

RESPECT FOR ALL

England & Wales · Charity number 1188851

Details

Status Registered

Legal form CIO

Registered 2020-04-01

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

Contact

Address The Old Town Hall
5 Irwell Place
Eccles
Manchester
M30 0FN

Phone 01615324070

Email info@respectforall.org.uk

Website www.respectforall.org.uk

Activities

Objects: 1. TO PRESERVE AND PROTECT THE MENTAL AND PHYSICAL HEALTH OF LEARNING-DISABLED PEOPLE, AUTISTIC PEOPLE AND THEIR FAMILIES AND CARERS BY PROVIDING A COUNSELLING SERVICE AND OTHER FORMS OF SUPPORT.2. TO EDUCATE THE PUBLIC ABOUT ISSUES FACED BY LEARNING DISABLED PEOPLE, AUTISTIC PEOPLE AND THEIR CARERS.

Activities: Respect for All works in Greater Manchester to enhance the mental and physical health of learning-disabled people, autistic people and their families and carers by providing a specialist counselling service. We also aim to educate the public about issues faced by learning disabled people, autistic people and their carers.

Classification

- **How:** Provides Services
- **What:** The Advancement Of Health Or Saving Of Lives
- **Who:** People With Disabilities, Other Defined Groups

Geography

- Bolton
- Bury
- Manchester City
- Oldham
- Rochdale
- Salford City
- Stockport
- Tameside
- Trafford
- Wigan

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£539,272	£648,109	£271,066	9
2024-03-31	£425,705	£488,913	-	-
2023-03-31	£324,675	£315,777	-	-
2022-05-31	£314,717	£227,795	-	-
2021-05-31	£201,661	£123,759	-	-

Trustees

Name	Role	Appointed
Caroline Jane Gay	Chair	2024-06-17
Caleb Cunniffe		2025-06-16
Carl Ashcroft		2024-02-17
Dr Chinagorom Eric Irozuru		2021-04-27
Hannah Smith		2025-12-01
Jayson Haynes		2024-05-27
Priscilla Akua Asirifi		2023-06-28

RESPECT FOR ALL

England & Wales - Charity number 1188851

Accounts

Respect for All CIO
Annual Report and Unaudited Accounts
for the year ended 31 March 2025

Respect for All

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Respect for All Approval Statement for the year ended 31 March 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the trustees of the charity to provide financial statements each financial year which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

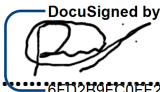
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enables them to ensure that the financial statements comply with The Charities Act 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

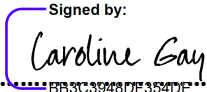
The trustees are responsible for ensuring that they have complied with the duty in section 4 of the 2006 Charities Act with regards to the public benefit statement.

Statement as to disclosure of information to Independent Examiner

The trustees confirm that an audit is not required and that so far as the trustees are aware there is no relevant information of which the independent examiner is unaware and each trustee has taken all the steps that he ought to have taken as a trustee in order to make himself aware of any relevant information and to establish that the independent examiner are aware of that information.

The Trustees' report was approved by the board of trustees on 10/19/2025

DocuSigned by:

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Treasurer – Priscilla Asirifi

Signed by:

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Chair – Caroline Jane Gay

Report from the Trustees for the year ended 31 March 2025

Respect for All CIO (RfA) is a registered charity that provides specialist counselling services to individuals with learning disabilities, autistic people, and their families and carers across Greater Manchester.

The Trustees have carefully considered the Charity Commission's general guidance on public benefit in alignment with the charity's objectives. This report outlines those objectives and demonstrates how they have been fulfilled in the current year.

Our History and Values

Respect for All CIO continues to uphold the founding values established in 2001, emphasising a client-centred approach grounded in the social model of disability. Originally registered as an unincorporated charity in 2009, RfA was supported by charitable trusts and later by NHS grants and commissions. In 2020, RfA transitioned to an incorporated charitable incorporated organization (CIO), inheriting all assets and liabilities from the previous entity (Charity 1129953).

We pride ourselves on maintaining our identity as a 'lived experience' organisation, which we believe is essential for achieving the best outcomes for our clients. RfA recruits employees, counsellors, and student placements who either have personal or lived experience with learning disabilities, autism, or neurodivergence, or possess significant professional expertise and a passion for providing specialised support to our client base. We seek a range of skills to offer diverse therapeutic approaches, including person-centred therapy, integrative therapy, hypnotherapy/relaxation, NLP (Neuro-Linguistic Programming), CBT (Cognitive Behavioural Therapy), play therapy, and mindfulness. RfA also supports students on placement and engages experienced volunteers, all recruited through a robust safer recruitment process.

Operational Growth and Service Expansion

During the 2024/25 financial year, RfA continued to deliver its specialised counselling services in line with our 2025–2027 3-year business plan. Our organisational infrastructure and staffing have expanded, positioning RfA well for future growth and funding opportunities. The Trustee Board recognised the need to establish CEO and COO roles within the Charity, and accordingly, the two existing senior positions of Head of Development and Head of Operations have been renamed to reflect these roles.

We successfully recruited 2 new staff members, increasing our team from eight to ten employees. This includes a second part-time group services coordinator to further develop and oversee RfA's expanding group support services. Thanks to continued funding from the Greater Manchester Health and Social Care Partnership (GMHSCP), these group services continue to run throughout the year. A brand-new role has also been created, Training Development and Delivery Lead, to work under the CEO to develop RfA's new external training packages. Revenue from training sales will pay for this new role and further support the Charity's mission.

Co-Production and Strategic Development

RfA remains committed to collaboration, with co-production central to our service development, design, and evaluation. This includes input from senior management, the Board of Trustees, service users, employees, and counsellors. Through a truly grassroots, client-needs-led approach, we have developed a new 3-year strategic plan (2024–2027), which will guide our activities and ensure that our objectives and values remain at the core of everything we do.

Addressing Growing Demand

Our mission is to reach more autistic and learning-disabled individuals across Greater Manchester. The demand for specialised mental health support within these communities is increasing rapidly, evidenced by a continued rise in referrals. Despite this, a gap in NHS funding persists, often resulting in inappropriate spot purchase arrangements to meet the needs of this significant cohort.

Encouragingly, central GM commissioning strategy has recognised this need and indicated plans to address it in future commissioning from April 2025. RfA remains actively involved in advocating for these changes.

Service Engagement Across Greater Manchester

Stockport has a longstanding arrangement for supporting autistic individuals through GP spot purchases. In recent years, Trafford and Salford have collaborated with RfA to establish effective referral processes, leading to significant increases in service uptake. Manchester continues to utilise spot-purchase referrals, though successful funding applications remain limited compared to the volume of referrals and evident need.

Rochdale (HMR) has provided a small annual grant of £25,000, but referrals have increased without a financial uplift in five years, leading to the closure of our service to HMR residents until January 2026.

In Bury and Oldham, we have managed to assist some clients through spot funding, while residents of Bolton, Wigan, and Tameside have seen limited or no successful applications for service funding.

The GMHSCP grant has enabled us to mitigate this 'postcode lottery' by providing group services to those in need but not yet eligible for NHS-commissioned support, including counselling for families and carers of autistic and/or learning-disabled individuals.

Service Delivery

Our dedicated team of counsellors are the backbone of RfA, delivering 5288 counselling sessions to 497 unique clients over the past year, with 919 unique referrals received. We are currently experiencing a referral rate that projects to over 1,000 new referrals annually. To address this demand, we continue to recruit specialist counsellors and students, with our counselling team numbering 44.

FY24/25 saw RfA launch a comprehensive range of group services. All groups run online for 8 weeks and are facilitated by specialist counsellors. In the past year our group services have supported 135 individuals and we have delivered 12 psychoeducational autism awareness courses and 10 peer support courses.

RfA also launched a specialist training offer in FY24/25 and has successfully delivered in-depth bespoke training to 3 external organisations with many more booked for FY25/26.

Public Benefit and Financial Overview

The public benefit of RfA's services is reflected in the improved well-being reported by clients, as measured through standardised assessment tools used by both clients and their counsellors. Additional information, including our Annual Impact Reports, is available upon request via info@respectforall.org.uk

Respect for All has seen year-on-year growth in income, rising from £201,661 in FY20/21 to £314,717 in FY21/22, and £324,486 over a 10-month period in FY22/23. FY23/24 accounts showed an income of £425,154 and in FY24/25 income rose by 62% to £690,620.

