

SOCIABLES HUB & C.R.E.W.S.

England & Wales · Charity number 1185428

Details

Status Registered

Legal form CIO

Registered 2019-09-20

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

Contact

Address Sociables Hub and CREWS
Longbank
Bewdley
Worcestershire
DY12 2QW

Phone 01299400655

Email office@sociableshub.org.uk

Website www.sociableshub.org.uk

Activities

Objects: 1. "TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE (CHILDREN & ADULTS) FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE (CHILDREN & ADULTS) WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OR MORE OF THE FOLLOWING FACTORS: DISCRIMINATION ON THE GROUNDS OF DISABILITY; ILL HEALTH (PHYSICAL OR MENTAL); POOR EDUCATIONAL OR SKILLS ATTAINMENT; RELATIONSHIP AND FAMILY BREAKDOWN; FINANCIAL HARDSHIP. 2. "TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION OR OTHER LEISURE TIME OCCUPATION AND/OR FOR SUPPORTED WORK BASED ACTIVITIES OF INDIVIDUALS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR DISABILITY, ILL HEALTH (PHYSICAL OR MENTAL), POOR EDUCATIONAL OR SKILLS ATTAINMENT,FINANCIAL HARDSHIP OR SOCIAL CIRCUMSTANCES WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE."IN FURTHERANCE OF THE ABOVE THE TRUSTEES WILL HAVE A PARTICULAR FOCUS, WITHOUT LIMITATION, TO PEOPLE (CHILDREN & ADULTS) WITH DISABILITIES.

Activities: SociABLEs Hub & C.R.E.W.S. Provide services in support of people (Adults & Children) with Disabilities/Special Needs/Complex Health Problems including Mental Health. We provide Socially Inclusive friendship clubs, specialised independence programmes, trips out, sleepover clubs & short breaks away. We

also provide supported work placements & work-based skills training for personal development

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Disability
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Herefordshire
- Shropshire
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£284,021	£289,221	-	-
2024-03-31	£262,973	£253,953	-	-
2023-03-31	£243,700	£241,234	-	-
2022-03-31	£201,902	£204,128	-	-
2021-03-31	£166,833	£143,789	-	-

Trustees

Name	Role	Appointed
ANITA PICKERING		2023-08-10
Carole Ann Horton		2015-05-05
DEBORAH MILLINGTON		2021-08-17
KIMBERLEY ANNE COOPER		2021-08-17
Nicholas Lathe		2015-05-05
PATRICK WARRINGTON		2021-08-17
Rebecca Elizabeth Lathe		2015-05-05
SHIRLEY ANN HUGHES		2021-08-17
Susan Breakwell		2021-08-17
VINCENT SIMON BREAKWELL		2021-08-17

SOCIABLES HUB & C.R.E.W.S.

England & Wales - Charity number 1185428

Accounts



SociABLEs
Hub &
C.R.E.W.S.

Registered Charity
1185428

01/04/2024 –
31/03/2025

Annual
Report &
Accounts

Unaudited Annual Report & Financial Statements of

SociABLEs Hub & C.R.E.W.S.

Longbank, BEWDLEY, Worcestershire DY12 2QW Tel 01299 400655

Email office@sociableshub.org.uk

Prepared on a Receipts & Payments basis

General Information

Trustees:

Rebecca Lathe
Kim Cooper - Secretary
Sue Breakwell
Vincent Breakwell
Carole Horton
Patrick Warrington
Shirley Hughes
Deborah Millington
Anita Pickering
Nicholas Lathe – Treasurer

(NB: SociABLEs currently operate a rotating Chair arrangement with Rebecca Lathe being Chair at time of AGM)

Administrative Office:

Longbank Centre
Longbank
BEWDLEY
Worcestershire
DY12 2QW

Management/Admin Contact:

Sharon Ann Fairfax - CEO

Accounts Prepared F.O.C. By:

Rice & Co
14A Market Place
Uttoxeter
Staffordshire
ST14 8HP

Bankers:

Natwest Bank
Merry Hill Centre Branch
Unit 55A Merry Hill Centre
Brierley Hill
DY5 1SY

Status: The Organisation gained Registered Charity (CIO) Status in September 2019 following an Application to Charity Commission of England & Wales. Our Registered Charity Number is 1185428.

The Trustees present their annual report with the financial statements of the organisation for the year ended 31st March 2023.

Trustees

The Trustees have overall responsibility and provide the legal framework to ensure that the Organisation is managed in an exclusively charitable manner, and to drive provision within the established Objects. Trustees meet on a quarterly basis.

Trustees serving during the year and their positions held were as follows:

Kim Cooper – Charity Secretary	
Nicholas Lathe – Treasurer	(Special Responsibilities Health & Safety)
Carole Horton –	(Special Responsibilities Staff/Vols Support)
Shirley Hughes	(Special Responsibilities Monitoring & Evaluation)
Deborah Millington	(Special Responsibilities Staff/Vols Support)
Patrick Warrington	(Special Responsibilities Health & Safety)
Susan Breakwell	((Special Responsibilities Staff/Vols Support)
Vincent Breakwell	(Special Responsibilities Health & Safety)
Rebecca Lathe	(Designated Trustees for Safeguarding & CP)
Anita Pickering	(Special Responsibilities Monitoring & Evaluation)

Structure, Governance and Management

To effect the daily running of the Organisation, SociABLES Hub & C.R.E.W.S. devolves management duties to the CEO/Projects Manager, and a Staffing structure as follows:

<p>CEO/Projects Manager</p> <p>Sharon Weston (Safeguarding Deputy) TEL 0777 333 5524</p>
<p>Projects Co-ordinator – Daily Operations, Staff Support & Service User Liaison</p> <p>Richard Crompton (Incl. Specialised Independence/Buddying & Activities Co-ordinator) - TEL 07816 273202</p>
<p>Projects Quality Officer/Specialist Support Worker</p> <p>Special Responsibility for Support Plans, Individual Risk Assessments, Policy & Regulations</p> <p>Michelle Weaver (Designated Safeguarding Officer) TEL 07581 701522</p>
<p>Projects Development Worker</p> <p>Stan Jones Special responsibility for Fundraising, Marketing and Retail, Social Media & Digital Workshops</p>
<p>Specialist Support Workers</p> <p>Lee Cutler (Site Maintenance, Outdoor Activities & Work-based Skills Training)</p> <p>Jo Ward (Outdoor Activities, Allotment, Horticulture, Cookery & Specialised Independence Support)</p> <p>Nikki Faulkener (Catering & Hospitality, Special Support and Outings Support)</p> <p>Dave D'Alton (Woodwork, Maintenance & Work Experience)</p> <p>Sarah Carey (House Keeping & Life Skills and Special Support)</p> <p>Julia Tacey (Art Therapy & Crafts)</p> <p>Brenda Banford (Arts and Crafts, Housekeeping, Life Skills and Outings Support)</p> <p>Joyce Williams & Kath Wilson (Vol Crafts & Cooking)</p> <p>Kim Cooper (Charity Secretary & Admin Support)</p>
<p>Staff Members also available for Booking for P.A. work:</p> <p>Michelle Weaver, Richard Crompton, Jo Ward, Nikki Faulkener & Sarah Carey</p>

Governing Document

Constitution

The Organisation has achieved Charity Commission registration and is a Community Interest Organisation CIO registered in England & Wales.

We have adopted the Charity Commission model foundation document for CIOs with few amendments relevant to our organisation. Objects and powers have been established and are governed under our constitution.

Objects of the Charity

1. "To promote social inclusion for the public benefit by preventing people (Children & Adults) from becoming socially excluded, relieving the needs of those people (Children & Adults) who are socially excluded and assisting them to integrate into society.

For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one or more of the following factors: discrimination on the grounds of disability; ill health (physical or mental); poor educational or skills attainment; relationship and family breakdown; financial hardship.

2. "To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation and/or for supported work based activities of individuals who have need of such facilities by reason of their disability, ill health (physical or mental), poor educational or skills attainment, financial hardship or social circumstances with the object of improving their conditions of life."

In furtherance of the above the trustees will have a particular focus, without limitation, to people (Children & Adults) with disabilities.

The Trustees have considered carefully the Charity Commission's guidance on public benefit. The provision of the services as described herein provides a benefit to all in this country and further afield.

Risk Statement

The Trustees maintain a register of the major risks to which the organisation is exposed. This register is reviewed annually. Systems are in place to mitigate any risks as far as is possible, within practical and financial constraints.

Policy Review

Management have developed a comprehensive set of Management and Service Delivery Policies which are reviewed annually. These include Safeguarding Children & Vulnerable Adults and Adults and Child Protection.

Annual Review

SociABLES Hub & C.R.E.W.S. is a Registered Charity (CIO) formed and introduced by a group of parents/carers responding to a gap in provision and the need for continued and developed services for local Children/ Adults who have Disabilities/Special Needs, following the collapse and closure of two major local charity providers in 2015. SociABLES Hub & C.R.E.W.S., still in its infancy, have grown steadily from its original unincorporated Not for Profit Voluntary Group to gain charity status in September 2019, becoming registered with the Charity Commission in England & Wales, registration number 1185428.

SociABLES Hub & C.R.E.W.S. provides a comprehensive range of Inclusive services in support primarily for Adults and Children with Disabilities/Special Needs/Complex Health Conditions including Mental Health and Anxiety Disorders. Where funding permits, our services can also extend through specifically funded projects to others identified as being disadvantaged. This may be due to multiple risk factors including those from Abusive Backgrounds, Socially Excluded, Low Income, Rural Isolation

etc. Our services are intended to play a part in each individuals' personal development and to contribute towards improving outcomes.

SociABLES Hub programmes promote, social inclusion and provide Play/Social Activities and Friendship Clubs for Adults & Children of all abilities. Recognising the need for meaningful work experience/work-based skills, our C.R.E.W.S. (Centre for Recreation, Education and Work-based Skills) Projects provide progression by means of skills workshops, short courses and supported work placements for adults of All Abilities. C.R.E.W.S. also provides an Enrichment programme to include socialisation, life skills and personal development. Locally we are Leading Specialist Providers of services prioritised for Adults/Children who have any kind of diagnosed disability/special need and are approved providers with local authorities, within their Dynamic Purchasing System for referrals and tenders.

SociABLES Hub & C.R.E.W.S. do not provide domiciliary care, we do however employ and have access to, and/or can introduce P.A. Support Workers who may be able to provide additional support including personal care if required to access our services more easily.

Our Services operate 6/7 days per week all year-round including Weekends and School/College Holidays, providing currently 88,200 hours of care each year with more than 24,000 hours of this made possible due to volunteering commitment. We support Adults across the age range and children/teens from aged 14yrs onwards with transition support. We operate mainly out of our base in Bewdley, Worcestershire but also serving those who are resident in Herefordshire and South Shropshire but attend our services regularly (between 1 – 4 times weekly). Our socially inclusive Services operate out and about throughout the Marches Counties of Herefordshire, Worcestershire and Shropshire and beyond.

Our Social Enrichment/Play programmes are written by our service users themselves and are personal to their own interests; there is no end to the possibilities and programmes include a full spectrum of ideas from Countryside Visits and Picnics, Arts and Crafts to Bowling, Eating Out and more adventurous Rock Climbing and Canoeing. Activities are adapted so that everyone can take part. Regular activities include general chilling out at with friends at our Centre, Skills Training, Digital Workshops, Cinema, Swimming, Bowling, Canoeing, Skiing, Dance, Music, Theatre, Eating Out, Craft Workshops, Outings etc etc.

CEO/Projects Manager Report

2025 is our 10th year since inception and so we plan to celebrate with a 10th Birthday Event for Members and invited dignitaries at a local venue, Paisley at 106. The event will be on 6th June and will incorporate our AGM and include food and live music as well as 'slide shows' about our past achievements and a showing of our performance of Beauty and the Beast. It is felt this will be a good opportunity to showcase our achievements and raise our profile in the wider community. Equally this is a year for in depth review of our services to ensure we remain relevant. We have been evaluating the need for change to ensure we are organisationally ready to take on new challenges and to meet the needs of new referrals and future new service elements. Not unlike many other small organisations, we find ourselves anticipating shortfalls due to the cost-of-living crisis which has meant higher service running costs which we cannot pass on to Service Users due to their shrinking budgets and hardship. Additionally, government changes to Employers NI will add a significant burden on the cost of employing staff, so we have recognised the need for change in our structure in order to survive and make efficiency savings at least in the short-term period of adjustment.

Our need for savings has conflicted with the need to make urgent updates to our centre to include a warm roof on part of our premises, where the polycarbonate roof which made the area too hot to use in summer and too cold in winter, had developed several leaks and beyond economical repair. The decision was taken to upgrade the roof and refit beneath it, to bring the building into full all year-round use. Whilst perhaps not prudent, we have needed to dip into our reserves by approximately

£8000 this year to take advantage of a timely offer of volunteered labour from PML Construction for the upgrade to take place during our Christmas 2024 closure so no interruption to services. Upgrading the building, which is owned by the Charity, allows us to increase capacity of service users to meet the needs of our waiting list and so is considered a good investment for future. Fundraising will be increased in the coming year in order to better plan for future developments and to replenish reserves.

