

WAVE FOR CHANGE

England & Wales · Charity number 1190354

Details

Other names WAVE

Status Registered

Legal form CIO

Registered 2020-07-10

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

Contact

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Activities

Objects: THE OBJECT OF THE CIO, WHICH IS TO BE CARRIED OUT WITHIN A CHRISTIAN ETHOS, WORKING INCLUSIVELY WITH THOSE OF ALL FAITHS OR NONE, IS:TO PROMOTE EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT IN SUCH GEOGRAPHICAL AREAS AS THE TRUSTEES SHALL DETERMINE BY WORKING WITH PEOPLE WITH AND WITHOUT LEARNING DISABILITIES TO REDUCE DISCRIMINATION BASED ON ABILITIES AND FOSTER AN ENVIRONMENT IN WHICH SOCIAL PLACES ARE GENUINELY INCLUSIVE AND ACCESSIBLE TO ALL, IN PARTICULAR BUT NOT EXCLUSIVELY BY: 1) RAISING AWARENESS AMONG THE GENERAL PUBLIC OF THE NEED TO EQUALLY VALUE PEOPLE OF ALL ABILITIES; 2) PROMOTING INCLUSIVITY THROUGH THE ESTABLISHMENT OF INCLUSIVE AND ACCESSIBLE MIXED-ABILITY WORSHIP AND SOCIAL GATHERINGS (WHICH WILL BUILD MIXED-ABILITY FRIENDSHIPS - WHETHER UNDERTAKEN DIGITALLY OR IN PERSON); 3) PROMOTING THE ESTABLISHMENT OF INCLUSIVE AND ACCESSIBLE MIXED-ABILITY SOCIAL GROUPS THAT CO-CREATE COMMUNITY-BASED ACTIVITIES WHERE PEOPLE WITH AND WITHOUT LEARNING DISABILITIES ARE ENCOURAGED TO DO THINGS WITH AND NOT FOR EACH OTHER; 4) PROVIDING ADVICE AND SUPPORT (BASED ON THE CHARITY'S OWN RESEARCH) TO ORGANISATIONS AND INDIVIDUALS SEEKING TO DEVELOP INCLUSIVE AND ACCESSIBLE MIXED-ABILITY GROUPS AND ACTIVITIES. FOR THE PURPOSE OF THIS CLAUSE, 'MIXED-ABILITY' MEANS THOSE WITH OR WITHOUT LEARNING DISABILITIES OR OTHER ADDITIONAL NEEDS.NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH THE LAW OF ENGLAND AND WALES.

Activities: Wave for Change works to build genuinely inclusive communities around the country, where individuals with and without learning disabilities can mix across all aspects of life, becoming less socially segregated and more understanding and tolerant of differences. We are about encouraging and enabling mixed-ability friendships and doing things with and not for each other.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Other Charitable Purposes
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£44,106	£80,648	-	-
2024-06-30	£92,740	£50,904	-	-
2023-06-30	£32,471	£45,131	-	-
2022-06-30	£29,010	£48,648	-	-
2021-06-30	£80,542	£29,078	-	-

Trustees

Name	Role	Appointed
Jason Waterman	Chair	2024-07-10
Carolyn Jean Jarvis		2026-02-23
Ian Hardie		2020-05-18
James Brian Richard Alan Driver		2026-02-23
Lucy Woolfenden		2024-11-30
Mary Osborne		2026-05-18
Max Thomas Wanless		2024-03-13
Stephanie Buckingham		2020-05-18
Toby Morrison		2020-05-18

WAVE FOR CHANGE

England & Wales - Charity number 1190354

Accounts



WAVE
FOR CHANGE

ANNUAL REPORT



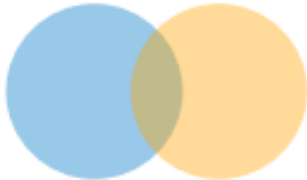
Encouraging people of all abilities to
enjoy mixing, in places where we're all
valued equally

2024-2025

Registered Charity Number: 1190354



People with and without
learning disabilities



Working together



To create more inclusive
communities

QUICK GLOSSARY

WAVEmakers - WAVEmakers is the shorthand we use for anyone who feels motivated to create or support more genuinely inclusive social or worship places in their community.

WAVE Mixed-Ability Team - those who run our regular worship or social gatherings, or communities who help to run mixed-ability taster events.

Customers/visitors - ad hoc visitors who 'drop-in' to WAVE activities e.g., WAVE Cafe customers/visitors.

Members - those who regularly participate in WAVE groups and activities.



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INTRODUCTION FROM OUR CHAIR OF TRUSTEES

Dear Friend,

This was a challenging year for WAVE, which started full of hope and delivered some highs and lows, but overall, a year of learning and encouraging growth, just not quite the growth we had hoped for!

We planned to invest our funds – built up from our loyal supporters, a great FUNdraiser in the previous year and a generous Foundation – in more staff to move from a volunteer-led team to one led by a paid CEO, who was recruited in August 2024. The new CEO's focus was to drive growth of the WAVEmaker network and secure the charity financially. Operational processes were streamlined, but limited progress was made in growing awareness and building our network.

No new grant funding was secured to cover our increased salary costs, so we had to make a difficult decision; the CEO left in May. Bernice, our Co-Founder, stepped back in to support the staff to operate as a self-managing team. This has proven to be an effective and financially sustainable approach; we will continue to monitor its feasibility.



The only recruitment planned is for a part-time staff member to oversee our Mixed Ability Team.

Despite the staff setback we ran two central London taster events. Both events brought new people into the WAVE network, but they were also a chance for volunteers, Trustees, WAVEmakers and Groups members across London to get involved.

We were able to launch a short fundraising campaign that generated support with several one-off gifts to secure our finances towards the end of the year.

Combined with the reduced staff costs, we ended the year in a good financial position. We also recognised the need to renew and refresh our board of Trustees and were blessed to welcome three new trustees.

INTRODUCTION FROM OUR CHAIR OF TRUSTEES

The key lessons from 2024/25 were:

- **Lesson #1:** It is important to invest time aligning our new staff with our core vision and ethos, reminding us of the need to value all our staff and volunteers equally.
- **Lesson #2:** WAVE is at its best when we come together and mix. This remains a top priority. When we come together, we leave stronger.
- **Lesson #3:** When we share our core vision it garners financial support which we need to maintain our efforts to make a change in society.
- **Lesson #4:** WAVE as a movement can attract people with the right skills and commitment to our core vision and ethos, providing a secure base for our growth in the future.

Looking back, it was a challenging year, but we face the coming year with renewed optimism, a refreshed board, a stronger self-managing team, a secure financial basis, a small but loyal set of supporters and signs of growth in our WAVEmaker network. Growth built on the ongoing brilliant work of our Groups across the UK, delivering mixed ability opportunities to many, which is making a difference in so many people's lives.

Ian

Ian Hardie
Chair of the Board of Trustees



OUR THEORY OF CHANGE

The WAVE approach is that everyone should have the chance to join in with community life and be valued equally. We avoid terms like 'service users' or 'volunteers'. For us it's all about doing things with, not for, each other.

When we do this, everyone benefits:

- Understanding and acceptance of people's 'differences' improves
- Confidence grows
- Anxiety reduced
- Friendships are built

WHAT WE DO



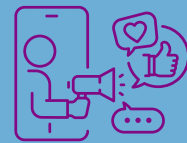
Run fun events



Share stories



Help start groups



Promote our
'with not for' approach

WHAT HAPPENS NEXT?



People learn about
inclusion



Feel confident



Get involved



Start groups

WHAT CHANGES?



Friendships form



More understanding



Less fear & stigma



Belonging

THE BIG DIFFERENCE



Positive attitudes
around learning disability



Connected communities



Greater inclusion



Fairer society

OUR STORY SO FAR

OUR MISSION

WAVE for Change works with individuals, churches, and other organisations to create more genuinely inclusive places in the heart of communities, where people with and without learning disabilities can enjoy mixing together, doing things With Not For each other.

We have seen how individuals and communities are positively changed through engagement with enjoyable mixed-ability worship or social activities & we want to encourage others to join in.

WHY OUR WORK IS NEEDED

- Research shows that mixed-ability social interactions help to overcome anxiety and lack of confidence around people who are 'different' to us
- Most people currently have little or no experience of mixing with individuals of different abilities because there are few places in communities that make this easy to do – people with a learning disability can be as anxious about this as those without
- The majority of adults with and without learning disabilities are, however, open to the idea of joining in with mixed-ability activities – we need more places in communities that do this.

WHAT WE DO



We share our story to raise awareness of the need for and benefits of mixed ability social and worship spaces through events and media platforms.



We inspire and support others to adopt our We're All Valued Equally ethos to start regular inclusive initiatives, including through our WAVEmaker network.



We show our ethos in action, working with mixed-ability teams to bring people with and without learning disabilities together at our taster events.

OUR WAVEMAKER GROUPS



16
groups



There are 160 WAVEmakers and mixed-ability team members



28% of team members have a learning disability



505 people attending each month

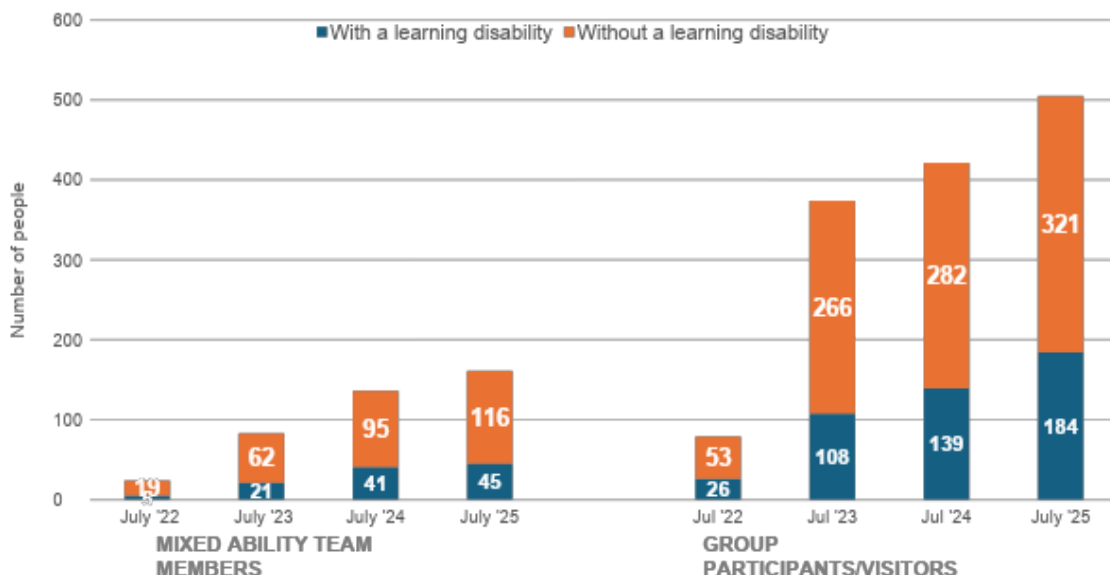


36% of attendees have a learning disability



1171 mixed-ability connections happening each month

OUR GROWTH:
Connections being made at WAVE each month



OUR TEAM

This year included significant staffing changes, which proved both challenging and instructive. We appointed a new CEO in August 2024 who made progress around streamlining our operational processes. Unfortunately, in the current difficult funding climate, no new grant funding was secured to cover salary and the Director's contract had to be terminated. Our Co-Founder, Bernice, stepped in to support remaining staff to move towards operating as self-managing team at this time, which has since proven to be an effective and financially sustainable approach. The intention is to continue to monitor the longer-term feasibility of this structure.



The Wave for Change team, Trustees and family members, summer 2025.

One potential WAVEmaker asked us whether we consider ourselves to be 'a family to be nourished or an organisation that needs to be grown?' This question has helped us as we went into a period of organisational discernment.



Carolyn

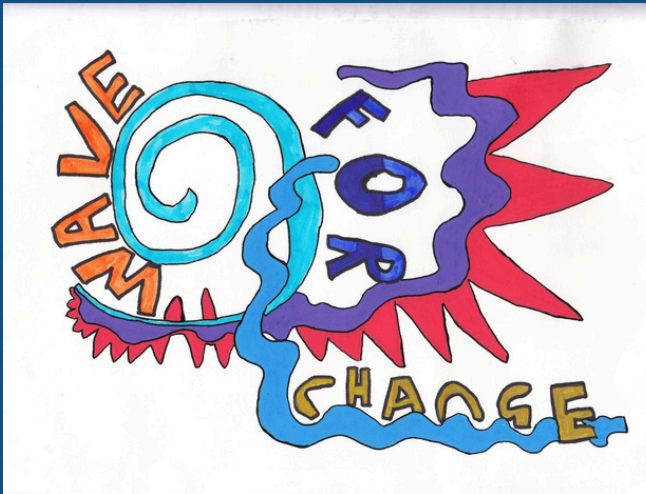
The WAVE for Change staff team consists of our **Relationships Manager, Carolyn**, and **Operations Manager, Sophia Jane**, supported by a dedicated team of Trustees and Mixed-Ability Team members. In June 2025, Carolyn announced that she would be leaving at the end of the summer to work for a major learning disability charity, but would continue to support WAVE as part of the Mixed-Ability Team. We wish her the best of luck in this exciting new chapter!



Sophia Jane

OUR ACTIVITIES, REACH AND IMPACT

Over the past year, WAVE for Change has continued to strengthen and deepen our work of creating mixed-ability places across the UK. Through our WAVEmaker groups, events and forums, we have supported meaningful, ongoing connections between people with and without learning disabilities, rooted in our “with not for” ethos.



“Sometimes people don’t understand my disability or the way I am. For example, I’ve noticed children giggling at me, and I’ve thought, ‘Why are they laughing?’ I know they are just children, but it can still make me feel a bit down. I know I’m beautiful, even if others don’t always see me that way. With WAVE I feel comfortable, included, and just like myself. I’m an artist — a patternist — and I even made this postcard for WAVE! I get involved in different projects and have so much fun!”
– Mixed-Ability Team Member

Growing Mixed-Ability Connections

- Two new groups joined the networking, bringing the total of WAVEmaker groups across the UK to **16**.
- **28%** of mixed-ability team members have a learning disability, reflecting our commitment to shared leadership and participation.
- An average of **1,171 mixed-ability connections** took place each month through regular group activities.
- Volunteers contributed more than **135 hours** of their time each week to support WAVE activities. That’s worth about £86,000 per year if they were paid minimum wage!



These figures represent more than participation; they reflect sustained, relational spaces where people are known, valued and able to contribute as equals.

A key learning for us is that depth of relationship matters more than just scale. Strong, well-supported connections between people, churches, communities and partners create more impact than simply increasing the number of WAVEmakers.

We are seeing real growth and impact where we are able to offer context-appropriate support to authentic mixed-ability places and teams.

2 Promoting our We're All Valued Equally ethos

Our mixed-ability team delivered a number of taster events designed to help others to hold truly inclusive events and groups.

Our hope is to inspire, encourage, and enable others to set up groups of all kinds where we participate as equals, have fun, and break down social barriers.

DRAMA TASTER

On 27th August 2024, we held a drama taster event in St Anne's Church, Soho. Rachael Black from Go Live Theatre Projects facilitated the event. Rachael is an experienced drama teacher and director and holds mixed ability groups of her own. The event showcased what a truly inclusive and accessible group could be, and we also had a lot of fun together!

Twenty-two people came to the event, with equal numbers of people with and without learning disabilities. It was the first time that 16 of the attendees had come to a WAVE event. Everyone who attended was fully engaged in the games and activities, and attendees received handouts of accessible activities to try with their own groups and friends. Lunch was provided, enabling everyone to chat further and find out more about each other.

Everyone said that it was a lot of fun, and that it was great to not have any barriers to participating in each of the activities.



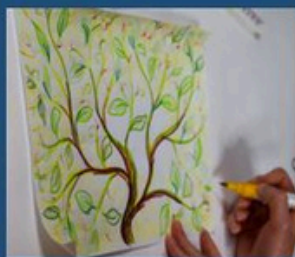


BOWLING

In April 2025, we held a social bowling and pizza event for our Mixed-Ability Team, both to thank them for all of their hard work at our different events and to give them an opportunity to come together and get to know each other more. And, of course, to have some fun! Congratulations to Darrell who was our 'King Pin' at bowling!



Taste of WAVE Afternoon



A TASTE OF WAVE IN THE FRENCH CHURCH, SOHO SQUARE

In October 2024, our mixed-ability team made another trip to Soho, this time to take part in 'A Taste of Wave' afternoon at the French Church in Soho Square.

Our WAVEmakers who attended said that this event boosted their sense of belonging in the WAVE for Change movement. We also received positive feedback from participants, including first-timers to mixed-ability gatherings, and were encouraged by the positive interest shown by people who were passing by. We also made an important connection with the Church of England's Disability Task Group lead.

