and delegation of authority set out in the organisation's financial regulations;
- a code of ethics supported by a framework of policies and procedures which volunteers and trustees must adhere to;
- the monitoring of action plans and reviewing recommendations made by the Board;
- approval of the annual budget and budget outlined by the Board.

The Board is aware of and committed to ensuring EmbraceAbility is compliant with the new General Data Protection Regulations. Compliance with GDPR is closely monitored by EmbraceAbility's Data Protection Officer.

The Board's review of the effectiveness of the organisation's system of internal control has identified no significant failings, weaknesses or instances of fraudulent activity which have resulted in material misstatement or loss that require disclosure within the financial statements for the year ended 31st March 2023, and is up to the date of signing these financial statements.

PRINCIPAL RISKS AND UNCERTAINTY

EmbraceAbility has a well-established process for the identification and management of risk. The organisation has identified a range of risks and uncertainties, the principal ones being:

- the sudden loss of funding from major donors;
- staff shortages which impacts operations and fundraising capacity.
- and, the lack of grants for disability care projects.

EmbraceAbility's Board of Trustees and Directors have identified the main financial risks to the organisation to be:

- failure to meet financial targets;
- failure to achieve profitable growth and achieve our fundraising targets;
- failure to meet the operational requirements of the organisation.

After a risk assessment of the organisation's financial position and resources, together with a review of the budget for 2022/2023 and financial forecasts, the Board believes that the organisation is well placed to manage its business risks. The Board, therefore, has a reasonable expectation that the organisation will have adequate resources to continue operating for the foreseeable future and thus continues to adopt the going concern basis of accounting in preparing the annual financial statements.

VOLUNTEERS

All volunteers are subject to EmbraceAbility's strict recruitment policies and protocols. All volunteers that work directly with children must have an up-to-date criminal record check. All volunteers must submit a CV and cover letter, and they must interview with the Chair of Trustees prior to their selection.

FINANCIAL REVIEW

The summary financial information on these pages contains data from the management account of EmbraceAbility for the year ended 31st March 2023 and provides an overview of the income and expenditure for the year.

Income: £18,850.70

Expenditure: £13,599.51

Financial Activities Statement

Incoming Resources	Unrestricted Funds	Total Funds	Prior Year Total Funds
Incoming resources from generated funds	£5,800.57	£18,850.70	£9,618.12
Voluntary Income	0	0	0
Activities for generating funds	13038.53	0	0
Investment income	11.60	0	0
Incoming resources from charitable activities	0	0	0
Other activities resources	0	0	0
Total incoming resources	£18,850.70	0	0
Resources Expended			
Costs of generating funds	0	0	0
Costs of generating voluntary income	0	0	0
Fundraising trading: cost of goods sold and other costs	£752.45	0	0
Investment management costs	0	0	0
Charitable activities	£11,702.50	0	0
Governance costs	£973.00	0	0
Other resources expended	£171.56	0	0
Total resources expended	£0.00	0	0
Net incoming/outgoing resources before transfers	13599.51	0	0
Transfers			
Gross transfers between funds	0	0	0
Net incoming resources before other recognised gains and losses	0	0	0
Others recognised gains/losses			
Gains on revaluation of fixed assets for charity's own use	0	0	0
Gains/losses on investment assets	0	0	0
Actuarial gains/losses on defined benefit pension schemes	0	0	0
Net movement on funds	0	0	0
Reconciliation of Funds			
Total funds brought forward	£5,251.19	0	0
Total funds carried forward	£5,251.19	0	0

REVIEW OF EXPENDITURE

The EmbraceAbility Board of Trustees is committed to the services delivered to all its beneficiaries. Therefore, the Board is committed to monitoring its financial obligations to meet its charitable activities.

We are pleased to report that £13,599.19 of £18,850.70, 58% of our income, was spent on our charitable activities and the furthering of our charitable objectives.

Method of Transfer

EmbraceAbility banks with Triodos, one of the world's leading sustainable banks whose focus is positive social, environmental and cultural change.

All EmbraceAbility expenditure in Cambodia and Malawi has been run through EmbraceAbility and GADC financial systems and protocols. This involves sending budgeted quarterly project costs from our Triodos account to a designated organisation bank account prior to the beginning of each financial quarter, and withdrawing the necessary funds as required in the country.

PLANS FOR THE FUTURE

Accessible Compostable Toilets

EmbraceAbility successfully raised money to launch the pilot programme to build 6 accessible compostable toilets across two villages. This will help reduce the spread of diseases and support access to safe water for the community, and the community can use the fertiliser for the land, which will benefit the environment and increase food production.

Disability Support Cash Transfer Programme

Monthly cash transfer for disability support for 86 disabled households to help them live out of poverty for families living in Malawi.

Mobile Community Healthcare Programme

Launching in 2025, we are fundraising for a mobile healthcare van offering check-ups and occupational and physiotherapy to disabled children and their families.



EMBRACEABILITY ANNUAL RETURN

2022/2023



TRUSTEES ANNUAL REPORT

April 2022 - March 2023



Charity Name: EmbraceAbility

Registered Charity Number: 1173877

ADDRESS OF PRINCIPAL OFFICE

30A York Place
Brighton
East Sussex
United Kingdom
BN1 4GU

REFERENCE, AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

EMBRACEABILITY DIRECTORATE

Lea Jean Roberts: Chair of Trustees (stepped down April 2023)

Kwai Chi: Trustee

Kludia Kranc: Treasurer

Gwenith Chimwaza: Trustee

Jodie Le Marrec: Director

STATEMENT FROM THE FOUNDER

In 2022, we celebrated the 5th anniversary of EmbraceAbility. The team welcomed a period of reflection and expansion to Malawi, reaching over 1000 disabled households. We also took the opportunity to evaluate our vision, mission and values as an organisation.

We recognise that inclusion accelerates the economy, society and communities. Our approach is simple: we listen and work with people with disabilities to build inclusive communities. Through listening, we empower people with disabilities to lead change, working towards a world where people with disabilities are included without bias and discrimination.

Our strategic aim is to transition from founder-led to scaling and sustaining the team. We have exciting plans to formalise our Disability Training programme, and we invite you to invest in our innovative training programme and help us achieve an inclusive and equitable future.

We thank our donors and supporters for their long-term support and dedication to EmbraceAbility. Without support from the community, trusts, and foundations, we would be unable to deliver our work.

We are looking forward to the year ahead and our new projects.

On behalf of the EmbraceAbility team, we hope you will enjoy reading about our successes and what we hope to deliver in the future.

Many thanks,

A handwritten signature in black ink that reads "Jodie Le Marrec". The signature is written in a cursive, flowing style.

BOARD OF TRUSTEES

The Board of Trustees

Structure, Governance and Management

EmbraceAbility's structure is that of a Charitable Incorporated Organisation (CIO). Its governing document is a 'foundation' model constitution, in which EmbraceAbility's only voting members are its trustees.

EmbraceAbility is run by a Board of Trustees who manage the charitable objectives, strategic direction, and affairs of the organisation. EmbraceAbility's Directors are responsible for running its day-to-day operations.

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Every trustee is subject to an interview process, reference checks and criminal record checks (DBS checks) to ensure good governance. Trustees are invited to EmbraceAbility induction training to cover procedures and policy which is essential for the fulfilment of their functions and duties. Each trustee has a designated role within the organisation to ensure EmbraceAbility is able to perform its objectives and activities effectively.

