

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.

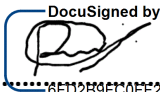
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enables them to ensure that the financial statements comply with The Charities Act 1993. They are also responsible for safeguarding the assets of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

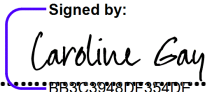
The trustees are responsible for ensuring that they have complied with the duty in section 4 of the 2006 Charities Act with regards to the public benefit statement.

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 Cuniffe		(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	68,180		68,180	31,280
self-funders				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.

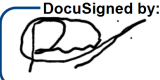
All the above amounts relate to continuing services.

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
<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

		Year end 31/3/2025		Year end 31/3/2024	
	Notes	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 Unrestricted £	Year end 31/3/2024 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)