RfA maintains all grant income as restricted funds, with £8,552 carried forward into FY25/26. We close FY24/25 with £262,514 in unrestricted reserves, which aligns with our reserves policy of maintaining six months' forecast running costs. This stability allows us to invest in service development, including the appointment of a second Training Officer to meet future demands.

Governance and Organisational Structure

Respect for All is a Charitable Incorporated Organisation incorporated in 2020 and is governed by a board of trustees.

Charity Name: Respect for All CIO

Contact Address: The Old Town Hall, 5 Irwell Place, Eccles, Salford, M30 0FN

Bank: The Co-operative Bank PO Box 200, Skelmersdale, WN8 6 WT

Website: www.respectforall.org.uk

Email: info@respectforall.org.uk

Trustees as at 31st March 2025:

Caroline Jane Gay	Chair	(appointed 17/06/24)
Michael Molete	Deputy chair	(appointed 28/06/23)
Priscilla Asirifi	Treasurer	(appointed 28/06/23)
Eric Irozuro		(appointed 27/04/21)
Shirley Woods-Gallagher		(appointed 28/06/23)
Michael Molete		(appointed 28/06/23)
Grace Kathingo		(appointed 04/12/23)
Carl Ashcroft		(appointed 17/02/24)
Jayson Haynes		(appointed 27/05/24)
Andrew James Abernethy		(appointed 05/08/24)

Trustees at time of writing:

Caroline Jane Gay	Chair	(appointed 17/06/24)
Michael Molete	Deputy chair	(appointed 28/06/23)
Priscilla Asirifi	Treasurer	(appointed 28/06/23)
Eric Irozuro		(appointed 27/04/21)
Michael Molete		(appointed 28/06/23)
Grace Kathingo		(appointed 04/12/23)
Carl Ashcroft		(appointed 17/02/24)
Jayson Haynes		(appointed 27/05/24)
Andrew James Abernethy		(appointed 05/08/24)
Caleb Cunniffe		(appointed 16/06/25)

Independent Examiner's report to the Trustees of Respect For All

This report is made solely to the trustees of Respect for All CIO, for the year ended 31 March 2025. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees for my examination work.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. My examination included:

- A review of the accounting records kept by the charity and a comparison of the accounts presented with those records.
- It also included consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants.

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met.



22 September 2025

Emily Edward FCCA – Smile Accountants Limited

Respect for All – Statement of Financial Activities for the year ended 31 March 2025

	Year ended 31/03/2025		31/03/2025	31/03/2024
	Unrestricted £	Restricted £	Total £	Total £
Income				
Rochdale SIF Grant		26,307	26,307	25,000
GMHSCP Grant		119,623	119,623	116,150
Stockport				5,000
Biglife		2,500	2,500	2,500
Other boroughs/ICB self-funders	68,180		68,180	31,280 501
Stockport ICB	232,290		232,290	103,920
Manchester ICB	74,525		74,525	40,860
Trafford ICB	80,715		80,715	49,260
Salford ICB	61,695		61,695	49,300
Young Manchester		3,500	3,500	
Autism Wise		5,418	5,418	
Donations	3,948	10,000	13,948	
Bank interest received	1,919		1,919	1,934
Total Income	523,272	167,348	690,620	425,705
Direct Costs				
Counselling Sessions	269,775	24,168	293,943	190,644
Counselling DNA	5,327	3,905	9,232	8,294
Counselling GMHSCP		43,784	43,784	87,856
Counselling Supervision	2,545		2,545	3,624
Safeguarding	1,000	524	1,524	1,658
Salaries		22,000	22,000	
Training				828
Advocacy	2,712		2,712	2,250
Room Hire	7,528	1,933	9,461	
Total Direct Costs	288,887	96,314	385,201	295,154
Indirect Costs				
Salaries	170,980	65,885	236,865	169,713
Staff costs	2,993	1,519	4,512	854
Insurance - RFA General	859	386	1,245	1,185
CRB/DBS	106		106	331
Stationery	196	88	284	120
Telephone and internet	1,818	817	2,635	1,042
Accounting costs	899	404	1,303	1,215
Website/IT	3,860	2,632	6,492	6,478
Sundry Expenses	1,337	606	1,943	6,213
Travel	644	519	1,163	1,360
Advertising and marketing	521	234	755	1,525
Depreciation	3,875		3,875	3,723
Donations	100		100	
Youth Manchester		1,630	1,630	
Total Indirect Costs	188,188	74,720	262,908	193,759

Continued - Respect for All – Statement of Financial Activities for the year ended 31 March 2025

	Year ended 31/03/2025		31/03/2025	31/03/24
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Surplus/(deficit) for the period	46,197	(3,686)	42,511	(63,208)
Surplus/(deficit) brought forward	216,317	12,238	228,555	291,763
Total surplus/(deficit) carried forward	262,514	8,552	271,066	228,555

The Statement of Financial Activities include all the gains and losses recognised in the year.

All the above amounts relate to continuing services.

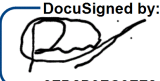
Respect for All - Balance Sheet as at 31 March 2025

		31/03/2025		31/03/2024	
	Note	£	£	£	£
<u>Fixed Assets</u>					
Computer Equipment	2		1,832		5,363
<u>Current Assets</u>					
Bank Balances					
Unrestricted		144,100		132,513	
Restricted - Allocated funding	3	8,552		12,238	
Total at Bank			152,652		144,751
Debtors	4	69,928		70,739	
Prepayments and Accrued Income		72,483		38,570	
PAYE		5,363			
			147,774		109,309
<u>Total Assets</u>			302,258		259,423
<u>Current Liabilities</u>					
Creditors	5	29,421		25,801	
Accruals		1,771		900	
Grants				4,167	
			(31,192)		(30,868)
<u>Net Assets</u>			271,066		228,555

		31/03/2025		31/03/2024	
		£	£	£	£
<u>Funds of the Charity</u>					
Restricted Funds		8,552		12,238	
Unrestricted Funds		262,514		216,317	
			271,066		228,555

The financial statements were approved by the Board of Trustees and authorised for issue on 10/19/2025

and signed on their behalf by

DocuSigned by:

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Treasurer – Priscilla Asirifi

Signed by:

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Chair – Caroline Jane Gay

Respect for All – Cashflow Statement as at 31 March 2025

	Notes	Year end 31/3/2025		Year end 31/3/2024	
		Unrestricted £	Restricted £	Unrestricted £	Restricted £
Cash flows from operating activities					
Cash generated from operations	1	11,931	(3,686)	(116,348)	(78,913)
Cash flows from investing activities					
Purchase fixed assets		(344)		(640)	
Change in cash and cash equivalents in the reporting period		11,587	(3,686)	(116,988)	(78,913)
Cash and cash equivalents at the beginning of the reporting period		132,513	12,238	249,501	91,151
Cash and cash equivalents at the beginning of the reporting period		144,100	8,552	132,513	12,238

Notes to Cash flow statement

1 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	Year end 31/3/2025		Year end 31/3/2024	
	Unrestricted £	Restricted £	Unrestricted £	Restricted £
Net income for the reporting period (as per the statement of financial activities)	46,197	(3,686)	15,705	(78,913)
Adjusted for:				
Depreciation charges	3,875	0	3,723	0
(Increase)/decrease in debtors	(33,102)	0	(24,156)	0
Increase/(decrease) in creditors	(5,039)	0	(111,620)	0
Net cash provided by (used in) operating activities	11,931	(3,686)	(116,348)	(78,913)

Respect for All - Notes to the Financial Statements for the year ended 31 March 2025**1. Principle Accounting Policies****Accounting convention**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014

Going concern

The trustees consider it appropriate to prepare the financial statements on a going concern basis.

Recognition of income

Income is accounted for when the charity becomes entitlement to the resources, any performance conditions attached to the income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Liability recognition

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

Tangible fixed assets and depreciation

Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £100.00. Depreciation is charged to allocate the cost of tangible fixed assets over their estimated useful lives.

Depreciation is provided on the following basis:

Computer equipment - 25% on cost

Office equipment – 25% on cost

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term deposits with a maturity of three months or less.