EXECUTIVE BOARD

Jodie Le Marrec, Director

The Director is responsible for the day-to-day operations, managing partners in Cambodia and Malawi, fundraising, developing and implementing strategy and programme budgets in collaboration with the Trustees.

The Director works closely with the Chair of Trustees and serves as a member of the Board of Directors. This position's primary responsibility is ensuring organisational effectiveness by providing leadership for the organisation's financial and operational functions.

Working on project management, this position also contributes to developing and implementing organisational strategies, policies and practices.

Our Approach and Values

As an organisation, we reflected on what drives us and revised our vision, mission and values. We hope in the next 3 years to move towards a model of co-production where people with disabilities are involved at every stage of the programme design, delivery and evaluation.

Being led by the people we serve is vital if we provide inclusive services. This year we will formalise steering committees in Cambodia and Malawi to give us feedback on our programmes and ensure that we provide the best services possible.



EMBRACEABILITY'S PRIMARY AIMS 2022-2023

CAMBODIA

We are honoured to deliver our programmes in partnership with Gender and Development in Cambodia, who have been working in Cambodia since 1997 to improve the livelihoods of women and girls across the country.

- 1) Project Management - Community Outreach: provide accessible healthcare to children with disabilities and support carers with mental health support.
- 2) Preventing Violence Against Women and Girls with Disabilities: providing 345 women and girls with disabilities with weekly self-help group sessions focussing on advocacy training.
- 3) Disability Training: we have delivered two intensive 10-day training sessions to over 30 staff at GADC. This is part of our pilot Disability Training programme, where we aim to give organisations the knowledge and confidence to improve the inclusion and accessibility of programmes.

MALAWI

- 1) Emergency Relief: we provided over 1000 disabled households with food, cholera packs, water buckets, hygiene packs and materials to repair their roofs in response to Cyclone Ana and Cyclone Freddy.
- 2) Inclusive Education: ensuring every child with disabilities has access to education and teacher training for school teachers.

UK

- 5) Research: EmbraceAbility is invested in providing sustainable projects with demonstrable impact. Our organisation ensures all projects are well-researched, monitored and evaluated through a mixed methodology of participatory qualitative and quantitative research methods.
- 6) Campaigns: EmbraceAbility runs campaigns via different media outlets to raise awareness of disability and development in Cambodia to promote social inclusion.
- 7) Fundraising: We aim to raise enough funds to sustain our active programmes and our key research initiatives.

ACHIEVEMENTS AND PERFORMANCES

1000 people in poverty supported through our Emergency Relief Project

16 disabled children integrated into mainstream schooling.

35 staff trained in Disability Awareness and Inclusion Training

3 launched three new projects across Cambodia and Malawi.

ACTIVE PROGRAMMES IN CAMBODIA

This year, we partnered with Gender and Development in Cambodia (GADC) and expanded our programmes to Malawi.

We started to scale down our previous programmes and implement our new strategy focusing more on inclusive development. Our new approach means we can work with organisations already delivering fantastic programmes and ensure all organisations have the skills, knowledge, and training to deliver inclusive programmes.

Community Outreach

Our flagship programme now has a different approach, with service users being offered healthcare alongside community interventions. We work with existing service providers to provide healthcare to children with disabilities and mental health support to carers.

Preventing Violence Against Women and Girls with Disabilities

Providing 345 women and girls with disabilities with weekly self-help group sessions focussing on advocacy training in the three poorest provinces in Cambodia. We are also providing funding for women with disabilities to run a campaign on the 16 Days of Activism against Gender-Based Violence in November.

Disability Training

EmbraceAbility has been trialling a new training programme where we have been running 10-day-intensive training courses for staff at GADC in Disability Awareness and Inclusion training, Disability Budgeting and Disability Safeguarding.

The aim is to run more training for international development charities across Cambodia and Malawi to ensure core programmes are inclusive and accessible.

ACTIVE PROGRAMMES IN MALAWI

EmbraceAbility is excited to announce that we will expand projects to Phalombe, Malawi. In November 2022, we visited Malawi to undertake research and provide emergency relief for disabled households.

Malawi is one of the poorest countries in the world. Over 85% of disabled households live in extreme poverty. Malawi is battling an economic crisis that has led to fuel shortages and inflated food prices. The economy is heavily dependent on agriculture and vulnerable to external shocks, particularly climatic shocks.

EmbraceAbility is working in Phalombe, an area which has faced an ongoing humanitarian crisis, Tropical Storm Ana (January 2022), Cyclone Gome (March 2022) and Cyclone Freddy (2023), which have caused severe food shortages, a cholera epidemic and displacement of households. Many families have reported a 60% decline in crop production and are surviving on mangos growing from the trees, with many still destitute from Cyclone Freddy (2023).

Emergency Disaster Relief

In 2022, we provided 660 people with safe drinking water, food, and temporary shelter responding to Tropical Storm Ana. In 2023, Cyclone Freddy caused devastation and destruction, we were the first responders to provide access to safe drinking water, food and hygiene materials to 1000 disabled households across 13 villages in Phalombe.

Inclusive Education

This year, we have provided 19 children with disabilities access to education in Malawi and hope to run our first-ever teacher training programme this summer.

FUNDRAISING

EmbraceAbility successfully fundraised £18,850.70 through the fundraising efforts of the EmbraceAbility Fundraising Team. There was a slight drop in income due to staff shortages and illness.

EmbraceAbility receives voluntary donations from the public, grants and in its fundraising activities, the organisation adheres to the Charity Commission and Institute of Fundraising's guidelines and best practice. The organisation has received no fundraising complaints and we protect people's privacy through our data protection policy.

Campaigns

EmbraceAbility successfully raised the profile of international development issues relevant to disability and social inclusion in Cambodia across a broad readership. EmbraceAbility effectively disseminated social media campaigns, articles and blog posts with increasing reach and engagements. Analysis of our online activity shows a marked and continued increase in the numbers of people and organisations engaging with our online campaign materials.

RISK MANAGEMENT

The processes for identifying, evaluating and managing the significant risks faced by EmbraceAbility are ongoing, the Board of Trustees and the Director regularly review the financial accounts. The elements of the control framework, incorporating the key sources of evidence utilised by the Board in reviewing the effectiveness of the system of internal control, include:

- a comprehensive risk management framework which identifies key risks to the charity on a regular basis and seeks to mitigate and monitor the risks and the associated mitigation;
- an organisational structure with clearly defined lines of responsibility and delegation of authority set out in the organisation's financial regulations;
- a code of ethics supported by a framework of policies and procedures which volunteers and trustees must adhere to;
- the monitoring of action plans and reviewing recommendations made by the Board;
- approval of the annual budget and budget outlined by the Board.

The Board is aware of and committed to ensuring EmbraceAbility is compliant with the new General Data Protection Regulations. Compliance with GDPR is closely monitored by EmbraceAbility's Data Protection Officer.

The Board's review of the effectiveness of the organisation's system of internal control has identified no significant failings, weaknesses or instances of fraudulent activity which have resulted in material misstatement or loss that require disclosure within the financial statements for the year ended 31st March 2023, and is up to the date of signing these financial statements.

PRINCIPAL RISKS AND UNCERTAINTY

EmbraceAbility has a well-established process for the identification and management of risk. The organisation has identified a range of risks and uncertainties, the principal ones being:

- the sudden loss of funding from major donors;
- staff shortages which impacts operations and fundraising capacity.
- and, the lack of grants for disability care projects.