Although year on year we have continued to make good growth, further progress will require additional funding, dedicated management time, changes in staff responsibilities and upskilling the staff team in some areas. Our funding strategy will include a mix of both income and increased fundraising-based projections to help in taking next steps without sustainability being undermined. Overall, this year has been another successful one, with plenty to be proud about including an influx of new service users and therefore an increase in the number of sessions delivered and numerous individual achievements for many of our Service Users, including those with more complex needs. Always we work to review our services and to make changes and new introductions where necessary, to meet the needs of our service users.

Organisation Structure: Our new structure implemented two years ago sees a trio of senior staff covering all aspects of operational needs and by and large this works well with a few tweaks needed in the coming year and beyond. Working closely with the CEO, the model in place is Richard Crompton, our Projects Co-ordinator, completing his second year in his expanded role with great competence and dedication. The popular appointment of Richard in his new role, marks a significant milestone in our progression planning for the future of SociABLEs Hub. Richard has responsibility for daily operations and programme planning and bookings, as well as team support and service user liaison.

Alongside Richard, Michelle Weaver who also has been with us since inception has special skills and understanding in complex needs, also had her role expanded within the past year and so as Projects Quality Officer will continue to concentrate on Individual Support Plans, Individual Risk Assessments as well as programming our therapeutic Arts and Crafts Programmes. Michelle works closely with the CEO on Policy and regulations and will also assist Staff with Behavioural Management in some of our Service Users and is also our Designated Safeguarding Officer.

Stan Jones who currently has responsibility for Marketing, Social Media and Digital Workshops and whom has brought a new dimension to our offering. Digital literacy among our users has been on the rise, thanks to the dedicated workshops instructed by Stan (including a Spring Photo Competition with Prize-winners) and an informative visit from the local police to name but a few.

Stan has a master's degree in business and has started to use his skills base to aid Sociables fundraising plans, it is anticipated therefore, that Stan's role will be expanded to include this responsibility as our Projects Development Worker. This change will be reviewed throughout the year and the need for more Development Work, particularly in seeking opportunities for our service users in the community e.g. with pop up shops to sell their handmade wares or in supported work placement opportunities, which will require dedicated staff and management time and further funding to meet the costs of this expanding and/or new position and activity costs attached.

Services take up have increased by 100% over the past four years and we look forward to responding to the exciting new opportunities ahead of us, as well as looking to consolidate our learning and ensuring projects in the pipeline are realised effectively. We have built a strong reputation for making a difference and are well respected by those making referrals to our services. We are presently the only Day Service provider in the area admitting Service Users with complex needs including 1:1 medical need part funded through the CHC and mobility issues.

Additional Capital developments are also needed for the coming year both in terms of renovation of our premises and expanding/repurposing some areas to meet our growing needs. Bewdley Rotary Corps group have come onboard as community partners and hope to access district funding to assist towards project, however this is a lengthy process and will require further grants from other grant making trusts to achieve in full.

Management time continues to be monitored. This year has still seen a need for a 'hands on' approach from all dues to repeated staff absences which have placed strain on management roles. 'Office time' remains in short supply. A large proportion of all hours spent working are still provided voluntarily by the CEO. Policy and Procedures reviews are taking place with Trustees and management working on a full policies suite fit for purpose going forward and incorporating all new legislation. As in previous years, there is a continued sense within the Staff and Volunteer team of true progress again this year. We have a very dedicated, passionate team and our 'sense of family' ethos and the services we provide for our service users, reflects this.

Achievements this year have included:

- Growing respect and good reputation for Inclusive Services for people with Disabilities.
- Continuing to be registered as preferred providers on local authority Dynamic Purchasing Scheme (DPS) for Positive Day Opportunities, has led to new referrals and an increase to our purchase order/contracts paid on portal with the Local Authority, by approx. 70% in 4 years.
- We have welcomed a number of interested parties and new starters, as well as many existing service users choosing to increase their number of participation days in our service.
- We have seen successful grants from local initiatives such as the Rotary Club, Kate Wellings Trust and Bewdley in Kind, which helped towards the new roof on our Stowaways building.
- Community grants achieved from Monday Night Group and Bewdley Town Council have been helpful in developing our garden and in expanding on the digital workshops for service users.
- Digital literacy among our users has continued to increase with workshops being a big part of our successful in-house programme of activities enjoyed on so many levels.
- There has been a need for changes to the staffing structure, however staff retention continues to be a success on our Team, with most of our staff now being in place since inception. This continuity is of benefit to our service users, particularly those who have Autistic Spectrum Disorders and find change difficult. Changes needed to meet growing need will continue to be assessed over the year and any new introductions will be made sensitively and over time so with limited disruption and is of maximum benefit to our services.
- Our Service Users Shop is well stocked with general items for everyday use but also include gift packs and handmade craft items, made with the creativity of our service users, during Enterprise Workshops. Service Users make purchases of items using the 'vouchers' they earn (so our given freely) and some items are offered for sale to the public at craft fairs and open days etc. We are grateful for donated items to our and those from In-Kind direct, which provide added element of life skills learning built into this scheme and work-based skills in terms of learning about Retail and Marketing, which means the donated products have triple the value! The products also help combat personal hygiene poverty which has become a notable problem over recent years.
- We feel our Enterprise Project, run by Service Users with packs previously sold on Bewdley Market and at Craft Fairs, is still underdeveloped and funding is required to help bring it more fully to fruition for the benefit of meaningful work experience for our Service Users. We continue to look for an outlet for our Retail items. The Enterprise Project has however, still

been successful and has given Service Users a great sense of worth. Again, additional dedicated funding for development staff time and associated costs will be sought to improve this outcome for our Service Users.

- Continuation of our own SociABLEs Youtube Channel with regular videos being created by Service Users and managed by Service Users continues to be a great success. Our online Followership (total new subscribers from Facebook, YouTube, and Instagram) has expanded by over 100 individuals - and we have a new, modern, updated website.
- Our Comprehensive Activities Programme has delivered a vast array of Social Opportunities to suit every interest. Activities take place mainly out and about within the mainstream community and range from gentle indoor activities to outdoor adventures. There have been numerous success stories, personal to individuals attending our Services. We have successfully diversified our Friday schedule (previously aimed only at Specialised Independence Users) to include and accommodate for 3 mixed ability groups. Fridays are now oversubscribed along with other days, with waiting lists on all days except for Mondays.
- We added a new vehicle to our fleet last year, which is specifically designed to accommodate a wheelchair, improving our in-house transport capabilities. This vehicle has been in full use and ideally, we need an additional WAV to accommodate the increase in Service Users with mobility issues.
- Again, just as in 2023 – 2024, our Festival Style Outdoor AGM with street food served from the Noshery and live entertainment was a great event this year and enjoyed by all, with over 100 attending. Other events have been several themed Afternoon Teas, Christmas Dinner for 48 and Fairs & Markets at our Centre. The `Noshery` comes into its own particularly at times of SociABLEs events. Having purchased this catering trailer, we are working on developments to extend its use, particularly in providing work experience for our Service Users interesting in Catering and Hospitality and Marketing. We may have open days for neighbouring units and fishermen using neighbouring fishing pools, to access home cooked goodies for their lunch. We will of course register the Noshery with the local environmental health, should this be decided upon as a development.

We thank our dedicated volunteer base for the hours and hours of volunteer Craftsmen time enabling us to continue to renovate our buildings but also thank you to local businesses that have discounted or even sponsored items for our Longbank Centre.

Future Plans

Our planned 10th Birthday celebration in June 2025 will recognise those who have journeyed along with us over the past wonderful decade! Our Service Users, their needs, their aspirations and their personal development have always been central to our service planning. We take our learning always from them and they write the script in terms of designing our services and programmes. With this ethos and commitment to our Service Users, we are confident of providing quality services that encourage progression for every individual, that increase skills for independence and that promote social inclusion. Moreover, we are confident our services contribute positively towards each Service Users personal development and that Services remain flexible and relevant over time. We now have the following priorities for coming year/s in order to achieve this, much of which is ongoing and built upon successes of last year : (in no particular order)

- To evaluate the achievements of the past 10 years of SociABLEs Hub Charity and to business plan for any changes needed to carry the organisation into its next chapter.
- To seek additional funding to continue and build upon our successful new elements this year.

- To update the Strategic Projections to increase income from fundraising activities to ensure we can respond to future developments, without the need to compromise on our reserves.
- To make efficiency savings to minimise the detrimental effects on viability of the charity, with the introduction of the Government's new PAYE rules on Employers NI and with other financial challenges due generally to rising costs.
- To protect sustainability, to look to replenish used reserves and increase buffer in line with reserves policy, over the next three years.
- To monitor the changes to staffing structure and its effect on service quality and to consider further staffing changes should they become needed for the good of the charity.
- To ensure funding available to correctly remunerate staff for the hours they work, rather than so many of those hours being made voluntary (all staff have agreed to continue to give some hours voluntary however for some it is more than half of the time they work)
- To continue to provide Staffing Capacity in line with Service Delivery Needs and to respond to referrals and to meet the needs of those currently on our waiting list.
- To address issues of Staff absences/performances in some, mindful of the effect on the team and service quality as a whole
- To increase offering in terms of personalised interest groups, with the likely need of additional friendship groups needed particularly on Tuesdays and Fridays.
- To affirm the successful pilot project of Digital Skills Workshops and Marketing on a permanent basis by sourcing funding.
- To seek ongoing funding to formalise successful introductions in service and to respond to development needs. Identified needs include in combating loneliness and isolation for Service Users moving to their own accommodation and to promote Healthy Lifestyles including looking to pilot a scheme with a nutritionist and increased fitness programme.
- Look to `rebrand` and raise our profile with active networking, publicity, and information/social events and updated registered logo and marketing materials, website and social media platforms.
- To continue with the aim to become `Greener` including moving toward electric vehicles in the future. We will also continue with our green planting schemes and upcycling/recycling.
- Drawing on past successes in running short courses run for Kidderminster College's Bridging Course Groups, we still seek to develop specific and individualised programmes of supported work placements and work-based skills workshops/training. We hoped for these programmes to operate twice weekly for up to 16 service users and to cover a variety of work experience skills for learning outcomes in Horticulture, Land-based Skills, Catering & Hospitality, Retail & Marketing and Arts and Crafts. We aim to provide volunteer reimbursements and access to the shop voucher scheme will be in place for Service User Volunteers accessing this area of specialised independence/supported work placements. This development is partly in place, achieved in the past year for 10 Service Users but would benefit from more dedicated management time and funding to be fully operational.
- To continue with onsite improvements and update/renew equipment that is past its shelf life.
- To further develop our Service Users Enterprise Project and identifying other sales outlets including online shops

With Thanks

SociABLEs Hub & C.R.E.W.S. is about an amazing bunch of Adults and Children, with personality plus, determinedly overcoming their differences and perceived barriers, to Enjoy a Life of Their Choice. We are very proud of what has so far been achieved with SociABLEs Hub & C.R.E.W.S. and I would like to thank Staff, Volunteers, Trustees, Workmen, Instructors, those who have made Grants and Donations to us, those who have provided goods or services at reduced or free of costs, our Landlords for the support given since our inception, but most of all I would like to thank our brilliant Service Users and their families for the absolute pleasure and inspiration they give us every year and for making all things worthwhile.

Prepared by Sharon-Ann Fairfax - CEO

B.A. Hons Education Studies (special needs)

F.C.M.I. DMS Chartered Manager

Financial Review

Reserves Policy

It is the Trustee's aim to maintain reserves equal to at least 3 months running costs to ensure ongoing viability and to safeguard the organisation against unforeseen circumstances. We are still working towards meeting this reserves policy, hindered to some extent by the covid years and losses not met by BI Insurance and by loss of development time during that time. We had moved forward towards this policy, with managing a small cash generation in each of the years, however the need to invest in our future with a new roof on Stowaways this year has seen us dip into reserves and leaving a small deficit which we will aim to correct over the coming year. Planned changes to one staff role to increase hours for fundraising activity, aims to assist in further improving financial stability.