In December 2024, WAVE co-founder Celia Webster was recognised in the New Year's Honours List with a British Empire Medal, acknowledging her longstanding contribution to inclusive community-building.

Celia founded WAVE's Challenge Group in Muswell Hill after struggling to find spaces where her daughter with a learning disability could mix easily with other children, and where parents could support one another. The group has since become a lifeline for many families, offering a welcoming environment during periods of adjustment and change. Celia said:

"I am accepting the award on behalf of the Challenge Group team and the wider WAVE for Change community, and I hope it encourages others to set up similar groups in more parts of the country."

We are proud to see Celia's work – and WAVE's values – recognised in this way, and we hope it inspires the creation of more inclusive spaces nationwide.



3 Supporting WAVEmakers

“WAVE in a Box helped us not reinvent the wheel. The framework isn’t prescriptive – we were able to adapt it to our members’ needs.”

– WAVE Little Ilford

“The nature of pioneering is lonely. Being part of WAVE means knowing you’re not on your own – someone’s been there before.”

– WAVE Ipswich

We continued to support WAVEmakers through our programme of forums, holding three WAVEmaker forums during the year. These spaces enable peer learning, encouragement and shared problem-solving, reducing the isolation often experienced by those pioneering inclusive work in their communities.

Feedback consistently highlights the value of being part of a wider movement, rather than working alone.



The WAVE Darlington Café team

Being a WAVEmaker made us feel that we belong, that we are not on our own. It didn't feel like a constraint – it made it clear that we are part of a national group working for inclusion, which also gave us credibility.

– WAVE Darlington



IMPACT MONITORING

Each summer, we contact our WAVEmakers to monitor their progress.

- Two new groups joined this year, bringing our total number of WAVEmaker groups to 16! Growing our WAVEmaker community is an important part of our mission, and we received 16 enquiries from groups that are interested in joining WAVE.
- We surveyed one WAVEmaker in each team and were able to have detailed conversations (over and above the survey) with twelve WAVEmakers.
 - Half felt that it was going 'better than expected'
 - One felt it was going somewhere between 'better than expected' and 'steadily OK'
 - Five said that it was going 'steadily OK'
 - One group said that it was 'Not going as well as I hoped.' This group was new, and it was taking more time to set up than they had hoped.
- Our group in Great Yarmouth has paused, owing to illness.
- The group in Hull stopped after the vicar left.
- The main issues identified were attracting new members and publicising their news. There is also a greater need for support to start and grow mixed-ability teams, and a related issue of succession planning.

"It's been a way of growing in confidence – it's a triumph that our group is up and running."

– WAVE Church Mill Hill

4 What We Learned

Working in a way that is truly 'with, not for' takes time. While our ambition was to further expand the mixed-ability team and revitalise WAVE in a Box during the year, progress in these areas was paused due to staffing changes and organisational transition. This has reinforced the importance of building capacity at a sustainable pace and ensuring that growth strengthens – rather than stretches – our core relational work.

We have also been taking more time to get further input from our WAVEmaker groups, mixed-ability teams and those with and without learning disabilities who attend WAVE events. This feedback is helping ensure that the resources and support we offer are genuinely responsive to the needs, experiences and aspirations of those we work with.



WARRICK'S STORY

Warrick, a young man with autism, discovered WAVE through his sister and dad, Stuart.

Stuart told us how Warrick, who usually keeps to himself, felt immediately welcomed at WAVE Café St Neots. Since that first visit, he has not only become a regular but also an enthusiastic team member – helping to set up and clear down, as well as participating fully in the mixed-ability activities.

With Stuart's love of music and some home studio software, Warrick began experimenting. What emerged was a song inspired by his experience of inclusion, belonging, and community at WAVE.

We're pleased to celebrate Warrick, a songwriter who reminds us that music is for everyone, and community is made stronger through diversity.

Listen to "The WAVE Song" at:
<https://tinyurl.com/wavecafesong>

"There are not many places where Warrick fits in. With WAVE, he really enjoys the company and feels part of something bigger."

– WAVE St Neots

5 Broadening support

Alongside grant funding, WAVE for Change continues to benefit from generous individual support. In April 2025, Jane Walton ran the Boston Marathon to support WAVE, raising an impressive £1,300. We are deeply grateful to Jane and to everyone who supported her!

At the same time, the year has reinforced the importance of building a more resilient and diversified funding model. Sustainable growth depends on reducing reliance on one-off events or ad hoc generosity, and increasing income through a balanced mix of grant funding, regular giving and well-designed partnership fundraising. This approach will enable WAVE to plan with confidence and to align its resources more closely with its mission and long-term ambitions.



We would like to thank everyone who has supported WAVE over the past year, and especially our major funders The Sisters of the Holy Cross and The Greendale Foundation.

15 years ago, I watched in awe as Bernice and Celia planted the seed that became WAVE. Today, WAVE flourishes – uniting people with and without learning disabilities to create vibrant, inclusive communities across the UK.

But this is just the beginning.

I tackled the Boston Marathon in April 2025 to fuel WAVE's growth. Every mile I ran, every blister I endured, every training session in the rain – it's all for expanding this extraordinary movement.

– Jane Walton



OUR PLANS FOR 2025-26

Over the past three years, WAVE for Change has developed a strong foundation, piloted new approaches and proven the effectiveness of mixed-ability communities in practice.



In the next phase of our journey, we will continue to focus on our strategic objectives:

Reach and recruit WAVEmakers in new communities across London and beyond.

Equip our team for growth, ensuring we are adequately resourced with key staff and mixed-ability team members.

Work with our current WAVEmakers to support the successful start-up and running of their mixed-ability activities, ensuring lasting and supportive relationships.

Broadening our sources of funding to ensure financial sustainability, including a focus on fundraising campaigns that encourage mixed-ability engagement.

Continue to build awareness of the effectiveness of WAVE for Change's approach to inclusion via a wider range of channels, platforms, and taster events.

Collect initial benchmark data (for new groups) and annual monitoring (for existing groups) to build more robust impact evidence to motivate support and satisfy grant funders.

This approach ensures WAVE for Change remains relational and values-led, while operating with the clarity, discipline and care required to sustain impact over the long term.

GOVERNANCE

The Trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties.

The trustees are reporting the financial activities of the charity on a 'Receipts and Payments' basis using a template recommended by the Charity Commission for small non-company charities with a gross income of £250,000 or less.

WAVE is governed by a board of Trustees with two Co-chairs. We have a Relationships Manager who takes responsibility for our relationships with new and prospective WAVE groups, and an Operations Coordinator. Finally, we rely on a mix of volunteers and contractors.

New Trustees receive a copy of the constitution, accounts, and latest trustees' meeting minutes. They are interviewed by the chair and one of the founders, and they attend one trustees' meeting as guests/observers prior to their appointment being confirmed by a vote of current trustees.

Name	Office	Appointed	Completed Tenure
Jason Waterman	Co-chair	10.07.2024	
Ian Hardie	Co-Chair	18.05.2020	
Anchal Gupta	Co-Chair	05.05.2021	30.06.2025
Stephanie Buckingham	Trustee	18.05.2020	
Toby Morrison	Trustee	18.05.2020	
Ingrid Skinner	Trustee	18.05.2020	30.06.2025
Lucy Woolfenden	Trustee	30.11.2024	
Max Wanless	Trustee/Treasurer	13.03.2024	
Bernice Hardie	Trustee	18.05.2020	

TREASURER'S REPORT

I am excited to present my first yearly report as WAVE treasurer. It has been an honour and pleasure to work alongside so many great people, communities and organisations. I extend particular thanks to my fellow trustees and to our brilliant staff team, WAVE is what we make it to be and for that we should be proud!

WAVE began the year with a strong cash reserve of £61,002 and closed the year with £24,460.

This was a year where we made significant investments in staffing, aiming to improve fundraising, these investments however didn't yield the expected additional income. Total income for the period was £44,106 which was disappointing compared to the prior year's amount of £92,740 whilst charity expenditure increased during the year, especially on staffing, £72,621, circa 90% of the overall costs of £80,648, in the previous year total costs were £50,904. Staff costs are allocated to projects and activities in the accounts.

Whilst the year was challenging financially, as of June 2025 the charity is now in a secure financial position through implementing cost cutting measures and we aim to move towards rebuilding cash reserves whilst still delivering on our With Not For ethos.

Income Review

Income fell by approximately 50% compared to the prior year. On reflection, the trustees ascribe this partly to the worsening macroeconomic conditions, hampering nearly all charities' income. Grant receipts fell markedly, falling by over 66% to £12,500. Income remains primarily generated from regular donations, £7,654, ad hoc donations, £15,643, and grants, £12,500. Grants contribute important core and project funding, however we are moving to reduce reliance on them, seeking to adopt a blended, resilient funding model that draws from the wide range of connections WAVE enjoys. We continue to extend our huge thanks to the continued support of Donors, Supporters, Patrons and the wider WAVE Network.

Expenditure Review

Expenditure is dominated by staff costs, totalling £72,621, easily the majority of outflows. During the year we sought to expand our work and reach by appointing a Chief Executive Officer, increasing costs compared to the prior year. At the time the trustees believed that this landmark investment into our resources would fund itself through improved grant receipts and deliver more impact to the community. Over the year progress was not made as hoped and to sustain the long-term future of WAVE the team and related costs were reduced accordingly. Project and activities costs remained stable, and grants secured in the year funded the Charity's initiatives such as Tasters, developing connections for potential new WAVEmakers, and expanding the Charity's profile. The changes to staffing post year end will ensure that the Charity is, first and foremost, fiscally sustainable.

FINANCIAL SUMMARY

Cash funds last year end (unrestricted)	£51,040
Cash funds last year end (restricted)	£9,962
CASH FUNDS THIS YEAR END (UNRESTRICTED)	£24,460

Income	Amount (£)	Expenditure	Amount (£)
Donations - Regular	7,654	Staff	14,935
Donations - Ad hoc	15,643	Non-staff costs	1,541
Campaigns	1,046	Fundraising costs	10,069
Grants	12,500	Marketing & PR	2,221
Gift Aid	7,184	Mixed-Ability Team	6,261
Bank income	79	WAVEmaker Management	14,415
TOTAL	44,106	Outreach	8,756
		Tasters	17,796
		LIVING WITH Exhibition	265
		Impact Tracker	4,389
		TOTAL	80,648



Receipts and payments accounts

For the period
from

1/7/2024

To

30/6/2025



Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations Regular	7,654	-	-	7,654	7,120
Donations Ad hoc	15,643	-	-	15,643	31,163
Campaigns	1,046	-	-	1,046	14,575
Grants	12,500	-	-	12,500	39,280
Legacies	-	-	-	-	-
Corporate Donations	-	-	-	-	-
Gift Aid	7,184	-	-	7,184	515
Bank income	79	-	-	79	87
			2,369		
Sub total (Gross income for AR)	44,106	-	-	44,106	92,740
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	44,106	-	-	44,106	92,740
A3 Payments					
Staff	14,935	-	-	14,935	10,646
Non staff costs	1,541	-	-	1,541	1,563
Fundraising costs	10,069	-	-	10,069	2,395
Marketing/PR/Social media	2,221	-	-	2,221	4,341
Projects : MAT	6,261	-	-	6,261	5,351
Projects : Wavemakers and Forums	7,759	-	-	7,759	8,909
Projects : Potential WAVEmakers	6,656	-	-	6,656	-
Projects : Outreach	8,756	-	-	8,756	-
Projects : Tasters	7,834	9,962	-	17,796	-
Projects : LIVING WITH Exhibition	265	-	-	265	15,425
Projects : RTR Impact Tracker	4,389	-	-	4,389	2,274
Sub total	70,686	9,962	-	80,648	50,903
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	70,686	9,962	-	80,648	50,903
Net of receipts/(payments)	- 26,580	- 9,962	-	- 36,542	41,837
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	61,040	9,962	-	61,002	19,166
Cash funds this year end	24,460	0	-	24,460	61,003

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		24,460	- 0	-
	Total cash funds	24,460	- 0	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Staff IT (laptops)			-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Max Wanless	02/04/2026
	Ian Hardie	02/04/2026



Section A

Independent Examiner's Report

Report to the trustees

WAVE FOR CHANGE

On accounts for the year
ended

30/6/2025

Charity no
(if any)

1190354

Set out on pages

1 & 2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/06/2025

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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 [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Neil Graeme Salt

Date:

7/4/26

Name:

NEIL GRAEME SALT

Relevant professional
qualification(s) or body

PART QUAL ACA

(if any):

Address:

3 FOUNTAINS CRESCENT
LONDON
N14 6GG



SISTERS
of the
HOLY
CROSS



Incubator
Graduate

Re:

London  Catalyst

WAVE for Change

35 Windermere Road, London, N10 2RD

Registered Charity: 1190354

www.wave-for-change.org.uk

hello@waveforchange.org.uk



@WAVEFORCHANGEUK



WAVE FOR CHANGE



@WAVEWITHNOTFOR

THANK YOU
FOR YOUR CONTINUED SUPPORT IN
OUR WORK



Receipts and payments accounts

For the period
from

1/7/2024

To

30/6/2025

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £

A1 Receipts

Donations Regular	7,654	-	-	7,654	7,120
Donations Ad hoc	15,643	-	-	15,643	31,163
Campaigns	1,046	-	-	1,046	14,575
Grants	12,500	-	-	12,500	39,280
Legacies	-	-	-	-	-
Corporate Donations	-	-	-	-	-
Gift Aid	7,184	-	-	7,184	515
Bank income	79	-	-	79	87

2,369

Sub total (Gross income for AR)	44,106	-	-	44,106	92,740
--	---------------	---	---	---------------	---------------

A2 Asset and investment sales,
(see table).

	-	-	-	-	-
--	---	---	---	---	---

Sub total	-	-	-	-	-
------------------	---	---	---	---	---

Total receipts	44,106	-	-	44,106	92,740
-----------------------	---------------	---	---	---------------	---------------

A3 Payments

Staff	14,935	-	-	14,935	10,645
Non staff costs	1,541	-	-	1,541	1,563
Fundraising costs	10,069	-	-	10,069	2,395
Marketing/PR/Social media	2,221	-	-	2,221	4,341
Projects : MAT	6,261	-	-	6,261	5,351
Projects : Wavemakers and Forums	7,759	-	-	7,759	8,909
Projects : Potential WAVEmakers	6,656	-	-	6,656	-
Projects : Outreach	8,756	-	-	8,756	-
Projects : Tasters	7,834	9,962	-	17,796	-
Projects : LIVING WITH Exhibition	265	-	-	265	15,425
Projects : RTR Impact Tracker	4,389	-	-	4,389	2,274

Sub total	70,686	9,962	-	80,648	50,903
------------------	---------------	--------------	---	---------------	---------------

A4 Asset and investment
purchases, (see table)

	-	-	-	-	-
--	---	---	---	---	---

Sub total	-	-	-	-	-
------------------	---	---	---	---	---

Total payments	70,686	9,962	-	80,648	50,903
-----------------------	---------------	--------------	---	---------------	---------------

Net of receipts/(payments)	- 26,580	- 9,962	-	- 36,542	41,837
-----------------------------------	-----------------	----------------	---	-----------------	---------------

A5 Transfers between funds	-	-	-	-	-
-----------------------------------	---	---	---	---	---

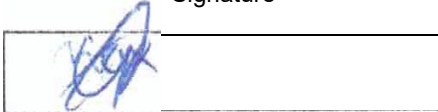

A6 Cash funds last year end	51,040	9,962	-	61,002	19,166
------------------------------------	---------------	--------------	---	---------------	---------------

Cash funds this year end	24,460	0	-	24,460	61,003
---------------------------------	---------------	----------	---	---------------	---------------

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		24,460	-	-
Total cash funds		24,460	-	-
(agree balances with receipts and payments account(s))		OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Staff IT (laptops)		-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Max Wanless	02/04/2026
	Ian Hardie	02/04/2026



Section A

Independent Examiner's Report

Report to the trustees

WAVE FOR CHANGE

On accounts for the year ended

30/6/2025

Charity no (if any)

1190354

Set out on pages

1 & 2

(remember to include the page numbers of additional sheets)

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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 [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Neil Graeme Salt

Date:

7/4/26

Name:

NEIL GRAEME SALT

Relevant professional qualification(s) or body

PACT QUAL ACA

(if any):

--

Address:

3 FOUNTAINS CRESCENT
LONDON
N14 6BG

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

--

WAVE FOR CHANGE

England & Wales - Charity number 1190354

Accounts

A photograph of four young people, two women and two men, smiling and giving thumbs up. They are in an indoor setting, possibly a school or community center, with a poster visible in the background.