EmbraceAbility's Board of Trustees and Directors have identified the main financial risks to the organisation to be:

- failure to meet financial targets;
- failure to achieve profitable growth and achieve our fundraising targets;
- failure to meet the operational requirements of the organisation.

After a risk assessment of the organisation's financial position and resources, together with a review of the budget for 2022/2023 and financial forecasts, the Board believes that the organisation is well placed to manage its business risks. The Board, therefore, has a reasonable expectation that the organisation will have adequate resources to continue operating for the foreseeable future and thus continues to adopt the going concern basis of accounting in preparing the annual financial statements.

VOLUNTEERS

All volunteers are subject to EmbraceAbility's strict recruitment policies and protocols. All volunteers that work directly with children must have an up-to-date criminal record check. All volunteers must submit a CV and cover letter, and they must interview with the Chair of Trustees prior to their selection.

FINANCIAL REVIEW

The summary financial information on these pages contains data from the management account of EmbraceAbility for the year ended 31st March 2023 and provides an overview of the income and expenditure for the year.

Income: £18,850.70

Expenditure: £13,599.51

Financial Activities Statement

Incoming Resources	Unrestricted Funds	Total Funds	Prior Year Total Funds
Incoming resources from generated funds	£5,800.57	£18,850.70	£9,618.12
Voluntary Income	0	0	0
Activities for generating funds	13038.53	0	0
Investment income	11.60	0	0
Incoming resources from charitable activities	0	0	0
Other activities resources	0	0	0
Total incoming resources	£18,850.70	0	0
Resources Expended			
Costs of generating funds	0	0	0
Costs of generating voluntary income	0	0	0
Fundraising trading: cost of goods sold and other costs	£752.45	0	0
Investment management costs	0	0	0
Charitable activities	£11,702.50	0	0
Governance costs	£973.00	0	0
Other resources expended	£171.56	0	0
Total resources expended	£0.00	0	0
Net incoming/outgoing resources before transfers	13599.51	0	0
Transfers			
Gross transfers between funds	0	0	0
Net incoming resources before other recognised gains and losses	0	0	0
Others recognised gains/losses			
Gains on revaluation of fixed assets for charity's own use	0	0	0
Gains/losses on investment assets	0	0	0
Actuarial gains/losses on defined benefit pension schemes	0	0	0
Net movement on funds	0	0	0
Reconciliation of Funds			
Total funds brought forward	£5,251.19	0	0
Total funds carried forward	£5,251.19	0	0

REVIEW OF EXPENDITURE

The EmbraceAbility Board of Trustees is committed to the services delivered to all its beneficiaries. Therefore, the Board is committed to monitoring its financial obligations to meet its charitable activities.

We are pleased to report that £13,599.19 of £18,850.70, 58% of our income, was spent on our charitable activities and the furthering of our charitable objectives.

Method of Transfer

EmbraceAbility banks with Triodos, one of the world's leading sustainable banks whose focus is positive social, environmental and cultural change.

All EmbraceAbility expenditure in Cambodia and Malawi has been run through EmbraceAbility and GADC financial systems and protocols. This involves sending budgeted quarterly project costs from our Triodos account to a designated organisation bank account prior to the beginning of each financial quarter, and withdrawing the necessary funds as required in the country.

PLANS FOR THE FUTURE

Accessible Compostable Toilets

EmbraceAbility successfully raised money to launch the pilot programme to build 6 accessible compostable toilets across two villages. This will help reduce the spread of diseases and support access to safe water for the community, and the community can use the fertiliser for the land, which will benefit the environment and increase food production.

Disability Support Cash Transfer Programme

Monthly cash transfer for disability support for 86 disabled households to help them live out of poverty for families living in Malawi.

Mobile Community Healthcare Programme

Launching in 2025, we are fundraising for a mobile healthcare van offering check-ups and occupational and physiotherapy to disabled children and their families.

EMBRACEABILITY

England & Wales - Charity number 1173877

Accounts



TRUSTEES ANNUAL REPORT 2021 - 2022



TRUSTEES ANNUAL REPORT

April 2021 - March 2022



Charity Name: EmbraceAbility

Registered Charity Number: 1173877

ADDRESS OF PRINCIPAL OFFICE

30A York Place
Brighton
East Sussex
United Kingdom
BN1 4GU

REFERENCE, AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

EMBRACEABILITY DIRECTORATE 2021

Lea Jean Roberts: Chair of Trustees (December, 2021)
Jodie Le Marrec: Chair of Trustees (December, 2021)
Kristen Hastings: Trustee (April, 2021)
Jessica Rings: Trustee (April, 2021)

EmbraceAbility Directorate 2022

Lea Jean Roberts: Chair of Trustees
Kwai Chi, Trustee
Klaudia Kranc, Treasurer

Jodie Le Marrec: Chief Executive Officer

STRUCTURE, GOVERNANCE AND MANAGEMENT

EmbraceAbility's structure is that of a Charitable Incorporated Organisation (CIO). Its governing document is a 'foundation' model constitution, in which EmbraceAbility's only voting members are its trustees.

EmbraceAbility is run by a Board of Trustees who manage the charitable objectives, strategic direction, and affairs of the organisation. EmbraceAbility's Director is responsible for running its day-to-day operations.

All EmbraceAbility staff, trustees and volunteers are subject to EmbraceAbility's hiring policy. EmbraceAbility believes that hiring qualified individuals to fill positions at the charity contributes to the overall strategic success of EmbraceAbility. Each trustee is recruited for their specific skill set, in order that they can make significant and targeted contributions to EmbraceAbility.

Every trustee is subject to an interview process, reference checks and criminal record checks (DBS checks) to ensure good governance. Trustees are invited to EmbraceAbility induction training to cover procedures and policy which is essential for the fulfilment of their functions and duties. Each trustee has a designated role within the organisation to ensure EmbraceAbility is able to perform its objectives and activities effectively.

BOARD OF TRUSTEES 2021

Lea Jean Roberts, Chair of Trustees.

The Chair's primary role is to ensure that the board is effective in its task of setting and implementing EmbraceAbility's direction and strategy. Lea's expertise in international development and experience means EmbraceAbility is able to meet the organisational objectives and functions with care and skill. Both Directors work closely with the Chair of Trustees to oversee strategy, research and the implementation of EmbraceAbility's projects. .

Kristen Hastings, Trustee

This Trustee role oversees all skills-based aspects of EmbraceAbility's work. Expertise in occupational therapy is essential, ensuring EmbraceAbility acts responsibly. It is instrumental for the development of EmbraceAbility operations to have an occupational therapist in this role to review the organisation's training programme and the development of therapy programmes for the beneficiaries.

Jessica Rings, Trustee

Jessica's role within EmbraceAbility is to contribute her expertise in communications and marketing, so that EmbraceAbility's online campaigns and fundraising initiatives are well-orchestrated, targeted, and more successful as a result of her input.

EXECUTIVE BOARD

Jodie Le Marrec, CEO

The Chief Executive Officer is responsible for ensuring organisational effectiveness by providing leadership for the organisation's financial and operational functions. Working on project strategy in both the UK and Cambodia, this position take the lead in the development and implementation of organisational strategies, policies and practices.

OBJECTIVES AND ACTIVITIES

EmbraceAbility's mission is to provide therapy, care and support to disabled children and their families in Cambodia while fostering inclusive communities through education and the promotion of disability rights. Our mission will be achieved by pursuing the following objectives: The promotion of social inclusion by promoting and facilitating community outreach and education; Promoting basic healthcare and well-being through advocacy and training local people in physiotherapy and occupational therapy so that they are able to care for persons with disabilities within their own communities sustainably.