2. Tangible Fixed Assets

	Computer Equipment	Office Equipment	Total
Cost			
At 1 April 2024	14,810	652	15,462
Additions		344	344
Disposals			
At 31 March 2025	14,810	996	15,806
Depreciation			
At 1 April 2024	9,837	262	10,099
Charge for the year	3,703	172	3,875
At 31 March 2025	13,540	434	13,974
Net Book Value at 31 March 2025	1,270	562	1,832

Respect for All - Notes to the Financial Statements for the year ended 31 March 2025 (continued)

3. Summary of restricted Income and Expenses

	GMHSC P	Rochdale	Big Life	Manchester Youth	Autism Wise	Donatio n - JT	Stock- port	Total
Funds brought forward	7,609	4,558	18	-	-	-	53	12,238
Grant received	119,623	26,307	2,500	3,500	5,418	10,000	-	167,348
Direct Restricted expenses:								
Counselling Sessions		20,850				3,318		24,168
Counselling DNA	2,745	1,160						3,905
Counselling GMHSCP	43,784							43,784
Safeguarding	500	24						524
Salaries	18,145	1,944	615		1,296			22,000
Room Hire	1,555	378						1,933
Total Direct Restricted Expenses	66,729	24,356	615	-	1,296	3,318	-	96,314
Indirect Restricted Expenses								
Salaries	54,338	5,822	1,844		3,881			65,885
Staff costs	1,258	140	39		82			1,519
Insurance	336	50						386
Stationery	77	11						88
Telephone and internet	712	105						817
Accounting costs	352	52						404
Website/IT	2,383	249						2,632
Sundry Expenses	530	3	20				53	606
Travel	313	47			159			519
Advertising and Marketing	204	30						234
Youth Manchester				1,630				1,630
Total Indirect Restricted Expenses	60,503	6,509	1,903	1,630	4,122	-	53	74,720
Surplus/(deficit) for the current year	(7,609)	(4,558)	(18)	1,870	-	6,682	(53)	(3,686)
Surplus/(Deficit) restricted funding	0	0	0	1,870	-	6,682	0	8,552

Respect for All - Notes to the Financial Statements for the year ended 31 March 2025 (continued)

4. Debtors	31 March 2025	31 March 2024
Amounts falling due within one year		
Debtors	69,928	70,740
Total Debtors	69,928	70,740

5. Creditors	31 March 2025	31 March 2024
Amounts falling due within one year		
Creditors	29,421	25,801
Total Creditors	29,421	25,801

6. Funds**Unrestricted funds**

Comprise those funds which the trustees are free to use in accordance with the charity's general purpose.

Restricted funds

Comprise donations and grants for specific activities set out by the donor.

7. Salaries and Pensions

	31 March 2025	31 March 2024
Salaries	238,783	151,330
Employers National Insurance	11,417	14,607
Employers Pension	8,664	3,776
Payroll service	4,082	854
	262,947	170,567

The average number of persons employed by the charity during the year was 9 (2024: 5).

Respect for All offers an auto enrolment pension scheme, as at the period end 31 March 2025, all employees are enrolled on this scheme.

8. Trustee remuneration

The charities policy is that trustees cannot be employees, but are entitled to claim reasonable expenses incurred in their role as trustee of the charity. No expenses were claimed by the trustees for the period ending 31 March 2025. (2024: £Nil).

9. Related party disclosure

There were no related party transactions for the period ended 31 March 2025 (2024: £Nil)

RESPECT FOR ALL

England & Wales - Charity number 1188851

Accounts

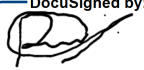
Respect for All CIO

Unaudited Accounts for the year ended 31 March 2024

Respect for All Approval Statement for the year ended 31 March 2024

We approve these accounts which comprise the statement of financial activities, balance sheet and related notes. We acknowledge our responsibilities for the accounts and providing all of the information and explanations necessary for their completion.

Treasurer - Priscilla Asirifi

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Date: 12/5/2024

Chair - Caroline Jane Gay

Signed by:

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Date: 12/15/2024

Report from the Trustees for the year ended 31 March 2024

Respect for All CIO (RfA) is a registered charity that provides specialist counselling services to individuals with learning disabilities, autistic people, and their families and carers across Greater Manchester.

The Trustees have carefully considered the Charity Commission's general guidance on public benefit in alignment with the charity's objectives. This report outlines those objectives and demonstrates how they have been fulfilled in the current year.

Our History and Values

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We pride ourselves on maintaining our identity as a 'lived experience' organisation, which we believe is essential for achieving the best outcomes for our clients. RfA recruits employees, counsellors, and student placements who either have personal or lived experience with learning disabilities, autism, or neurodivergence, or possess significant professional expertise and a passion for providing specialised support to our client base. We seek a range of skills to offer diverse therapeutic approaches, including person-centred therapy, integrative therapy, hypnotherapy/relaxation, NLP (Neuro-Linguistic Programming), CBT (Cognitive Behavioural Therapy), play therapy, and mindfulness. RfA also supports students on placement and engages experienced volunteers, all recruited through a robust safer recruitment process.

Operational Growth and Service Expansion

During the 2023/24 financial year, RfA continued to deliver its specialised counselling services in line with our 2021–2024 business plan. Our organisational infrastructure and staffing have expanded, positioning RfA well for future growth and funding opportunities.

We successfully recruited five new staff members, increasing our team from three to eight employees. This includes a full-time senior manager, the Head of Charity Development, who works alongside the Head of Operations to ensure organizational resilience and growth. Additionally, three part-time service coordinators have been appointed to manage the growing demand for our services, and one part-time group services coordinator has been recruited to develop and oversee RfA's expanding group support services. Thanks to continued funding from the Greater Manchester Health and Social Care Partnership (GMHSCP), these group services now run throughout the year.

Co-Production and Strategic Development

RfA remains committed to collaboration, with co-production central to our service development, design, and evaluation. This includes input from senior management, the Board of Trustees, service users, employees, and counsellors. Through a truly grassroots, client-needs-led approach, we have developed a new 3-year strategic plan (2024–2027), which will guide our activities and ensure that our objectives and values remain at the core of everything we do.

Addressing Growing Demand

Our mission is to reach more autistic and learning-disabled individuals across Greater Manchester. The demand for specialised mental health support within these communities is increasing rapidly, evidenced by a fourfold rise in referrals. Despite this, a gap in NHS funding persists, often resulting in inappropriate spot purchase arrangements to meet the needs of this significant cohort.

Encouragingly, central GM commissioning strategy has recognised this need and indicated plans to address it in future commissioning from April 2025. RfA remains actively involved in advocating for these changes.

Service Engagement Across Greater Manchester

Stockport has a longstanding arrangement for supporting autistic individuals through GP spot purchases. In recent years, Trafford and Salford have collaborated with RfA to establish effective referral processes, leading to significant increases in service uptake. Manchester continues to utilise spot-purchase referrals, though successful funding applications remain limited compared to the volume of referrals and evident need. Rochdale (HMR) continues to provide a small annual grant of £25,000.

In Bury and Oldham, we have managed to assist some clients through spot funding, while residents of Bolton, Wigan, and Tameside have seen limited or no successful applications for service funding.

The GMHSCP grant has enabled us to mitigate this 'postcode lottery' by providing group services to those in need but not yet eligible for NHS-commissioned support, including counselling for families and carers of autistic and/or learning-disabled individuals.

Counselling Services Delivery

Our dedicated team of counsellors are the backbone of RfA, delivering counselling to 711 individual clients over the past year, with 792 unique referrals received. We are currently experiencing a referral rate that projects to over 1,000 new referrals annually. To address this demand, we continue to recruit specialist counsellors and students, with our counselling team now numbering 44.

Public Benefit and Financial Overview

The public benefit of RfA's services is reflected in the improved well-being reported by clients, as measured through standardised assessment tools used by both clients and their counsellors. Additional information, including our Annual Reports, is available upon request via info@respectforall.org.uk

Respect for All has seen year-on-year growth in income, rising from £201,661 in FY20/21 to £314,717 in FY21/22, and £324,486 over a 10-month period in FY22/23. Our FY23/24 accounts show an income of £423,771.

RfA maintains all grant income as restricted funds, with £12,238 carried forward, already allocated to clients whose counselling will extend beyond 31 March 2024. We close FY23/24 with £216,317 in unrestricted reserves, which aligns with our reserves policy of maintaining six months' forecast running costs. This stability allows us to invest in service development, including the appointment of a Training Development and Delivery Lead to meet future demands.