Financial Statements follow overleaf:

SOCIABLES HUB AND C.R.E.W.S.
Receipts and Payments Account
for the Year Ended 31st March 2025

	Total Funds 2025 £	Total Funds 2024 £
Receipts		
Student Fees	275,967	247,529
Donations and fundraising	-	-
Grants received	3,000	2,500
Shop Sales	962	-
Insurance claim	-	7,550
Other (refunds)	4,092	5,393
Total receipts	<u>284,021</u>	<u>262,973</u>
Payments		
Payroll - Salaries	127,133	123,266
Payroll - Pension	3,376	2,978
Sessional work/volunteer expenses	12,401	8,880
Staff Training	370	1,195
Activities	58,995	58,934
Rent	7,440	7,960
Capital Purchase - VW Reg.HD10 BNF	6,500	-
Car Finance	2,752	2,265
Building & maintenance	10,388	5,956
Furniture/Equipment	4,775	4,742
Cleaning	2,160	-
Catering	8,308	3,260
Telephone\Utilities	9,020	7,251
Crafts\Enterprise Activities	8,036	7,789
Insurance	5,864	5,389
Vehicle running costs	6,594	5,611
Community Transport	8,783	3,481
Professional fees	1,307	1,110
Bank Charges	652	122
Sundries	4,368	3,765
Total payments	<u>289,221</u>	<u>253,953</u>
Excess of receipts over payments/ (payments over receipts) for the year	(5,200)	9,020
Opening cash funds	<u>33,810</u>	<u>24,790</u>
Closing cash funds	<u>28,610</u>	<u>33,810</u>

These financial statements have been prepared on a receipts and payments basis.

SOCIABLES HUB AND C.R.E.W.S.
Statement of Assets and Liabilities
at 31st March 2025

	2025	2024
	£	£
Assets		
Motor vehicle - Registration LY56ZCN	534	712
Motor vehicle - Vauxhall Sharan Registration GP57 JHX	338	451
Motor vehicle - Honda Registration VF11KTE	3,319	4,425
Motor vehicle - VW Registration HD10 BNF	4,875	-
Caravan	133	178
Noshery	2,109	2,813
	<u>11,309</u>	<u>8,579</u>
Cash funds		
Cash at bank	28,611	33,810
Cash in hand	-	-
	<u>28,611</u>	<u>33,810</u>
Other monetary assets		
Fees owing	8,120	9,400
PAYE refund	-	-
	<u>8,120</u>	<u>9,400</u>
Liabilities		
Accruals	-	-
	<u>0</u>	<u>0</u>

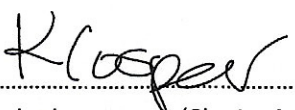
All assets and liabilities of the charity relate to unrestricted funds.

These financial statements have been prepared on a receipts and payments basis.

Approved by the Board of Trustees on

6th June 2025

and signed on its behalf by



 Mrs Kimberley Cooper (Charity Secretary)

SOCIABLES HUB & C.R.E.W.S.

England & Wales - Charity number 1185428

Accounts



SociABLEs
Hub &
C.R.E.W.S.

Registered Charity
1185428

01/04/2023 –
31/03/2024

Annual
Report &
Accounts

Unaudited Annual Report & Financial Statements of

SociABLEs Hub & C.R.E.W.S.

Longbank, BEWDLEY, Worcestershire DY12 2QW Tel 01299 400655

Email office@sociableshub.org.uk

Prepared on a Receipts & Payments basis

SociABLEs Hub & C.R.E.W.S.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

General Information

Trustees:

Rebecca Lathe
Kim Cooper - Secretary
Sue Breakwell
Vincent Breakwell
Carole Horton
Patrick Warrington
Shirley Hughes
Deborah Millington
Anita Pickering
Nicholas Lathe – Treasurer

**(NB: SociABLEs currently operate a rotating Chair arrangement with Carole Horton
being Chair at time of AGM)**

Administrative Office:

Longbank Centre
Longbank
BEWDLEY
Worcestershire
DY12 2QW

Management/Admin Contact:

Sharon Ann Fairfax - CEO

Accounts Prepared F.O.C. By:

Rice & Co
14A Market Place
Uttoxeter
Staffordshire
ST14 8HP

Bankers:

Barclays Bank Plc
66 Oxford Street
Kidderminster
DY10 1BL

Status: The Organisation gained Registered Charity (CIO) Status in September 2019 following an Application to Charity Commission of England & Wales. Our Registered Charity Number is 1185428.

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements For the Year Ended 31st March 2023

The Trustees present their annual report with the financial statements of the organisation for the year ended 31st March 2023.

Trustees

The Trustees have overall responsibility and provide the legal framework to ensure that the Organisation is managed in an exclusively charitable manner, and to drive provision within the established Objects. Trustees meet on a quarterly basis.

Trustees serving during the year and their positions held were as follows:

Kim Cooper – Charity Secretary	
Nicholas Lathe – Treasurer	(Special Responsibilities Health & Safety)
Carole Horton –	(Special Responsibilities Staff/Vols Support)
Shirley Hughes	(Special Responsibilities Monitoring & Evaluation)
Deborah Millington	(Special Responsibilities Staff/Vols Support)
Patrick Warrington	(Special Responsibilities Health & Safety)
Susan Breakwell	((Special Responsibilities Staff/Vols Support)
Vincent Breakwell	(Special Responsibilities Health & Safety)
Rebecca Lathe	(Designated Trustees for Safeguarding & CP)
Anita Pickering	(Special Responsibilities Monitoring & Evaluation)

Structure, Governance and Management

To effect the daily running of the Organisation, SociABLEs Hub & C.R.E.W.S. devolves management duties to the CEO/Projects Manager, and a Staffing structure as follows:

CEO/Projects Manager Sharon Weston (Safeguarding Deputy) TEL 0777 333 5524
Projects Co-ordinator – Daily Operations, Staff Support & Service User Liaison Richard Crompton (Incl. Specialised Independence/Buddying & Activities Co-ordinator) - TEL 07816 273202
Projects Quality Officer/Specialist Support Worker Special Responsibility for Support Plans, Individual Risk Assessments, Policy & Regulations Michelle Weaver (Designated Safeguarding Officer) TEL 07581 701522
Projects Development Worker Stan Jones Special responsibility for Fundraising, Marketing and Retail, Social Media & Digital Workshops
Specialist Support Workers Lee Cutler (Site Maintenance, Outdoor Activities & Work-based Skills Training) Jo Ward (Outdoor Activities, Allotment, Horticulture, Cookery & Specialised Independence Support) Nikki Faulkener (Catering & Hospitality, Special Support and Outings Support) Dave D`Alton (Woodwork, Maintenance & Work Experience) Sarah Carey (House Keeping & Life Skills and Special Support) Julia Tacey (Art Therapy & Crafts) Brenda Banford (Arts and Crafts, Housekeeping, Life Skills and Outings Support) Joyce Williams & Kath Wilson (Vol Crafts & Cooking) Kim Cooper (Charity Secretary & Admin Support)
Staff Members also available for Booking for P.A. work: Michelle Benjamin, Richard Crompton, Jo Ward, Nikki Faulkener & Sarah Carey

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Governing Document

Constitution

The Organisation has achieved Charity Commission registration and is a Community Interest Organisation CIO registered in England & Wales.

We have adopted the Charity Commission model foundation document for CIOs with few amendments relevant to our organisation. Objects and powers have been established and are governed under our constitution.

Objects of the Charity

1. “To promote social inclusion for the public benefit by preventing people (Children & Adults) from becoming socially excluded, relieving the needs of those people (Children & Adults) who are socially excluded and assisting them to integrate into society.

For the purpose of this clause ‘socially excluded’ means being excluded from society, or parts of society, as a result of one or more of the following factors: discrimination on the grounds of disability; ill health (physical or mental); poor educational or skills attainment; relationship and family breakdown; financial hardship.

2. “To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation and/or for supported work based activities of individuals who have need of such facilities by reason of their disability, ill health (physical or mental), poor educational or skills attainment, financial hardship or social circumstances with the object of improving their conditions of life.”

In furtherance of the above the trustees will have a particular focus, without limitation, to people (Children & Adults) with disabilities.

The Trustees have considered carefully the Charity Commission’s guidance on public benefit. The provision of the services as described herein provides a benefit to all in this country and further afield.

Risk Statement

The Trustees maintain a register of the major risks to which the organisation is exposed. This register is reviewed annually. Systems are in place to mitigate any risks as far as is possible, within practical and financial constraints.

Policy Review

Management have developed a comprehensive set of Management and Service Delivery Policies which are reviewed annually. These include Safeguarding Children & Vulnerable Adults and Adults and Child Protection.

**Annual Report, Unaudited Accounts Report & Financial Statements
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Annual Review

SociABLES Hub & C.R.E.W.S. is a Registered Charity (CIO) formed and introduced by a group of parents/carers responding to a gap in provision and the need for continued and developed services for local Children/ Adults who have Disabilities/Special Needs, following the collapse and closure of two major local charity providers in 2015. SociABLES Hub & C.R.E.W.S., still in its infancy, have grown steadily from its original unincorporated Not for Profit Voluntary Group to gain charity status in September 2019, becoming registered with the Charity Commission in England & Wales, registration number 1185428.

SociABLES Hub & C.R.E.W.S. provides a comprehensive range of Inclusive services in support primarily for Adults and Children with Disabilities/Special Needs/Complex Health Conditions including Mental Health and anxiety. Where funding permits, our services can also extend through specifically funded projects to others identified as being disadvantaged. This may be due to multiple risk factors including those from Abusive Backgrounds, Socially Excluded, Low Income, Rural Isolation etc. Our services are intended to play a part in each individuals` personal development and to contribute towards improving outcomes.

SociABLES Hub programmes promote, social inclusion and provide Play/Social Activities and Friendship Clubs for Adults & Children of all abilities. Recognising the need for meaningful work experience/work-based skills, our C.R.E.W.S. (Centre for Recreation, Education and Work-based Skills) Projects provide progression by means of skills workshops, short courses and supported work placements for adults of All Abilities. C.R.E.W.S. also provides an Enrichment programme to include socialisation, life skills and personal development. Locally we are Leading Specialist Providers of services prioritised for Adults/Children who have any kind of diagnosed disability/special need and are approved providers with local authorities, within their Dynamic Purchasing System for referrals and tenders.

SociABLES Hub & C.R.E.W.S. do not provide domiciliary care, we do however employ and have access to, and/or can introduce P.A. Support Workers who may be able to provide additional support including personal care if required to access our services more easily.

Our Services operate 6/7 days per week all year round including Weekends and School/College Holidays, providing currently 82,400 hours of care each year with more than 23,000 hours of this made possible due to volunteering commitment. We support Adults across the age range and children/teens from aged 14yrs onwards with transition support. We operate mainly out of our base in Bewdley, Worcestershire but also serving those who are resident in Herefordshire and South Shropshire but attend our services regularly (between 1 – 4 times weekly). Our socially inclusive Services operate out and about throughout the Marches Counties of Herefordshire, Worcestershire and Shropshire and beyond.

Our Social Enrichment/Play programmes are written by our service users themselves and are personal to their own interests; there is no end to the possibilities and programmes include a full spectrum of ideas from Countryside Visits and Picnics, Arts and Crafts to Bowling, Eating Out and more adventurous Rock Climbing and Canoeing. Activities are adapted so that everyone can take part. Regular activities include general chilling out at with friends at our Centre, Skills Training, Digital Workshops, Cinema, Swimming, Bowling, Canoeing, Skiing, Dance, Music, Theatre, Eating Out, Craft Workshops, Outings etc etc.

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CEO/Projects Manager Report

Not unlike many other small organisations, we find ourselves 4 years on from the effects of Covid Lockdowns, still working towards catch up, of our pre-pandemic Development Plans, a situation we aim to be free of, within the next year or two with improvement plans. Although year on year we have continued to make good growth, further progress will require additional funding, dedicated management time, changes in staff responsibilities with one role expanded to include fundraising and project development, and extra allocated staff hours to prioritise bringing some of our underdeveloped projects to successful fruition. Overall, this year has been another successful one, with plenty to be proud about including an influx of new service users and therefore an increase in the number of sessions delivered and numerous individual achievements for many of our Service Users, including those with more complex needs. Always we work to review our services and to make changes and new introductions where necessary, to meet the needs of our service users.

Organisation Structure: Our new structure introduced a full year ago with the aim to free up CEO time for more strategic planning has been of great assistance, with Richard Crompton, our Projects Co-ordinator, completing his first year in his expanded role with great competence and dedication. The popular appointment of Richard in his new role, marks a significant milestone in our progression planning for the future of SociABLEs Hub. Richard has responsibility for daily operations and programme planning and bookings, as well as team support and service user liaison.

Alongside Richard, Michelle Weaver who also has been with us since inception has special skills and understanding in complex needs, also had her role expanded within the past year and so as Projects Quality Officer will continue to concentrate on Individual Support Plans, Individual Risk Assessments as well as programming our therapeutic Arts and Crafts Programmes. Michelle will also assist Staff with Behavioural Management in some of our Service Users and is also our Designated Safeguarding Officer.

A third planned change in our staffing line up going into our next year, is to progress further the role of Stan Jones who currently has responsibility for Marketing, Social Media and Digital Workshops and whom has brought a new dimension to our offering. Digital literacy among our users has been on the rise, thanks to the dedicated workshops instructed by Stan (including a Spring Photo Competition with Prize-winners) and an informative visit from the local police to name but a few.