WAVE FOR CHANGE ANNUAL REPORT 2023 - 2024

Enabling places where We're All Valued Equally

Registered Charity Number: 1190354
Trustees' Annual Report and Financial Statements - Year to 30 June 2024

This year we have continued to focus on our three strategic pillars of ***Inspiring, Encouraging*** and ***Enabling*** mixed ability activities and events to happen in more communities. We have grown the number of WAVE groups (from 10 to 13) and made preparations for further growth.

We've continued to raise our profile, most significantly via our very successful LIVING WITH exhibition and FUNdraising event and a [new video](#). Through these, various conferences and publications, and our social media presence, as well as personal connections, we have received enquiries from a number of potential WAVEmakers. In order to help those interested in having a WAVE group in their community, we're now offering Taster events supported by our motivated, London-based, mixed-ability team.

A focus this year has been on stabilising our finances (including attracting funding to support the Tasters) and staffing for growth. We now have a Relationships Manager who supports existing WAVEmakers and encourages potential ones, in addition to an Operations Manager. We're also recruiting a new CEO/Director to see the organisation through its next phase of growth.

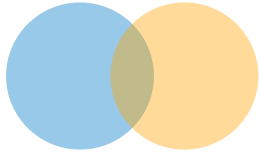
We are motivated by the feedback from the various WAVE inclusive worship and social groups, showing the positive impact mixed-ability groups have on all participants.



Anchal Gupta & Ian Hardie *Co-Chairs of Trustees*



People with and without
learning disabilities



Working together



To create more inclusive
communities



CONTENTS

1. ABOUT WAVE
2. OUR FOCUS THIS YEAR (2023 - 2024)
3. OUR REACH AND IMPACT
4. THANKS TO OUR SUPPORTERS
5. OUR PLANS FOR 2024 - 2025
6. FINANCIAL SUMMARY

APPENDICES

TRUSTEES & RESPONSIBILITIES

LEGAL & ADMINISTRATION INFORMATION

TRUSTEE DECLARATION

CONSTITUTION

THEORY OF CHANGE

REVIEWED ACCOUNTS

ABOUT WAVE

WAVE stands for We're All Valued Equally. We want to see more places where people with and without learning disabilities (LD) can comfortably mix and enjoy each other's company as equals. Our approach is to do things with, not for, each other.

We have seen time and time again how genuinely inclusive places transform negative attitudes around learning disability – both at the personal and community level.

WHY OUR WORK IS NEEDED

- Research shows that mixed-ability social interactions help to overcome anxiety and lack of confidence around people who are 'different' to us
 - Most people currently have little or no experience of mixing with individuals of different abilities because there are few places in communities that make this easy to do - people with a learning disability can be as anxious about this as those without
 - The majority of adults with and without learning disabilities are however open to the idea of joining in with mixed-ability activities – we need more places in communities that do this.
-

WHAT WE DO

We **share** our story to raise awareness of the need for and benefits of mixed ability social and worship places via relevant **media and conference platforms**



We **inspire** others to adopt our 'all valued equally' ethos to start regular inclusive initiatives - building a **network of 'WAVEmakers'**



We **show** our ethos in action, working with mixed teams to bring people with & without LD together at **'WAVE Taster Events'**



WHAT WE DO

We **inspire, encourage and enable** those who want to start vibrant inclusive social and worship groups in their communities – places where everyone is valued equally. People most likely to be aware of this need include individuals with learning disabilities, their family members, friends, teachers and other professionals who work in the area of disability, as well as community workers in places of worship.

We aim to **inspire and encourage** new WAVEmakers to work with interested people/organisations to help understand their community needs, to identify ways to create all-inclusive groups, and to be confident and capable to continue building these mixed-ability connections in the long run.

To **enable** this we:

- share our learnings and practical tips/templates via our comprehensive WAVE in a Box (an online resource that condenses over a decade of experience into practical guidance and templates)
 - connect them with other existing/potential WAVEmakers to discuss questions and concerns. We organize WAVEmaker forums on a quarterly basis to connect potential and current WAVEmakers, and we offer support on an ongoing basis
 - offer our mixed-ability team to work alongside partners and potential WAVEmakers to plan and execute Taster events in their communities
-

OUR FOCUS THIS YEAR in 2023-2024

In 22/23 we set ourselves 5 areas of focus:

1. Promote our All Valued Equally ethos to inspire more mixed-ability activities
2. Recruit more WAVEmakers and support them with regular WAVEmaker forums
3. Continue to build a mixed-ability team to support WAVE Tasters and other events
4. Strengthen our central team through recruitment as we grow
5. Hold a major fundraising event and continue to apply for grants

The following pages will tell you more about our progress

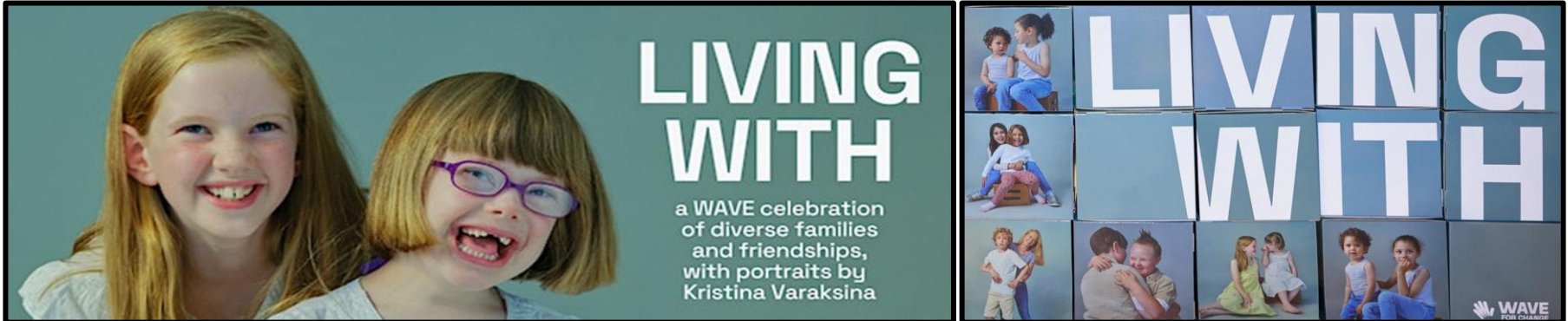


OUR FOCUS THIS YEAR

1. PROMOTE OUR 'ALL VALUED EQUALLY' ETHOS TO INSPIRE MORE MIXED-ABILITY ACTIVITIES

An exhibition of photographic portraits of WAVE's Challenge Group children, many taken with a sibling, was the central element of our LIVING WITH exhibition at Alexandra Palace. The very successful exhibition, and events around it, were a real celebration of mixed-ability families, and a great way to share the work of WAVE with a wider audience. The exhibition subsequently did its first 'on tour' installation at North London's Whittington Hospital.

"It was wonderful and encouraging and many of us left with renewed energy to pursue our common goal in creating a truly inclusive community"



OUR FOCUS THIS YEAR

2. RECRUIT MORE WAVEMAKERS AND SUPPORT THEM WITH REGULAR WAVEMAKER FORUMS

Three new groups joined the WAVEmaker family this year – in Ballyclare (Co Antrim), Leicester and Ipswich. An existing group in Darlington expanded with a group holding social events in addition to their existing WAVE Church group.

We've continued holding quarterly, well attended and well received, WAVEmaker forums for those exploring or already running inclusive groups. One was in person; the others online. These allow for mutual learning, encouragement and cross-promotion. We're building momentum around the idea of a WAVE network affecting wider community/societal change, groups keep records of their activities, and we interview leaders & participants annually (Impact Report on P. 15)



OUR FOCUS THIS YEAR

3. CONTINUE TO BUILD A MIXED-ABILITY TEAM TO SUPPORT WAVE TASTER AND OTHER EVENTS

We know it can be daunting to start a WAVE-style group from scratch so we've been encouraging the idea of WAVE Taster events where we can share advice and resources and, if close to London, help from our mixed-ability team.

This team has worked together this year to plan and support WAVE events and two up-coming Tasters in Summer/Autumn 2024.

"I've found WAVE to be an inclusive, caring and welcoming place where I feel I can fulfil my potential and challenge myself."



OUR FOCUS THIS YEAR

4. STRENGTHEN OUR CENTRAL TEAM THROUGH RECRUITMENT AS WE GROW

As the WAVE network has grown - we now have 13 groups around the UK - we've expanded our central team. Our WAVEMakers are supported by a Relationships Manager and we have a new Operations Manager (both part-time).

The CEO who joined us in the summer of '23 had to leave after a few months for personal reasons but despite this setback the team pulled together and achieved a lot during the year. We then engaged professional head-hunters to find a new CEO who is due to take up the position in August '24.



OUR FOCUS THIS YEAR

5. HOLD A MAJOR FUNDRAISING EVENT AND CONTINUE TO APPLY FOR GRANTS

One of our values is 'fun' and our mixed-ability team we had a very successful wine and cheese tasting FUNdraiser in November, netting almost £15k.

A mixed-ability team ran the event and, along with a [new WAVE video](#), it was a wonderful way of sharing our ethos with a largely new audience.

“Doing different things with different people expands your thinking, promotes inclusivity and understanding and is fun”

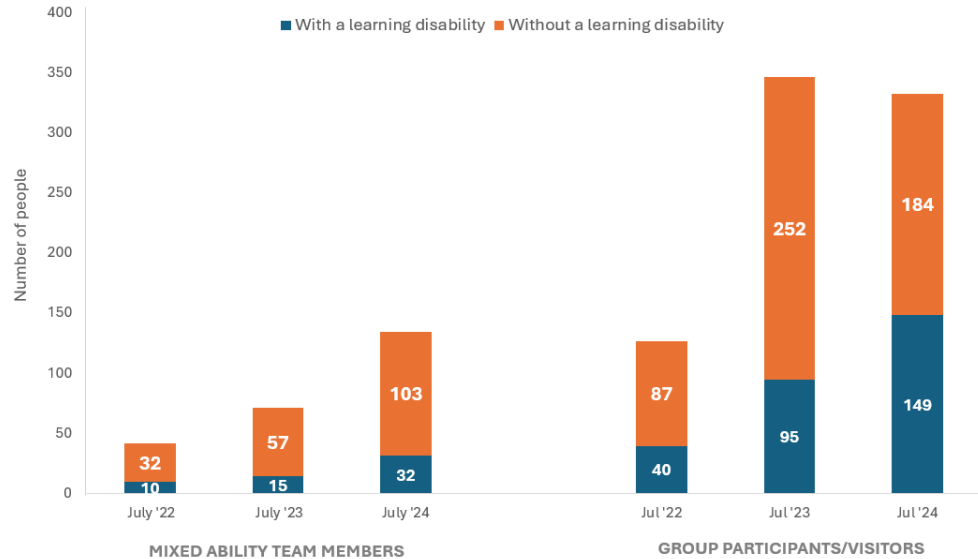


OUR REACH & IMPACT

As a result of new WAVE groups and growth within our existing groups, we now have:

- 135 mixed-ability team members (32 with a learning disability) - an 88% increase since last year and over three times our July 2022 figure
- Over 330 people mixing together at WAVE groups each month with the most significant increase in participation being among individuals with a learning disability (up 50% on last year and three times 2022) - reflecting the fact that a number of social spaces previously frequented (libraries/day centres etc.) are now closing.
- Participants tell us that WAVE provides much needed places for those with & without learning disabilities to make new connections & build friendships.

Connections being made through WAVE each month



Behind these statistics are individuals and groups who feel the very real benefits of places where people of all abilities can spend time together as equals.

OUR REACH & IMPACT



WAVE DARLINGTON

The WAVE Darlington group have been running a WAVE Church since 2022. This year they also started a social event, an inclusive coffee morning which they called ‘Challenging the Stereotypes’, because *“this is what we hoped to do by using mixed-ability teams in all aspects of the coffee morning. The feedback we received was overwhelmingly positive. The mixed-ability team worked well together, customers were surprised at their abilities and we saw attitudes being changed.”*



WAVE LITTLE ILFORD

WAVE Little Ilford have gone from strength to strength this year, adding new members as well as speaking at other new churches. An Art School open day in May was followed by Art School session twice a week and this will lead to an exhibition in late 2024. There are plans to grow the faith based activities with a small group bible study. *“We should all be equal and we are in God’s eyes. It’s important to share the gospel with everyone”*



WAVE HUB MUSWELL HILL (previously WAVE Café)

WAVE Hub continues to grow with additional activities (art and fitness) on offer. *“Our ‘with not for’ ethos isn’t just a slogan, we see it in action every Thursday when our mixed-ability team works together. Everyone has a meaningful role and contributes to our success in their own way. The proof is in our numbers - we have an exceptionally strong base of regular participants. People simply enjoy being here! Most importantly, we all have fun together - we’re building a truly inclusive community where everyone belongs.”*

THANK YOU TO OUR SUPPORTERS

We are grateful to the small but loyal number of personal donors who have regularly contributed to our work and to those who felt moved to support us with generous ad-hoc donations this year.

We have been very grateful for grants from:

- The Postcode Lottery (for the LIVING WITH photographic exhibition)
- London Catalyst and Awards for All (for our Tasters programme)
- The Charitable Trust who gave us £16,680 for the second year to help cover staffing costs

We also thank:

- Award-winning photographer Kristina Varaksina for the photographs of children from WAVE's Challenge Group which formed our LIVING WITH exhibition
- Alexandra Palace for their support and hosting of the LIVING WITH exhibition
- Moët Hennessy UK who generously sponsored and supported our wine and cheese tasting FUNdraising evening

OUR PLANS FOR July 2024 to June 2025

We have set ourselves 5 areas of focus for the year ahead:

- 1. Onboard our new CEO** : we want to grow and provide more opportunities for mixing so we know we need to strengthen our central team in order to build on the team's work to date adding experience and new ideas to increase our impact
- 2. Reach and Recruit WAVEmakers** : we are determined to increase the number of WAVEmakers as well as working closely with our current WAVEmakers and Groups to help sustain and enhance their reach and influence.
- 3. Promote our All Valued Equally ethos** : to inspire more mixed-ability activities we aim to promote and re-mount our LIVING WITH exhibition as part of our overall external communications and awareness raising strategy.
- 4. Broaden our sources of funding** : we can only support our plans to increase the number of groups if we have with enough money to support our work. We aim to increase our number of Regular supporters as well as mounting another major fundraising event and continuing to apply for grants
- 5. Revitalise Wave in Box** : working closely with current and potential WAVEmakers we will review and enhance the resources we can share with WAVEmakers in order encourage and enable new Groups with a revitalised WAVE in a Box.

We look forward to reporting on progress in more detail in our next Annual report

FINANCIAL SUMMARY

WAVE for Change started the year (July '23) with an opening cash balance of £19,166.

We are very grateful for the generous financial support we had in the year from both our regular and ad hoc donors, raising £92,740 mainly via a mix of Donations (£38,283), Grants (£39,280) and a very successful FUNdraising event (£14,575). This is overall significantly higher than the previous year, growing our income almost 3 times. We also benefited from a Trustee volunteering as a full-time CEO for several months.

We invested £50,904 over the year – key elements being Staff £10,645, Operations £8,299 and Core Projects £31,960 (LIVING WITH Exhibition, Mixed Ability Team, WAVEmakers and Impact Tracking).

As of 30th June 2024, WAVE for Change's balance of funds was £61,002. These funds are mainly unrestricted and available to be used in accordance with our charitable objectives at the discretion of the Trustees. It is our policy to maintain a balance of at least three months' cash reserves to cover operating expenses, a policy that we have maintained successfully throughout the year. This prudent approach to carefully managing our resources will be maintained as we seek to grow our activities and move to a mix of more permanently employed staff and volunteers.

We built a strong balance to be able to invest in paid staff to support our next phase of growth and to fund core projects that are directly linked to our charitable aims e.g. WAVE in a Box, running Tasters to link with potential WAVEmakers as well as supporting our growing network of WAVEmaker led groups. We aim to raise further required funds from a combination of increased regular giving, ad-hoc fundraising campaigns and targeted charity grants from Trusts and other Funders. Reaching out to our personal networks, running fundraising events and improving supporter communications will be key to enabling this.

APPENDICES

TRUSTEES AND RESPONSIBILITIES

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008. They are responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration: The trustees declare that they have approved the Trustees' Report, signed on behalf of the Charity's Trustees.

Full name

Signed

Position

Date

Ian Hardie

Co-Chair

30th November

A handwritten signature in purple ink, appearing to read 'Ian Hardie', written over a faint horizontal line.