Governance and Organisational Structure

Respect for All is a Charitable Incorporated Organisation incorporated in 2020 and is governed by a board of trustees.

Charity Name: Respect for All CIO

Contact Address: The Old Town Hall, 5 Irwell Place, Eccles, Salford, M30 0FN

Bank: The Co-operative Bank PO Box 200, Skelmersdale, WN8 6 WT

Website: www.respectforall.org.uk

Email: info@respectforall.org.uk

Trustees as at 31st March 2024:

Judy Turner	Chair	(appointed 09/03/20)
Priscilla Asirifii	Treasurer	(appointed 28/06/23)
Maggie Walker		(appointed 09/03/20)
Eric Irozuro		(appointed 27/04/21)
Shirley Woods-Gallagher		(appointed 28/06/23)
Michael Molete		(appointed 28/06/23)
Grace Kathingo		(appointed 04/12/23)
Carl Ashcroft		(appointed 17/02/24)

Trustees at time of writing:

Caroline Jane Gay	Chair	(appointed 17/06/24)
Michael Molete	Deputy chair	(appointed 28/06/23)
Priscilla Asirifii	Treasurer	(appointed 28/06/23)
Maggie Walker		(appointed 09/03/20)
Eric Irozuro		(appointed 27/04/21)
Shirley Woods-Gallagher		(appointed 28/06/23)
Michael Molete		(appointed 28/06/23)
Grace Kathingo		(appointed 04/12/23)
Carl Ashcroft		(appointed 17/02/24)
Jayson Haynes		(appointed 27/05/24)
Andrew James Abernethy		(appointed 05/08/24)

Respect for All – Statement of Financial Activities for the year ended 31 March 2024

	Year ended 31/03/2024		31/03/2024	10 month period 31/03/2023
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Income				
Rochdale SIF Grant		25,000	25,000	21,197
GMHSCP Grant		116,150	116,150	91,417
Stockport		5,000	5,000	
Biglife		2,500	2,500	
Counselling Fees Other boroughs/CCGs	31,280		31,280	68,230
Counselling Fees self-funders	501		501	440
Counselling Fees Stockport CCG	103,920		103,920	114,177
Counselling Fees Manchester CCG	40,860		40,860	29,025
Counselling Fees Trafford CCG	49,260		49,260	
Counselling Fees Salford CCG	49,300		49,300	
Bank interest received	1,934		1,934	63
Total Income	277,055	148,650	425,705	324,675
Direct Costs				
Counselling Sessions	156,785	33,859	190,644	153,797
Counselling DNA	4,987	3,307	8,294	5,427
Counselling GMHSCP		87,856	87,856	50,929
Counselling Supervision	1,812	1,812	3,624	2,926
Mentoring				121
Safeguarding	829	829	1,658	918
Training	414	414	828	-
Advocacy	2,166	84	2,250	1,724
Total Direct Costs	166,993	128,161	295,154	215,842
Indirect Costs				
Administration and Co-ordinator				538
Salaries	81,462	88,251	169,713	79,576
Staff costs	410	444	854	2,168
Insurance - RFA General	533	652	1,185	1,104
CRB/DBS	149	182	331	894
Stationery	54	66	120	64
Telephone and internet	469	573	1,042	1,258
Accounting costs	547	668	1,215	900
Website/IT	2,915	3,563	6,478	4,946
Sundry Expenses	2,797	3,416	6,213	4,666
Travel	612	748	1,360	116
Advertising and marketing	686	839	1,525	
Depreciation	3,723		3,723	3,705
Total Indirect Costs	94,357	99,402	193,759	99,935

Continued - Respect for All – Statement of Financial Activities for the year ended 31 March 2024

	year ended 31/03/2024		31/03/2024	31/03/23
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Surplus/(deficit) for the period	15,705	(78,913)	(63,208)	8,898
Surplus/(deficit) brought forward	200,612	91,151	291,763	282,865
Total surplus/(deficit) carried forward	216,317	12,238	228,555	291,763

**The Statement of Financial Activities include all the gains and losses in the period and therefore a statement of total recognised gains and losses has not been prepared.
All the above amounts relate to continuing services.**

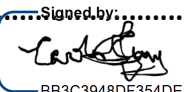
The notes on pages 9 – 11 form part of the financial statements

Respect for All - Balance Sheet for the year ended 31 March 2024

		31/03/2024		10 month period 31/03/2023	
	Note	£	£	£	£
<u>Fixed Assets</u>					
Computer Equipment	2		5,363		8,447
<u>Current Assets</u>					
Bank Balances					
Unrestricted		132,513		249,501	
Restricted - Allocated funding	3	12,238		91,151	
Total at Bank			144,751		340,652
Debtors	4	70,739		38,830	
Prepayments and Accrued Income		38,570		28,018	46,323
			109,309		85,153
Total Assets			259,423		434,252
<u>Current Liabilities</u>					
Creditors	5	25,801		26,588	
Accruals		900		900	
Grants		4,167		115,000	
			(30,868)		(142,488)
Net Assets			228,555		291,763

		31/03/2024		10 month period 31/03/2023	
		£	£	£	£
<u>Funds of the Charity</u>					
Restricted Funds		12,238		91,151	
Unrestricted Funds		216,317		200,612	
			228,555		291,763

These financial statements were approved by the Board of Trustees and authorised for issue on 12/15/2024 and signed on their behalf by Signed by:


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The notes on pages 9 – 11 form part of the financial statements

Notes to the Financial Statements for the year ended 31 March 2024

1. Principle Accounting Policies

Accounting convention

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice:

Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014

Going concern

The trustees consider it appropriate to prepare the financial statements on a going concern basis.

Recognition of income

Income is accounted for when the charity becomes entitlement to the resources, any performance conditions attached to the income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Liability recognition

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

Tangible fixed assets and depreciation

Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £100.00. Depreciation is charged to allocate the cost of tangible fixed assets over their estimated useful lives.

Depreciation is provided on the following basis:

Computer equipment - 25% on cost

Office equipment – 25% on cost

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term deposits with a maturity of three months or less.

2. Tangible Fixed Assets

	Computer Equipment	Office Equipment	Total
Cost			
At 1 April 2023	14,372	450	14,822
Additions	438	202	640
Disposals			
At 31 March 2024	14,810	652	15,462
Depreciation			
At 1 April 2023	6,266	151	6,375
Charge for the year	3,611	112	3,723
At 31 March 2024	9,837	262	10,099
Net Book Value at 31 March 2024	4,973	390	5,363

3. Summary of restricted Income and Expenses

	GMHSCP	Rochdale SIF	Stockport	Big life	Total
Funds brought forward	73,938	17,213			91,151
Grant received	116,150	25,000	5,000	2,500	148,650
Direct Restricted expenses:					
Counselling Sessions	9,052	19,339	3,476	1,992	33,859
Counselling DNA	2,728	579			3,307
Counselling GMHSCP	87,856				87,856
Counselling Supervision	1,450	326	27	9	1,812
Safeguarding	663	149	13	4	829
Training	331	75	6	2	414
Advocacy		84			84
Total Direct Restricted Expenses	102,080	20,552	3,522	2,007	128,161
Indirect Restricted Expenses					
Salaries	71,280	15,274	1,273	424	88,251
Staff costs	359	77	6	2	444
Insurance - RFA General	533	107	9	3	652
CRB/DBS	149	30	2	1	182
Stationery	54	11	1	0	66
Telephone and internet	469	94	8	3	573
Accounting costs	547	109	9	3	668
Website/IT	2,915	583	49	16	3,563
Sundry Expenses	2,795	559	47	16	3,416
Travel	612	122	10	3	748
Advertising and Marketing	686	137	11	4	839
Total Indirect Restricted Expenses	80,399	17,103	1,425	475	99,402
Surplus/(deficit) for the current year	(66,329)	(12,655)	53	18	(78,913)
Surplus/(Deficit) restricted funding	7,609	4,558	53	18	12,238

<u>4. Debtors</u>	31 March 2024	10 Month period 31 March 2023
Amounts falling due within one year		
Trade Debtors	70,740	38,830
Total Debtors	70,740	29,080

<u>5. Creditors</u>	31 March 2024	10 Month period 31 March 2023
Amounts falling due within one year		
Trade Creditors	25,801	26,588
Total Creditors	25,801	26,588

6. Funds

Unrestricted funds

Comprise those funds which the trustees are free to use in accordance with the charity’s general purpose.

