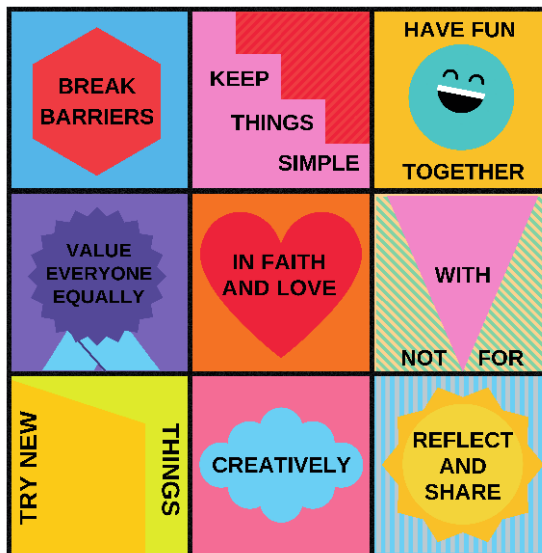




## Annual Report 2022-23

*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

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## 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:

		
1. Build awareness	2. Collect impact data	3. Establish 5+ new groups
<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>

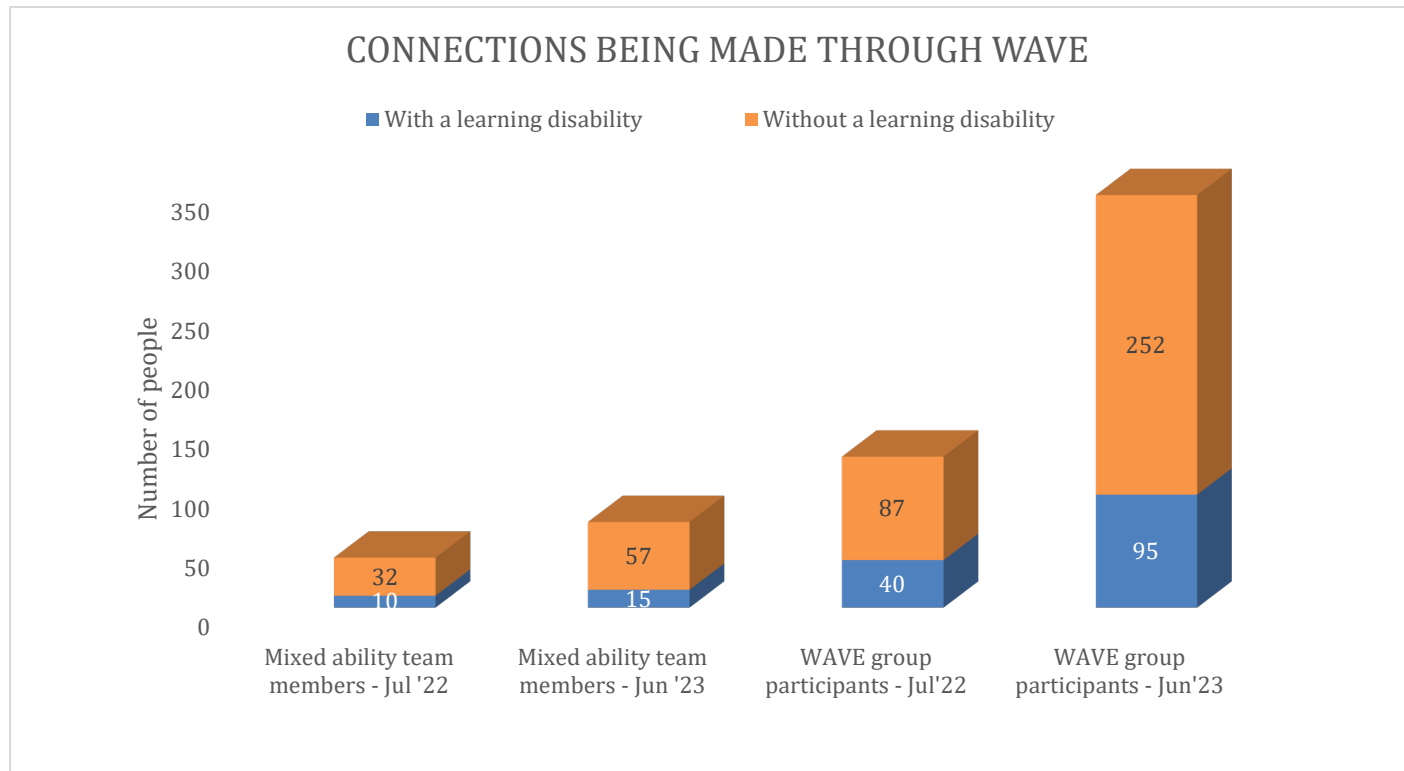
		
<p><b>4. Hold a quarterly WAVEmaker Forum</b></p>	<p><b>5. Increase funding from grants and sponsorship</b></p>	<p><b>6. Have more fun!</b></p>
<p>We held three online WAVEmaker forums during the year for encouragement, learning and sharing of insights. Some group leaders have considerable experience 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.</p> <p><i>"I've received some fantastic advice from others in the forum. Exactly what I needed!"