Stan has a masters degree in Business and is eager to use his skills to aid Sociables fundraising plans, it is anticipated therefore, that Stan`s role will be expanded to include this responsibility as our Projects Development Worker. All newly expanded roles report directly to and work closely with the CEO on policy and procedures as well as on projects development. Services take up have increased by 100% over the past three years and we look forward to responding to the exciting new opportunities ahead of us, as well as looking to consolidate our learning and ensuring projects in the pipeline are realised effectively. Capital developments are also planned for the coming year both in terms of renovation of our premises and expanding/repurposing some areas to meet our growing needs. This will include having a new roof on our Stowaways building in order to increase its use for all year round (previously an open fronted shelter and now to become an indoor usable building).

**Annual Report, Unaudited Accounts Report & Financial Statements
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Management time continues to be monitored. This year has seen a need for a `hands on` approach from all due to repeated staff absences which have placed strain on management roles. `Office time` remains in short supply. A large proportion of all hours spent working are provided voluntary for the CEO. Policy and Procedures reviews are taking place with Trustees and management working closely to address issues of managing attendance and performance. However, as in previous years, there is a continued sense within the Staff and Volunteer team of true progress again this year. We have a very dedicated, passionate team and our ethos and the services we provide for our service users, reflects this.

Achievements this year have included:

- Continuing to be registered as preferred providers on local authority Dynamic Purchasing Scheme (DPS) for Positive Day Opportunities, has led to new referrals and an increase to our purchase order/contracts paid on portal with the Local Authority, by approx. 50% in 3 years.
- We have welcomed a number of interested parties and new starters, as well as many existing service users choosing to increase their number of participation days in our service.
- We have seen successful grants from local initiatives such as the Rotary Club and Monday Night Club, these have aided our development plans, e.g. purchase of a new shed for our bikes and wheelchairs and new pergola raised, and next to it we have established a new raised bedding memory garden stocked with beautiful flowers. Lee and Dave have also renovated our large shed to provide a woodworking workshop area for future development.
- Part funding has been achieved from Kate Wellings Trust towards the cost of a new roof for our Stowaways building. The need for this renovation is becoming increasingly important to enable us to spread out and accommodate our increased community. The new roof will mean that Stowaways will be useable all year round with areas for relaxation and workshops (presently the building with its polycarbonate roof is too hot in summer and too cold in winter) Active fundraising is now underway to make this planned improvement a reality before the winter.
- Digital literacy among our users has been on the rise, thanks to our pilot scheme introduced last year to include dedicated workshops in basic skills for enjoying digital literacy, film making, presenting skills, photography (including Spring Photo Competition with Prize-winners) and an informative visit with talks on online e safety, from the local police. For so many of our Service Users these workshops have opened up a whole new world and development of new skills that we wish to continue. Fundraising to formalise these workshops is a priority for the coming year.
- Our Centre continues to benefit from last year's installation of bulk gas tank, sunken in our garden. This has been a saving on heating bills and our new gas boilers function much more efficiently.
- Staff retention continues to be a success on our Team, with the majority of our staff now being in place since inception. This continuity is of benefit to our service users, particularly those who have Autistic Spectrum Disorders and find change difficult.
- Our Service Users Shop is well stocked with general items for everyday use but also include gift packs and handmade craft items, made with the creativity of our service users, during Enterprise Workshops. Service Users make purchases of items using the `vouchers` they earn (so our given freely) and some items are offered for sale to the public at craft fairs and open

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

days etc. We are grateful for donated items to our and those from In-Kind direct, which provide added element of life skills learning built into this scheme and work based skills in terms of learning about Retail and Marketing, which means the donated products have triple the value!

- We feel our Enterprise Project, run by Service Users with packs previously sold on Bewdley Market and at Craft Fairs, is still underdeveloped and funding is required to help bring it more fully to fruition for the benefit of meaningful work experience for our Service Users. We continue to look for an outlet for our Retail items. The Enterprise Project has however, still been successful and has given Service Users a great sense of worth.
- Continuation of our own SociABLEs Youtube Channel with regular videos being created by Service Users and managed by Service Users continues to be a great success. Our online Followership (total new subscribers from Facebook, YouTube, and Instagram) has expanded by over 100 individuals - and we have a new, modern, updated website.
- Our Comprehensive Activities Programme has delivered a vast array of Social Opportunities to suit every interest. Activities take place mainly out and about within the mainstream community and range from gentle indoor activities to outdoor adventures. There have been numerous success stories, personal to individuals attending our Services. Newly introduced elements have included: Jo's new Thursday gardening group which has been a great success, particularly with participation from SU's in the development of a thriving herb garden. Val (aka Knitting Nanny) has been knitting with us every Thursday, providing a warm and engaging activity for those who wish to knit and natter. We have successfully diversified our Friday schedule (previously aimed only at Specialised Independence Users) to include and accommodate for 3 mixed ability groups. Funding will be sought to continue and build upon our successful new elements this year.
- We have added a new vehicle to our fleet, which is specifically designed to accommodate a wheelchair, improving our in-house transport capabilities.
- Again, our Festival Style Outdoor AGM with street food served from the Noshery and live entertainment was a great event this year and enjoyed by all, with over 100 attending. Other events have been several themed Afternoon Teas, Christmas Dinner for 47 and Fairs & Markets at our Centre. The `Noshery` comes into its own particularly at times of SociABLEs events. Having purchased this catering trailer, we are working on developments to extend its use, maybe incorporating our Picnics in Sheds projects. This will provide further valuable work experience for our Service Users interesting in Catering and Hospitality and Marketing.

We thank our dedicated volunteer base for the hours and hours of volunteer Craftsmen time enabling us to continue to renovate our buildings but also thank you to local businesses that have discounted or even sponsored items for our Longbank Centre.

Future Plans

2025 will be our 10th Birthday year! We plan to celebrate in style and to recognise those who have journeyed along with us over the past wonderful decade! Our Service Users, their needs, their aspirations and their personal development have always been central to our service planning. We take our learning always from them and they write the script in terms of designing our services and

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

programmes. With this ethos and commitment to our Service Users, we are confident of providing quality services that encourage progression for every individual, that increase skills for independence and that promote social inclusion. Moreover, we are confident our services contribute positively towards each Service Users personal development and that Services remain flexible and relevant over time. We now have the following priorities for coming year/s in order to achieve this, much of which is ongoing and built upon successes of last year : (in no particular order)

- To fundraise for, plan and execute a wonderful 10th year birthday celebration to remember, with all Service Users and invited guests!
- To monitor the changes to staffing structure and its affect on service quality and its intention to free up time for the CEO to concentrate on fundraising and development tasks.
- To ensure funding available to correctly remunerate staff for the hours they work, rather than so many of those hours being made voluntary (all staff have agreed to continue to give some hours voluntary however for some it is more than half of the time they work)
- To continue to provide Staffing Capacity in line with Service Delivery Needs and to respond to referrals and to meet the needs of those currently on our waiting list.
- To address issues of Staff absences/performances in some, mindful of the affect on the team and service quality as a whole
- To increase offering in terms of personalised interest groups
- To affirm the successful pilot project of Digital Skills Workshops and Marketing on a permanent basis by sourcing funding.
- To seek ongoing funding to formalise successful introductions in service and to respond to development needs
- To work closely with local authority and health professionals to promote Healthy Lifestyles and Wellbeing and to look to provide workshops and/or workshop space for the same.
- Look to raise our profile with active networking, publicity, and information/social events.
- To continue to become `Greener` including moving toward electric vehicles in the future. We will also continue with our green planting schemes and upcycling/recycling etc,
- Drawing on past successes in running short courses run for Kidderminster College`s Bridging Course Groups, we still seek to develop specific and individualised programmes of supported work placements and work-based skills workshops/training. We hoped for these programmes to operate twice weekly for up to 16 service users and to cover a variety of work experience skills for learning outcomes in Horticulture, Land-based Skills, Catering & Hospitality, Retail & Marketing and Arts and Crafts. We aim to provide volunteer reimbursements and access to the shop voucher scheme will be in place for Service User Volunteers accessing this area of specialised independence/supported work placements. This development is partly in place, achieved in the past year for 10 Service Users but would benefit from more dedicated management time and funding to be fully operational.
- To continue with onsite improvements and update/renew equipment that is past its shelf life.
- To further develop our Service Users Enterprise Project and identifying other sales outlets including online shops
- Develop our website more fully and update our promotional materials/leaflets.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

With Thanks

SociABLEs Hub & C.R.E.W.S. is about an amazing bunch of Adults and Children, with personality plus, determinedly overcoming their differences and perceived barriers, to Enjoy a Life of Their Choice. We are very proud of what has so far been achieved with SociABLEs Hub & C.R.E.W.S. and I would like to thank Staff, Volunteers, Trustees, Workmen, Instructors, those who have made Grants and Donations to us, those who have provided goods or services at reduced or free of costs, our Landlords for the support given, but most of all I would like to thank our brilliant Service Users and their families for the absolute pleasure and inspiration they give us every year and for making all things worthwhile.

*Prepared by Sharon-Ann Fairfax
CEO/Projects Manager*

**B.A. Hons Education Studies (special needs)
F.C.M.I. DMS Chartered Manager**

Financial Review

Reserves Policy

It is the Trustee's aim to maintain reserves equal to at least 3 months running costs to ensure ongoing viability and to safeguard the organisation against unforeseen circumstances. We are still working towards meeting this reserves policy, hindered to some extent by the covid years and losses not met by BI Insurance and by loss of development time during that time. We have moved forward towards this policy, with managing a small cash generation of more than £9,020 last year which helps preserve a buffer ongoing despite continued development this past year. Planned changes to one staff role to increase hours for fundraising activity, aims to assist in further improving financial stability.

Financial Statements follow overleaf:

SOCIABLES HUB AND C.R.E.W.S.
Receipts and Payments Account
for the Year Ended 31st March 2024

	Total Funds 2024 £	Total Funds 2023 £
Receipts		
Student Fees	247,529	242,472
Donations and fundraising	0	333
Grants received	2,500	-
Grants received - HMRC CVJRS	-	-
Insurance claim	7,550	-
Other	5,393	895
	262,973	243,700
Total receipts	262,973	243,700
Payments		
Payroll - Salaries	123,266	106,318
Payroll - Pension	2,978	3,035
Sessional work/volunteer expenses	8,880	7,300
Staff Training	1,195	1,662
Activities	58,934	71,613
Rent	7,960	7,320
Capital Purchase - HONDA VF11KTE	0	6,400
Car Finance	2,265	894
Building & maintenance	5,956	7,838
Furniture/Equipment	4,742	8,247
Catering	3,260	703
Telephone\Utilities	7,251	3,483
Crafts\Enterprise Activities	7,789	1,702
Insurance	5,389	3,721
Vehicle running costs	5,611	7,298
Community Transport	3,481	-
Professional fees	1,110	1,044
Bank Charges	122	-
Sundries	3,765	2,656
	253,953	241,234
Total payments	253,953	241,234
Excess of receipts over payments/ (payments over receipts) for the year	9,020	2,465
Opening cash funds	24,790	22,325
	33,810	24,790
Closing cash funds	33,810	24,790

These financial statements have been prepared on a receipts and payments basis.

SociABLEs Hub & C.R.E.W.S.

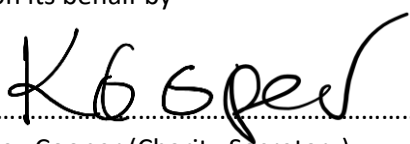
Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023

Statement of Assets and Liabilities
at 31st March 2024

	2024 £	2023 £
Assets		
motor vehicle reg.LY56ZCN	712	950
Vauxhall Sharan - reg.GP57 JHX	451	601
Vauxhall Sharan - reg.WG08 NLD	-	1,353
Honda - reg.VF11KTE	4,425	5,900
Caravan	178	237
Noshery	2,813	3,750
	<u>8,579</u>	<u>12,791</u>
Cash funds		
Cash at bank	33,810	24,790
Cash in hand	-	-
	<u>33,810</u>	<u>24,790</u>
Total cash funds		
Other monetary assets		
Fees owing	9,400	7,814
PAYE refund	-	-
	<u>9,400</u>	<u>7,814</u>
Liabilities		
Accruals	-	-
	<u>0</u>	<u>0</u>

All assets and liabilities of the charity relate to unrestricted funds.

Approved by the Board of Trustees on 28th June 2024
and signed on its behalf by



.....
Mrs Kimberley Cooper (Charity Secretary)

These financial statements have been prepared on a receipts and payments basis.

SOCIABLES HUB & C.R.E.W.S.

England & Wales - Charity number 1185428

Accounts



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Hub &
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Nicholas Lathe – Treasurer

**(NB: SociABLEs currently operate a rotating Chair arrangement with Carole Horton
being Chair at time of AGM)**

Administrative Office:

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Longbank
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Management/Admin Contact:

Sharon Ann Fairfax - CEO

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2. “To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation and/or for supported work based activities of individuals who have need of such facilities by reason of their disability, ill health (physical or mental), poor educational or skills attainment, financial hardship or social circumstances with the object of improving their conditions of life.”