EMBRACEABILITY'S PRIMARY AIMS 2021 - 2022

- 1) Project Management - Community Outreach:** Through our community initiatives, we aim to deliver services that empower and build the capacity of our beneficiaries in all areas of their lives. With the promotion of a child's independence and dignity at its core, the benefits of regular, family-centric therapies are significant and far-reaching. We also aim to further our constructive relationship with local communities and their leaders through community workshops and the promotion of disability rights, healthy behaviours and mental health.
- 2) Project Management - COVID-19 Relief:** Catering to the emergency needs of 111 people, we want to establish a programme that ensures that our beneficiaries can support their families and protect their reduced income as the COVID-19 pandemic affects local and international markets and employment.
- 3) Project Management - After-School Programme:** For those who require extra help in order to keep up with their school workload, or need help improving their work quickly to the standards of a new class and ensure their retention in mainstream education, EmbraceAbility aimed to provide weekly after-school education sessions for our disabled beneficiaries run by Special Educational Needs (SEN) volunteers.
- 4) Preventing Violence Against Women and Girls with Disabilities:** This project aims to prevent violence against women and girls with disabilities in Cambodia. EmbraceAbility provides weekly self-help workshops for women with disabilities and training for local authorities and carers. This project will be launched in 2023.
- 5) Research:** EmbraceAbility is invested in providing projects which are sustainable and have demonstrable impact. Our organisation ensures all projects are well-researched, monitored and evaluated through a mixed methodology of qualitative and quantitative research methods.
- 6) Campaigns:** EmbraceAbility runs campaigns via different media outlets to raise awareness of disability and development in Cambodia to promote social inclusion.
- 7) Fundraising:** We aim to raise enough funds to sustain our active Community Outreach Programme, COVID-19 Relief Programme, and our key research initiatives.

ACHIEVEMENTS AND PERFORMANCES

111 people in poverty supported through our Prevention Pack Programme.

5 disabled children integrated into mainstream schooling.

16 disabled children receiving regular tailored therapy.

Our COVID-19 Response: Prevention Pack

Due to the COVID-19 pandemic, EmbraceAbility intervened with a Prevention Pack programme. We wanted to ensure that impoverished people affected by issues of disability can support their families and protect their reduced income. So far, 15 families living in poverty (111 people) have benefitted from this programme.

Key Operational Partnership - Inclusive Cambodia

In order for EmbraceAbility to operate legitimately and effectively in Cambodia, EmbraceAbility maintained an operational partnership with Inclusive Cambodia. EmbraceAbility's programmes on Koh Dach Island and Phnom Penh operated as a joint endeavour between EmbraceAbility and Inclusive Cambodia. This relationship has now come to a close and EmbraceAbility is now working with Gender and Development in Cambodia (GADC).

After School Programme

EmbraceAbility has successfully provided weekly after-school education sessions to 4 of our beneficiaries to ensure their sustained integration and inclusion in mainstream schooling on Koh Dach Island. This project was on pause during the Covid-19 pandemic.

Continued effective community engagement - Community Education Workshops

With the help of key community figures, EmbraceAbility continues to provide its Community Workshop initiative for the promotion of disability rights and basic healthcare. The workshops aim to normalise disability by tackling some of the key issues faced by families and children with disabilities on a day-to-day basis.

Preventing Violence Against Women and Girls with Disabilities

This project has been researched and developed in 2022 with the new project partner GADC. The project will launch in January 2023.

ACTIVE PROGRAMMES 2021

All of EmbraceAbility's programmes in Cambodia are delivered in partnership with Inclusive Cambodia, and fall under their project portfolio and organisational umbrella.

Community Outreach

EmbraceAbility's Community Outreach Programme is our first programme to be launched on Koh Dach Island, Cambodia. Through our community outreach initiatives, we aim to increase the independence, capacity, and social participation of children with disabilities and their families. Our objectives are as follows: provide therapy to children with disabilities and their families in the home environment; facilitate access to mainstream education for children with disabilities; enhance the knowledge of local therapist(s) in occupational therapy through our skills development programme; provide educational community workshops on issues of disability; conduct essential research that will further our understanding of disability issues on Koh Dach; and to reduce social stigma & build inclusive communities.

This project was discontinued in December 2021.

COVID-19 Relief - Prevention Pack

Our Prevention Pack programme is provided to severely socio-economically vulnerable households on Koh Dach Island, enabling them to meet basic needs without increasing negative coping mechanisms during this global crisis. Catering to the emergency needs of 111, we will provide health and hygiene information, together with food, medications and menstrual products. We want to ensure that local people can support their families and protect their reduced income.

This is an initiative essential to the health and well-being of our beneficiaries, and the preservation of families facing issues of disability and poverty. Given the extensive loss of income faced by families already living poverty as the result of COVID-19, the provision of basic medicines, access to healthcare, female hygiene products, and the stimulus and agency to the local economy has never been so critical.

This project was discontinued in December 2021.

After School Programme

An essential part of our work is the integration of children with disabilities into mainstream schooling. An education among one's peers is an essential part of childhood development, and forms an important precursor to Khmer life. That's why EmbraceAbility is committed to the promotion of inclusive education across all of Koh Dach Island. For those who require extra help in order to keep up with their workload, or need help improving their work quickly to the standards of a new class and ensure their retention in mainstream education, EmbraceAbility will provide weekly after-school education sessions run by staff trained in special educational needs.

This project was discontinued in December 2021.

FUNDRAISING

EmbraceAbility successfully fundraised £21,508.12 through the fundraising efforts of the EmbraceAbility Fundraising Team. The organisation had funding from The Bulldog Trust, regular giving from the public and fundraising events. Unfortunately, the Director of the charity was ill in 2022 causing a shortfall in fundraising efforts for 2022.

The organisation has received no fundraising complaints and we protect people's privacy through our data protection policy.

CAMPAIGNS

EmbraceAbility successfully raised the profile of international development issues relevant to disability and social inclusion in Cambodia across a broad readership. EmbraceAbility effectively disseminated social media campaigns, articles and blog posts with increasing reach and engagements. Analysis of our online activity shows a marked and continued increase in the numbers of people and organisations engaging with our online campaign materials.

RISK MANAGEMENT

The processes for identifying, evaluating and managing the significant risks faced by EmbraceAbility are ongoing, the Board of Trustees and the Director regularly review the financial accounts. The elements of the control framework, incorporating the key sources of evidence utilised by the Board in reviewing the effectiveness of the system of internal control, include:

- a comprehensive risk management framework which identifies key risks to the charity on a regular basis and seeks to mitigate and monitor the risks and the associated mitigation;
- an organisational structure with clearly defined lines of responsibility and delegation of authority set out in the organisation's financial regulations;
- a code of ethics supported by a framework of policies and procedures which volunteers and trustees must adhere to;
- the monitoring of action plans and reviewing recommendations made by the Board;
- approval of the annual budget and budget outlined by the Board.

The Board is aware of and committed to ensuring EmbraceAbility is compliant with the new General Data Protection Regulations. Compliance with GDPR is closely monitored by EmbraceAbility's Data Protection Officer.

The Board's review of the effectiveness of the organisation's system of internal control has identified no significant failings, weaknesses or instances of fraudulent activity which have resulted in material misstatement or loss that require disclosure within the financial statements for the year ended 31st March 2022, and is up to the date of signing these financial statements.