Restricted funds

Comprise donations and grants for specific activities set out by the donor.

7. Salaries and Pensions

	31 March 2024	10 month period 31 March 2023
Salaries	120,363	75,374
Employers National Insurance	41,788	3,840
Payroll service	7,562	362
	169,713	79,576

The average number of persons employed by the charity during the year was 5 (2023: 3).

Respect for All offers an auto enrolment pension scheme, As at the period end 31 March 2024, all employees are enrolled on this scheme.

8. Trustee remuneration

The charities policy is that trustees cannot be employees, but are entitled to claim reasonable expenses incurred in their role as trustee of the charity. No expenses were claimed by the trustees for the period ending 31 March 2024. (2023: £Nil).

9. Related party disclosure

There were no related party transactions for the period ended 31 March 2024 (2023: £Nil)

Independent Examiner's report to the Trustees of Respect For All

This report is made solely to the trustees of Respect for All CIO, for the year ended 31 March 2024. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees for my examination work.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. My examination included:

- A review of the accounting records kept by the charity and a comparison of the accounts presented with those records.
- It also included consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants.

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met.



18 November 2024

Emily Edward FCCA – Smile Accountants Limited

RESPECT FOR ALL

England & Wales - Charity number 1188851

Accounts

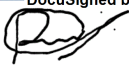
Respect for All CIO

Unaudited Accounts for the period ended 31 March 2023

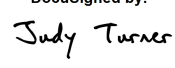
Respect for All Approval Statement for the period ended 31 March 2023

We approve these accounts which comprise the statement of financial activities, balance sheet and related notes. We acknowledge our responsibilities for the accounts and providing all of the information and explanations necessary for their completion.

Treasurer - Priscilla Asirifi

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Date: 18/12/2023

DocuSigned by:

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Chair - Judy Turner

Date: 12/19/2023

Report from the Trustees for the period ended 31 March 2023

Respect for All CIO [RfA] is a charity providing specialist counselling services to learning-disabled people, autistic people and their families and carers across Greater Manchester.

The Board of Trustees formally agreed to change Respect for All's accounting period end to 31 March. (It's previous period end was 31 May).

Therefore, this set of accounts covers the 10-month period - 1 June 2022 to 31 March 2023. The reason for the change is to bring the Charity's accounting period in line with most NHS annual contracts.

The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the charity. This report sets out those objectives and describes how they have been met in the current year.

Respect for All CIO continues the values of RfA's founders in 2001 who developed a client-centred counselling service based on the social model of disability. They first registered as an unincorporated charity in 2009 supported initially by charitable trusts and then by NHS grants and commissions. In 2020 the new incorporated RfA CIO took over all the assets and liabilities of the unincorporated charity Respect for All (Charity 1129953).

RfA has continued to deliver its specialist counselling service using the charity's 2021 – 2024 business plan. The infrastructure of the charity has continued to develop and RfA is well positioned for future growth and funding opportunities. A new client management database and accounting system have been introduced alongside an overhaul of HR procedures. New group services have been designed and successfully piloted thanks to the continued support of our ongoing funding from Greater Manchester Health and Social Care Partnership (GMHSCP).

RfA is committed to reaching autistic people and learning-disabled people across Greater Manchester. Ongoing funding from GMHSCP has helped RfA's reach across GM. Stockport has a long history of supporting autistic people in their borough to have counselling from RfA through spot purchasing and Manchester also have procedures for GPs to refer to the RfA service. Rochdale continues to fund RfA via an annual grant of £25,000. Over the past year, we have developed a more robust, efficient, and effective working relationship with Salford and Trafford, as a result referrals in these localities have increased. In Bury and Oldham, some clients have been helped by spot-funding but there have been few or no successful applications for funding for an RfA service by residents of Bolton, Wigan or Tameside. The GMHSCP grant allows us to reach a few people in those areas and to provide our specialist services to others whose need we recognise which are not yet eligible for NHS commissioned support. This includes counselling for the families and carers of autistic and/or learning-disabled people and people without an autism diagnosis. Only Stockport and Rochdale fund people who self-identify as autistic. It also helps us, where the need is urgent, to provide a service without waiting for the lengthy process of spot purchase approval.

The team of RfA counsellors are the heart and soul of the charity and have delivered counselling to 291 individual clients during the 10-month period reported in these accounts (June 1st 2022 – 31st March 2023). During the 10-months period, we received 440 unique referrals. It should be noted that due to the high demand for services and subsequent long waiting lists to start counselling, we regrettably paused accepting new referrals between July and November. The high demand for our services is evidenced by the majority

of the 440 new referrals being received when we re-opened referrals in November 2022 to March 2023 (5 months). We are currently experiencing a referral rate which will lead to over 1000 new referrals a year. In adapting to the demand, further recruitment of specialist counsellors was undertaken in September 2022 and our team has increased from 23 to 32 counsellors.

When recruiting counsellors and student placements, RfA ensures that they have personal or lived experience of learning disability and/or autism, or significant professional experience and a passion for the need for specialist services for our client group. We look for a range of skills as we aim to offer a variety of counselling methods including person-centred, integrative, hypnotherapy/relaxation therapy, NLP (neuro linguistic programming), CBT (cognitive behavioural therapy), play therapy and mindfulness. RfA also supports students on placement and makes some use of experienced volunteers.

The public benefit of RfA is shown in the improvements to their well-being that are reported by clients' own and their counsellor's assessment using appropriate assessment tools. Further information on our service including Annual Reports are available by emailing info@respectforall.org.uk.

As shown in these accounts Respect for All's income has continued to increase. £201,661 in FY20/21 to £314,717 in FY21/22 to £324,486 over the 10-month period in FY22/23. RfA maintains all grant income as a restricted fund. The £91,151 carried forward in this fund has already been allocated to clients referred in FY22/23 but due to start counselling after 31 March 2023. RfA CIO completes its FY22/23 with £200,612 in unrestricted reserves which meets a reserves policy of nearly 6 months forecast running costs. This allows RfA to invest in developing and extending its service in the coming year to support the demand and expansion of services, and as such have made a commitment from reserves to appoint a Head of Charity Development post.

Governance and Organisational Structure

Respect for All is a Charitable Incorporated Organisation incorporated in 2020 and is governed by a board of trustees.

Charity Name: Respect for All CIO

Contact Address: The Old Town Hall, 5 Irwell Place, Eccles, Salford, M30 0FN

Bank: The Co-operative Bank PO Box 200, Skelmersdale, WN8 6 WT

Website: www.respectforall.org.uk

Email: info@respectforall.org.uk

Trustees as at 31st March 2023:

Judy Turner	Chair (appointed 09/03/20)
Adam Owens	Treasurer (resigned 15/05/23)
Maggie Walker	(appointed 09/03/20)
Eileen Steed	(appointed 09/03/20)
Eric Irozuro	(appointed 27/04/21)

Trustees at time of writing:

Judy Turner	Chair (appointed 09/03/20)
Priscilla Asirifii	Treasurer (appointed 28/06/23)
Maggie Walker	(appointed 09/03/20)
Eileen Steed	(appointed 09/03/20)
Eric Irozuro	(appointed 27/04/21)
Shirley Woods-Gallagher	(appointed 28/06/23)
Michael Molete	(appointed 28/06/23)

Respect for All – Statement of Financial Activities for the period ended 31 March 2023