In furtherance of the above the trustees will have a particular focus, without limitation, to people (Children & Adults) with disabilities.

The Trustees have considered carefully the Charity Commission’s guidance on public benefit. The provision of the services as described herein provides a benefit to all in this country and further afield.

Risk Statement

The Trustees maintain a register of the major risks to which the organisation is exposed. This register is reviewed annually. Systems are in place to mitigate any risks as far as is possible, within practical and financial constraints.

Policy Review

Management have developed a comprehensive set of Management and Service Delivery Policies which are reviewed annually. These include Safeguarding Children & Vulnerable Adults and Adults and Child Protection.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

Annual Review

SociABLES Hub & C.R.E.W.S. is a Registered Charity (CIO) formed and introduced by a group of parents/carers responding to a gap in provision and the need for continued and developed services for local Children/ Adults who have Disabilities/Special Needs, following the collapse and closure of two major local charity providers in 2015. SociABLES Hub & C.R.E.W.S., still in its infancy, have grown steadily from its original unincorporated Not for Profit Voluntary Group to gain charity status in September 2019, becoming registered with the Charity Commission in England & Wales, registration number 1185428.

SociABLES Hub & C.R.E.W.S. provides a comprehensive range of Inclusive services in support primarily for Adults and Children with Disabilities/Special Needs/Complex Health Conditions including Mental Health and anxiety. Where funding permits, our services can also extend through specifically funded projects to others identified as being disadvantaged. This may be due to multiple risk factors including those from Abusive Backgrounds, Socially Excluded, Low Income, Rural Isolation etc. Our services are intended to play a part in each individuals` personal development and to contribute towards improving outcomes.

SociABLES Hub programmes promote, social inclusion and provide Play/Social Activities and Friendship Clubs for Adults & Children of all abilities. Recognising the need for meaningful work experience/work-based skills, our C.R.E.W.S. (Centre for Recreation, Education and Work-based Skills) Projects provide progression by means of skills workshops, short courses and supported work placements for adults of All Abilities. C.R.E.W.S. also provides an Enrichment programme to include socialisation, life skills and personal development. Locally we are Leading Specialist Providers of services prioritised for Adults/Children who have any kind of diagnosed disability/special need and are approved providers with local authorities, within their Dynamic Purchasing System for referrals and tenders.

SociABLES Hub & C.R.E.W.S. do not provide domiciliary care, we do however employ and have access to, and/or can introduce P.A. Support Workers who may be able to provide additional support including personal care if required to access our services more easily.

Our Services operate 6/7 days per week all year round including Weekends and School/College Holidays, providing currently 74,100 hours of care each year with more than 21,000 hours of this made possible due to volunteering commitment. We support Adults across the age range and children/teens from aged 14yrs onwards with transition support. We operate mainly out of our base in Bewdley, Worcestershire but also serving those who are resident in Herefordshire and South Shropshire but attend our services regularly (between 1 – 4 times weekly). Our socially inclusive Services operate out and about throughout the Marches Counties of Herefordshire, Worcestershire and Shropshire and beyond.

Our Social Enrichment/Play programmes are written by our service users themselves and are personal to their own interests; there is no end to the possibilities and programmes include a full spectrum of ideas from Countryside Visits and Picnics, Arts and Crafts to Bowling, Eating Out and more adventurous Rock Climbing and Canoeing. Activities are adapted so that everyone can take part. Regular activities include general chilling out at with friends at our Centre, Skills Training, Cinema, Swimming, Bowling, Canoeing, Skiing, Dance, Music, Theatre, Eating Out, Craft Workshops, Outings etc etc.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

CEO/Projects Manager Report

Here we are continuing with the `Post Pandemic Years`. Though it has already been 3 years since the first lockdown, it is clear from where we are, that our overall Business Planning and Development has been affected by the covid restrictions and whilst again we have made good growth this year, we do still need to look at the underdevelopments of some projects that have not yet fully come to fruition. Funding and dedicated management and staffing time is going to be necessary to fully meet our goals, but overall, this year has been another successful one, with plenty to be proud about.

This year we have introduced a new structure to free up CEO time for more strategic planning. Richard Crompton who has been with us since inception, steps up and moves into the role of Projects Coordinator, taking on responsibility for daily operations and programme planning and bookings, as well as team support and service user liaison. Already Rich is doing very well in his new role, and this has brought a new efficiency within our service. Michelle Weaver who also has been with us since inception has special skills and understanding in complex needs and so as Projects Quality Officer will concentrate on Individual Support Plans, Individual Risk Assessments as well as programming our therapeutic Arts and Crafts Programmes. Michelle will also assist Staff with Behavioural Management in some of our Service Users and is also our Designated Safeguarding Officer. Both new roles report directly to and work closely with the CEO on policy and procedures as well as projects development. The changes to our structure are part of our future planning as our Organisation continues to grow. Services take up have increased by 100% over the past three years and we look forward to responding to the exciting new opportunities ahead of us, as well as looking to consolidate our learning and ensuring projects in the pipeline are realised effectively.

This good use of Management time will continue to be monitored. At times `office time` still seems to be in short supply and still a large proportion of all hours spent working are provided voluntarily for the CEO however, as per last year, there is a continued sense within the Staff and Volunteer team of true progress again this year. We have a very dedicated, passionate team and our ethos and the services we provide for our service users, reflects this.

Achievements this year have included:

- Continuing to be registered as preferred providers on local authority Dynamic Purchasing Scheme (DPS) for Positive Day Opportunities, has led to new referrals and an increase to our purchase order/contracts paid on portal with the Local Authority, by 45%.
- Growth in our Services have meant that we have been able to employ on a short-term basis, a new staff member to help extend our offering by providing a range of Digital Skills Workshops as well as increasing skills in Retail and Marketing. Many of our Service Users have been well stimulated and intrigued by these workshops and the results have been quite amazing with great achievements from our budding film makers and presenters. Workshops currently run twice weekly, seeking funding to continue and develop this project is a priority for the coming year.
- Increased referrals to our Services have continued. Our `business` has grown by approximately 36% over the past year. We have increased staffing capacity and have reorganised our premises to accommodate this increase and with more changes to our centre

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

in the form of a new `warm` roof to enable all year-round use of the Stowaways building. This improvement is planned with completion by the end of 2023, funding permitting.

- Changes to our Centre this year has included installing a huge, sunken bulk gas tank which should half the cost of our gas usage over expensive cylinder prices we have had for years and will function more efficiently with our new gas boilers.
- Increased Staffing/Volunteers. We have again this year, been pleased to welcome on board another new Specialist Support Worker and Volunteer to meet the needs of a growing Service User base. The new Staff Member and volunteer have settled in well and bring additional skills to our team. Staff retention continues to be a success on our Team, with the majority of our staff now being in place since inception. This continuity is of benefit to our service users, particularly those who have Autistic Spectrum Disorders and find change difficult.
- Our Service Users Shop is well stocked with general items for everyday use but also include gift packs and handmade craft items, made with the creativity of our service users, during Enterprise Workshops. Service Users make purchases of items using the `vouchers` they earn (so our given freely) and some items are offered for sale to the public at craft fairs and open days etc. We are grateful for donated items to our and those from In-Kind direct, which provide added element of life skills learning built into this scheme and work based skills in terms of learning about Retail and Marketing, which means the donated products have triple the value!
- We feel our Enterprise Project, run by Service Users with packs previously sold on Bewdley Market and at Craft Fairs, is still underdeveloped and funding is required to help bring it more fully to fruition for the benefit of meaningful work experience for our Service Users. We look for an outlet for our Retail items and are still looking to develop into our own Etsy shop; The Enterprise Project has however, still been successful and has given Service Users a great sense of worth.
- Continuation of our own SociABLEs Youtube Channel with regular videos being created by Service Users and managed by Service Users has been a great success and has attracted new people to our service as well as helping to raise our profile generally.
- New Signage to our centre has been erected and does wonders to draw attention to us locally.
- Our Comprehensive Activities Programme has delivered a vast array of Social Opportunities to suit every interest. Activities take place mainly out and about within the mainstream community and range from gentle indoor activities to outdoor adventures. There have been numerous success stories, personal to individuals attending our Services.
- Our `Picnics in Sheds` venture- arising out of the `rule of 6` Covid restrictions is also underdeveloped, but we will look for funding to bring this whole idea to life.
- Again, our Festival Style Outdoor AGM with street food served from the Noshery and live entertainment was a great event this year and enjoyed by all, with over 70 attending. Other events have been several themed Afternoon Teas, Christmas Dinner for 40 and Fairs & Markets at our Centre.
- The `Noshery` comes into its own particularly at times of SociABLEs events. Having purchased this catering trailer, we are working on developments to extend its use, maybe incorporating our Picnics in Sheds projects. This will provide further valuable work experience for our Service Users interesting in Catering and Hospitality and Marketing.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

We thank our dedicated volunteer base for the hours and hours of volunteer Craftsmen time enabling us to continue to renovate our buildings but also thank you to local businesses that have discounted or even sponsored items for our Longbank Centre.

Future Plans

Our Service Users, their needs, their aspirations and their personal development have always been central to our service planning. We take our learning always from them and they write the script in terms of designing our services and programmes. With this ethos and commitment to our Service Users, we are confident of providing quality services that encourage progression for every individual, that increase skills for independence and that promote social inclusion. Moreover, we are confident our services contribute positively towards each Service Users personal development and that Services remain flexible and relevant over time. We now have the following priorities for coming year/s in order to achieve this, much of which is ongoing and built upon successes of last year : (in no particular order)

- To monitor the changes to staffing structure and its affect on service quality and its intention to free up time for the CEO to concentrate on fundraising and development tasks.
- To ensure funding available to correctly remunerate staff for the hours they work, rather than so many of those hours being made voluntary (all staff have agreed to continue to give some hours voluntary however for some it is more than half of the time they work)
- To continue to increase Staffing Capacity in line with Service Delivery Needs and to respond to referrals and to meet the needs of those currently on our waiting list.
- To increase offering in terms of personalised interest groups
- To affirm the successful pilot project of Digital Skills Workshops and Marketing on a permanent basis by sourcing funding.
- Look to raise our profile with active networking, publicity, and information/social events.
- To continue to become `Greener`. This year we have scrapped one of our diesel vehicles for a modern petrol 8-seater, however, still require purchasing one more vehicle, ideally disposing of our last existing diesel MPV for an electric/hybrid equivalent. We will also continue with our green planting schemes and upcycling/recycling etc,
- Drawing on past successes in running short courses run for Kidderminster College`s Bridging Course Groups, we still seek to develop specific and individualised programmes of supported work placements and work-based skills workshops/training. We hoped for these programmes to operate twice weekly for up to 16 service users and to cover a variety of work experience skills for learning outcomes in Horticulture, Land-based Skills, Catering & Hospitality, Retail & Marketing and Arts and Crafts. We aim to provide volunteer reimbursements and access to the shop voucher scheme will be in place for Service User Volunteers accessing this area of specialised independence/supported work placements. This development is partly in place, achieved in the past year for 10 Service Users but would benefit from more dedicated management time and funding to be fully operational.
- To continue with site improvements and update/renew equipment that is past its shelf life.
- To further develop our Service Users Enterprise Project and identifying other sales outlets including online shops
- Develop our website more fully and update our promotional materials/leaflets.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

- To seek specific funding to enable the development of Projects needing more input to bring them into fruition, e.g. Picnics in Sheds, the Noshery and Retail Outlets.
- To increase our offering in terms of Work Placements, by feasibility testing the introduction of our own Noshery café / craft café and Picnic in Sheds enterprise.

With Thanks

SociABLEs Hub & C.R.E.W.S. is about an amazing bunch of Adults and Children, with personality plus, determinedly overcoming their differences and perceived barriers, to Enjoy a Life of Their Choice. I am very proud of what has so far been achieved with SociABLEs Hub & C.R.E.W.S. and I would like to thank Staff, Volunteers, Trustees, Workmen, Instructors, those who have made Grants and Donations to us, those who have provided goods or services at reduced or free of costs, our Landlords for the support given, but most of all I would like to thank our brilliant Service Users and their families for the absolute pleasure and inspiration they give us every year and for making all things worthwhile.

Prepared by Sharon-Ann Fairfax
CEO/Projects Manager
B.A. Hons Education Studies (special needs)
F.C.M.I. DMS Chartered Manager

Financial Review

Reserves Policy

It is the Trustee's aim to maintain reserves equal to at least 3 months running costs to ensure ongoing viability and to safeguard the organisation against unforeseen circumstances. We are still working towards meeting this reserves policy, hindered to some extent by the covid years and losses not met by BI Insurance and by loss of development time during that time. But despite circumstances created by the COVID 19 pandemic, we have moved forward towards this policy, with managing a small cash generation of more than £2,450 last year which preserves a buffer ongoing despite continued development this past year.