LEGAL AND ADMINISTRATION INFORMATION

Charity name	WAVE for Change
Charity number	1190354
Operating address	35 Windermere Road, London, N10 2RD
Website	waveforchange.org.uk

Name	Office	Appointed	Resigned
Ian Hardie	Co-chair	18.05.2020	
Anchal Gupta	Co-chair	05.05.2021	
Stephanie Buckingham	Trustee	18.05.2020	
Toby Morrison	Trustee	18.05.2020	
Ingrid Skinner	Trustee	18.05.2020	
Ellie Williams	Trustee	20.10.2020	01.07.2023
Graeme Salt	Trustee/Treasurer	16.02.2022	13.03.2024
Max Wanless	Trustee/Treasurer	13.03.2024	

TRUSTEE DECLARATION

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties.

The trustees are reporting the financial activities of the charity on a 'Receipts and Payments' basis using a template recommended by the Charity Commission for small non-company charities with a gross income of £250,000 or less.

WAVE is governed by a board of trustees with co-chairs. One of the Trustees has taken on the role as temporary CEO while we recruit. We have A Relationships Manager who takes responsibility for our relationship with new and prospective WAVE groups and an Operations Coordinator. Finally, we rely on a mix of volunteers and contractors.

New trustees receive a copy of the constitution, accounts and latest trustees' meeting minutes. They are interviewed by both co-chairs and one of the founders, and they attend one trustees' meeting as guests/observer prior to their appointment being confirmed by a vote of current trustees.

CONSTITUTION

The object of the CIO, which is to be carried out, working inclusively with those of all faiths or none, is:

To promote equality and diversity for the public benefit, in such geographical areas as the trustees shall determine, by working with people with and without learning disabilities to reduce discrimination based on abilities and foster an environment in which social places are genuinely inclusive and accessible to all, in particular, but not exclusively by:

1. Raising awareness among the general public of the need to equally value people of all abilities
2. Promoting inclusivity through the establishment of inclusive and accessible mixed-ability worship and social gatherings(which will reduce social segregation/isolation and build friendships, whether undertaken digitally or in person)
3. Promoting the establishment of inclusive and accessible mixed-ability social groups that co-create community-based activities where people with and without learning disabilities are encouraged to do things with and not for each other
4. Providing advice and support (based on the charity's own research) to organisations and individuals seeking to develop inclusive and accessible mixed-ability groups and activities.

Our Values : In Faith & Love : Simply : Having fun : Creatively : Inclusively : Safely

WAVE FOR THEORY OF CHANGE

OUR THEORY OF CHANGE IS A VISUAL REPRESENTATION OF WHAT WE DO AND AIM TO ACHIEVE.

By mapping this out, we can identify all our activities and the people we reach.
Our ToC shows how our work impacts on individuals, communities and wider society.

In this ToC **WAVE'S ACTIVITIES** include

Raising awareness of the (personal and community) issues that arise through social segregation and of our All Valued Equally ethos
Working with mixed-ability teams to demonstrate our With Not For approach at WAVE taster events
Sharing our stories and impact to motivate potential Wavemakers and supporters
Enabling committed Wavemakers to set up new inclusive initiatives more easily

In this ToC **WAVE'S OUTPUTS** include

Wider engagement with/appreciation of the All Valued Equally ethos and With Not For approach
Mutual understanding and confidence grows through enjoyable social interactions
More empowered, better-equipped Wavemakers.
More genuinely inclusive activities in more places.

In this ToC **WAVE'S OUTCOMES** include

Less social segregation
More enjoyable and safe mixed-ability events and activities
More people with learning disabilities contributing to community life/having sense of belonging
Fewer people without learning disabilities ignoring/misunderstanding/avoiding those with LD.

In this ToC **WAVE'S IMPACT** includes

More social connection between people with and without learning disabilities in community
More mixed-ability friendships
Less ignorance/anxiety/stigma around learning disability
Greater appreciation and commitment to community centred approaches

**WE VALUE ALL
EQUALLY**

Starting in faith and love,
we are open to everyone.

WE ARE INCLUSIVE

We remove barriers so
everyone can understand
and join in. We protect
the vulnerable among us.

**SHIFTING BEHAVIOUR
SHIFTS ATTITUDES**

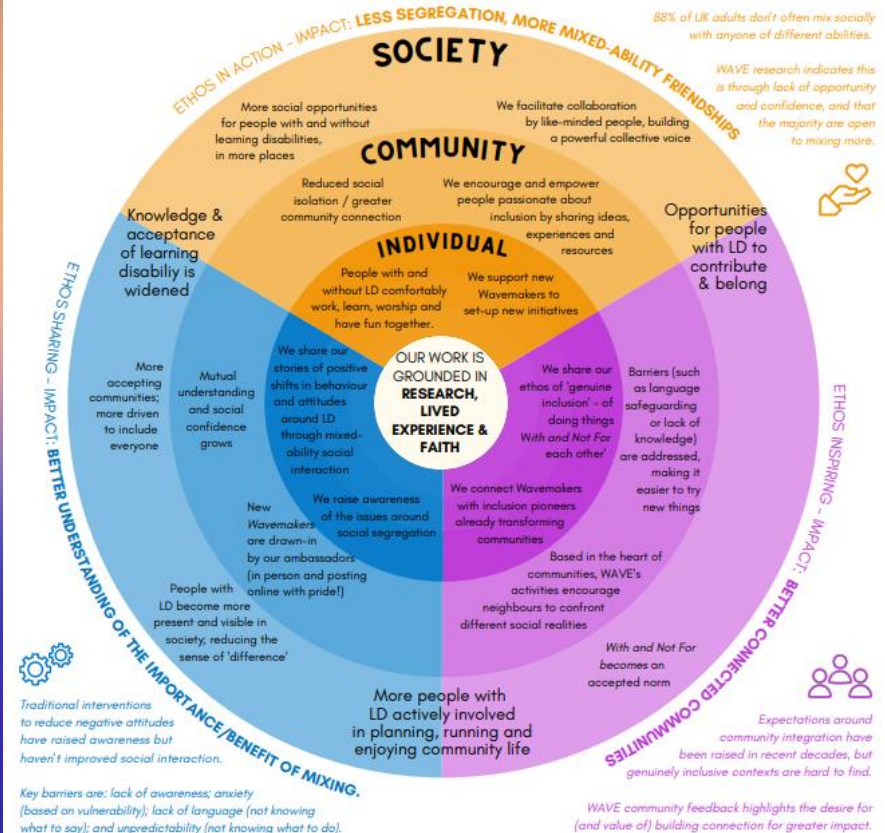
We don't focus on education
or campaigning - we
change expectations
by having fun together.

WITH AND NOT FOR

We participate together on
an equal footing - not as
'beneficiaries' or 'service
users' or 'volunteers'.

OUR VISION IS OF **INCLUSIVE 'MIXED-ABILITY' COMMUNITIES**,
WHERE WE **EXPERIENCE LIFE TOGETHER** AND ARE **ALL VALUED EQUALLY**.

WHY? *Social segregation between people with and without learning disabilities leads to anxiety, fear and prejudice, limited social possibilities, and social isolation. Not everyone has the choice or opportunity to join in community life fully.*





Receipts and payments accounts

For the period from 1/7/2023 To 30/6/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts	7,120	-	-	7,120	6,593
Donations-Regular	31,163	-	-	31,163	7,201
Donations-Ad-hoc	14,875	-	-	14,875	261
Campaigns	39,290	-	-	39,290	18,393
Grants	615	-	-	615	-
Gift Aid	87	-	-	87	44
Bank income	-	-	-	-	-
Sub total (Gross income for A1)	53,660	39,290		92,740	32,471

A2 Asset and investment sales, (see table).

Sub total					
Total receipts	53,660	39,290		92,740	32,471

A3 Payments

Staff	10,645			10,645	15,447
New staff costs	1,952			1,952	1,800
Printing costs	2,355			2,355	2,063
Marketing/PRI-Social media	4,341			4,341	2,357
Projects - LIVING WITH Exhibition (AP Exhibition)	16,026			16,026	3,476
Projects - MAC	5,351			5,351	6,951
Projects - WAF/Enslaves and Forum	8,909			8,909	6,951
Projects - RTI Impact Tribunal	2,274			2,274	-
Projects - Aky Paly 100 Year celebration	-			-	6,026
Sub total	21,219	29,885		50,904	45,131

A4 Asset and investment purchases, (see table)

Sub total					
Total payments	21,219	29,885		50,904	45,131
Net of receipts/(payments)	32,241	9,394		41,835	12,860
A5 Transfers between funds					
A6 Cash funds last year end	18,798	367		19,165	31,828
Cash funds this year end	51,240	9,982		61,002	19,166

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		51,040	9,982	-
	Total cash funds	51,040	9,982	-
	<small>(Signe balances with receipts and payments accounts)</small>			
B2 Other monetary assets				
	Total monetary assets			
	<small>(Details)</small>			
B3 Investment assets				
	Total investment assets			
	<small>(Details)</small>			
B4 Assets retained for the charity's own use				
	Total assets retained for the charity's own use			
	<small>(Details)</small>			
B5 Liabilities				
	Total liabilities			
	<small>(Details)</small>			

Signed by one of two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

I J HARLOE

30/11/2024

M WANLESS

30/11/2024

INDEPENDENT EXAMINER'S REPORT

**Independent examiner's report to the trustees of Wave for Change (the 'Charity'),
a community interest company**

I report to the trustees on my examination of the accounts of the Charity for the year ended 30 June 2024.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I confirm that there are no matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Ian Whitehead

Member of The Institute of Chartered Accountants in England and Wales

1 Vallance Road, London N22 7UD

30 November 2024



Receipts and payments accounts

For the period from 1/7/2023 To 30/6/2024

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £

A1 Receipts

Donations Regular	7,120	-	-	7,120	6,563
Donations Ad hoc	31,163	-	-	31,163	7,201
Campaigns	14,575	-	-	14,575	281
Grants	-	39,280	-	39,280	18,383
Gift Aid	515	-	-	515	-
Bank income	87	-	-	87	44

Sub total (Gross income for AR)	53,460	39,280	-	92,740	32,471
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A2 Asset and investment sales, (see table).

	-	-	-	-	-
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Sub total	-	-	-	-	-
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Total receipts	53,460	39,280	-	92,740	32,471
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A3 Payments

Staff	10,645	-	-	10,645	15,447
Non staff costs	1,563	-	-	1,563	1,860
Fundraising costs	2,395	-	-	2,395	2,063
Marketing/PR/Social media	4,341	-	-	4,341	2,357
Projects : LIVING WITH Exhibition (AP Exhibition)	-	15,425	-	15,425	3,475
Projects : MAT	-	5,351	-	5,351	6,951
Projects : WAVEmakers and Forums	-	8,909	-	8,909	6,951
Projects : RTR Impact Tracker	2,274	-	-	2,274	-
Projects : Ally Pally 150 Year celebration	-	-	-	-	6,026

Sub total	21,219	29,685	-	50,904	45,131
------------------	---------------	---------------	----------	---------------	---------------

A4 Asset and investment purchases, (see table)

	-	-	-	-	-
--	---	---	---	---	---

Sub total	-	-	-	-	-
------------------	----------	----------	----------	----------	----------

Total payments	21,219	29,685	-	50,904	45,131
-----------------------	---------------	---------------	----------	---------------	---------------

Net of receipts/payments	32,241	9,595	-	41,836	12,660
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A5 Transfers between funds	-	-	-	-	-
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A6 Cash funds last year end	18,799	367	-	19,166	31,826
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Cash funds this year end	51,040	9,962	-	61,002	19,166
---------------------------------	---------------	--------------	----------	---------------	---------------

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B1 Cash funds		51,040	9,962	-
	Total cash funds	51,040	9,962	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B2 Other monetary assets		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Staff IT (laptops)	Unrestricted	1,000	500
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name
I J HARDIE
M WANLESS

Date of approval
30/11/2024
30/11/2024

**Independent examiner's report to the trustees of Wave for Change (the 'Charity'),
a community interest company**

I report to the trustees on my examination of the accounts of the Charity for the year ended 30 June 2024.

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I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept as required by section 130 of the Act; or
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I confirm that there are no matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Ian Whitehead

Member of The Institute of Chartered Accountants in England and Wales

1 Vallance Road, London N22 7UD

30 November 2024

WAVE FOR CHANGE

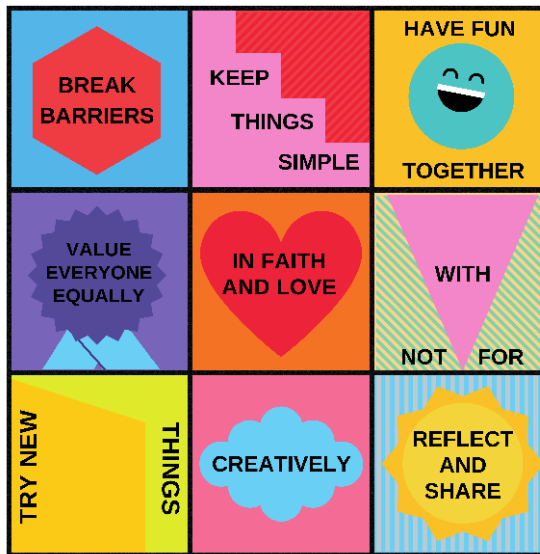
England & Wales - Charity number 1190354

Accounts



Annual Report 2022-23

Enabling places where We're All Valued Equally



Registered Charity Number: 1190354. Trustees' Annual Report and Financial Statements - Year to 30 June 2023

This has been a year of significant growth for WAVE for Change. We have been fully focussed on our three strategic pillars of **Inspiring, Encouraging** and **Enabling** mixed ability activities and events to happen in more communities. We've taken the opportunity to share our ethos via various conferences, publications and workshops, and this has prompted new WAVE **inspired** groups to spring up in various parts of the country. We're very grateful for the WAVEmakers and the mixed-ability teams who have worked hard to establish these groups and make them places that equally welcome those with and without learning disabilities (LD). Our new quarterly forums have provided the opportunity for WAVEmakers, and those exploring the potential to start an inclusive initiative in their community, to come together (online), share their experiences and **encourage** each other. We are motivated by the fact that our WAVE in a Box resource (launched mid 2022) is **enabling** others to establish genuinely inclusive worship groups and social places, with greater ease and confidence.

Our growing network has required more central capacity and in the second half of the year we commenced the search for a part-time CEO.

We continue to be excited by the opportunities that are opening up to share our experience and resources more widely with churches of all denominations, other inclusion charities and community groups.



People with and without learning disabilities



Working Together



To create more inclusive communities



Anchal Gupta



Ian Hardie

Co-Chairs of Trustees,
WAVE for Change

- 1. About WAVE**
- 2. Our Focus this year (2022-23)**
- 3. Our Reach and Impact**
- 4. Thanks to our supporters**
- 5. Our Plans for 2023-24**
- 6. Financial Summary**

Appendices

Trustees and Responsibilities

Legal and Administration information

Trustee Declaration

Constitution

Theory of Change

Reviewed Accounts

1. ABOUT WAVE:

WAVE stands for We're All Valued Equally. We want to see more places where people with and without learning disabilities (LD) can comfortably mix and enjoy each other's company as equals. Our approach is to do things **with not for** each other.

We have seen time and time again how genuinely inclusive places transform negative attitudes around learning disability – both at the personal and community level.

Why our work is needed?

- Research shows that mixed-ability social interactions help to overcome anxiety and lack of confidence around people who are 'different' to us
- Most people currently have little or no experience of mixing with individuals of different abilities because there are few places in communities that make this easy to do - people with a learning disability can be as anxious about this as those without
- The majority of adults with and without learning disabilities are however open to the idea of joining in with mixed-ability activities – we need more places in communities that do this.



How our participants describe WAVE

2. WHAT WE DO

We **inspire**, **encourage** and **enable** those who want to start vibrant inclusive social and worship groups - where everyone is valued equally - in their communities.

People most likely to be aware of this need include individuals with learning disabilities, their family members, friends, teachers and other professionals who work in the area of disability, as well as community workers in places of worship. We aim to **inspire** and **encourage** new WAVEmakers to work with interested people/organisations to help understand their community needs and identify ways to create all-inclusive groups. We share our learnings and practical tips/templates within our comprehensive 'WAVE in a Box', built from over 10 years of running mixed-ability events in Muswell Hill. We connect them with other existing/potential WAVEmakers to discuss their questions and concerns.

We **share** our story to raise awareness of the need for and benefits of mixed ability social and worship places via relevant **media and conference platforms**



We **inspire** others to adopt our 'all valued equally' ethos to start regular inclusive initiatives – building a **network of 'Wavemakers'**






We **show** our ethos in action, working with mixed teams to bring people with & without LD together at '**WAVE Taster events**'



To **enable** this work we offer our mixed-ability team to help run Taster events and use WAVE in a Box (an online resource that condenses over a decade of experience into practical guidance and templates). Our mixed-ability team work alongside potential WAVEmakers to plan and execute initial Taster events in their communities. We help WAVEmakers to be confident and capable to continue building these mixed-ability connections in the long run. In addition, we organize WAVEmaker forums on a quarterly basis to connect potential and current WAVEmakers, and offer support on an ongoing basis.