	Period ended 31/03/2023		31/03/2023	31/05/2022
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Income				
Rochdale SIF Grant	-	21,197	21,197	25,000
GMHSCP Grant	-	91,417	91,417	102,333
Counselling Fees Other boroughs/CCGs	68,230	-	68,230	43,186
Counselling Fees self-funders	440	-	440	6,954
Counselling Fees Stockport CCG	114,177	-	114,177	113,910
Counselling Fees Manchester CCG	29,025	-	29,025	23,334
Bank interest received	189	-	189	63
Total Income	212,061	112,614	324,675	314,780
Direct Costs				
Counselling Sessions	131,420	22,377	153,797	94,533
Counselling DNA	3,622	1,805	5,427	4,171
Counselling GMHSCP	-	50,929	50,929	20,975
Counselling Supervision	2,926	-	2,926	300
Mentoring	121	-	121	747
Safeguarding	918	-	918	740
Training	-	-	-	3,889
Advocacy	1,688	36	1,724	837
Total Direct Costs	140,695	75,147	215,842	126,192
Indirect Costs				
Administration and Co-ordinator	269	269	538	822
Salaries	39,788	39,788	79,576	73,649
Staff costs	1,084	1,084	2,168	280
Insurance - RFA General	552	552	1,104	519
CRB/DBS	447	447	894	205
Stationery	32	32	64	178
Telephone and internet	629	629	1,258	2,652
Accounting costs	450	450	900	2,134
Website/IT	2,473	2,473	4,946	16,047
Sundry Expenses	2,333	2,333	4,666	2,063
Travel	58	58	116	383
Depreciation	3,705	-	3,705	2,671
Total Indirect Costs	51,820	48,115	99,935	101,603

Continued - Respect for All – Statement of Financial Activities for the period ended 31 March 2023

	Period ended 31/03/2023		31/03/2023	31/05/22
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Surplus/(deficit) for the period	19,546	(10,648)	8,898	86,985
Surplus/(deficit) brought forward	181,066	101,799	282,865	195,880
Total surplus/(deficit) carried forward	200,612	91,151	291,763	282,865

**The Statement of Financial Activities include all the gains and losses in the period and therefore a statement of total recognised gains and losses has not been prepared.
All the above amounts relate to continuing services.**

The notes on pages 9 – 11 form part of the financial statements

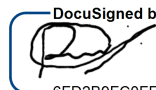
Respect for All - Balance Sheet for the period ended 31 March 2023

	Note	31/03/2023		31/05/2022	
		£	£	£	£
<u>Fixed Assets</u>					
Computer Equipment	2		8,447		10,243
<u>Current Assets</u>					
Bank Balances					
Unrestricted		249,501		212,626	
Restricted - Allocated funding	3	91,151		101,799	
Total at Bank			340,652		314,425
Debtors	4	38,830		29,080	
Prepayments and Accrued Income		46,323		28,018	
			85,153		57,098
Total Assets			434,252		381,766
<u>Current Liabilities</u>					
Creditors	5	26,588		6,335	
Accruals		900		900	
Grants		115,000		91,666	
			(142,488)		(98,901)
Net Assets			291,763		282,865

<u>Funds of the Charity</u>	31/03/2023		31/05/2022	
	£			
Restricted Funds		91,151		101,799
Unrestricted Funds		200,612		181,066
		291,763		282,865

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small company's regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 04/12/2023 and signed on their behalf by PRISCILLA ASIRIFI

DocuSigned by:

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The notes on pages 9 – 11 form part of the financial statements

Notes to the Financial Statements for the Period ended 31 March 2023

1. Principle Accounting Policies

Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities. In preparing the financial statements the charity follows best practice laid down in the Statement of Recommended Practice - Accounting and Reporting

Going concern

The trustees consider it appropriate to prepare the financial statements on a going concern basis.

Recognition of income

Income is accounted for when the charity becomes entitlement to the resources, any performance conditions attached to the income have been met, it is probable that the income will be received and the amount can be measured reliably.

Liability recognition

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

Tangible fixed assets and depreciation

Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £100.00. Depreciation is charged so as to allocate the cost of tangible fixed assets over their estimated useful lives.

Depreciation is provided on the following basis:

Computer equipment - 25% on cost

Office equipment – 25% on cost

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term deposits with a maturity of three months or less.

2. Tangible Fixed Assets

	Computer Equipment	Office Equipment	Total
Cost			
At 1 June 2022	12,463	450	12,913
Additions	1,909	-	1,909
Disposals	-	-	-
At 31 March 2023	14,372	450	14,822
Depreciation			
At 1 June 2022	2,633	37	2,670
Charge for the year	3,593	112	3,705
At 31 March 2023	6,266	151	6,375
Net Book Value at 31 March 2023	8,106	299	8,447

3. Summary of restricted Income and Expenses

	GMHSCP	Rochdale SIF	Total
Funds brought forward	77,348	24,451	101,799
Grant received	91,471	21,197	112,614
Direct Restricted expenses:			
Counselling Sessions	3,885	18,492	22,377
Counselling DNA	1,521	284	1,805
Counselling GMHSCP	50,929	-	50,929
Advocacy	-	36	36
Total Direct Restricted Expenses	(56,335)	(18,812)	(75,147)
Indirect Restricted Expenses			
Administration and Co-ordinator	215	54	269
Salaries	31,830	7,958	39,788
Staff costs	867	217	1,084
Insurance - RFA General	441	111	552
CRB/DBS	358	89	447
Stationery	26	6	32
Telephone and internet	503	126	629
Accounting costs	360	90	450
Website/IT	1,978	495	2,473
Sundry Expenses	1,866	466	2,333
Travel	46	12	58
Total Indirect Restricted Expenses	(38,492)	(9,623)	(48,115)
Surplus/(deficit) for the current year	(3,410)	(7,238)	(10,648)
Surplus/(Deficit) restricted funding	73,938	17,213	91,151

4. Debtors

Amounts falling due within one year

	31 March 2023	31 May 2022
Trade Debtors	38,830	29,080
Total Debtors	38,830	29,080

5. Creditors	31 March 2023	31 May 2022
Amounts falling due within one year		
Trade Creditors	26,588	6,335
Total Creditors	26,588	6,335

6. Funds

Unrestricted funds

Comprise those funds which the trustees are free to use in accordance with the charity's general purpose.

Restricted funds

Comprise donations and grants for specific activities set out by the donor.

7. Salaries and Pensions

	31 March 2023	31 May 2022
Salaries	75,374	71,114
Employers National Insurance	3,840	2,255
Payroll service	362	280
	79,576	73,649

The average number of persons employed by the charity during the year was 3 (2022: 3).

Respect for All offers an auto enrolment pension scheme, but as at the period end 31 March 2023, all employees had opted out.

8. Trustee remuneration

The charities policy is that trustees cannot be employees, but are entitled to claim reasonable expenses incurred in their role as trustee of the charity. No expenses were claimed by the trustees for the period ending 31 March 2023. (2022: £Nil).

9. Related party disclosure

There were no related party transactions for the period ended 31 March 2023 (2022: £Nil)

Independent Examiner's report to the Trustees of Respect For All

This report is made solely to the trustees of Respect for All CIO, for the period ended 31 March 2023. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees for my examination work.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. My examination included:

- A review of the accounting records kept by the charity and a comparison of the accounts presented with those records.
- It also included consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met.

Emily Edwards FCCA – Smile Accountants Limited

RESPECT FOR ALL

England & Wales - Charity number 1188851

Accounts

Respect for All CIO


Unaudited Accounts for the year ended 31 May 2022

Respect for All Approval Statement for the year ended 31 May 2022

We approve these accounts which comprise the income and expense accounts, balance sheet and related notes. We acknowledge our responsibilities for the accounts and providing all of the information and explanations necessary for their completion.

A Owens

Treasurer



Date:

15 / 12 / 22

J Turner

Chair



Date:

1 / 12 / 22

Report from the Trustees for the year ended 31 May 2022

Respect for All CIO [RfA] is a charity providing specialist counselling services to learning-disabled people, autistic people and their families and carers across Greater Manchester.

Respect for All CIO continues the values of RfA's founders in 2001 who developed a client-centred counselling service based on the social model of disability. They first registered as an unincorporated charity in 2009 supported initially by charitable trusts and then by NHS grants and commissions. In 2020 the new incorporated RfA CIO took over all the assets and liabilities of the unincorporated charity Respect for All (Charity 1129953).

RfA has continued to deliver its specialist counselling service through a second pandemic disrupted year using the charity's 2021 – 2024 business plan. RfA's first employee, Head of Operations Rob Wardle, has ensured that the infrastructure of the charity has been developed to position it for future growth and funding opportunities. A new client management database and accounting system have been introduced alongside an overhaul of HR procedures. RfA's counselling service structure, processes and procedures were reviewed and redesigned and a counselling service coordinator employed. Greater Manchester Health and Social Care Partnership (GMHSCP) provided a grant which has supported these improvements.