Financial Statements follow overleaf:

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023

SOCIABLES HUB AND C.R.E.W.S.
Receipts and Payments Account
for the Year Ended 31st March 2023

	Total Funds 2023 £	Total Funds 2022 £
Receipts		
Student Fees	242,472	178,234
Donations and fundraising	333	683
Grants received	-	14,896
Grants received - HMRC CVJRS	-	7,861
Insurance claim	-	-
Other	895	228
	<hr/>	<hr/>
Total receipts	243,700	201,902
Payments		
Payroll - Salaries	106,318	85,622
Payroll - Pension	3,035	2,475
Sessional work/volunteer expenses	7,300	6,650
Staff Training	1,662	-
Activities	71,613	59,097
Rent	7,320	7,320
Capital Purchase - HONDA VF11KTE	6,400	5,000
Car Finance	894	0
Building & maintenance	7,838	11,838
Furniture/Equipment	8,247	6,991
Catering	703	597
Telephone\Utilities	3,483	2,693
Crafts\Enterprise Activities	1,702	1,989
Insurance	3,721	3,610
Vehicle running costs	7,298	7,247
Professional fees	1,044	1,626
Bank Charges	-	-
Sundries	2,656	1,373
	<hr/>	<hr/>
Total payments	241,234	204,128
Excess of receipts over payments/ (payments over receipts) for the year	2,465	(2,226)
Opening cash funds	22,325	24,551
	<hr/>	<hr/>
Closing cash funds	24,790	22,325

SociABLEs Hub & C.R.E.W.S.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2023**

These financial statements have been prepared on a receipts and payments basis.

**SOCIABLES HUB AND C.R.E.W.S.
Statement of Assets and Liabilities
at 31st March 2023**

	2023	2022
	£	£
Motor vehicles		
motor vehicle reg.LY56ZCN	950	1,266
Vauxhall Sharan - reg.GP57 JHX	601	802
Vauxhall Sharan - reg.WG08 NLD	1,353	1,805
Honda - reg.VF11KTE	5,900	-
Caravan	237	317
Noshery	3,750	5,000
	<u>12,791</u>	<u>9,188</u>
Cash funds		
Cash at bank	24,790	22,325
Cash in hand	-	-
	<u>24,790</u>	<u>22,325</u>
Other monetary assets		
Fees owing	7,814	7,984
PAYE refund	-	-
	<u>7,814</u>	<u>7,984</u>
Liabilities		
Accruals	-	-
	<u>0</u>	<u>0</u>

All assets and liabilities of the charity relate to unrestricted funds.

These financial statements have been prepared on a receipts and payments basis.

Approved by the Board of Trustees on 10th
August 2023

and signed on its behalf by
Kim Cooper

 (Secretary)

SOCIABLES HUB & C.R.E.W.S.

England & Wales - Charity number 1185428

Accounts

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2022

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Registered
Charity 1185428

01/04/2021

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31/03/2022

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Unaudited Annual Report & Financial Statements of

SociABLEs Hub & C.R.E.W.S.

Longbank, BEWDLEY, Worcestershire DY12 2QW Tel
01299 400655

Email office@sociableshub.org.uk

Prepared on a Receipts & Payments basis

SociABLEs Hub & C.R.E.W.S.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2022**

General Information

Trustees: Rebecca Lathe
Kim Cooper - Secretary
Sue Breakwell
Vincent Breakwell
Carole Horton
Patrick Warrington
Shirley Hughes
Deborah Millington
Nicholas Lathe - Treasurer

**(NB: SociABLEs currently operate a rotating Chair arrangement with
Rebecca Lathe
being Chair at time of AGM)**

Administrative Office: Longbank Centre
Longbank
BEWDLEY
Worcestershire
DY12 2QW

Management/Admin Contact: Sharon Weston - CEO

Accounts Prepared F.O.C. By: Rice & Co
14A Market Place
Uttoxeter
Staffordshire
ST14 8HP

Bankers: Barclays Bank Plc
66 Oxford Street
Kidderminster
DY10 1BL

Status: The Organisation gained Registered Charity (CIO) Status in September 2019 following an Application to Charity Commission of England & Wales. Our Registered Charity Number is 1185428.

The Trustees present their annual report with the financial statements of the organisation for the year ended 31st March 2022.

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements For the Year Ended 31st March 2022

Trustees

The Trustees have overall responsibility and provide the legal framework to ensure that the Organisation is managed in an exclusively charitable manner, and to drive provision within the established Objects. Trustees meet on a quarterly basis.

Trustees serving during the year and their positions held were as follows:

Alan Weaver –	Acting Chair	(Retired as Chair December 2021)
Kim Cooper –	Charity Secretary	
Nicholas Lathe –	Treasurer	(Special Responsibilities Health & Safety)
Carole Horton –		(Special Responsibilities Staff/Vols Support)
Shirley Hughes		(Special Responsibilities Monitoring & Evaluation)
Deborah Millington		(Special Responsibilities Monitoring & Evaluation)
Patrick Warrington		(Special Responsibilities Health & Safety)
Susan Breakwell		((Special Responsibilities Staff/Vols Support)
Vincent Breakwell		(Special Responsibilities Health & Safety)
Rebecca Lathe		(Designated Trustees for Safeguarding & CP)

Structure, Governance and Management

To effect the daily running of the Organisation, SociABLES Hub & C.R.E.W.S. devolves management duties to the CEO/Projects Manager, and a Staffing structure as follows:

CEO/Projects Manager Sharon Weston (Safeguarding Deputy) TEL 0777 333 5524
Projects Development Worker/Specialist Support Worker Michelle Weaver (Designated Safeguarding Officer) TEL 07581 701522
Specialist Support Workers Richard Crompton (Specialised Independence/Buddying & Activities Co-ordinator) Lee Cutler (Outdoor Activities & Work Experience) Jo Ward (Outdoor Activities, Allotment, Horticulture, Cookery & General Support) Dave D`Alton (Wood Work, Maintenance & Work Experience) Sarah Carey (House Keeping & Life Skills) Julia Tacey (Art Therapy & Crafts) Brenda Banford (Arts and Crafts, Housekeeping, Life Skills and Outings Support) Joyce Williams (Vol Crafts & Cooking) Kim Cooper (Charity Secretary & Admin Support) Newly appointed, Nikki Faulkener (Catering & Hospitality, Outings Support and Care)
Team of Volunteers/Sessional Instructors
Staff Members also available for Booking for P.A. work: Michelle Benjamin, Richard Crompton, Jo Ward & Nikki Faulkener

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2022**

Governing Document

Constitution

The Organisation has achieved Charity Commission registration and is a Community Interest Organisation CIO registered in England & Wales.

We have adopted the Charity Commission model foundation document for CIOs with few amendments relevant to our organisation. Objects and powers have been established and are governed under our constitution.

Objects of the Charity

1. “To promote social inclusion for the public benefit by preventing people (Children & Adults) from becoming socially excluded, relieving the needs of those people (Children & Adults) who are socially excluded and assisting them to integrate into society.

For the purpose of this clause ‘socially excluded’ means being excluded from society, or parts of society, as a result of one or more of the following factors: discrimination on the grounds of disability; ill health (physical or mental); poor educational or skills attainment; relationship and family breakdown; financial hardship.

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In furtherance of the above the trustees will have a particular focus, without limitation, to people (Children & Adults) with disabilities.

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The Trustees maintain a register of the major risks to which the organisation is exposed. This register is reviewed annually. Systems are in place to mitigate any risks as far as is possible, within practical and financial constraints.

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SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements For the Year Ended 31st March 2022

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Our Social Enrichment/Play programmes are written by our service users themselves and are personal to their own interests; there is no end to the possibilities and programmes include a full spectrum of ideas from Countryside

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements For the Year Ended 31st March 2022

Visits and Picnics, Arts and Crafts to Bowling, Eating Out and more adventurous Rock Climbing and Canoeing. Activities are adapted so that everyone can take part. Regular activities include general chilling out at our Centre, Skills Training, Cinema, Swimming, Bowling, Canoeing, Skiing, Dance, Music, Theatre, Eating Out, Craft Workshops, Outings etc etc.

CEO/Projects Manager Report

Here we are now with all restrictions lifted and being encouraged to `Live with Covid`... apparently! Realistically, Covid continues to impact on all we do, with daily testing for staff, reporting on any covid incidents and absences where there is still a need to isolate, even when A symptomatic. Like many organisations, SociABLEs will undoubtedly continue to measure its `operations` in terms of `Pre-Pandemic and Post Pandemic and life continues to be challenging and recovery time is still occurring, but happily we have survived where others haven't. Lessons learned during lockdown in terms of Management time being spent wisely on management and development tasks, including fundraising, has suffered some slippage this year, with further dedication to hands on, building back on quality service delivery and on induction and mentoring new staff. Going forward tasks will be delegated to free up Management time. This needs to be built upon to both consolidate our growth and to look to development. This good use of Management time will continue to be monitored. At times `office time` still seems to be in short supply and still a large proportion of all hours spent working are provided voluntary for the CEO however, as per last year, there is a continued sense within the Staff and Volunteer team of true progress again this year. We have a very dedicated, passionate team and our ethos and the service we provide for our service users, reflects this.

Achievements this year have included:

- Continuing to be registered as preferred providers on local authority Dynamic Purchasing Scheme (DPS) for Positive Day Opportunities, has led to new referrals and an increase to our purchase order/contracts paid on portal with the Local Authority, by 75%.
- Growth in our Services have meant that we have been able to employ a permanent Art Worker 2 days per week to provide a programme of Art Therapy, linking experience in life and what we see in and around our environment, to a form of creative expression. A pilot project for this, had originally been funded by Gillett Foundation. We are pleased to have been able to move this project on to a more permanent footing. Great works of Art continue to be produced and Service Users enjoy this focussed creativity.

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements For the Year Ended 31st March 2022

- Increased referrals to our Services have continued. Our `business` has grown by approximately 71% over the past 2 years. We have increased staffing capacity and have reorganised our premises to accommodate this increase.
- Increased Staffing/Creating New Jobs. We have again this year, been pleased to welcome on board another new Specialist Support Workers to meet the needs of a growing Service User base. The new Staff Members have settled in well and brings additional skills to our team. Staff retention continues to be a success on our Team, with the majority of our staff now being in place since inception. This continuity is of benefit to our service users, particularly those who have Autistic Spectrum Disorders and find change difficult.
- Our Service Users Shop is well stocked with general items for everyday use but also include gift packs and handmade craft items, made with the creativity of our service users, during Enterprise Workshops. Service Users make purchases of items using the `vouchers` they earn (so our given freely) and some items are offered for sale to the public at craft fairs and open days etc. We are grateful for donated items to our and those from In-Kind direct, which provide added element of life skills learning built into this scheme and work based skills in terms of learning about Retail and Marketing, which means the donated products have triple the value!
- We feel our Enterprise Project, run by Service Users with packs previously sold on Bewdley Market and at Craft Fairs, is still underdeveloped and funding is required to help bring it more fully to fruition for the benefit of meaningful work experience for our Service Users. We look for an outlet for our Retail items and are still looking to develop into our own Etsy shop; The Enterprise Project has however, still been successful and has given Service Users a great sense of worth.
- Introduction of our own SociABLEs Youtube Channel with regular videos being created by Service Users and managed by Service Users has been a great success.
- There have been numerous success stories, personal to individuals attending our Services.
- Our `Picnics in Sheds` venture- arising out of the `rule of 6` Covid restrictions is also under-developed but we have successfully achieved funding from the Monday Night Group, to provide a new `Pantomime` themed `Shed` to add to our collection and will look for funding to bring this whole idea to life.
- The `Noshery` has had its make over and some new equipment has been purchased and fitted as well as changes necessary to bring it in line with gas safe regulations etc. Having purchased this catering trailer, we are working on development into an onsite take away eatery, where `picnics` including BBQ picnics, can be purchased to enjoy onsite. This will provide further valuable work experience for our Service Users interesting in Catering and Hospitality and Marketing.

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements For the Year Ended 31st March 2022

- Again our Festival Style Outdoor AGM with street food served from the Noshery and live entertainment was a great event this year and enjoyed by all, with over 70 attending.

We thank our dedicated volunteer base for the hours and hours of volunteer Craftsmen time enabling us to continue to renovate our buildings but also thank you to local businesses that have discounted or even sponsored items for our Longbank Centre.