</i></p>	<p>We have been working to diversify our sources of funding beyond individual donors.</p> <p>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.</p> <p><i>"We wish you every success for the invaluable work that you do"</i></p>	<p>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.</p> <p>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.</p> <p><i>"It's all about integration – pure integration, and fun"</i></p>

### 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](http://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	<a href="http://www.waveforchange.org.uk">www.waveforchange.org.uk</a>

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**

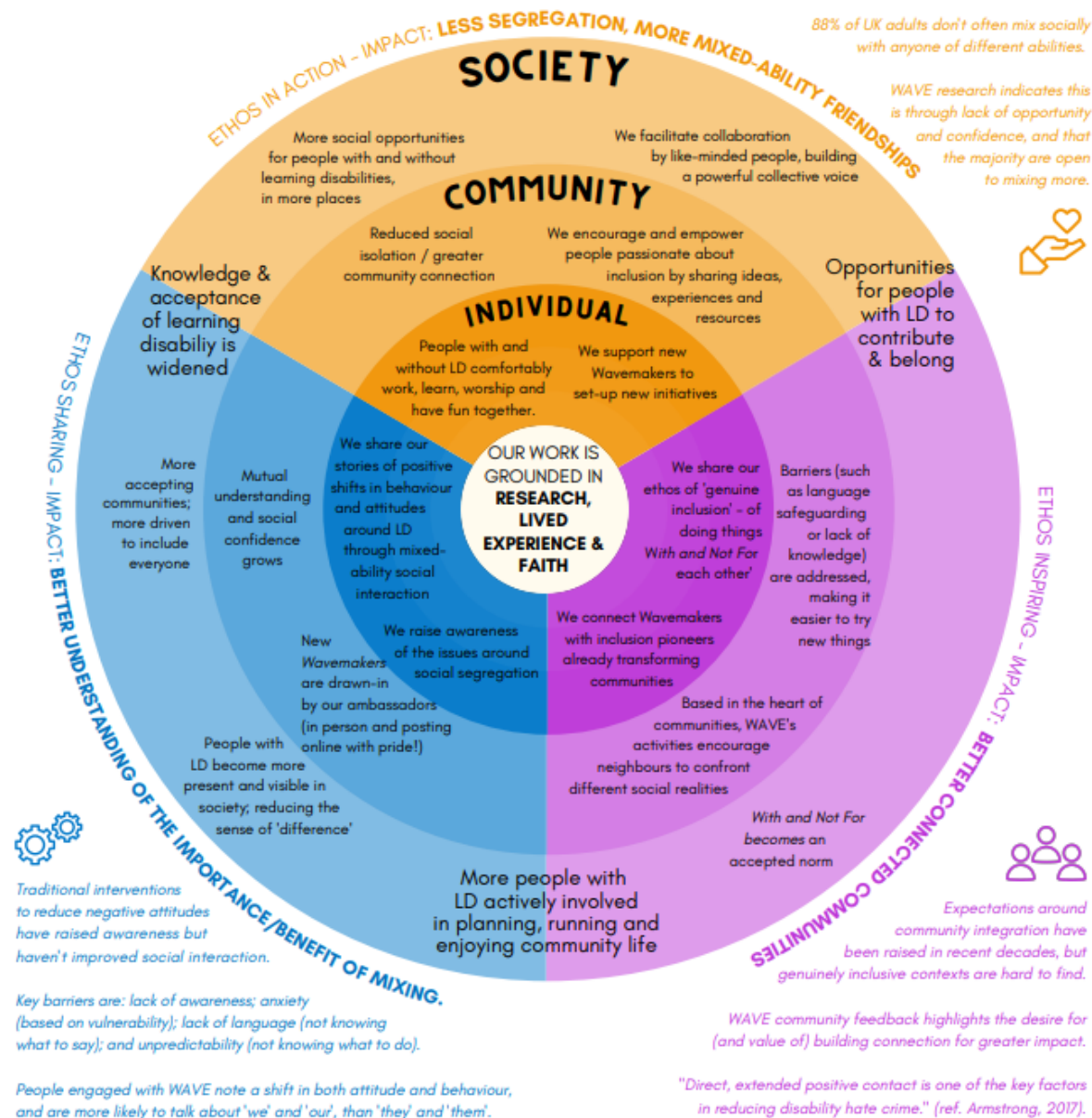
We don't focus on education  
or campaigning - we  
change expectations  
by having fun together.