RfA is committed to reaching autistic people and learning-disabled people across Greater Manchester. A second grant from GMHSCP, recognising the impact of the pandemic, has helped RfA's reach across GM. Stockport has a long history of supporting autistic people in their borough to have counselling from RfA through spot purchasing and Manchester also have procedures for GPs to refer to the RfA service. Rochdale continues to fund RfA via an annual grant of £25,000. In Salford, Trafford, Bury and Oldham some clients have been helped by spot-funding but there have been no successful applications for funding for an RfA service by residents of Bolton, Wigan or Tameside. The GMHSCP grant allows us to reach a few people in those areas and to provide our specialist services to others whose need we recognise which are not yet eligible for NHS commissioned support. This includes counselling for the families and carers of autistic and/or learning-disabled people and people without an autism diagnosis. Only Stockport and Rochdale fund people who self-identify as autistic. It also helps us, where the need is urgent, to provide a service without waiting for the lengthy process of spot purchase approval.

The team of RfA counsellors are the heart and soul of the charity and have continued to work under stressful conditions throughout the pandemic to deliver counselling to 332 clients during the year. Demand has been high. An exceptional 630 people sought support from RfA during the year – over double those in the previous year. This meant that RfA had to manage a waiting list of over 300 people at 31st May 2022. In adapting to the demand, seven new counsellors have been brought on board during the year bringing RfA's counsellor numbers as at 31st May 2022 to 23 with further recruitment planned. Regrettably, the unprecedented high demand had to be managed by pausing new referrals for a period.

When recruiting counsellors and student placements, RfA ensures that they have experience of learning disability, autism, or being a carer in personal or professional life. We look for a range of skills as we aim to offer a variety of counselling methods including person-centred, integrative, hypnotherapy/relaxation

therapy, CBT (cognitive behavioural therapy) and play therapy. RfA also supports students on placement and makes some use of experienced volunteers.

The public benefit of RfA is shown in the improvements to their well-being that are reported by clients' own and their counsellor's assessment using appropriate assessment tools. Further information on our service including Annual Reports are available by emailing info@respectforall.org.uk.

As shown in these accounts Respect for All's income again increased dramatically. £201,661 in FY20/21 to £314,717 in FY21/22. RfA maintains all grant income as a restricted fund. The £101,799 carried forward in this fund has already been allocated to clients referred in FY21/22 but due to start counselling after 31st May 2022. RfA CIO completes its FY21/22 with £181,066 in unrestricted reserves which meets a reserves policy of 6 months forecast running costs. This allows RfA to invest in developing and extending its service in the coming year to support the demand for the service.

Respect for All CIO Trustees at 31 May 2022 are:

Judy Turner

Maggie Walker

Eileen Steed

Eric Irozuro

Adam Owens

Independent Examiner's report to the Trustees of Respect For All

This report is made solely to the trustees of Respect for All CIO, for the year ended 31 May 2022 set out on pages 6 to 10. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees for my examination work.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. My examination included:

- A review of the accounting records kept by the charity and a comparison of the accounts presented with those records.
- It also included consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met.

Emily Edwards FCCA – Smile Accountants Limited



1 December 2022

Respect for All – Income and Expenditure Account for the Year Ended 31 May 2022

	Note	31/05/2022		31/05/2021	
		£	£	£	£
Income	1				
Unrestricted		187,384		88,945	
Restricted		<u>127,333</u>		<u>112,716</u>	
			314,717		201,661
Direct Costs	1				
Unrestricted		91,573		39,533	
Restricted		<u>34,619</u>		<u>27,497</u>	
			126,192		67,029
Gross Surplus			188,525		134,632
Bank Interest Received			63		73
Indirect Expenses	1				
Unrestricted - Administrative Expenses		61,870		17,231	
Restricted - Administrative Expenses		<u>39,733</u>		<u>39,499</u>	
			101,603		56,730
Surplus(Loss)			<u>86,985</u>		<u>77,975</u>

Respect for All - Balance Sheet as at 31 May 2022

		31/05/2021		31/05/2021	
	Note	£	£	£	£
<u>Fixed Assets</u>					
Computer Equipment			10,243		9,891
<u>Current Assets</u>					
Bank Balances					
Unrestricted		212,626		176,462	
Restricted - Allocated funding	2	101,799		61,281	
<u>Total at Bank</u>			314,425		237,743
Debtors		29,080		26,568	
Prepayments and Accrued Income		28,018		13,184	
			57,098		39,752
<u>Total Assets</u>			381,766		287,386
<u>Current Liabilities</u>					
Creditors		6,335		4,321	
Accruals		900		2,400	
PAYE Creditor				785	
Grants		91,666		84,000	
			98,901		91,506
<u>Net Assets</u>			282,865		195,880

	31/05/2022	31/05/2021
	£	
<u>Capital Account</u>		
Balance brought forward	195,880	117,905
Surplus/(loss) for Period	86,985	77,975
	282,865	195,880

Respect for All – Notes to the Accounts for the Year Ended 31 May 2022

Note 1: Income and Expenditure Analysis

	31/05/2022		31/05/2021	
	Unrestricted £	Restricted £	Unrestricted £	Restricted £
Income				
Rochdale SIF Grant		25,000		16,700
Mind Grant				27,216
GMHSCP Grant		102,333		68,800
Counselling Fees Other boroughs/CCGs	43,186		20,300	
Counselling Fees self-funders	6,954		7,240	
Counselling Fees Stockport CCG	113,910		46,720	
Counselling Fees Manchester CCG	23,334		14,685	
	187,384	127,333	88,945	112,716

	Unrestricted		Restricted	
	£	£	£	£
Direct Costs				
Counselling Sessions	84,906	9,627	36,517	683
Counselling DNA	2,787	1,384	1,975	140
Counselling Helpline		20,975		25,294
Counselling Supervision	180	120	40	
Mentoring	448	299	213	293
Safeguarding	444	296	551	760
Training	2,334	1,555	237	327
Advocacy	474	363		
	91,573	34,619	39,533	27,497

Respect for All – Notes to the Accounts for the Year Ended 31 May 2022

Note 1: Income and Expenditure Analysis

Indirect Expenses	31/05/2022		31/05/2021	
	Unrestricted	Restricted	Unrestricted	Restricted
	£	£	£	£
Administration and Co-ordinator	457	365	9,025	12,450
Project Management				363
Consultancy				5,600
Salaries	44,189	29,460	3,210	4,428
Staff costs	168	112		8,341
Insurance - RFA General	311	208	469	647
CRB/DBS	123	82	237	327
Counsellor Memberships			29	40
Stationery	107	71	58	79
Telephone and internet	1,591	1,061		1,425
Accounting costs	1,280	854	630	870
Website/IT	9,628	6,419	2,874	3,966
Sundry Expenses	1,115	948	699	961
Travel	230	153		3
Depreciation	2,671			
	61,870	39,733	17,231	39,499

Note 2: Summary of restricted Income and Expenses

	Mind	GMHSCP	Rochdale SIF	Total
Funds brought forward	3,550	31,750	16,091	51,391
Grant received		102,333	25,000	127,333
Investment in Computer Equipment	2,573			2,573
<u>Direct Restricted expenses:</u>				
Counselling Sessions		1,982	7,645	9,627
Counselling DNA		847	537	1,384
Counselling Helpline	770	20,205		20,975
Counselling Supervision		96	24	120
Mentoring		239	60	299
Safeguarding		237	59	296
Training		1,244	311	1,555
Advocacy		252	111	363
Total Direct Restricted Expenses	770	25,102	8,747	34,619
<u>Indirect Restricted Expenses</u>				
Administration and Co-ordinator				
Project Management		304	61	365
Salaries		23,568	5,892	29,460
Staff costs		90	22	112
Insurance - RFA General		166	42	208
CRB/DBS		66	16	82
Stationery		57	14	71
Telephone and internet		849	212	1,061
Accounting costs		683	171	854
Website/IT		5,135	1,284	6,419
Sundry Expenses	207	593	148	948
Travel		122	31	153
Total Indirect Restricted Expenses	207	31,633	7,893	39,733
Surplus/(deficit) for the current year	-3,550	45,598	8,360	50,408
Surplus/(Deficit) restricted funding	0	77,348	24,451	101,799

RESPECT FOR ALL

England & Wales - Charity number 1188851

Accounts

Respect for All Approval Statement for the year ended 31 May 2021

We approve these accounts which comprise the income and expense accounts, balance sheet and related notes. We acknowledge our responsibilities for the accounts and providing all of the information and explanations necessary for their completion.