PRINCIPAL RISKS AND UNCERTAINTY

EmbraceAbility has a well-established process for the identification and management of risk. The organisation has identified a range of risks and uncertainties, the principal ones being:

- the sudden loss of funding from major donors;
- and, the lack of grants for disability care projects for Cambodia.

EmbraceAbility's Board of Trustees and Directors have identified the main financial risks to the organisation to be:

- failure to meet financial targets;
- the economic impact of the COVID-19 pandemic on Cambodian and international economy;
- failure to achieve profitable growth and achieve our fundraising targets;
- failure to meet the operational requirements of the organisation.

After a risk assessment of the organisation's financial position and resources, together with a review of the budget for 2022/2023 and financial forecasts, the Board believes that the organisation is well placed to manage its business risks. The Board, therefore, has a reasonable expectation that the organisation will have adequate resources to continue operating for the foreseeable future and thus continues to adopt the going concern basis of accounting in preparing the annual financial statements.

VOLUNTEERS

EmbraceAbility welcomed the participation of 4 volunteers in Cambodia, each of whom contributed to the establishment and running of our Community Outreach Programme.

Volunteers were selected based on their proven skills and qualifications in office administration, occupational therapy, social work, and disability care.

EmbraceAbility also welcomed the participation of 2 volunteers in the UK, fulfilling the roles of Fundraising Assistant, and Administration Assistant. Their contributions were critical to the organisation's fundraising activities in the UK and the EmbraceAbility's general running.

All volunteers are subject to EmbraceAbility's strict recruitment policies and protocols. All volunteers that work directly with children must have an up-to-date criminal record check. All volunteers must submit a CV and cover letter, and they must interview with the Chair of Trustees prior to their selection.

FINANCIAL REVIEW

The summary financial information on these pages contains data from the management account of EmbraceAbility for the year ended 31st March 2022 and provides an overview of the income and expenditure for the year.

Income: £21,508.12

Expenditure: £11,890

FINANCIAL ACTIVITIES STATEMENT

Incoming Resources	Unrestricted Funds	Total Funds	Prior Year Total Funds
Incoming resources from generated funds	£21,508.12	£21,508.12	£3,434.94
Voluntary Income	0	0	0
Activities for generating funds	0	0	0
Investment income	0	0	0
Incoming resources from charitable activities	0	0	0
Other activities resources	0	0	0
Total incoming resources	£21,508.12	0	0
Resources Expended			
Costs of generating funds	0	0	0
Costs of generating voluntary income	0	0	0
Fundraising trading: cost of goods sold and other costs	£2,341.89	0	0
Investment management costs	0	0	0
Charitable activities	£6,681.89	0	0
Governance costs	£2,866.22	0	0
Other resources expended	£0.00	0	0
Total resources expended	£11,890.00	0	0
Net incoming/outgoing resources before transfers	0	0	0
Reconciliation of Funds			
Total funds brought forward	£9,618.12	0	0
Total funds carried forward	£9,618.12	0	0

REVIEW OF EXPENDITURE

The EmbraceAbility Board of Trustees is committed to the services delivered to all its beneficiaries. Therefore, the Board is committed to monitoring its financial obligations to meet its charitable activities.

We are pleased to report that £6,681.89 of our total resources expended, was allocated directly to our charitable activities. Project funding was less than in previous years as Inclusive Cambodia in partnership with EmbraceAbility applied for funding with CFLI which funded the core projects from February 2021 - February 2022.

METHOD OF TRANSFER

EmbraceAbility banks with Triodos, one of the world's leading sustainable banks whose focus is positive social, environmental and cultural change.

All EmbraceAbility expenditure in Cambodia has been run through Inclusive Cambodia's financial systems and protocols. This involves sending budgeted monthly project costs from our Triodos account to a designated Inclusive Cambodia bank account prior to the beginning of the month, and withdrawing the necessary funds as required in Cambodia.

PLANS FOR THE FUTURE

EmbraceAbility has started to expand our successful projects to Malawi providing aid and assistance to 80 disabled households in 13 villages.

Annual Return 2021- 2022

Incoming Resources	Notes	Apr	May	Jun	Jul
Opening balance		£3,434.94			
Trusts & Foundations				£15,000.00	
Payroll		£395.45			
Fundraising Events					
Donations		£212.00	£376.71	£140.08	£100.61
Total		£4,042.39	£376.71	£15,140.08	£100.61

Resources Expended	Apr	May	Jun	Jul
Project Costs				
Equipment				
Fundraising Costs	£1.40	£2.20	£1.20	£1.40
Trading resources				
Total	£1.40	£2.20	£1.20	£1.40

Total	Apr	May	Jun	Jul
	£4,040.99	£4,415.50	£19,554.38	£19,653.59

Aug	Sep	Oct	Nov	Dec	Jan
					£0.24
			£100.00	£696.75	£160.00
£110.21	£163.73	£71.54	£92.36	£108.34	£144.33
£110.21	£163.73	£71.54	£192.36	£805.09	£304.57

Aug	Sep	Oct	Nov	Dec	Jan
£3,943.09					£1,298.80
£1.40	£108.11	£1.40	£90.78	£82.33	£1,577.70
			£341.33	£580.00	£250.00
£3,944.49	£108.11	£1.40	£432.11	£662.33	£3,126.50

Aug	Sep	Oct	Nov	Dec	Jan
£15,819.31	£15,874.93	£15,945.07	£15,705.32	£15,848.08	£13,026.15

Feb	Mar	Total
		£15,000.00
	£10.32	£406.01
		£956.75
£99.89	£90.62	£1,710.42
£99.89	£100.94	£21,508.12

Feb	Mar	Total
£1,440.00		£6,681.89
£251.80	£746.50	£2,866.22
£624.80	£545.76	£2,341.89
		£0.00
£2,316.60	£1,292.26	£11,890.00

Feb	Mar	Totals
£10,809.44	£9,618.12	£9,618.12

Non Current Assests	Total Funds
Intangible assets	-
Tangible assets	-
Heritage assets;	-
Investments:	-
Programme related investments	-
Total Non Current Assets	-
Current Assets	
Lease Deposit	
Stocks and work-in-progress	0
Debtors	0
Investments	0
Cash at bank and in hand	-
Total current assets	£0.00
Non - Current Liabilities	
Creditors: Amounts falling due within one year	-
Current Liabilities Creditors: Amounts falling due after more than one year	-
Loan Payable - Loan Deposit	-
Net current asset or liabilities	
The funds of the charity	
Endowment funds	-
Restricted income funds	-
Share capital	-
Unrestricted income funds	£9,618.12
Share capital	-
Revaluation reserve	-
Unrestricted income funds excluding pension asset/liability	-
Pension reserve	-
Total unrestricted funds	£9,618.12
Total charity funds	