3. OUR FOCUS THIS YEAR

This year, we set six key objectives:

		
<p>1. Build awareness</p>	<p>2. Collect impact data</p>	<p>3. Establish 5+ new groups</p>
<p>We sought opportunities to share the WAVE story with audiences in London and beyond. This included at Big Connect (central London gathering promoting inclusion); Collaboration Station in Coventry (building inclusive communities); St Padarns Institute in Wales (theological college); and at Alexandra Palace’s 150 birthday celebration.</p> <p>We also had magazine articles published and contributed to podcasts.</p> <p><i>“So inspired by what you’re doing with WAVE – we need you here”</i></p>	<p>In 2021/22 we collected benchmark data from WAVE groups on their teams and level of mixing (members with and without LDs attending events etc). We’ve now updated that data to quantify the impact WAVE groups are having (see page 8) and collected benchmark data for the new groups. To better understand the experience of running a group, a volunteer university graduate worked with us to collect qualitative data from all the original groups.</p> <p><i>“I have been welcomed into a community that I believe shows me truly what it means to be inclusive”</i></p>	<p>The number of WAVE groups increased from 4 to 10, with new groups in London, St Neots, Great Yarmouth, Ilkley and Hull. This means that the number of mixed ability connections happening in line with WAVE’s all valued equally ethos (the key to shifting negative attitudes and experience around learning disability) has increased significantly.</p> <p>There are two further groups in the pipeline and several others with whom we’re having productive conversations.</p> <p><i>“A real feeling of a growing ‘wave’ of momentum”</i></p>



4. Hold a quarterly WAVEmaker Forum

We held three online WAVEmaker forums during the year for encouragement, learning and sharing of insights. Some group leaders have considerable experience running inclusive groups, some are just getting started, and others are simply at the stage of exploring possibilities. Participants can share their challenges and success stories, ask questions and problem-solve together.

“I've received some fantastic advice from others in the forum. Exactly what I needed!”



5. Increase funding from grants and sponsorship

We have been working to diversify our sources of funding beyond individual donors.

During a season when many small charities have struggled financially, we were grateful to receive our first multi-year grant to enable the appointment of a part-time staff member to increase our capacity to respond to enquiries.

“We wish you every success for the invaluable work that you do”



6. Have more fun!

Attend a WAVE group and you're guaranteed to smile! There's something about people of all abilities 'mucking in' together that is joyous to see.

We certainly had fun at Alexandra Palace's 150th anniversary party. A mixed-ability team encouraged visitors to decorate a 'hand' and hang it on the WAVE "Friendship tree". A great opportunity to meet new people and share our ethos.

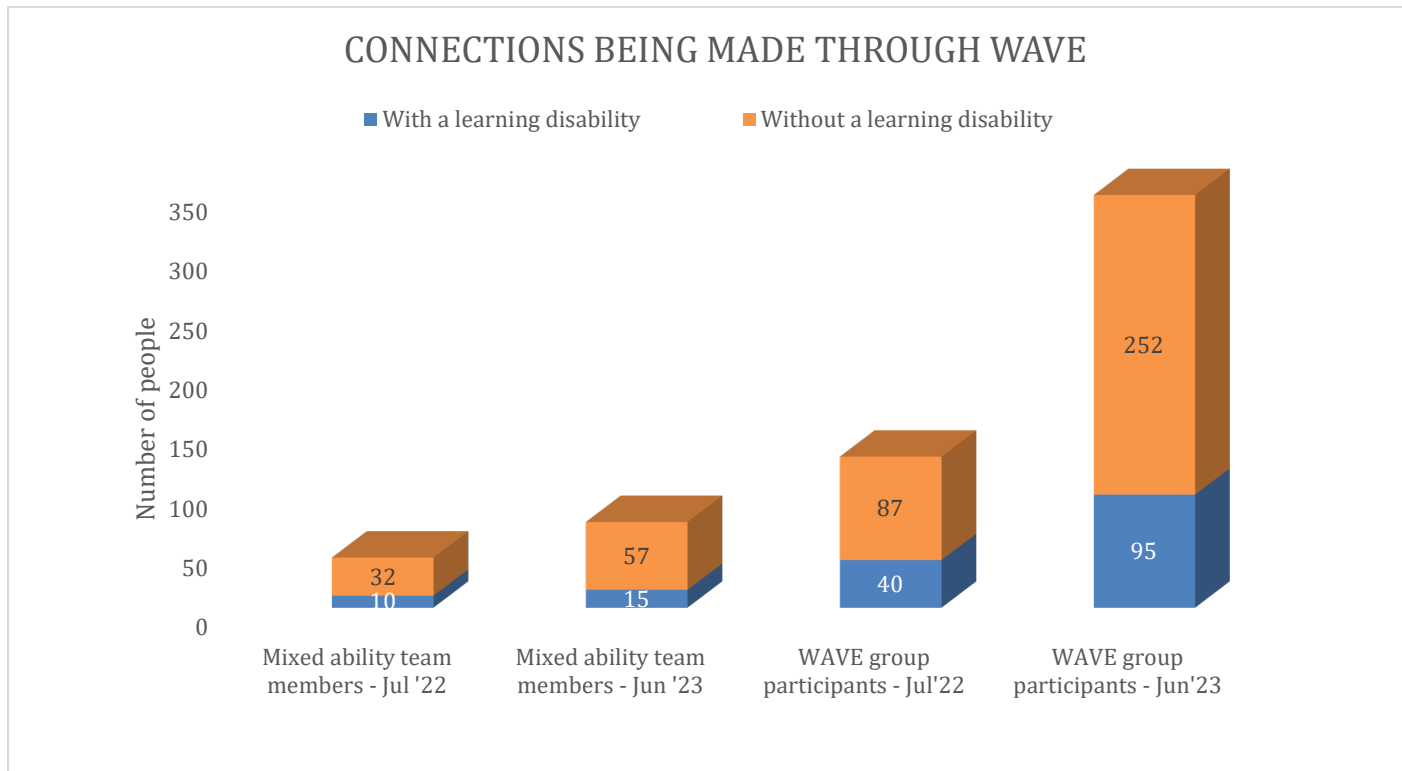
“It's all about integration – pure integration, and fun”

3. OUR REACH AND IMPACT

As a result of new WAVE groups and growth within our existing groups, we now have:

- 72 mixed-ability team members (15 of them with a learning disability) – a 70+% increase over 2021/22
- Over 340 group participants (95 of them with a learning disability) – more or less double the number last year

Most of these groups meet monthly (two are weekly), showing that across the year there are literally hundreds of opportunities for those with and without learning disabilities to make new connections and build friendships.



Behind these statistics are individuals and groups who feel the very real benefits of places where people of all abilities can spend time together as equals.



WAVE Church Mill Hill

Brenda came to see WAVE Church Muswell Hill and has then been instrumental in setting up a similar group in Mill Hill. Talking about one of their first new members, she says: *“B has just turned 18. He has LD and possibly autism too. He doesn't generally like joining in with activities, and when he does, is quite dismissive. It was great to see him joining in with WAVE - he actively took part and showed that he was enjoying it. When I asked if he would come again, I was surprised that he didn't hesitate to say 'yes!'”*



St Neots Faith and Craft

Last year Sue, seeing the need for inclusive places in her community, asked WAVE for help. We took a mixed-ability team to St Neots and helped her and a local team to run a WAVE Taster event. The feedback was great and Sue has now established a regular WAVE Faith and Craft event. Sue says: *“We've got a format now that works well and while it's not a walk in the park it does make it easier to plan sessions.”*



WAVE Café Muswell Hill

This group has been running for several years, with the weekly café offering yoga and art activities in addition to tasty food (prepared and served by a mixed-ability team). It attracts a mixture of people with and without learning disabilities and this opportunity to interact is really appreciated. One member, without a learning disability, said that the biggest impact of being at WAVE was being comfortable around people with learning disabilities, as well as gaining *“an awareness of how people with learning disabilities are contributing to society”*

4. THANKS TO OUR SUPPORTERS

Donors and Funders



We are grateful to the small but loyal number of personal donors who have regularly contributed to our work and to those who felt moved to support us with generous ad-hoc donations this year.

As we now employ several people in order to grow our work, we are reliant on grants to cover these staff costs

We are particularly grateful to the Charitable Trust who gave us our first multi year grant, £16,680 for each of two years to help cover staffing costs.

Gifts of time and talent appreciated



The Cinnamon Network's two-year Incubator Programme (with an estimated value of £20k) continues to provide invaluable training and mentoring.



We are very grateful to award-winning photographer Kristina Varaksina who has given her time and talent to take wonderful photos of children from WAVE's Challenge Group. These photos, many taken with a sibling in celebration of mixed ability families, will be part of an exhibition in Autumn 2023.

5. OUR PLANS FOR 2023

Plans for 2023-24 are:

- Create and host an **exhibition of photographs** (by Kristina Varaksina) of children and siblings from WAVE's Challenge Group (where families support each other when adjusting to parenting a child with additional needs). Through this event, **increase awareness of the importance of creating more inclusive communities** and the benefits of mixed-ability places where all are valued equally
- Look for more opportunities to hold **WAVE Taster events**, where communities can 'taste and see' what mixed-ability socialising could look like for them
- **Recruit more WAVEmakers** and have at least one **WAVEmaker Forum** in person
- Continue to **build a mixed-ability team** to support Taster Events and other awareness-raising and social events. **Strengthen our central team** through recruitment as we grow
- Hold a **major fund-raising event** and continue to apply for grants. We will also develop ideas for fundraising campaigns that encourage mixed-ability engagement



Encouraging
people
of all abilities
to enjoy mixing ...
in places where
we're all valued
equally.

#WithNotFor

www.waveforchange.org.uk

6. FINANCIAL SUMMARY

WAVE for Change started the year with an opening cash balance of £31,826.

We are very grateful for the generous financial support we had in the year from both our regular and ad hoc donors, raising circa £32,471 mainly via a mix of donations (£13,763) and Grants (£18, 383) which is marginally higher than the previous year. We also benefited from a Co-Founder volunteering as a full-time CEO.

We invested circa £45,131 over the year – key elements being £15,447 on staff, £3,567 on operations and £26,404 on 4 core projects; WAVEmakers, Mixed Ability Team & Tasters, Ally Pally 150 Year Celebration and the LIVING WITH Exhibition.

As of 30th June 2022, WAVE for Change's balance of funds was £19,166. These funds are mainly unrestricted and available to be used in accordance with our charitable objectives at the discretion of the Trustees. It is our policy to maintain a balance of at least three months' cash reserves to cover operating expenses, a policy that we have maintained successfully throughout the year. This prudent approach to carefully managing our resources will be maintained as we seek to grow our activities and move to a mix of more permanently employed staff and volunteers.


We built a strong balance to be able to invest in paid staff to support our next phase of growth and to fund core projects that are directly linked to our charitable aims e.g. WAVE in a Box and linking with WAVEmakers. We aim to raise further required funds from a combination of increased regular giving, ad-hoc fundraising campaigns and targeted charity grants from Trusts and other Funders. Reaching out to our personal networks, running fundraising events and improving supporter communications will be key to enabling this.

APPENDICES

TRUSTEES AND RESPONSIBILITIES

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008. They are responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration: The trustees declare that they have approved the Trustees' Report, signed on behalf of the Charity's Trustees

Full name	Signed	Position	Date
Ian J Hardie		o-Chair	25 March 2024

LEGAL AND ADMINISTRATION INFORMATION

Charity name	WAVE for Change (commonly known as WAVE)
Charity number	1190354
Operating address	35 Windermere Road, London, N10 2RD
Website	www.waveforchange.org.uk

Name	Office	Appointed	Resigned
Ian Hardie	Co-Chair	18.05.2020	
Anchal Gupta	Co-Chair	05.05.2021	
Stephanie Buckingham	Trustee	18.05.2020	
Toby Morrison	Trustee	18.05.2020	
Ingrid Skinner	Trustee	18.05.2020	
Ellie Williams	Trustee	20.10.2020	
Graeme Salt	Trustee	16.02.2022	

TRUSTEE DECLARATION

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The trustees are reporting the financial activities of the charity on a 'Receipts and Payments' basis using a template recommended by the Charity Commission for small non-company charities with a gross income of £250,000 or less.

WAVE is governed by a board of trustees with co-chairs. One of the co-founders has taken on the role as temporary CEO while we recruit; the other has an active role as an ambassador. Our director resigned in June 2023 after two years where she was largely responsible for launching WAVE in a Box. We are awaiting the arrival of a new CEO before making further decisions about her replacement. We have an operations coordinator who is also taking on responsibility for our relationship with new and prospective WAVE groups. Finally, we rely on a mix of volunteers and contractors.

New trustees receive a copy of the constitution, accounts and latest trustees' meeting minutes. They are interviewed by both co-chairs and one of the founders, and they attend one trustees' meeting as guests prior to their appointment being confirmed by a vote of current trustees.

CONSTITUTION

The object of the CIO, which is to be carried out, working inclusively with those of all faiths or none, is: To promote equality and diversity for the public benefit, in such geographical areas as the trustees shall determine, by working with people with and without learning disabilities to reduce discrimination based on abilities and foster an environment in which social places are genuinely inclusive and accessible to all, in particular, but not exclusively by:

1. Raising awareness among the general public of the need to equally value people of all abilities
2. Promoting inclusivity through the establishment of inclusive and accessible mixed-ability worship and social gatherings (which will reduce social segregation/isolation and build friendships, whether undertaken digitally or in person)
3. Promoting the establishment of inclusive and accessible mixed-ability social groups that co-create community-based activities where people with and without learning disabilities are encouraged to do things with and not for each other
4. Providing advice and support (based on the charity's own research) to organisations and individuals seeking to develop inclusive and accessible mixed-ability groups and activities.

Our Values : In Faith & Love : Simply : Having fun : Creatively : Inclusively : Safely

WAVE FOR THEORY OF CHANGE

OUR THEORY OF CHANGE IS A VISUAL REPRESENTATION OF WHAT WE DO AND AIM TO ACHIEVE.

By mapping this out, we can identify all our activities and the people we reach.
Our ToC shows how our work impacts on individuals, communities and wider society.

In this ToC
**WAVE'S
ACTIVITIES**
include

- Raising awareness of the (personal and community) issues that arise through social segregation and of our All Valued Equally ethos
- Working with mixed-ability teams to demonstrate our With Not For approach at WAVE taster events
- Sharing our stories and impact to motivate potential Wavemakers and supporters
- Enabling committed Wavemakers to set up new inclusive initiatives more easily

In this ToC
**WAVE'S
OUTPUTS**
include

- Wider engagement with/appreciation of the All Valued Equally ethos and With Not For approach
- Mutual understanding and confidence grows through enjoyable social interactions
- More empowered, better-equipped Wavemakers.
- More genuinely inclusive activities in more places.

In this ToC
**WAVE'S
OUTCOMES**
include

- Less social segregation
- More enjoyable and safe mixed-ability events and activities
- More people with learning disabilities contributing to community life/having sense of belonging
- Fewer people without learning disabilities ignoring/misunderstanding/avoiding those with LD.

In this ToC
**WAVE'S
IMPACT**
includes

- More social connection between people with and without learning disabilities in community
- More mixed-ability friendships
- Less ignorance/anxiety/stigma around learning disability
- Greater appreciation and commitment to community centred approaches

**WE VALUE ALL
EQUALLY**

Starting in faith and love,
we are open to everyone.

WE ARE INCLUSIVE

We remove barriers so
everyone can understand
and join in. We protect
the vulnerable among us.