Future Plans

Our Service Users, their needs, their aspirations and their personal development have always been central to our service planning. We take our learning always from them and they write the script in terms of designing our services and programmes. With our Service Users central to our operation, we are confident of providing quality services that encourage progression for every individual, that increase skills for independence and that promote social inclusion. Moreover, we are confident our services contribute positively towards each Service Users personal development and that Services remain flexible and relevant over time. We now have the following priorities for coming year/s in order to achieve this, much of which is ongoing and built upon successes of last year : (in no particular order)

- To continue to work harder to free up time for the CEO to concentrate on fundraising and development tasks
- To ensure funding available to correctly remunerate staff for the hours they work, rather than so many of those hours being made voluntary (all staff have agreed to continue to give some hours voluntary however for some it is more than half of the time they work)
- To continue to increase Staffing Capacity to enable more referrals and to meet the needs of those currently on our waiting list.
- To increase offering in terms of personalised interest groups
- Look to raise our profile with active networking, publicity and information/social events
- To become `Greener` including looking at improving our Vehicle Fleet from diesel to electric/hybrid and looking at planting schemes and upcycling/recycling etc,
- Drawing on past successes in running short courses run for Kidderminster College`s Bridging Course Groups, we now seek to develop specific and individualised programmes of supported work placements and work-based skills workshops/training. These programmes will initially operate twice weekly for up to 16 service users and will cover a variety of work experience skills for learning outcomes in Horticulture, Land-based Skills, Catering & Hospitality, Retail & Marketing and Arts and Crafts. We aim to provide volunteer reimbursements and access to the shop voucher scheme will be in place for Service User Volunteers accessing this area of specialised independence/supported work placements.

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements For the Year Ended 31st March 2022

- To continue with site improvements and update/renew equipment that is past its shelf life
- To further develop our Service Users Enterprise Project and identifying other sales outlets including online shops
- Develop our Website more fully and update our signage, promotional materials/leaflets
- To seek specific funding to enable the development of Projects needing more input to bring them into fruition, e.g. Picnics in Sheds, the Noshery and Retail Outlets.
- To increase our offering in terms of Work Placements, by feasibility testing the introduction of our own Noshery café / craft café and Picnic in Sheds enterprise.

With Thanks

SociABLEs Hub & C.R.E.W.S. is about an amazing bunch of Adults and Children, with personality plus, determinedly overcoming their differences and perceived barriers, to Enjoy a Life of Their Choice. I am very proud of what has so far been achieved with SociABLEs Hub & C.R.E.W.S. and I would like to thank Staff, Volunteers, Trustees, Workmen, Instructors, those who have made Grants and Donations to us, those who have provided goods or services at reduced or free of costs, our Landlords for the support given, but most of all I would like to thank our brilliant Service Users and their families for the absolute pleasure and inspiration they give us every year and for making all things worthwhile.

**Prepared by Sharon Weston
CEO/Projects Manager**

**B.A. Hons Education Studies (special needs)
F.C.M.I. DMS Chartered Manager**

Financial Review

Reserves Policy

It is the Trustee's aim to maintain reserves equal to at least 3 months running costs to ensure ongoing viability and to safeguard the organisation against unforeseen circumstances. Still relatively in our infancy, we are still working towards meeting this reserves policy, but despite circumstances surrounding 2 years of the COVID 19 pandemic, we have moved forward towards this policy, with managing a cash generation of £23,000 last year which preserves a buffer ongoing despite much development this past year.

SociABLEs Hub & C.R.E.W.S.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2022**

Financial Statements

Accounts for year 1st April 2021 - 31st March 2022

SociABLEs Hub & C.R.E.W.S. Receipts and Payments Accounts For the Year Ending 31st March 2022		
	Total Funds 2022 £	Total Funds 2021 £
Receipts		
Service Users Fees 94,411	178,234	
Donations 100	683	
Grants/Fundraising 35,884	14,896	
Grants Received HMRC CVJRS 28,391	7,861	

All assets and liabilities of the organisation relate to unrestricted funds.

SOCIABLES HUB AND C.R.E.W.S.
Statement of Assets and Liabilities
at 31st March 2022

2022

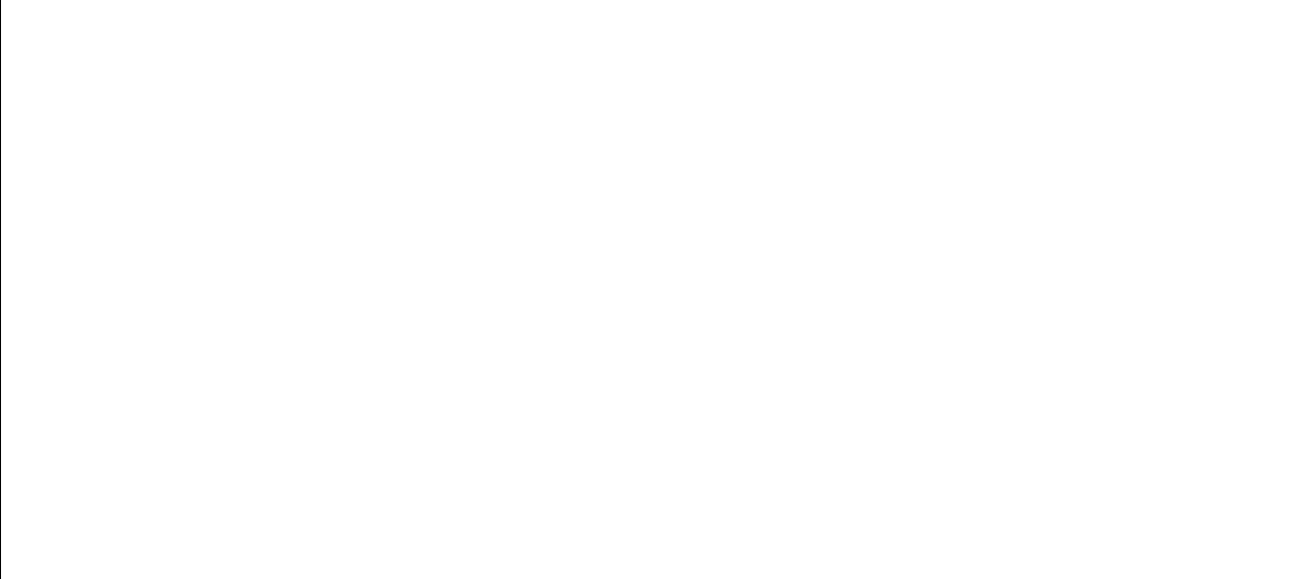
£

**Motor vehicles &
Capital**

Honda Stepw`gon LY56ZCN	1,266
Vauxhall Sharan GP57 JHX	802
VauxhallSharanWG0 8NLD	1,805
Caravan	317
Noshery Catering Wagon	5,000
	<hr/>
	9,188

Cash funds

Cash at bank	22,325
Cash in hand	0
	<hr/>



Approved by the Board of Trustees on 17th December 2020
and signed on its behalf by SociABLES Hub & CREWS

Approved by the board of Trustees on 14th July 2022
And signed on its behalf by

X

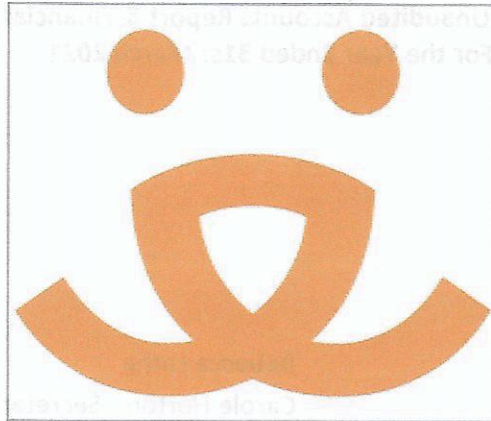
Kimberley Cooper
Charity Secretary

14th July 2022

SOCIABLES HUB & C.R.E.W.S.

England & Wales - Charity number 1185428

Accounts



SociABLEs
Hub &
C.R.E.W.S.

Registered Charity
1185428

01/04/2020 –
31/03/2021

Annual
Report &
Accounts

Unaudited Annual Report & Financial Statements of

SociABLEs Hub & C.R.E.W.S.

Longbank, BEWDLEY, Worcestershire DY12 2QW Tel 01299 400655

Email office@sociableshub.org.uk

Prepared on a Receipts & Payments basis

Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021

General Information

Trustees:

Rebecca Lathe
Carole Horton - Secretary
Alan Weaver – Acting Chair
Stan Glyn-Jones
Julia Tacey
Nicholas Lathe – Treasurer

Administrative Office:

Longbank Centre
Longbank
BEWDLEY
Worcestershire
DY12 2QW

Management/Admin Contact:

Sharon Weston - CEO

Accounts Prepared F.O.C. By:

Rice & Co
14A Market Place
Uttoxeter
Staffordshire
ST14 8HP

Bankers:

Barclays Bank Plc
66 Oxford Street
Kidderminster
DY10 1BL

Status:

The Organisation gained Registered Charity (CIO) Status in September 2019 following an Application to Charity Commission of England & Wales. Our Registered Charity Number is 1185428.

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements For the Year Ended 31st March 2021

The Trustees present their annual report with the financial statements of the organisation for the year ended 31st March 2021.

Trustees

The Trustees have overall responsibility and provide the legal framework to ensure that the Organisation is managed in an exclusively charitable manner, and to drive provision within the established Objects. Trustees meet on a quarterly basis.

Trustees serving during the year and their positions held were as follows:

Alan Weaver – Acting Chair	(Special Responsibilities Health & Safety)
Carole Horton – Secretary	(Special Responsibilities Staff/Vols Support)
Nicholas Lathe – Treasurer	(Special Responsibilities Health & Safety)
Stan Glyn-Jones	(Special Responsibilities Monitoring & Evaluation)
Julia Tacey	(Special Responsibilities Monitoring & Evaluation)
Rebecca Lathe	(Designated Trustees for Safeguarding & CP)

Structure, Governance and Management

To effect the daily running of the Organisation, SociABLEs Hub & C.R.E.W.S. devolves management duties to the CEO/Projects Manager, and a Staffing structure as follows:

CEO/Projects Manager Sharon Weston (Safeguarding Deputy) TEL 0777 333 5524
Projects Development Worker/Specialist Support Worker Michelle Benjamin (Designated Safeguarding Officer) TEL 07581 701522
Specialist Support Workers Richard Crompton (Specialised Independence/Buddying) Lee Cutler (Outdoor Activities & Work Experience) Sarah Carey (House Keeping & Life Skills) Julia Tacey (Art Therapy & Crafts) Joyce Williams (Vol Crafts & Cooking) Debbie Millington (Vol Crafts & general Support) Kate Smith (Vol Catering & Hospitality) Kim Cooper (Charity Secretary & Admin Support)
Team of Volunteers/Sessional Instructors
Staff Members also available for Booking for P.A. work: Michelle Benjamin, Richard Crompton, Victoria Weston (Sessional Self Emp)

Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021

Governing Document

Constitution

The Organisation has achieved Charity Commission registration and is a Community Interest Organisation CIO registered in England & Wales.

We have adopted the Charity Commission model foundation document for CIOs with few amendments relevant to our organisation. Objects and powers have been established and are governed under our constitution.

Objects of the Charity

1. “To promote social inclusion for the public benefit by preventing people (Children & Adults) from becoming socially excluded, relieving the needs of those people (Children & Adults) who are socially excluded and assisting them to integrate into society.

For the purpose of this clause ‘socially excluded’ means being excluded from society, or parts of society, as a result of one or more of the following factors: discrimination on the grounds of disability; ill health (physical or mental); poor educational or skills attainment; relationship and family breakdown; financial hardship.

2. “To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation and/or for supported work based activities of individuals who have need of such facilities by reason of their disability, ill health (physical or mental), poor educational or skills attainment, financial hardship or social circumstances with the object of improving their conditions of life.”

In furtherance of the above the trustees will have a particular focus, without limitation, to people (Children & Adults) with disabilities.

The Trustees have considered carefully the Charity Commission’s guidance on public benefit. The provision of the services as described herein provides a benefit to all in this country and further afield.

Risk Statement

The Trustees maintain a register of the major risks to which the organisation is exposed. This register is reviewed annually. Systems are in place to mitigate any risks as far as is possible, within practical and financial constraints.

Policy Review

Management have developed a comprehensive set of Management and Service Delivery Policies which are reviewed annually. These include Safeguarding Children & Vulnerable Adults and Adults and Child Protection.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021**

Annual Review

SociABLES Hub & C.R.E.W.S. is a Register Charity (CIO) formed and introduced by a group of parents/carers responding to a gap in provision and the need for continued and developed services for local Children/ Adults who have Disabilities/Special Needs, following the collapse and closure of two major local charity providers in 2015. SociABLES Hub & C.R.E.W.S., still in its infancy, have grown steadily from its original unincorporated Not for Profit Voluntary Group to gain charity status in September 2019, becoming registered with the Charity Commission in England & Wales, registration number 1185428.

SociABLES Hub & C.R.E.W.S. provides a comprehensive range of Inclusive services in support primarily for Adults and Children with Disabilities/Special Needs/Complex Health Conditions and where funding permits, our services can also extend to specifically funded projects to others identified as being disadvantaged due to multiple risk factors including from Abusive Backgrounds, Socially Excluded, Low Income, Rural Isolation etc. Our services are intended to play a part in each individuals` personal development and contribute towards improving outcomes.

