



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.



ACCOUNTANTS WHERE EVERYBODY COUNTS

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T: 01373 510090

INDEPENDENT EXAMINERS REPORT

Report to the trustees/ members
of

Embrace Ability

On accounts for the year ended:

31 March 2021

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 FMAAT FIAA Katy Gooding BSc FCA

Company No 0987433

Registered in England and Wales as Gooding Accounts Ltd

Registered Office: 24 Worcester Road, Worcester, Wiltshire, BA12 1PS



ICAEW
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:

28 January 2022

Name:

Sam Gooding

Relevant professional qualification(s) or body:

FMA/AT FMATT FLAB

Address:

Gooding Accounts Ltd

24 Warminster Road, Westbury

Wiltshire BA13 3PE

Annual Return 2020- 2021

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	Notes	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	

Prior Year Funds

Reference

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= Equity + Liabilities due to rounding errors

	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	0	0
Incoming resources 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
Voluntary income	0	0
Fundraising 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
Actuarial 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

Prior Year Total Funds
£2,058.13
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