**SHIFTING BEHAVIOUR
SHIFTS ATTITUDES**

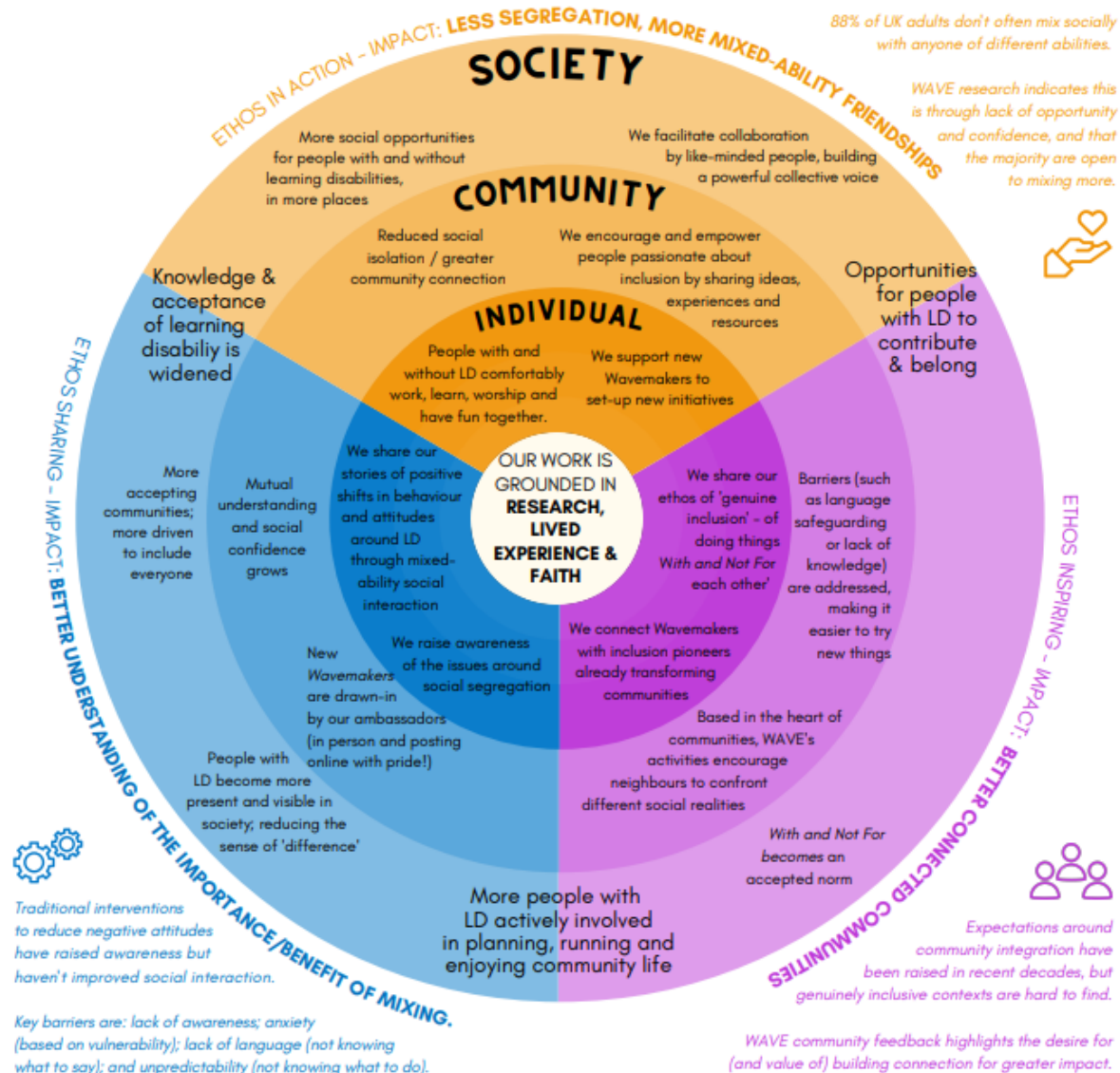
We don't focus on education
or campaigning - we
change expectations
by having fun together.

WITH AND NOT FOR

We participate together on
an equal footing - not as
'beneficiaries' or 'service
users' or 'volunteers'.

OUR VISION IS OF **INCLUSIVE 'MIXED-ABILITY' COMMUNITIES**,
WHERE WE **EXPERIENCE LIFE TOGETHER** AND ARE **ALL VALUED EQUALLY**.

WHY? Social segregation between people with and without learning disabilities leads to anxiety, fear and prejudice, limited social possibilities, and social isolation. Not everyone has the choice or opportunity to join in community life fully.



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Ian Whitehead

Member of The Institute of Chartered Accountants in England and Wales

1 Vallance Road, London N22 7UD

23 March 2024

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a community interest company

I report to the trustees on my examination of the accounts of the Charity for the year ended 30 June 2023.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1. accounting records were not kept as required by section 130 of the Act; or
- 2. the accounts do not accord with those records.

I confirm that there are no matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Ian Whitehead

Member of The Institute of Chartered Accountants in England and Wales

1 Vallance Road, London N22 7UD

23 March 2024

WAVE FOR CHANGE

England & Wales - Charity number 1190354

Accounts



Annual Report 2022

Enabling places where We're All Valued Equally

Registered Charity Number: 1190354. Trustees' Annual Report and Financial Statements - Year to 30 June 2022

As a new charity that is all about encouraging and enabling people with and without learning disabilities to mix, it was a relief to finally emerge from the crippling restrictions of lockdown this year!

The first half of this year was focused on capacity-building (most significantly, recruiting a paid part-time Director to our team) and resource development (launching WAVE in a Box). This put us in a strong position to start to grow our network of WAVEmakers in the second half of the year. It has been such an encouragement to see new WAVE groups beginning to flourish in their community, blessing not only those with and without learning disabilities who participate, but also the mixed ability team members who help to run these groups.

We are excited by the opportunities that are opening up to share our experience and resources more widely with churches of all denominations, other inclusion charities and community groups.

We are so grateful for the dedication and hard work of our team that has brought us through this uniquely challenging period and look forward to developing the emerging partnerships that are crucial to our aim of seeing more and more communities where we're all valued equally.



A handwritten signature in black ink that reads "Bernice Hardie".

**Bernice Hardie, Co-Founder,
WAVE for Change**



People with and without
learning disabilities



Working Together



To create more inclusive communities

- 1. About WAVE**
- 2. Our Focus this year (2022)**
- 3. Our Reach and Impact**
- 4. Thanks to our supporters**
- 5. Our Plans for 2023**
- 6. Financial Summary**

Appendices

Trustees and Responsibilities

Legal and Administration information

Trustee Declaration

Constitution

Theory of Change

Reviewed Accounts

1. ABOUT WAVE:

WAVE stands for We're All Valued Equally. We want to see more places where people with and without learning disabilities can comfortably mix and enjoy each other's company as equals. Our approach is to do things **with not for** each other.

We have seen time and time again how genuinely inclusive places transform negative attitudes and experience around learning disability – both at the personal and community level.

Why our work is needed?

- Research shows that mixed-ability social interactions help to overcome anxiety and lack of confidence around people who are 'different' to us
- Most people currently have little or no experience of mixing with individuals of different abilities because there are few places in communities that make this easy to do - people with a learning disability can be as anxious about this as those without
- The majority of adults with and without learning disabilities are however open to the idea of joining in with mixed-ability activities – we need more places in communities that do this.



What we do?

We connect, encourage and support those who want to start vibrant inclusive social and worship groups - where everyone is valued equally - in their communities.




People most likely to be aware of this need include individuals with learning disabilities, their family members, friends, teachers and other professionals who work in the area of disability, and community workers in places of worship. We aim to inspire others and help establish new WAVEmakers, working with interested people/organisations to help understand the needs of their community and identify ways to create all-inclusive groups. We offer them our learnings and practical tips/templates through our comprehensive 'WAVE in a Box' that is built from a decade of experience in running mixed-ability events at Muswell Hill. We also connect them with other existing/potential WAVEmakers to discuss their questions and concerns.



To make this easier, we offer our mixed-ability team to help run Taster events and WAVE in a Box (an online resource that condenses over a decade of experience into practical guidance and templates). Our mixed-ability teams work alongside potential 'WAVEmakers' to plan and execute initial 'Taster events' in their communities. We ensure that WAVEmakers are confident and “well armed” to continue building these mixed ability friendships in the long run. In addition we plan to organize WAVEmaker forums on a quarterly basis to connect potential and current WAVEmakers, and offer support on an ongoing basis.

2. OUR FOCUS THIS YEAR

This year, we set and achieved six key objectives:

		
<p>1. Launch WAVE IN A BOX</p>	<p>2. Establish new WAVEmakers</p>	<p>3. Establish impact monitoring for new WAVE groups</p>
<p>We developed WAVE in Box by collating the resources and experience gathered over the past 12 years of working in Muswell Hill.</p> <p>We shared a draft concept with a selection of our members at a feedback session in September 2021 and refined the final design with other inclusion practitioners and supporters at a workshop in March 2022, hosted at City Lit in Central London. An estimated 1 in 3 of the 90 participants across the afternoon workshop and evening exhibition (co-led by a mixed ability team) first heard about the work of WAVE.</p> <p>We launched WAVE in a Box in June 2022 and the response to it has been encouragingly positive.</p>	<p>We worked with two pilot locations (WAVE Little Ilford and The Haven in Crouch End) to identify how best to support the needs of those wanting to start a new inclusive community group.</p> <p>We further raised awareness of our ethos and approach via a number of platforms (e.g. Sunday Assembly London; Care Quality Commission staff conference; Inclusive Church conference) social and specialist media.</p> <p>Our mixed ability team ran our first WAVE Taster Event in St. Neot's in March (a Pop-Up Arts café).</p> <p>We launched and ran our first WAVEmaker Forum</p>	<p>We worked with the Open University to develop an accessible impact tracker tool using RIX Easy Survey software.</p> <p>The tracker tool was designed by a mixed ability research team, in line with our core ethos.</p> <p>The tracker gathers qualitative and quantitative data on levels of engagement; enjoyment; mixed-ability interaction and sense of belonging at WAVE groups and activities.</p> <p>This data will provide evidence of the impact of our approach and show the benefits of adopting it in more settings.</p>



4. Broaden our fundraising sources

5. Strengthen our team

6. Recruit our first Patron

In December 2021, we took part in the Big Give Christmas Challenge and **attracted 6 new major donors** as a result.

We are particularly pleased to have secured some significant grant funding for the first time this year from the Postcode Society and the RTR Foundation. In addition, we **secured our first multi-year grant award.**

Anoushka Bonwick joined us as Director to lead the operations of the charity and the development of WAVE in a Box.

We said goodbye to Nicole Bator and hello to **Carolyn Jarvis, the new Operations Coordinator.** We'd like to thank Nicole for her hard work and invaluable contribution to establishing reliable systems and processes for our charity.

In March 2022, **Bishop Sarah joined us as WAVE Patron.**

She said: "I'm excited to become the first Patron of WAVE for Change, championing for inclusion and helping people with and without learning disabilities to feel more valued in their community."

We're really excited to have Bishop Sarah's support

3. OUR REACH AND IMPACT



15 participants (9 were new contacts) joined our first **WAVEmaker Forum** for mutual encouragement, learning and sharing of insights from running their inclusive groups. We created a supportive environment for group leaders - some already actively running inclusive groups and others exploring possibilities. Participants were able to share their challenges and success stories, ask questions and problem-solve together. The feedback received helped us to better shape the format and content of subsequent forum sessions. We have a WAVEmaker agreement, the next step is to encourage forum participants to commit to working with us to promote more widely our all-valued equally ethos and adhere to our With Not For approach in the activities that they run.

I was made aware of people I might connect with, ask for advice from, or collaborate with in future

Being connected with others who share my passion

I was encouraged that there are lots of others asking the same questions, and that together, we stand a better chance of finding some better answers



Our team have encouraged and enabled new contacts to start inclusive activities this year, involving over **35 volunteers a month (13 with a learning disability)**, giving **150+ individuals (with and without learning disabilities)** the opportunity to make new connections and friendships in over **30 inclusive group sessions/activities** and **2 “one-off” celebration events**:



Alex met with us for guidance and encouragement. ***“It was so wonderful to come to Wave Cafe and meet you all. The food was delicious and the atmosphere incredible. I walked out with a spring in my step and a huge smile on my face!”*** She went on to start Together Space (a Pop-Up Café for learning-disabled and neurotypical families to socialise, learn & play together) in Walthamstow.



Alice and Alison saw WAVE featured on Songs of Praise and immediately contacted our team to find out more. Both have extensive professional and personal experience in the world of learning disability but were unsure of how to structure and plan the inclusive worship meetings that they wanted to become part of their work at Hopeful Futures. ***“WAVE has made it SO easy for us to get started. It has been such a joy. One of the families coming said that they have been waiting for something as inclusive as this for 20 years!”*** Alison Orphan, WAVE Little Ilford

Gerry was inspired by WAVE’s story. He worked with Andriana to start The Haven in Crouch End. ***“Being part of The Haven has been such a lovely thing - it has made a difference to ME - feels like family. My own child is not masking when she comes here in the holidays - she's comfortable, can just be herself - those moments are so magical for us as a family - makes the effort I put into the Haven worthwhile. Sometimes I'm sleep deprived but I still go and open those doors and can talk to others who are also sleep deprived!”*** Andriana Orphanides



Sue had experienced WAVE in Muswell Hill before moving to St. Neot’s. Being acutely aware of the need for inclusive places in her new church and community, she invited WAVE to help encourage and recruit a team to work with her. ***“Thank you for all your help – you pitched it just right for the team to get the importance of With Not For and I think they feel able to do this now!”*** The Taster event that the team of 12 ran attracted over 50 participants (15 of whom had a learning disability). The event received great feedback from participants. Sue and her team are now planning to run regular Pop-Up Café Church events.

4. THANKS TO OUR SUPPORTERS



Donors and Funders

We are grateful to the small but loyal number of personal donors who have regularly contributed to our work and to those who felt moved to support us with generous ad-hoc donations this year.

As our core costs have increased significantly with the appointment of paid staff members, the gap between donations and regular out-goings has widened. We have started to make progress to plug this gap with grants and fundraising campaigns.

Most notably this year, we raised £7,800 via the Big Give. We are grateful to the donors and pledgers who participated.



Gifts of time, space and talent appreciated

- Branding agency Re's pro-bono work to create a distinct logo for our charity that is both bold and simple. The waving hand logo reinforces our name and also conveys our core aim of building connection and friendships.
- The Cinnamon Network's two-year Incubator Programme (with an estimated value of £20k) has provided invaluable training and mentoring - shaping and refining our plans for WAVE's replication through churches.
- City Lit's provision of venue space for the WAVE in a Box workshop and the contribution of their mixed ability orchestra to our launch event raised the profile and appeal of this work.
- Mark Harrison's generous donation of time and experience in creating accessible filmed content for our new website.

5. OUR PLANS FOR 2023

We have set the following objectives for 2023:

- Continue to **build awareness and collect impact data** on the effectiveness of WAVE for Change's "Valued Equally" ethos and "With Not For" approach **via a wider range of platforms, partnerships and "mixed ability team run" events**
- Help set up and establish at least **5 new WAVE** worship and/or social groups that will work with mixed ability teams in their local community
- We will run quarterly forums to continually support existing and new WAVEmakers
- Strengthen our team by **recruiting a Chief Executive** to succeed our Co-Founder in leading WAVE for Change through the next phase of its growth
- **Increase grant funding and corporate sponsorship/crowdfunding of our inclusive community events** to ensure financial sustainability. We will also develop ideas for fundraising campaigns that encourage mixed-ability engagement
- Have **more fun!**



6. FINANCIAL SUMMARY

WAVE for Change started the year with an opening cash balance of £51,463

We are very grateful for the generous financial support we had in the year from both our regular and ad hoc donors, raising circa £29,010 via a mix of donations (£10,451), Campaigns (£7,800), Grants (£7,400) and gift aid (£3,359). We also benefited from a Co-Founder volunteering as a full-time CEO. We invested circa £47,896 over the year – key elements being £17,962 on staff, £3,567 in operations and £26,367 on 4 core projects; WAVE in a Box, Changemakers, Co-creation workshops and Impact Tracker development. As of 30th June 2022, WAVE for Change's balance of funds was £31,825. These funds are mainly unrestricted and available to be used in accordance with our charitable objectives at the discretion of the Trustees. It is our policy to maintain a balance of at least three months' cash reserves to cover operating expenses (£12,000) – a policy that we have maintained successfully throughout the year. This prudent approach to carefully managing our resources will be maintained as we seek to grow our activities and move to a mix of employed staff and volunteers instead of contractors and volunteers.

We built a strong balance in order to be able to invest in paid staff to support our next phase of growth and to fund core projects that are directly linked to our charitable aims e.g. WAVE in a Box and linking with WAVEmakers. The reduction in our balance is in line with the plans made with the Director and Trustees. We aim to raise further required funds from a combination of increased regular giving, ad-hoc fundraising campaigns and targeted charity grants from Trusts and other Funders. Reaching out to our personal networks, running fundraising events and improving supporter communications will be key to enabling this, in addition to working with an expert (contracted) part-time fundraiser.

TRUSTEES AND RESPONSIBILITIES

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008. They are responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration: The trustees declare that they have approved the Trustees' Report, signed on behalf of the Charity's Trustees

Full name	Signed	Position	Date
Ian J Hardie		Co-Chair	13 April 2023

LEGAL AND ADMINISTRATION INFORMATION

Charity name	WAVE for Change (commonly known as WAVE)
Charity number	1190354
Operating address	35 Windermere Road, London, N10 2RD
Website	www.waveforchange.org.uk

Name	Office	Appointed	Resigned
Ian Hardie	Co-Chair	18.05.2020	
Anchal Gupta	Co-Chair	05.05.2021	
Stephanie Buckingham	Trustee	18.05.2020	
Richard Davis	Trustee	18.05.2020	01.03.2022
Toby Morrison	Trustee	18.05.2020	
Ingrid Skinner	Trustee	18.05.2020	
Ellie Williams	Trustee	20.10.2020	
Graeme Salt	Trustee	16.02.2022	

TRUSTEE DECLARATION

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Trust Deed, the Charities Act 2011 and 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)' (as amended for accounting periods commencing from 1 January 2016).