	Unrestricted Funds	Total Funds	Prior Year Total Funds
Incoming Resources			
Incoming resources from generated funds	£21,508.12	£21,508.12	£3,434.94
Voluntary Income	0	0	0
Activities for generating fund	0	0	0
Investment income from charitable activities	0	0	0
Other activities resources	0	0	0
Total incoming resources	£21,508.12	0	0
Resources Expended			
Costs of generating funds	0	0	0
Voluntary income	0	0	0
Raising trading: cost of goods sold and other costs	£2,341.89	0	0
Investment management costs	0	0	0
Charitable activities	£6,681.89	0	0
Governance costs	£2,866.22	0	0
Other resources expended	£0.00	0	0
Total resources expended	£11,890.00	0	0
Net incoming/outgoing resources before transfers	0	0	0
Transfers			
Gross transfers between funds before other recognised gains and losses	0	0	0
	0	0	0
Others recognised gains/losses			
Gains/losses on revaluation of fixed assets for charity's own use	0	0	0
defined benefit pension schemes	0	0	0
Net movement on funds	0	0	0
Reconciliation of Funds			
Total funds brought forward	£9,618.12	0	0
Total funds carried forward	£9,618.12	0	0

EMBRACEABILITY

England & Wales - Charity number 1173877

Accounts



**TRUSTEES ANNUAL
REPORT 2020 - 2021**



TRUSTEES ANNUAL REPORT

April 2020 - March 2021



Charity Name: EmbraceAbility

Registered Charity Number: 1173877

ADDRESS OF PRINCIPAL OFFICE

30A York Place
Brighton
East Sussex
United Kingdom
BN1 4GU

REFERENCE, AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

EMBRACEABILITY DIRECTORATE

Lea Jean Roberts: Chair of Trustees

Kristen Hastings: Trustee

Jessica Rings: Treasurer

Jodie Le Marrec: Director

STATEMENT FROM THE CHAIR OF THE BOARD

"EmbraceAbility has continued to provide effective relief to the Covid-19 pandemic to beneficiaries across Cambodia via our Prevention Pack programme. We know we have another tough year ahead, however, we are prepared to ensure the road to recovery is gender and disability-inclusive."

- Lea Roberts, Chair of Trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

EmbraceAbility's structure is that of a Charitable Incorporated Organisation (CIO). Its governing document is a 'foundation' model constitution, in which EmbraceAbility's only voting members are its trustees.

EmbraceAbility is run by a Board of Trustees who manage the charitable objectives, strategic direction, and affairs of the organisation. EmbraceAbility's Directors are responsible for running its day-to-day operations.

All EmbraceAbility staff, trustees and volunteers are subject to EmbraceAbility's hiring policy. EmbraceAbility believes that hiring qualified individuals to fill positions at the charity contributes to the overall strategic success of EmbraceAbility. Each trustee is recruited for their specific skill set, in order that they can make significant and targeted contributions to EmbraceAbility.

Every trustee is subject to an interview process, reference checks and criminal record checks (DBS checks) to ensure good governance. Trustees are invited to EmbraceAbility induction training to cover procedures and policy which is essential for the fulfilment of their functions and duties. Each trustee has a designated role within the organisation to ensure EmbraceAbility is able to perform its objectives and activities effectively.

BOARD OF TRUSTEES

Lea Jean Roberts, Chair of Trustees.

The Chair's primary role is to ensure that the board is effective in its task of setting and implementing EmbraceAbility's direction and strategy. Lea's expertise in international development and experience means EmbraceAbility is able to meet the organisational objectives and functions with care and skill. Both Directors work closely with the Chair of Trustees to oversee strategy, research and the implementation of EmbraceAbility's projects.

Kristen Hastings, Trustee

This Trustee role oversees all skills-based aspects of EmbraceAbility's work. Her expertise in occupational therapy is essential, ensuring EmbraceAbility acts responsibly. It is instrumental for the development of EmbraceAbility operations to have an occupational therapist in this role to review the organisation's training programme and the development of therapy programmes for the beneficiaries.

Jessica Rings, Treasurer

The Treasurer is responsible for overseeing project budgets, investments and risk management related to EmbraceAbility's financial activities. The Director and the board of trustees work closely to review principal accountabilities, cash flow, forecast positions and funds available to achieve EmbraceAbility's charitable objectives.

EXECUTIVE BOARD

Jodie Le Marrec, Director

The Director is responsible for the day-to-day operations, managing partners in Cambodia, fundraising, developing and implementing strategy and programme budgets in collaboration with the Trustees.

The Director works closely with the Chair of Trustees and serves as a member of the Board of Directors. This position's primary responsibility is ensuring organisational effectiveness by providing leadership for the organisations financial and operational functions.

Working on project management, this position also contributes to the development and implementation of organisational strategies, policies and practices.

OBJECTIVES AND ACTIVITIES

EmbraceAbility's mission is to provide therapy, care and support to disabled children and their families in Cambodia while fostering inclusive communities through education and the promotion of disability rights. Our mission will be achieved by pursuing the following objectives: The promotion of social inclusion by promoting and facilitating community outreach and education; Promoting basic healthcare and wellbeing through advocacy and training local people in physiotherapy and occupational therapy so that they are able to care for persons with disabilities within their own communities sustainably.

EMBRACEABILITY'S PRIMARY AIMS 2020-2021

1) Project Management - Community Outreach: Through our community initiatives, we aim to deliver services that empower and build the capacity of our beneficiaries in all areas of their lives. With the promotion of a child's independence and dignity at its core, the benefits of regular, family-centric therapies are significant and far-reaching. We also aim to further our constructive relationship with local communities and their leaders through community workshops and the promotion of disability rights and mental health.

2) Project Management - COVID-19 Relief: Catering to the emergency needs of 111 people, we want to establish a programme that ensures that our beneficiaries can support their families and protect their reduced income as the COVID-19 pandemic affects local and international markets and employment.

3) Project Management - After-School Programme: For those who require extra help in order to complete their school homework or need additional support with a learning requirement at school. During the Covid-19 pandemic, beneficiaries were supported by sending educational materials and lessons to their homes.

4) Project Development - Inclusive Sports, Project Aokas: due to the Covid-19 pandemic classes have been suspended.

5) Research: EmbraceAbility is invested in providing projects which are sustainable and have demonstrable impact. Our organisation ensures all projects are well-researched, monitored and evaluated through a mixed methodology of participatory research methods, qualitative and quantitative research methods.

6) Campaigns: EmbraceAbility runs campaigns via different media outlets to raise awareness of disability and development in Cambodia to promote social inclusion.

7) Fundraising: We aim to raise enough funds to sustain our active Community Outreach Programme, COVID-19 Relief Programme, and our key research initiatives.

ACHIEVEMENTS AND PERFORMANCES

111 people in poverty supported through our Prevention Pack Programme.

5 disabled children integrated into mainstream schooling.

16 disabled children receiving regular tailored therapy.

4 disabled children integrated into jiu jitsu classes.

Our COVID-19 Response: Prevention Pack

Due to the COVID-19 pandemic, EmbraceAbility is now intervening with a Prevention Pack programme. We want to ensure that impoverished people affected by issues of disability can support their families and protect their reduced income. So far, 15 families living in poverty (111 people) have benefitted from this programme.

Key Operational Partnership - Khemara Cambodia

In order for EmbraceAbility to operate legitimately and effectively in Cambodia, EmbraceAbility maintains an operational partnership with Khemara, the longest serving local-NGO in Cambodia. EmbraceAbility's programmes on Koh Dach Island now operate as a joint endeavours between EmbraceAbility and Khemara, and fall under Khemara's project and organisational umbrella. This collaboration ensures that we maximise our capacity as service providers in Cambodia.

Key Operational Partnership - Inclusive Cambodia

In September 2021, Inclusive Cambodia became EmbraceAbility main operational partner for the core programmes.

