

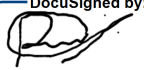
**Respect for All CIO**

**Unaudited Accounts for the year ended 31 March 2024**

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

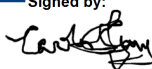
We approve these accounts which comprise the statement of financial activities, balance sheet and related notes. We acknowledge our responsibilities for the accounts and providing all of the information and explanations necessary for their completion.

**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**

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 organisation (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 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](mailto: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](http://www.respectforall.org.uk)

Email:                        [info@respectforall.org.uk](mailto:info@respectforall.org.uk)

**Trustees as at 31<sup>st</sup> 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
		£	£	£	£
<b>Income</b>					
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
<b>Total Income</b>		<b>277,055</b>	<b>148,650</b>	<b>425,705</b>	<b>324,675</b>

**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
<b>Total Direct Costs</b>	<b>166,993</b>	<b>128,161</b>	<b>295,154</b>	<b>215,842</b>

**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
<b>Total Indirect Costs</b>	<b>94,357</b>	<b>99,402</b>	<b>193,759</b>	<b>99,935</b>

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 loses has not been prepared.  
All the above amounts relate to continuing services.

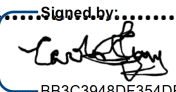
The notes on pages 9 – 11 form part of the financial statements

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

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

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

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

**3. Summary of restricted Income and Expenses**

	<b>GMHSCP</b>	<b>Rochdale SIF</b>	<b>Stockport</b>	<b>Big life</b>	<b>Total</b>
<b>Funds brought forward</b>	<b>73,938</b>	<b>17,213</b>			<b>91,151</b>
<b>Grant received</b>	<b>116,150</b>	<b>25,000</b>	<b>5,000</b>	<b>2,500</b>	<b>148,650</b>
<b>Direct Restricted expenses:</b>					
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
<b>Total Direct Restricted Expenses</b>	<b>102,080</b>	<b>20,552</b>	<b>3,522</b>	<b>2,007</b>	<b>128,161</b>
<b>Indirect Restricted Expenses</b>					
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
<b>Total Indirect Restricted Expenses</b>	<b>80,399</b>	<b>17,103</b>	<b>1,425</b>	<b>475</b>	<b>99,402</b>
Surplus/(deficit) for the current year	(66,329)	(12,655)	53	18	(78,913)
<b>Surplus/(Deficit) restricted funding</b>	<b>7,609</b>	<b>4,558</b>	<b>53</b>	<b>18</b>	<b>12,238</b>

**4. Debtors**

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****5. Creditors**

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
	<b>169,713</b>	<b>79,576</b>

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