WAVE is governed by a Board of Trustees with co-chairs. The Co-Founders now have active roles as Ambassadors. As we move to a period of growth and being more established, we have appointed a Director and Operations Coordinator rather than relying solely on a mix of volunteers and contractors.

New trustees receive a copy of the constitution, accounts and latest trustees' meeting minutes. They are interviewed by both Co-Chairs and one of the founders, and they attend one trustees' meeting as guests prior to their appointment being confirmed by a vote of current trustees.

CONSTITUTION

The object of the CIO, which is to be carried out within a Christian ethos, working inclusively with those of all faiths or none, is: To promote equality and diversity for the public benefit, in such geographical areas as the trustees shall determine, by working with people with and without learning disabilities to reduce discrimination based on abilities and foster an environment in which social places are genuinely inclusive and accessible to all, in particular, but not exclusively by:

1. Raising awareness among the general public of the need to equally value people of all abilities
2. Promoting inclusivity through the establishment of inclusive and accessible mixed-ability worship and social gatherings (which will reduce social segregation/isolation and build friendships, whether undertaken digitally or in person)
3. Promoting the establishment of inclusive and accessible mixed-ability social groups that co-create community-based activities where people with and without learning disabilities are encouraged to do things with and not for each other
4. Providing advice and support (based on the charity's own research) to organisations and individuals seeking to develop inclusive and accessible mixed-ability groups and activities.

Our Values : In Faith & Love : Simply : Having fun : Creatively : Inclusively : Safely

WAVE FOR THEORY OF CHANGE

OUR THEORY OF CHANGE IS A VISUAL REPRESENTATION OF WHAT WE DO AND AIM TO ACHIEVE.

By mapping this out, we can identify all our activities and the people we reach.
Our ToC shows how our work impacts on individuals, communities and wider society.

<p>In this ToC</p> <p>WAVE'S ACTIVITIES</p> <p>include</p>	<p>Raising awareness of the (personal and community) issues that arise through social segregation and of our All Valued Equally ethos</p> <p>Working with mixed-ability teams to demonstrate our With Not For approach at WAVE taster events</p> <p>Sharing our stories and impact to motivate potential Wavemakers and supporters</p> <p>Enabling committed Wavemakers to set up new inclusive initiatives more easily</p>
<p>In this ToC</p> <p>WAVE'S OUTPUTS</p> <p>include</p>	<p>Wider engagement with/appreciation of the All Valued Equally ethos and With Not For approach</p> <p>Mutual understanding and confidence grows through enjoyable social interactions</p> <p>More empowered, better-equipped Wavemakers.</p> <p>More genuinely inclusive activities in more places.</p>
<p>In this ToC</p> <p>WAVE'S OUTCOMES</p> <p>include</p>	<p>Less social segregation</p> <p>More enjoyable and safe mixed-ability events and activities</p> <p>More people with learning disabilities contributing to community life/having sense of belonging</p> <p>Fewer people without learning disabilities ignoring/misunderstanding/avoiding those with LD.</p>
<p>In this ToC</p> <p>WAVE'S IMPACT</p> <p>includes</p>	<p>More social connection between people with and without learning disabilities in community</p> <p>More mixed-ability friendships</p> <p>Less ignorance/anxiety/stigma around learning disability</p> <p>Greater appreciation and commitment to community centred approaches</p>

**WE VALUE ALL
EQUALLY**

Starting in faith and love,
we are open to everyone.

WE ARE INCLUSIVE

We remove barriers so
everyone can understand
and join in. We protect
the vulnerable among us.

**SHIFTING BEHAVIOUR
SHIFTS ATTITUDES**

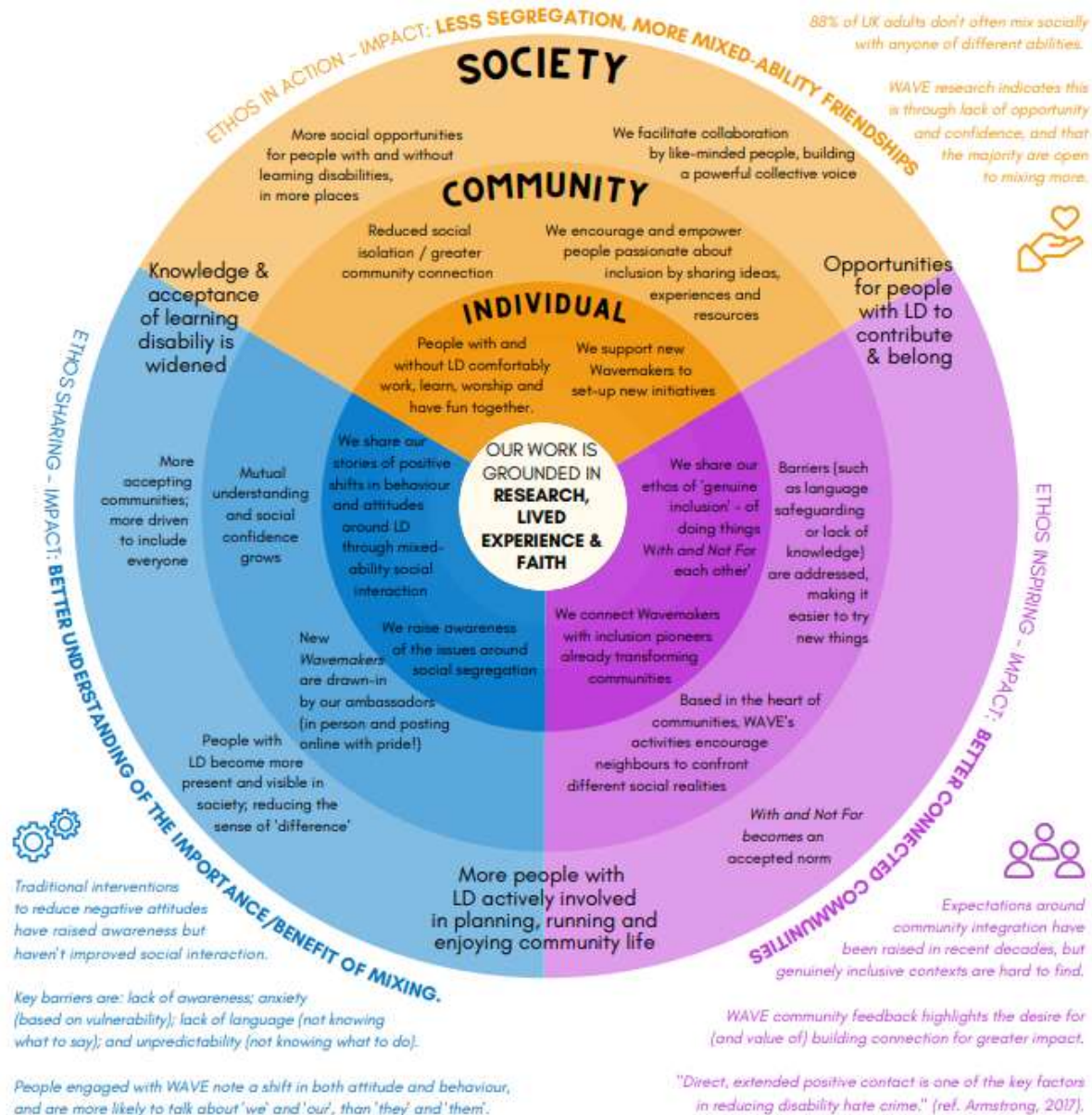
We don't focus on education
or campaigning - we
change expectations
by having fun together.

WITH AND NOT FOR

We participate together on
an equal footing - not as
'beneficiaries' or 'service
users' or 'volunteers'.

OUR VISION IS OF **INCLUSIVE 'MIXED-ABILITY' COMMUNITIES**,
WHERE WE **EXPERIENCE LIFE TOGETHER** AND ARE **ALL VALUED EQUALLY**.

WHY? Social segregation between people with and without learning disabilities leads to anxiety, fear and prejudice, limited social possibilities, and social isolation. Not everyone has the choice or opportunity to join in community life fully.



**Independent examiner's report to the trustees of Wave for Change (the 'Charity'),
a community interest company**

I report to the trustees on my examination of the accounts of the Charity for the year ended 30 June 2022.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I confirm that there are no matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Ian Whitehead

Member of The Institute of Chartered Accountants in England and Wales

1 Vallance Road, London N22 7UD

12 April 2023



Receipts and payments accounts

For the period from 1/7/2021 To 30/6/2022

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations Regular	5,070	-	-	5,070	7,825
Donations Ad hoc	4,431	950	-	5,381	1,509
Campaigns	-	7,800	-	7,800	10,688
Grants	-	7,400	-	7,400	9,920
Legacies	-	-	-	-	-
Gift Aid	3,335	24	-	3,359	1,636
Opening gift transfer	-	-	-	-	48,964
Sub total (Gross income for AR)	12,836	16,174	-	29,010	80,542

A2 Asset and investment sales, (see table).

	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	12,836	16,174	-	29,010	80,542

A3 Payments

Txfr to local Groups	-	-	-	-	7,586
Staff	17,962	-	-	17,962	9,198
Non staff costs	3,123	-	-	3,123	2,393
Fundraising costs	96	-	-	96	121
Marketing/PR/Social media	348	-	-	348	1,622
Projects : Wave in a Box (WiBox)	4,012	4,000	-	8,012	1,750
Projects : Changemakers	4,012	-	-	4,012	-
Projects : WiaB Co-creation workshops	4,012	4,007	-	8,019	6,408
Projects: RTR Impact Tracker	4,012	2,312	-	6,324	-
Sub total	37,577	10,319	-	47,896	29,078

A4 Asset and investment purchases, (see table)

IT	403	349	-	752	-
Sub total	403	349	-	752	-
Total payments	37,980	10,668	-	48,648	29,078
Net of receipts/(payments)	- 25,144	5,506	-	- 19,638	51,464
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	51,464	-	-	51,464	-
Cash funds this year end	26,320	5,506	-	31,826	51,464

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		26,320	5,506	-
	Total cash funds <small>(agree balances with receipts and payments account(s))</small>	26,320	5,506	-
B2 Other monetary assets		-	-	-
B3 Investment assets		-	-	-
B4 Assets retained for the charity's own use	Staff IT (laptops)	-	752	-
B5 Liabilities		-	-	-
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			N. S. ACT I. J. HARDIE	13/4/23 13/4/23

WAVE FOR CHANGE

England & Wales - Charity number 1190354

Accounts



Wave for Change Trustees' Annual Report and Financial Statements for the period 1 July 2020 to 30 June 2021



Registered Charity Number: 1190354

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Director:

Anoushka Bonwick

anoushka.bonwick@waveforchange.org.uk

Co-Chairs:

Anchal Gupta

anchal.gupta@waveforchange.org.uk

Ian Hardie

ian.hardie@waveforchange.org.uk

Enquiries:

info@waveforchange.org.uk

Background

To feel valued and genuinely included in our neighbourhoods, we all need meaningful connections. Disabled people are less likely to have these connections due to lack of confidence and prohibitive attitudes*. Fear of difference leads to isolation and unhelpful social segregation.

Wave was started in North London in 2009 by a small group of parents who know first-hand the challenges, sadness and disappointment associated with trying to include a child/young adult with learning disabilities in mainstream education, church groups and community life.

We aim to impact attitudes and behaviour among individuals both WITH and WITHOUT learning disabilities.

Through our work, those **with** learning disabilities start to see themselves as valued and active members of the community (not just as service users or beneficiaries), where they are encouraged and enabled to contribute to the planning, running and enjoyment of activities.

Those **without** learning disabilities are encouraged to become part of mixed-ability teams, as opposed to coming as volunteers to 'help the less fortunate'. This encourages the wider community to get involved and see real inclusion in practice.

We do things 'with' and not 'for' each other. Connecting through social groups, worship and creative community activities builds the confidence to mix and creates mutually beneficial friendships.

Our aim and purpose

We want to see more people with and without learning disabilities mixing and enjoying being together, in the heart of our communities and in places of worship.

Doing things with and not for each other.

Growing in mixed-ability friendship, so that those on the margins are less likely to feel avoided, ignored or excluded.

We **don't** see our purpose as *helping* people with learning disabilities.

We see our purpose as enabling people with and without learning disabilities to work together to change negative experience and attitudes in communities.

What we have discovered

Challenges

Who we **know**



53%* **do not know anyone with a learning disability**

What we **feel**

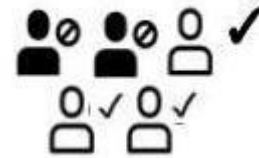


67%** **feel uncomfortable talking to people with disabilities**

Many are **concerned that they will do or say the wrong thing** if they talk to someone who is 'different'.

Opportunity

What we are **willing to do**



BUT 61%* are interested in going to mixed-ability social places

Research shows that **confidence grows when people with and without learning disabilities spend quality time together.**

*% of the British public, Wave Research 2019.

**% of the British public, Scope Research 2014.

Our mission



To help each other overcome any fear, prejudice and isolation associated with learning disability.

- Having fun
- In faith & love
- Simply
- Creatively
- Inclusively
- Safely



Provide places where people with and without learning disabilities can comfortably mix, worship, socialise, work, learn and live together (growing in confidence and friendship)

We actively inspire and enable passionate community members (with and without learning disability) to run mixed-ability social and worship activities within the heart of their neighbourhoods. We provide the guidance and resources they need to create genuinely inclusive places and groups where everyone is valued equally.

The ultimate aim is that it will become the norm to see people of different abilities comfortably mixing together in all aspects of life.

For people with learning disabilities, this will mean less of a sense of shame around learning disability and of the tendency to withdraw from mainstream community activities. For those without learning disabilities, this will mean increased comfort levels, tolerance, and empathy. When individuals with learning disabilities want to be actively included in their local communities and places of worship, there will be a range of Wave-style places that are well equipped to enthusiastically welcome them and enable meaningful connection to happen.

Impact we are having on attitudes

According to Wave's 2019 research report, social connection between people with and without learning disabilities is reported at 17% among Muswell Hill residents compared with 11% in the rest of the UK.



'I have been welcomed into a community that I believe shows me truly what it means to be inclusive.'

I felt on the edge a couple of weeks ago. At Challenge Group I got coffee and cake, a listening ear and then a lovely massage while my child was being looked after. I left feeling like I could fight another day.

(Parent of child with additional needs)



People who mix with Wave have become more confident around 'difference' and have FUN!

It's been a privilege to see the work grow, and I hope you know how much I have been challenged and changed by the experience.

(Community Leader)

Everyone starts off socially nervous but gradually relax over the weeks.

(Pop-Up events customer)



'I was scared of not knowing how to act around people that were considered 'different'. I needed something or someone to challenge me and this came through Wave.'

It's being together with your local community, being part of something is important ... helps me feel that I belong.

(Young adult with LD)



'What attracted me to Wave was the all-inclusive nature. I don't think I had been anywhere that people with a range of learning disabilities were truly welcomed in the same space together.'

Our journey so far

Wave for Change registered as a CIO in July 2020, in response to requests to share the practical learning and resources developed through running successful inclusive groups and activities in Muswell Hill.

Charitable status now allows us to employ staff and apply for a wider range of grants.

We set **five key objectives for our first year** :

1. Secure and promote flagship groups in Muswell Hill as examples of good inclusive practice
2. Build fit-for-purpose operating structure, processes and team (paid/contracted staff and volunteers) as a foundation for growth
3. Raise awareness of the effectiveness and impact of our proven approach to building inclusive community
4. Attract new donors and grant funding
5. Develop **Wave in a Box** as the resource for supporting the roll-out of Wave's ethos and approach



Associate groups

Challenge Group Families



- The community welcomes an average of **30 families** with babies with additional needs each year
- More than **80 toddlers and school-age children** have benefitted from seeing their sibling with additional needs being celebrated
- Each year, at least **3 new team members** with little experience of learning disability gain a better understanding and less fear around it

Wave Church



- **50-60 individuals participate in Wave Church each month**; about **1 in 3** have a learning disability
- 32 individuals with learning disability helped to lead these meetings over the past year
- More than 40 ministry leaders have had their preconceptions challenged through Wave talks and meetings
- Hundreds have experienced inclusive Wave-led services in local churches

Wave Café



- Serving **30-40 meals every Thursday** to customers from across the community, including those with and without learning disabilities, parents and young children, teenagers from local schools, and elderly residents
- Wave Café also offers **work experience posts in the kitchen to 5 young people with learning disabilities**, in partnership with local adult learner colleges.