Key Operational Partnership - Project Aokas

EmbraceAbility has formed a key operational partnership with Project Aokas, an empowerment project that uses the discipline of martial arts as a means to prepare at-risk and vulnerable youth for their daily responsibilities and reinforce their skills in critical thinking, problem-solving, and dealing with failure. At this stage, we have integrated 4 disabled children into jiu-jitsu classes.

After School Programme

EmbraceAbility has successfully provided educational packages to 4 of our beneficiaries to ensure their sustained integration and inclusion in mainstream schooling on Koh Dach Island.

Continued effective community engagement - Community Education Workshops

Unfortunately, due to the Covid-19 pandemic, we were unable to provide any community education workshops. However, in the Prevention Pack programme, we provided mental health support and health information to all families.

Fundraising -

The EmbraceAbility team adapted to Covid-19 pandemic by increasing online giving by 25%.

ACTIVE PROGRAMMES

All of EmbraceAbility's programmes in Cambodia are delivered in partnership with Khemara Cambodia and Inclusive Cambodia, both fall under their project portfolio and organisational umbrella.

Community Outreach

EmbraceAbility's Community Outreach Programme is our first programme to be launched on Koh Dach Island, Cambodia. Through our community outreach initiatives, we aim to increase the independence, capacity, and social participation of children with disabilities and their families. Our objectives are as follows: provide therapy to children with disabilities and their families in the home environment; facilitate access to mainstream education for children with disabilities enhance the knowledge of local therapist(s) in occupational therapy through our skills development programme; provide educational community workshops on issues of disability; conduct essential research that will further our understanding of disability issues on Koh Dach, and to reduce social stigma & build inclusive communities.

We adapted this project during the pandemic by dropping off therapy boxes to each household including exercise instructions and equipment. The Rehabilitation Coordinator provided phone calls three times per week to offer support and guidance.

COVID-19 Relief - Prevention Pack

Our Prevention Pack programme is provided to severely socio-economically vulnerable households on Koh Dach Island, enabling them to meet basic needs without increasing negative coping mechanisms during this global crisis. Catering to the emergency needs of 111, we will provide health and hygiene information, together with food, medications and menstrual products. We want to ensure that local people can support their families and protect their reduced income.

This is an initiative essential to the health and wellbeing of our beneficiaries, and the preservation of families facing issues of disability and poverty. Given the extensive loss of income faced by families already living poverty as the result of COVID-19, the provision of basic medicines, access to healthcare, female hygiene products, and the stimulus and agency to the local economy has never been so critical.

After School Programme

EmbraceAbility emphasises and works hard to build the capacity and societal participation of children with disabilities and their families on Koh Dach Island. An essential part of our work is the integration of children with disabilities into mainstream schooling. An education among one's peers is an essential part of childhood development and forms an important precursor to Khmer life. That's why EmbraceAbility is committed to the promotion of inclusive education across all of Koh Dach Island.

For those who require extra help in order to complete their school homework or need additional support with a learning requirement at school. During the Covid-19 pandemic, beneficiaries were supported by sending educational materials and lessons to their homes. EmbraceAbility aims to provide daily after school education sessions for our disabled beneficiaries run by Special Educational Needs (SEN) volunteers.

FUNDRAISING

EmbraceAbility successfully fundraised £27,662 through the fundraising efforts of the EmbraceAbility Fundraising Team. The organisation adapted to the Covid-19 pandemic by running a crowdfunding campaign and the successful Spice Box campaign.

EmbraceAbility receives voluntary donations from the public, grants and in its fundraising activities, the organisation adheres to the Charity Commission and Institute of Fundraising's guidelines and best practice. The organisation has received no fundraising complaints and we protect people's privacy through our data protection policy.

Campaigns

EmbraceAbility successfully raised the profile of international development issues relevant to disability and social inclusion in Cambodia across a broad readership. EmbraceAbility effectively disseminated social media campaigns, articles and blog posts with increasing reach and engagements. Analysis of our online activity shows a marked and continued increase in the numbers of people and organisations engaging with our online campaign materials.

RISK MANAGEMENT

The processes for identifying, evaluating and managing the significant risks faced by EmbraceAbility are ongoing, the Board of Trustees and the Director regularly review the financial accounts. The elements of the control framework, incorporating the key sources of evidence utilised by the Board in reviewing the effectiveness of the system of internal control, include:

- a comprehensive risk management framework which identifies key risks to the charity on a regular basis and seeks to mitigate and monitor the risks and the associated mitigation;
- an organisational structure with clearly defined lines of responsibility and delegation of authority set out in the organisation's financial regulations;
- a code of ethics supported by a framework of policies and procedures which volunteers and trustees must adhere to;
- the monitoring of action plans and reviewing recommendations made by the Board;
- approval of the annual budget and budget outlined by the Board.

The Board is aware of and committed to ensuring EmbraceAbility is compliant with the new General Data Protection Regulations. Compliance with GDPR is closely monitored by EmbraceAbility's Data Protection Officer.

The Board's review of the effectiveness of the organisation's system of internal control has identified no significant failings, weaknesses or instances of fraudulent activity which have resulted in material misstatement or loss that require disclosure within the financial statements for the year ended 31st March 2021, and is up to the date of signing these financial statements.

PRINCIPAL RISKS AND UNCERTAINTY

EmbraceAbility has a well-established process for the identification and management of risk. The organisation has identified a range of risks and uncertainties, the principal ones being:

- the sudden loss of funding from major donors;
- and, the lack of grants for disability care projects for Cambodia.

EmbraceAbility's Board of Trustees and Directors have identified the main financial risks to the organisation to be:

- failure to meet financial targets;
- the economic impact of the COVID-19 pandemic on Cambodian and international economy;
- failure to achieve profitable growth and achieve our fundraising targets;
- failure to meet the operational requirements of the organisation.

After a risk assessment of the organisation's financial position and resources, together with a review of the budget for 2021/2022 and financial forecasts, the Board believes that the organisation is well placed to manage its business risks. The Board, therefore, has a reasonable expectation that the organisation will have adequate resources to continue operating for the foreseeable future and thus continues to adopt the going concern basis of accounting in preparing the annual financial statements.

VOLUNTEERS

EmbraceAbility welcomed the participation of 4 volunteers in Cambodia, each of whom contributed to the establishment and running of our Community Outreach Programme.

Volunteers were selected based on their proven skills and qualifications in office administration, occupational therapy, social work, and disability care.

EmbraceAbility also welcomed the participation of 12 volunteers in the UK, fulfilling the roles of Volunteer Coordinator, Digital Communications Officer, Fundraising Assistant, and Illustrator. Their contributions were critical to the organisation's fundraising activities in the UK and the EmbraceAbility's general running.

All volunteers are subject to EmbraceAbility's strict recruitment policies and protocols. All volunteers that work directly with children must have an up-to-date criminal record check. All volunteers must submit a CV and cover letter, and they must interview with the Chair of Trustees prior to their selection.

FINANCIAL REVIEW

The summary financial information on these pages contains data from the management account of EmbraceAbility for the year ended 31st March 2020 and provides an overview of the income and expenditure for the year.