SociABLES Hub programmes promotes, social inclusion and provide Play/Social Activities and Friendship Clubs for Adults & Children of all abilities. Recognising the need for meaningful work experience/work-based skills, our C.R.E.W.S. (Centre for Recreation, Education and Work-based Skills) Projects provide progression by means of skills workshops, short courses and supported work placements for adults of All Abilities. C.R.E.W.S. also provides an Enrichment programme to include socialisation, life skills and personal development. Locally we are Leading Specialist Providers of services prioritised for Adults/Children who have any kind of diagnosed disability/special need and are approved providers with local authorities, within their Dynamic Purchasing System for referrals and tenders.

SociABLES Hub & C.R.E.W.S. do not provide domiciliary care, we do however employ and have access to, and/or can introduce P.A. Support Workers who may be able to provide additional support including personal care if required to access our services more easily.

Our Services operate 6/7 days per week all year round including Weekends and School/College Holidays, providing currently 74,100 hours of care each year with more than 21,000 hours of this made possible due to volunteering commitment. We support Adults across the age range and children/teens from aged 13yrs onwards. We operate mainly out of our base in Bewdley, Worcestershire but also serving those who resident in Herefordshire and South Shropshire but attend our services regularly. Our socially inclusive Services operate out and about throughout the Marches Counties of Herefordshire, Worcestershire and Shropshire and beyond.

Our Social Enrichment/Play programmes are written by our service users themselves and are personal to their own interests; there is no end to the possibilities and programmes include a full spectrum of ideas from Countryside Visits and Picnics, Arts and Crafts to Bowling, Eating Out and more adventurous Rock Climbing and Canoeing. Activities are adapted so that everyone can take part. Regular activities include general chilling out at our Centre, Skills Training, Cinema, Swimming, Bowling, Canoeing, Skiing, Dance, Music, Theatre, Eating Out, Craft Workshops, Outings etc etc.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021**

CEO/Projects Manager Report

Our sixth year has continued to be one of growth, new referrals and identified new opportunities, despite the extra effort that has been needed, facing the ongoing challenges of the COVID-19 pandemic and the new ways of working that have been required. A lesson learned during lockdown in terms of Management time being spent wisely on management and development tasks, including fundraising, continues to be respected and increased staffing capacity, enables some more ongoing direct contact tasks to be delegated to free up Management time. This needs to be built upon to both consolidate our growth and to look to development. This good use of Management time will continue to be monitored. At times `office time` still seems to be in short supply and still a large proportion of all hours spent working are provided voluntarily for the CEO however, as per last year, there is a continued sense within the Staff and Volunteer team of true progress again this year. We have a very dedicated, passionate team and our ethos and the service we provide for our service users, reflects this.

Achievements this year have included:

- Successful funding applications achieved made possible by our registered charity status which has opened up a whole new lot of opportunities and provides the legal entity to the charitable activities that we do and what we are all about.
- Continued to be registered as preferred providers on local authority Dynamic Purchasing Scheme (DPS) enabling us to accept referrals from social care teams and to tender for contracts.
- Grant funding from Awards for All and Tesco amongst others, enabled us to stay afloat and make changes to our physical operating environment which was needed due to complying with Covid Safe guidelines but also has future proofed our premises for expansion.
- Continued funding for an Art worker/Instructor to specifically provide a programme of Art Therapy, linking experience in life and what we see in and around our environment, to a form of creative expression. Programmes run over 6 week blocks, with 4 – 6 service users each programme accessing with the programmes being offered to several groups. Great works of Art have been produced and Service Users enjoy this focussed creativity.
- Increased referrals to our Services. There has been a further increase of approx. 45% of referrals to our service. We have increased staffing capacity and have reorganised our premises to accommodate this increase.
- Increased Staffing/Creating New Jobs. We have again this year, been pleased to welcome on board another new Specialist Support Worker to meet the needs of a growing Service User base. The new Staff Member has settled in well and brings additional skills to our team.
- Continuation of our Service User `Shop Vouchers` scheme. Again with help from In Kind Direct and others providing us with end of line products, we have been able to introduce a scheme where Service Users benefit from Free products as a thank you for their efforts in Work-based Skills and general helpfulness towards their Peers. Although we had the option to simply `hand out` products freely, we have used these items to help provide Service Users with skills in understanding costs of items, making `purchases` albeit for free, plus marketing from the point of view of displaying items in a shop way set up. Essentially Service Users are

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021**

being given these items freely, however they are enjoying the added element of life skills learning built into this scheme which means the donated products have double the value!

- Further Developments to our own Sleepover Lodge –This `vintage caravan` style lodge provides a home from home onsite for friendship groups to have overnights-- sleeping 10 with separate quarters for male and female and separate shower rooms also, Further developments have occurred to this facility, including vintage style interior decoration, tiling, flooring plus decking and now even a `stage` for our outdoor Festival style events etc. Our Sleepover lodge is very popular and is in use at least on a twice monthly basis.
- Continuation of our Craft Packs Enterprise Project run by Service Users with packs previously sold on Bewdley Market and at Craft Fairs, now looking to develop into our own Etsy shop; has been successful. This has given Service Users a great sense of worth.
- Initial development of our `Picnics in Sheds` venture- arising out of the `rule of 6` Covid restrictions, we have purchased or had sponsored a number of sheds which we have developed into Shabby Chic themed building, furnished in order to take on becoming picnic shelters. We are just in the initial stages of this venture, but with funding will look to develop further in the coming year.
- Purchase of the `Noshery`. To further expand on our offering, we have purchased a catering trailer, for development into an onsite take away eatery, where `picnics` including BBQ picnics, can be purchased to enjoy onsite. This will provide further valuable work experience for our Service Users interesting in Catering and Hospitality and Marketing.
- Festival Style Outdoor AGM with street food served from the Noshery and live entertainment. This was a marvellous event, enjoyed by all, with over 70 attending (post Freedom Day)

We thank our dedicated volunteer base for the hours and hours of volunteer Craftsmen time enabling us to continue to renovate our buildings but also thank you to local businesses that have discounted or even sponsored items for our Longbank Centre.

Future Plans

Our Service Users, their needs, their aspirations and their personal development have always been central to our service planning. We take our learning always from them and they write the script in terms of designing our services and programmes. With our Service Users central to our operation, we are confident of providing quality services that encourage progression for every individual, that increase skills for independence and that promote social inclusion. Moreover, we are confident our services contribute positively towards each Service Users personal development and that Services remain flexible and relevant over time. We now have the following priorities for coming year/s in order to achieve this, much of which is ongoing and built upon successes of last year : (in no particular order)

- To continue to work harder to free up time for the CEO to concentrate on fundraising and development tasks
- To ensure funding available to correctly remunerate staff for the hours they work, rather than so many of those hours being made voluntary (all staff have agreed to continue to give some hours voluntary however for some it is more than half of the time they work)

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021**

- To continue to increase Staffing Capacity to enable more referrals and to meet the needs of those currently on our waiting list.
- To increase offering in terms of personalised interest groups
- Look to raise our profile with active networking, publicity and information/social events
- To become 'Greener' including looking at improving our Vehicle Fleet from diesel to electric/hybrid and looking at planting schemes and upcycling/recycling etc,
- Drawing on past successes in running short courses run for Kidderminster College's Bridging Course Groups, we now seek to develop specific and individualised programmes of supported work placements and work-based skills workshops/training. These programmes will initially operate twice weekly for up to 16 service users and will cover a variety of work experience skills for learning outcomes in Horticulture, Land-based Skills, Catering & Hospitality, Retail & Marketing and Arts and Crafts. We aim to provide volunteer reimbursements and access to the shop voucher scheme will be in place for Service User Volunteers accessing this area of specialised independence/supported work placements.
- To continue with site improvements and update/renew equipment that is past its shelf life
- To further develop our Service Users Enterprise Project and identifying other sales outlets including online shops
- Develop our Website more fully and update our promotional materials/leaflets
- To increase our offering in terms of Work Placements, by feasibility testing the introduction of our own Noshery café / craft café and Picnic in Sheds enterprise.

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Prepared by Sharon Weston
CEO/Projects Manager

B.A. Hons Education Studies (special needs)
F.C.M.I. DMS Chartered Manager

Footnote

At the time of writing (July 2021), the world has continued to be disrupted by the coronavirus COVID-19 pandemic and we have continually had to live under restrictions and the need to develop new ways of working.

For ourselves as service providers for vulnerable people, this has been an extremely worrying time as we have been expected to remain open and provide support as front line workers, even when new variants have been wide spread and causing extreme illness and deaths on our doorsteps.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021**

It is with relief that we have now each been vaccinated with two doses to protect us from the effects of Coronavirus, which has made us feel at least a little more comfortable in continuing contact with our service users. There has been a need to work differently, including working in very small bubbles and to put in place social distancing and sanitising regimes. This has of course been more costly to provide but we have found some benefits in that, the small bubbles has allowed us to provide more concentrated, personalised services for our Service Users. At the time of writing, we have managed to avoid any COVID-19 breakouts within our service which we feel is testament to our Staff and Volunteers adhering closely and vigorously to guidelines.

We have now completed a roadmap out of restrictions, with the Government planned `Freedom Day` with all restrictions lifted on 19th July, after some delays due to a new Delta Variant. We look forward, (as does everyone), to a more relaxed and `normal` world hereafter, however we continue to tread slowly and with caution as an organisation at this time.

Financial Review

Reserves Policy

It is the Trustee's aim to maintain reserves equal to at least 3 months running costs to ensure ongoing viability and to safeguard the organisation against unforeseen circumstances. Still relatively in our infancy, we are still working towards meeting this reserves policy, but despite circumstances surrounding the COVID 19 pandemic, we have moved forward towards this policy, with managing a cash generation of £23,000 this past year.

**Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021**

Financial StatementsAccounts for year 1st April 2020 – 31st March 2021

SociABLEs Hub & C.R.E.W.S.		
Receipts and Payments Accounts		
For the Year Ending 31st March 2021		
	Total Funds 2021 £	Total Funds 2020 £
Receipts		
Service Users Fees	94,411	107,463
Donations	100	85
Grants/Fundraising	35,884	4,000
Grants Received HMRC CVJRS	28,391	0
Insurance Claim	4,966	0
Other	<u>3,082</u>	<u>850</u>
Total Receipts	<u>166,833</u>	<u>112,398</u>
Payments		
Payroll – Salaries	49,548	42,193
Payroll – Pensions	1,805	1,756
Sessional Work/Vol Exps	4,143	3,217
Activities	25,878	37,424
Rent	7,320	7,320
Motor Vehicle Purchase	2,750	0
COVID Costs/PPE Etc	3,028	0
Building & Maintenance(incl COVID Adaptions)	18,915	5,790
Furniture/Equipment (incl COVID Equipment)	13,863	3,186
Catering	2,171	2,005
Telephone/Utilities	3,050	2,202
Craft/Enterprise	2,692	2,203
Insurance	3,452	2,616
Travel/Fuel	606	2,043
Vehicle Running Costs	1,093	1,006
Professional Fees	798	516
Bank Charges	0	0
Sundries	<u>2,677</u>	<u>2,296</u>
Total Payments	<u>143,789</u>	<u>115,773</u>
Excess of receipts over payments/ (payments over receipts) for the year	23,044	(3,375)
Opening Cash Funds	<u>1,507</u>	<u>4,882</u>
Closing Cash Funds	<u>24,551</u>	<u>1,507</u>

These financial statements have been prepared on a receipts and payments basis.

SociABLEs Hub & C.R.E.W.S.

Annual Report, Unaudited Accounts Report & Financial Statements
For the Year Ended 31st March 2021

SOCIABLES HUB AND C.R.E.W.S.		
Statement of Assets and Liabilities		
at 31st March 2021		
	2021	2020
	£	£
Motor vehicles		
Honda Stepw`gon LY56ZCN	1,688	2,250
Vauxhall Sharan GP57 JHX	1,069	1,425
VauxhallSharanWG08NLD	2,406	0
Caravan	422	563
	<u>5,584</u>	<u>4,238</u>
Cash funds		
Cash at bank	24,551	1,507
Cash in hand	0	0
	<u>24,551</u>	<u>1,507</u>
Total cash funds		
	<u>24,551</u>	<u>1,507</u>
Other monetary assets		
Fees owing	1,809	1,132
PAYE refund	0	0
	<u>1,809</u>	<u>1,132</u>
Liabilities		
Accruals	105	2,743
	<u>105</u>	<u>2,743</u>
<p>All assets and liabilities of the charity relate to unrestricted funds. These financial statements have been prepared on a receipts and payments basis.</p>		

Approved by the board of Trustees on 17th August 2021

And signed on its behalf by



17th August 2021

Mr Alan Weaver (Chairperson)