Respect for All CIO

Unaudited Accounts for the year ended 31 May 2021

M Walker

Treasurer

J Turner

Chair

Date:

Respect for All Approval Statement for the year ended 31 May 2021

We approve these accounts which comprise the income and expense accounts, balance sheet and related notes. We acknowledge our responsibilities for the accounts and providing all of the information and explanations necessary for their completion.

M Walker



Treasurer

J Turner



Chair

Date:

9/01/2022.

Report from the Trustees for the year ended 31 May 2021

Respect for All [RfA] is a charity providing counselling services to learning-disabled people, autistic people and their families and carers across Greater Manchester.

The RfA CIO was registered with the charity commission in April 2020 and, with the permission of the Charity Commission, took over all the assets and liabilities of the existing unincorporated charity Respect for All (Charity 1129953) from 1st October 2020. Formation of the CIO was an essential part of the ongoing development plan for RfA.

The Trustees of the Respect for All CIO will continue the values of RfA's founders in 2001 who developed a client-centred service, first registered as a charity in 2009. We have confidence that our development plans combined with the financial strength shown in these accounts will allow us to continue to develop to provide a much-valued service to learning-disabled people, autistic people and their families and carers across Greater Manchester.

The Trustees have ensured that RfA continued to deliver its traditional counselling service through the pandemic disrupted year and also developed its innovative "mental health first aid helpline" grant aided by MIND and the Greater Manchester Health and Social Care Partnership. After a year of development including a strategic planning exercise and review of all policies, by May 2021, the Trustees had begun to expand the Trustee Board, and employed a Head of Operations. This new post allowed them to handover the skilled and time-consuming management role they had been carrying out voluntarily. A benefit of this extensive voluntary work and the delays in appointing the staff team has been a substantial increase in reserves which gives a secure basis for the expanded operations going forward.

The team of RfA counsellors have worked under stressful conditions to continue to deliver counselling to over 300 clients during the year. Many of these sessions were paid for by our on-going CCG partners Stockport, Manchester and Rochdale CCGs. Others benefitted from our helpline service and spot-purchases by other Greater Manchester CCGs. Our service is unique in its flexibility and experience. All RfA counsellors have experience of learning disability, autism, or being a carer in personal or professional life. We offer a variety of counselling methods including person-centred, integrative, hypnotherapy/relaxation therapy and CBT (cognitive behavioural therapy). RfA also takes on student placements and makes some use of experienced volunteers.

The public benefit of RfA is shown in the improvements to their well-being that clients report through appropriate clinical assessment tools and their own and their counsellor's assessment. RfA publishes its Annual Reports on the website www.respectforall.org.uk and can be contacted at counselling@respectforall.org.uk – 0161 532 4070.

These first accounts cover an 8 month period. However income is 50% more than the 2019-20 full year due to the grants received. Note 2 shows the careful management of these restricted funds and that a total of £61,281 is held by RfA in a restricted fund to continue delivery of the objectives of those grants in the months following the end of the financial year. Deducting this, and the fixed assets which are depreciating, RfA CIO completes its first year with £134,599 in unrestricted reserves.

RfA has a reserves target of holding one year's running costs in reserve. Having an employed staff team has greatly increased projected running costs. The support of GMHSCP for organisational development alongside the voluntary work of the founding Trustees has ensured that the reserves target is met for the RfA CIO. The Trustees are in a position to continue to develop RfA to meet the need across all 10 boroughs of Greater Manchester.

Respect for All CIO Trustees at Dec 2021

Judy Turner

Maggie Walker

Eileen Steed

Eric Irozuro

Adam Owens

Independent Examiner's report to the Trustees of Respect For All

This report is made solely to the trustees of Respect for All, for the year ended 31 May 2021 set out on pages 5 to 9. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees for my examination work.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
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- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. My examination included:

- A review of the accounting records kept by the charity and a comparison of the accounts presented with those records.
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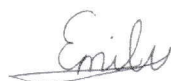
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Independent examiner's statement

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- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met.

Emily Edwards FCCA – Smile Accountants Limited



6 December 2021

Respect for All – Income and Expenditure Account for the Year Ended 31 May 2021

	Note	31/05/2021	
		£	£
Income	1		
Unrestricted		88,945	
Restricted		112,716	
		<hr/>	201,661
 Direct Costs	1		
Unrestricted		39,533	
Restricted		27,497	
		<hr/>	67,029
			<hr/>
Gross Surplus			134,632
Bank Interest Received			73
 Indirect Expenses	1		
Unrestricted - Administrative Expenses		17,231	
Restricted - Administrative Expenses		39,499	
		<hr/>	56,730
			<hr/>
 Surplus(Loss)			<u><u>77,975</u></u>

Respect for All - Balance Sheet as at 31 May 2021

		31/05/2021	
	Note	£	£
<u>Fixed Assets</u>			
Computer Equipment			9,891
<u>Current Assets</u>			
Bank Balances			
Unrestricted		176,462	
Restricted - Allocated funding	2	61,281	
<u>Total at Bank</u>			237,743
Debtors		26,568	
Prepayments and Accrued Income		13,184	
			39,752
<u>Total Assets</u>			287,386
<u>Current Liabilities</u>			
Creditors		4,321	
Accruals		2,400	
PAYE Creditor		785	
Grants		84,000	
			91,506
<u>Net Assets</u>			195,880

	31/05/2021
	£
<u>Capital Account</u>	
Balance transferred from RFA	117,905
Surplus/(loss) for Period	77,975
	195,880

Respect for All – Notes to the Accounts for the Year Ended 31 May 2021

Note 1: Income and Expenditure Analysis

31/05/2021

Income		Unrestricted £	Restricted £
Rochdale SIF Grant			16,700
Mind Grant			27,216
GMHSCP Grant			68,800
Counselling Fees	Other boroughs/CCGs	20,300	
Counselling Fees	self-funders	7,240	
Counselling Fees	Stockport CCG	46,720	
Counselling Fees	Manchester CCG	14,685	
		88,945	112,716

Direct Costs		Unrestricted £	Restricted £
Counselling Sessions		36,517	683
Counselling DNA		1,975	140
Counselling Helpline			25,294
Counselling Supervision		40	
Mentoring		213	293
Safeguarding		551	760
Training		237	327
		39,533	27,497

Respect for All – Notes to the Accounts for the Year Ended 31 May 2021

Note 1: Income and Expenditure Analysis

Indirect Expenses	31/05/2021	
	Unrestricted	Restricted
	£	£
Administration and Co-ordinator	9,025	12,450
Project Management		363
Consultancy		5,600
Salaries	3,210	4,428
Staff costs		8,341
Insurance - RFA General	469	647
CRB/DBS	237	327
Counsellor Memberships	29	40
Stationery	58	79
Telephone and internet		1,425
Accounting costs	630	870
Website/IT	2,874	3,966
Sundry Expenses	699	961
Travel		3
	17,231	39,499

Note 2: Summary of restricted Income and Expenses

	Mind	GMHSCP	Rochdale SIF	Total
Funds brought forward from RFA	2,176	9,918	3,467	15,561
Grant received	27,216	68,800	16,700	112,716
Investment in Computer Equipment	9,890			
<u>Direct Restricted expenses:</u>				
Counselling Sessions		403	280	683
Counselling DNA		70	70	140
Counselling Helpline	9,517	15,776		25,294
Mentoring	71	179	43	293
Safeguarding	184	464	112	760
Training	79	200	48	327
Total Direct Restricted Expenses	9,851	17,091	555	27,497
<u>Indirect Restricted Expenses</u>				
Administration and Co-ordinator	3,006	7,599	1,845	12,450
Project Management	363			363
Consultancy		5,600		5,600
Salaries	1,069	2,703	656	4,428
Staff costs		8,341		8,341
Insurance - RFA General	156	395	96	647
CRB/DBS	79	200	48	327
Counsellor Memberships	10	24	6	40
Stationery	19	49	12	79
Telephone and internet		1,425		1,425
Accounting costs	210	531	129	870
Website/IT	957	2,420	588	3,966
Sundry Expenses	232	587	142	961
Travel		3		3
Total Indirect Restricted Expenses	6,101	29,876	3,521	39,499
Surplus/(Deficit) restricted funding	3,550	31,750	16,091	61,281