Income: £27,662

Expenditure: £23,735.77

FINANCIAL ACTIVITIES STATEMENT

	Unrestricted Funds	Total Funds	Prior Year Total Funds
Incoming Resources			
Incoming resources from generated funds	£27,662.00	£27,662.00	£2,058.13
Total incoming resources	£27,662.00	0	0
Resources Expended			
Fundraising trading: cost of goods sold and other costs	£4,500.23	0	0
Charitable activities	£15,374.06	0	0
Governance costs	£3,861.48	0	0
Other resources expended	£0.00	0	0
Total resources expended	£23,735.77	0	0
Reconciliation of Funds			
Total funds brought forward	£3,926.23	0	0
Total funds carried forward	£3,926.23	0	0

REVIEW OF EXPENDITURE

The EmbraceAbility Board of Trustees is committed to the services delivered to all its beneficiaries. Therefore, the Board is committed to monitoring its financial obligations to meet its charitable activities.

We are pleased to report that £15,374.06 of £27,662, over 55% of our income, was spent on our charitable activities and the furthering of our charitable objectives.

EmbraceAbility is proud to commit a large proportion of funds to the Prevention Pack programme providing monthly cash transfers, sanitary products, hygiene items and medicine to disabled households. The organisation also provided therapy and support to disabled children when restrictions were lifted in Cambodia.

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METHOD OF TRANSFER

EmbraceAbility banks with Triodos, one of the world's leading sustainable banks whose focus is positive social, environmental and cultural change.

All EmbraceAbility expenditure in Cambodia has been run through Khemara Cambodia's and Inclusive Cambodia's financial systems and protocols. This involves sending budgeted quarterly project costs from our Triodos account to a designated organisation bank account prior to the beginning of each financial quarter, and withdrawing the necessary funds as required in Cambodia.

PLANS FOR THE FUTURE

Time to Care

Covid-19 has exacerbated inequalities for women and girls with gender gaps growing across key sectors such as education, healthcare, the economy, unpaid care work and support services. Today, more than ever many women and girls might suffer domestic and sexual violence due to heightened tensions in their homes and institutions.

At EmbraceAbility women have reported an increase in domestic violence, barriers to health, an increase in unpaid care work and an increase in unemployment.

The 'Time to Care' project will focus on providing weekly support groups for women and workshops centred around debt management, financial literacy and mental health support. EmbraceAbility is committed to ensuring the road to recovery is gender and disability-inclusive.



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INDEPENDENT EXAMINERS REPORT

Report to the trustees/ members of

On accounts for the year ended:

Charity No. (If known)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2021

Respective responsibilities of trustees and examiner As the charity's trustees, 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.



DIRECTORS Sam Gooding FMAAT FMATT FIAB Katy Gooding BSc FCA

Company No 0987411
Registered in England and Wales as Gooding Accounts Ltd
Registered Office: 24 Worcester Road, Worcester, Wiltshire, BA12 1PS



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CHARTERED
ACCOUNTANTS**

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

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: Date:

Name:

Relevant professional qualification(s) or body:

Address:

Annual Return 2020- 2021

Incoming Resources	Notes	Apr	May	Jun
Opening balance		£2,058.13	£1,862.87	£854.17
Fundraising		£488.21	£379.39	£15,333.83
Payroll		£121.18		
Fundraising Events				£442.50
Donations				
Total		£2,667.52	£379.39	£15,776.33

Resources Expended	Apr	May	Jun
Project Costs	£400.00	£1,361.69	£701.28
Equipment			
Administrative Costs	£23.65	£26.40	£559.64
Fundraising Trading	£381.00		£1,950.00
Other resources			
Total	£804.65	£1,388.09	£3,210.92

Total	Apr	May	Jun
	£1,862.87	£854.17	£13,419.58

Jul	Aug	Sep	Oct	Nov
£13,419.58	£11,102.33	£10,383.23	£7,718.33	£2,356.75
£135.30	£143.81	£752.41	£188.48	£80.53
£96.21	£63.97	£29.38	£82.80	£327.10
	£92.17	£75.89	£85.72	£11.62
£231.51	£299.95	£857.68	£357.00	£419.25

Jul	Aug	Sep	Oct	Nov
£2,482.47	£300.00	£2,348.54	£4,326.03	
£66.29	£102.31	£425.39	£611.21	£2.30
	£616.74	£748.65	£781.34	£22.50
£2,548.76	£1,019.05	£3,522.58	£5,718.58	£24.80

Jul	Aug	Sep	Oct	Nov
£11,102.33	£10,383.23	£7,718.33	£2,356.75	£2,751.20

Dec	Jan	Feb	Mar	Total
£2,751.20	£5,745.37	£5,377.27	£5,999.17	
£2,777.46	£1,122.59	£2,390.10	£71.11	£23,863.22
£118.24				£838.88
£193.87				£901.77
				£0.00
£3,089.57	£1,122.59	£2,390.10	£71.11	£27,662.00

Dec	Jan	Feb	Mar	Total
£94.50	£1,217.40		£2,142.15	£15,374.06
£0.90	£273.29	£1,768.20	£1.90	£3,861.48
				£4,500.23
				£0.00
£95.40	£1,490.69	£1,768.20	£2,144.05	£23,735.77

Dec	Jan	Feb	Mar	Totals
£5,745.37	£5,377.27	£5,999.17	£3,926.23	£3,926.23

Non Current Assests	Total Funds
Intangible assets	-
Tangible assets	-
Heritage assets;	-
Investments:	-
Programme related investments	-
Total Non Current Assets	-
Current Assets	
Lease Deposit	
Stocks and work-in-progress	0
Debtors	0
Investments	0
Cash at bank and in hand	-
Total current assets	£0.00
Non - Current Liabilities	
Creditors: Amounts falling due within one year	-
Current Liabilities Creditors: amounts falling due after more than one year	-
Loan Payable - Loan Deposit	-
Net current asset or liabilities	
The funds of the charity	
Endowment funds	-
Restricted income funds	-
Share capital	-
Unrestricted income funds	£3,926.23
Share capital	-
Revaluation reserve	-
Unrestricted income funds excluding pension asset/liability	-
Pension reserve	-
Total unrestricted funds	£3,926.23
Total charity funds	

	Unrestricted Funds	Total Funds
Incoming Resources		
Incoming resources from generated funds	£27,662.00	£27,662.00
Voluntary Income	0	0
Activities for generating funds	0	0
Investment Income		
Investment income from charitable activities	0	0
Other activities resources	0	0
Total incoming resources	£27,662.00	0
Resources Expended		
Costs of generating funds	0	0
Costs of generating voluntary income	0	0
Raising trading: cost of goods sold and other costs	£4,500.23	0
Investment management costs	0	0
Charitable activities	£15,374.06	0
Governance costs	£3,861.48	0
Other resources expended	£0.00	0
Total resources expended	£23,735.77	0
Net incoming/outgoing resources before transfers	0	0
Transfers		
Gross transfers between funds	0	0
Other recognised gains and losses	0	0
Others recognised gains/losses		
Gains on revaluation of fixed assets for charity's own use	0	0
Actual gains/losses on defined benefit pension schemes	0	0
Net movement on funds	0	0
Reconciliation of Funds		
Total funds brought forward	£3,926.23	0
Total funds carried forward	£3,926.23	0



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INDEPENDENT EXAMINERS REPORT

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31 March 2021

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DIRECTORS: Sam Gooding FMAAT FMATT FIAB Katy Gooding BSc FCA

Company No: 09087439

Registered in England and Wales as; Gooding Accounts Ltd

Registered Office: 24 Warminster Road, Westbury, Wiltshire, BA13 3PE



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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:



Date:

28 January 2022

Name:

Sam Gooding

Relevant professional qualification(s) or body:

FMAAT FMATT FIAB

Address:

Gooding Accounts Ltd

24 Warminster Road, Westbury

Wiltshire BA13 3PE