**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.





## Independent Examiners 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 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

Section A Receipts and payments

A1 Receipts	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
Donations Regular	6,563	-	-	6,563	5,070
Donations Ad hoc	7,201	-	-	7,201	5,381
Campaigns	281	-	-	281	7,600
Grants	-	18,383	-	18,383	7,400
Legacies	-	-	-	-	-
Gift Aid	-	-	-	-	3,359
Interest on funds	44	-	-	44	-
<b>Sub total (Gross income for A1)</b>	<b>14,088</b>	<b>18,383</b>	<b>-</b>	<b>32,471</b>	<b>29,010</b>
<b>A2 Asset and investment sales, (see table).</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>14,088</b>	<b>18,383</b>	<b>-</b>	<b>32,471</b>	<b>29,010</b>

A3 Payments	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
Tx to local groups	-	-	-	-	17,982
Staff	7,723	-	-	7,723	3,123
Non staff costs	1,660	-	-	1,660	96
Fundraising costs	2,063	-	-	2,063	348
Marketing/PDF/Social media	2,357	-	-	2,357	8,012
Projects Wave in a Box (WVBox)	-	-	-	-	8,019
Projects Wave Co-creation workshops	-	-	-	-	6,324
Projects RTR Impact Tracker	-	-	-	-	4,012
Projects WaveMakers	6,951	-	-	6,951	-
Projects Mixed Ability Team/Talents	2,475	-	-	2,475	6,026
Projects Ally Pally 150 Year celebration	3,130	-	-	3,130	-
Projects LIVING WITH Exhibition	3,475	-	-	3,475	-
<b>Sub total</b>	<b>21,609</b>	<b>23,521</b>	<b>-</b>	<b>45,131</b>	<b>47,896</b>

A4 Asset and investment purchases, (see table)	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>752</b>
<b>Total payments</b>	<b>21,609</b>	<b>23,521</b>	<b>-</b>	<b>45,131</b>	<b>48,648</b>
<b>Net of receipts/(payments)</b>	<b>-</b>	<b>5,139</b>	<b>-</b>	<b>5,139</b>	<b>19,638</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>26,320</b>	<b>5,506</b>	<b>-</b>	<b>31,826</b>	<b>51,464</b>
<b>Cash funds this year end</b>	<b>18,799</b>	<b>367</b>	<b>-</b>	<b>19,166</b>	<b>31,826</b>

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

B1 Cash funds	Unrestricted funds	Restricted funds	Endowment funds	Categories	Details
	18,799	367	-		
<b>Total cash funds</b>	<b>18,799</b>	<b>367</b>	<b>-</b>		
<b>B2 Other monetary assets</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>B3 Investment assets</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>B4 Assets retained for the charity's own use</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>B5 Liabilities</b>	<b>-</b>	<b>-</b>	<b>-</b>		

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

Signature: N. C. SALT Print Name: N. C. SALT Date of approval: 12/3/24

Signature: I. J. HADDIE Print Name: I. J. HADDIE Date of approval: 12/3/24

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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