Associates beyond Muswell Hill



- Wave Church Little Ilford
- Challenge Group Crouch End
- Wave Church Ballygally Northern Ireland
- Wave Church in Ware

Highlights this past year

Wave wins Langton Award

Wave's founders Bernice and Celia are honoured recipients of the Archbishop of Canterbury's Langton Award for Community Service.



This June 2020 award was welcomed recognition and encouragement for our volunteer teams and opened new doors for us to share our ethos more widely this past year. We now have influence on National Church Disability Advisory Group, and Wave Church members have contributed to televised and radio broadcast services – raising our profile and challenging perceptions of the role of people with learning disabilities in the church.

Wave on BBC Songs of Praise



Wave featured in a Faith in Action edition of this BBC programme.

Watch

Wave for Change was excited and honoured to be featured on BBC Songs of Praise in January 2021. The programme led to several enquiries from organisations and individuals interested in our approach. One of these organisations has already set up its own Wave Church group and is working with us as a pilot associate to develop and test Wave in a Box resources.

#WITHNOTFOR
CREATING INCLUSIVE
COMMUNITIES TOGETHER
A WAVE FOR CHANGE ONLINE WORKSHOP
TUESDAY 23 MARCH 2021, 10:00 – 12:30

<https://v02web.zoom.us/j/8989355333?pwd=ZDl6SlV3EEDiV2dWbnh7bG0ZETZlVWRT01>

Wave for Change hosted an online co-creation workshop for 47 inclusion practitioners, activists, thought leaders and explorers from across the country. This was a game-changing event, not only helping to affirm the potential need for our Wave in a Box offering, but also highlighting the desire to provide a forum for those who are working to shift policy and practice around inclusion – our #withnotfor positioning was one that resonated strongly.

Covid-19

Our associate groups adapted brilliantly to the challenges of Covid19. This was particularly important given that many of our group members with learning disability were shielding throughout the pandemic and many parents caring for children with behavioural challenges were at a breaking point as regular activities and respite care ceased. The ability to see and interact with familiar faces online or voices by phone was a much needed source of comfort and encouragement during difficult times.

We missed 'in-person' contact and chatting over homemade cakes at our meetings, but the move to Zoom services (for Wave Church) and a WhatsApp support group (for families caring for children with additional needs) kept us sane and also enabled people from other areas beyond Muswell Hill to join our meetings.

As the coronavirus pandemic spread across the UK, Wave Café was also forced to close its doors. While meeting in person was impossible, providing inclusive activities and social space wasn't – it just moved online to Zoom!

Wave Zoom Chats took place weekday afternoons, thanks to the inspired idea and dedication of Wave members. Every day a mix of people, with and without learning disabilities, got together to share their news and have a few laughs. It was encouraging to see that some new faces, who hadn't had much experience of disability or difference at all, also joined and made friends through these chats. There is no doubt that Wave Zoom chats were a vital and encouraging online space for a mix of more than 20 people, reducing anxiety levels for those with and without learning disabilities who regularly participated.



Building support

The launch of a new vibrant website (www.waveforchange.org.uk) at the end of June 2020 was a very important step on the path to raising awareness of Wave's ethos over the past year. The new style and design has received very positive feedback and made it easier for people who are interested in Wave to discover the ideas, insights and stories of those involved. It is also a great place to highlight our many media activities and serves as an easy route to donating to Wave.

Alongside the new website, we have increased the quality and quantity of our social media posts with a focus on Instagram, Facebook, Twitter and Linked-In. We have seen the number of followers nearly double since July 2020, and we now have more than 1400 followers across these platforms.

Both our Co-Founders have featured on a variety of inclusion and related podcasts; written articles for blogs and press; and contributed to national disability conferences and round table discussions focused on policy development around inclusion.

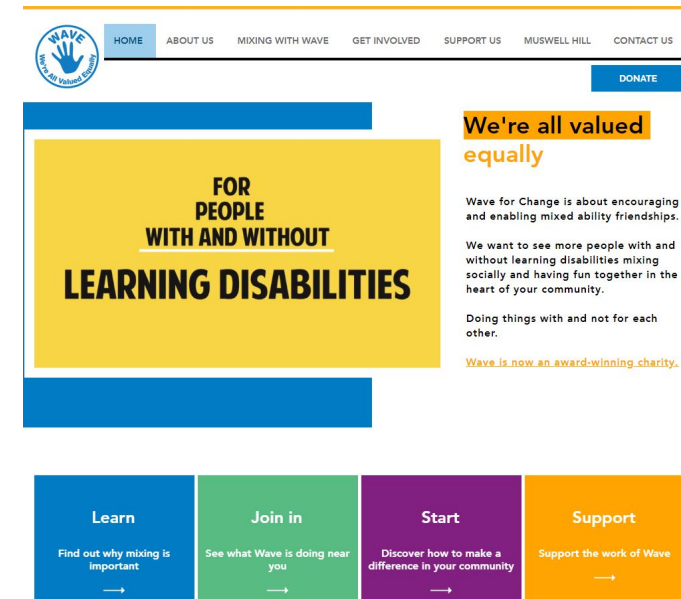
Follow us
on social
media:

Facebook: <https://www.facebook.com/wavewithnotfor>

Instagram: <https://www.instagram.com/waveforchangeuk/>

LinkedIn: <https://www.linkedin.com/company/waveforchange>

Twitter: <https://twitter.com/WaveForChange>



Thanks to ...

Volunteers

We are reliant on our team of 24 volunteers, 7 of whom have a learning disability, to encourage and enable other communities to start inclusive groups. They generously give an estimated 300+ hours of volunteer time to Wave each month.



Donors and Fundraisers

We have increased the number of personal and corporate donors to our work. We were excited to receive our first Awards for All grant this year. We are grateful for our regular and ad-hoc donors as well as the creative fundraising boosts provided by our brilliant supporters.



Support received

We are grateful to local church partners (across denominations) for providing free venue space for many of our activities.

We have benefited greatly from advisory and mentoring support from Pilotlight, Inclusion Barnet, Haringey's Local Area Coordinator and our talented team of Advisors and Ambassadors.



Plans for the coming year

Wave for Change's trustees have set the following priorities for this coming year in order to achieve our strategy of encouraging and enabling more mixed-ability groups and activities across London and beyond.

1. Develop and launch first elements of Wave in a Box in early 2022, to make it easy and appealing for others to start new inclusive initiatives, based on our 'with and not for' approach
2. Grow connections with our network of potential Changemakers (from this year's co-creation workshop) to generate up to 5 new Wave associate groups by the end of 2022 – rippling out via word of mouth and personal experience of participation in Wave activities
3. Establish standard impact monitoring measures for new Wave associate groups to provide hard and soft data evidence of the difference that they are making in their communities
4. Access professional fundraising support, which will allow Founders to focus more on mentoring new associate groups
5. Appoint high profile Patron to promote and support our work

The next step

The very positive response from inclusion practitioners, activists and thought leaders to our 2019 community impact research findings and Wave in a Box concept presentation in March 2021 has galvanised our decision to share our work more widely. Developing **Wave in a Box** (working title) is at the heart of our work to grow beyond our local groups. A digital and physical resource, Wave in a Box will inspire and make it easy for other communities to start enjoyable mixed-ability activities.

This resource will contain our:

- ethos (what it looks like in practice to value people of different abilities equally)
- personal stories (enabling others to identify with the need for and benefit of inclusive provision)
- learning (collating our experience of setting up and tips for running genuinely inclusive groups)
- materials (meeting plans and templates; ice-breaker and creative activities; promotional items) in a way that is simple, motivating and easy to use

Two pilot projects have already started (in Crouch End and Ilford), helping us to identify, test and refine the best content and format for this offering. 'Wave Mentors' are actively working with these new associates and gathering valuable learnings that will inform the development of Wave in a Box.

The past year of lockdowns has given us all a taste of what it feels like to be socially segregated and unable to join in with community activities. We believe that there is now wider appreciation of the need we all have for real social connection, making this a unique time at which to promote the idea of Wave in a Box.

Box elements will be available to download from our website by the end of the year. We aim to fully launch in early 2022.



Financials

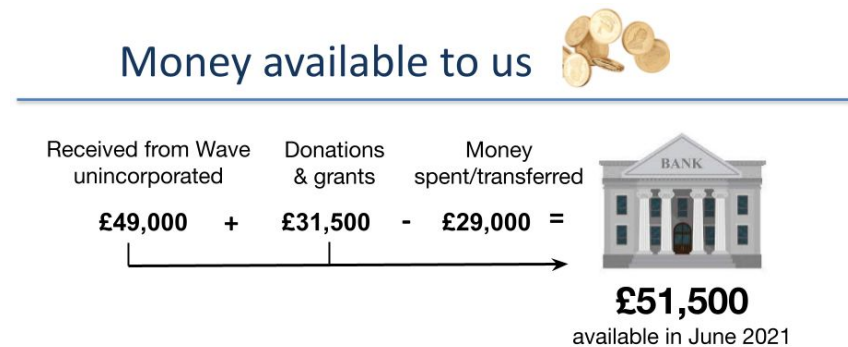
Wave for Change started the year with an opening cash balance of £49,000 transferred from Wave unincorporated charitable organisation. We passed restricted funds (£7,580 held for Wave Church and Challenge Group Muswell Hill) to St James Church, who will have governance and financial oversight of these local groups going forward.

We are very grateful for the generous financial support we had in the year from both our regular and ad hoc donors, raising circa £31,500 via a mix of donations (£20,000), grants (£10,000) and gift aid (£1,500). We also benefited from a Co-Founder volunteering as a full-time CEO.

We invested circa £21,000 over the year – key elements being £11,500 in operations and project work; £1600 in promotional and awareness raising activities and £8,100 in feasibility testing and development of the key Wave in a Box offering.

As at 30th June 2021, Wave for Change's balance of funds was £51,500. These funds are mainly unrestricted and available to be used in accordance with our charitable objectives at the discretion of the Trustees. It is our policy to maintain a balance of at least three months' cash reserves to cover operating expenses (£12,000) – a policy that we have maintained successfully throughout the year. This prudent approach to managing our resources will be maintained as we seek to grow our activities and move to a mix of employed staff and volunteers instead of contractors and volunteers.

We have built this strong balance in order to be able to invest in paid staff to support our next phase of growth and to provide cover until our fundraising efforts are secured. We aim to raise required funds from a combination of increased regular giving, ad-hoc fundraising campaigns (e.g. The Big Give) and targeted charity grants from Trusts and other Funders. Reaching out to our personal networks and improving supporter communications will be key to enabling this, in addition to the recruitment of a part-time fundraiser.





Receipts and payments accounts

For the period
from

01/07/2020

To

30/06/2021

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations direct	7,825	-	-	7,825	-
Local Giving	565	10,123	-	10,688	-
Kindlink	282	-	-	282	-
Grants	-	9,920	-	9,920	-
Just Giving	1,227	-	-	1,227	-
Stewardship	-	-	-	-	-
Gift Aid	1,636	-	-	1,636	-
Opening Gift transfer	41,378	7,586	-	48,964	-
Sub total (Gross income for AR)	52,913	27,629	-	80,542	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	52,913	27,629	-	80,542	-
A3 Payments					
Transfer to local Groups	-	7,586	-	7,586	-
Staff	-	-	-	-	-
Operational Coordination	9,198	-	-	9,198	-
Non staff costs	2,071	322	-	2,393	-
Fundraising costs	121	-	-	121	-
Marketing/PR/Social media	1,622	-	-	1,622	-
Projects : WiaB content	-	1,750	-	1,750	-
Projects : WiaB Friendship Project	-	-	-	-	-
Projects : WiaB Co-creation workshops	-	6,408	-	6,408	-
Projects : WiaB Changemakers workshops	-	-	-	-	-
Projects : WiaB Changemakers Forum	-	-	-	-	-
Sub total	13,012	16,066	-	29,078	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	13,012	16,066	-	29,078	-

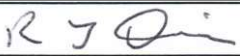

Net of receipts/(payments)	39,901	11,563	-	51,464	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	39,901	11,563	-	51,464	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	39,901	11,563	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Richard Davis
Ian Hardie

Date of approval

19.08.2021
19.08.2021

Independent examiner's report to the trustees of Wave for Change

I report to the trustees on my examination of the accounts of the Wave for Change (the Charity) for the year ended 30 June 2021.

Responsibilities and basis of report

As the Charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trustees required by section 130 of the Act;
2. the accounting records were not kept in respect of the Trustees as required by section 130 of the Act: or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Name: Ian K Whitehead

Member of the Institute of Chartered Accountants in England and Wales

Address: 1 Vallance Road, London N22 7UD

Date: 19.8.21

Trustees' responsibilities

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

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year, which give a true and fair view of the state of affairs of the charity and of the charity's incoming resources and application of resources for that year.

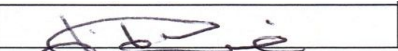

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008. They are responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration

The trustees declare that they have approved the Trustees' Report, signed on behalf of the Charity's Trustees

Full name	Signed	Position	Date
Ian Hardie		Co-Chair	20 August 2021
Richard Davis		Treasurer	20 August 2021

Legal and administration information

Charity name	Wave for Change (commonly known as Wave)
Charity number	1190354
Operating address	35 Windermere Road, London, N10 2RD
Web site	www.waveforchange.org.uk

Trustees

	Name	Office	Appointed	Resigned
	Ian Hardie	Co-Chair	July 2020	
	Anchal Gupta	Co-Chair	5 May 2021	
	Stephanie Buckingham	Trustee	July 2020	
	Richard Davis	Treasurer	July 2020	
	Toby Morrison	Trustee	July 2020	
	Ingrid Skinner	Trustee	July 2020	
	Ellie Williams	Trustee	20 October 2020	
	Celia Webster	Trustee	July 2020	Resigned 15 April 2021

Bankers

CAF Bank	25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
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Constitution

Summary of objects

The object of the CIO, which is to be carried out within a Christian ethos, working inclusively with those of all faiths or none, is:

To promote equality and diversity for the public benefit, in such geographical areas as the trustees shall determine, by working with people with and without learning disabilities to reduce discrimination based on abilities and foster an environment in which social places are genuinely inclusive and accessible to all, in particular but not exclusively by:

1. Raising awareness among the general public of the need to equally value people of all abilities
2. Promoting inclusivity through the establishment of inclusive and accessible mixed-ability worship and social gatherings (which will reduce social segregation/isolation and build friendships, whether undertaken digitally or in person)
3. Promoting the establishment of inclusive and accessible mixed-ability social groups that co-create community-based activities where people with and without learning disabilities are encouraged to do things with and not for each other
4. Providing advice and support (based on the charity's own research) to organisations and individuals seeking to develop inclusive and accessible mixed-ability groups and activities.

Statutory declaration

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Trust Deed, the Charities Act 2011 and 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)' (as amended for accounting periods commencing from 1 January 2016).

Structure, governance and management

Type of governing document	Constitution
How the charity is constituted	Charitable Incorporated Organisation
Trustee selection method	By invitation
How new trustees are inducted and trained	New trustees receive a copy of the constitution, accounts and latest trustees' meeting minutes. They are interviewed by both Co-Chairs and one of the founders, and they attend one trustees' meeting as guests prior to their appointment being confirmed by a vote of current trustees.

Wave is governed by a Board of Trustees with co-chairs. The Co-Founders now have active roles as Chief Ethos Officers and Ambassadors. As we move to a period of growth and being more established, we have appointed a Director and Operations Coordinator rather than relying solely on a mix of volunteers and contractors.

Finance and accounting policies

1. Accounting period

Wave for Change's financial year is a calendar year ending on 30th June 2021.

2. Accounting convention

Accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

3. Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, trustees continue to adopt the going concern basis of accounting in preparing the accounts.

4. Charitable funds

Accounts differentiate between restricted and unrestricted funds.

5. Income and expenditure recognition

All income and expenditure recognised on a cash basis.

6. Irrecoverable VAT

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Finance and accounting policies (cont.)

7. Gift Aid

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

8. Offsetting

There has been no offsetting of assets and liabilities, or income and expenses.

9. Non-financial contributions

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so. The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

10. Governance and trustee costs

The charity incurs no material governance costs; trustees receive no remuneration or other benefit and meetings are attended at trustees' own cost. Payments to trustees are limited to reimbursement of expenses incurred on behalf of the charity.

11. Examiner fees

No fees were charged for our independent accountant's examination of these accounts.

12. Staff

Wave did not employ any staff in this period.



'Diversity is being invited to the Party.
Inclusion
is being invited to
Dance.'



Wave for Change Day Celebration 2019