

# DISABILITY ACTION HARINGEY

England & Wales · Charity number 1191762

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2020-10-12

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

## Contact

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**Address** Winkfield Resource Centre  
33 Winkfield Road  
London  
N22 5RP

**Phone** 0203 355 0071

**Email** [info@d-a-h.org](mailto:info@d-a-h.org)

**Website** [www.d-a-h.org](http://www.d-a-h.org)

## Activities

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**Objects:** THE OBJECTS OF THE CIO ARE: TO PROVIDE RELIEF AND ASSISTANCE FOR PERSONS RESIDENT OR WORKING IN BUT NOT EXCLUSIVELY THE LONDON BOROUGH OF HARINGEY WITH PHYSICAL DISABILITIES (INCLUDING SENSORY IMPAIRMENTS), MENTAL HEALTH AND LEARNING DISABILITIES, OR LONG TERM ILLNESS BY MAINTAINING AND ENHANCING THE QUALITY OF LIFE FOR THE BENEFICIARIES THROUGH THE PROVISION OF PREVENTATIVE AND OTHER PRACTICAL SUPPORT SERVICES.

**Activities:** Disability Action Haringey is a charitable organisation supporting the deaf and disabled community within the London Borough of Haringey.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty
- **Who:** Elderly/old People, People With Disabilities, The General Public/mankind

## Geography

- Haringey

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-10-31	£479,889	£322,997	-	-
2024-10-31	£422,830	£313,483	-	-
2023-10-31	£267,549	£193,294	-	-
2022-10-31	£259,844	£189,013	-	-
2021-10-31	£163,812	£88,748	-	-

## Trustees

Name	Role	Appointed
Andrew Carpenter		2021-07-01
Graham Day Mr		2020-10-20
Isatu Turay		2022-07-11
Natasha Benn		2025-05-27
Nnenna Maya Agbasonu		2023-07-10
PATRICIA CHARLESWORTH		2020-10-20
Qasim Qureshi		2025-10-20

**DISABILITY ACTION HARINGEY**

England & Wales - Charity number 1191762

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# Accounts

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**Charity registration number 1191762**

**DISABILITY ACTION HARINGEY**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 OCTOBER 2025**

# DISABILITY ACTION HARINGEY

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Graham Day Andrew Carpenter Patricia Charlesworth Isatu Turay Nnenna Maya Agbasonu Qasim Qureshi  Natasha Benn Natalie Easington	         (Appointed 20 October 2025) (Appointed 27 May 2025) (Appointed 02 Jun 2024; resigned 02 Dec 2024)
<b>Chief Executive officer</b>	Philip Stevens	
<b>Charity number</b>	1191762	
<b>Principal address</b>	Winkfield Resource Centre 33 Winkfield Road Wood Green London N22 5RP	
<b>Independent examiner</b>	Siobhan Glenister, FCA 5 The Square Bagshot Surrey United Kingdom GU19 5AX	
<b>Bankers</b>	The Co-operative Bank Winkfield Resource Centre 33, Winkfield Road Haringey London N22 5RP	

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# DISABILITY ACTION HARINGEY

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## **DISABILITY ACTION HARINGEY**

### **FORWARD FROM THE CHAIR**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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#### **Forward from the Chair**

As I sit and reflect on our journey in 2024/2025, I am delighted to present our End of Year Report highlighting Disability Action Haringey (DAH) ongoing desire, dedication and commitment to delivering a range of tailored services to the D/deaf and Disabled community in Haringey.

DAH is the only D/deaf and Disabled Peoples Organisation within the borough, and the staff and Trustees are very proud of the fact we are a user-led organisation run and controlled by disabled people. All the Trustees and 4 out of 5 staff members identify as having a disability and positions of power are held by disabled people. The user-led integrity of DAH is an essential part of everything we do. Our work is enriched by lived experience of disability, discrimination, oppression and societal barriers to inclusion and independence.

This year has been one of both challenge and progress. The pressures of the cost-of-living crisis continue to stretch health and social care systems and ongoing uncertainty around reform have continued to affect D/deaf and disabled people, their families and carers. Yet, in the face of these obstacles and the turbulent world around us, DAH has stood resolute. We have continued to grow our reach and deepen our impact. The past year, we have extended our support to more D/deaf and disabled people, and their families across Haringey.

We have been supporters, advocates, advisers and we have been fiercely committed to making a difference. I am immensely proud that every step, our charity has remained anchored to its purpose to listen, to learn from and be led by D/deaf and disabled people and to deliver compassionate, life-enriching support and services that challenge barriers and build a fairer, more inclusive world.

Our services have flourished. Our Direct Payment and Peer Support service provides specialist advice and practical support to people using or considering Direct Payments. DAH supports individuals to recruit and employ personal assistants, understand employer responsibilities and resolve challenges that arise in managing care arrangements. A core element of the service is peer-led support, ensuring that Direct Payment holders can learn from others with lived experience. DAH facilitates the Direct Payment User Forum, a regular peer support group where Direct Payment holders come together to share experiences, problem-solve, and build confidence in managing their support. Overall DAH's commissioned Direct Payment and peer support services strengthen independence, increase confidence and enable D/deaf and disabled residents to remain in control of their lives through accessible, user-led support grounded in lived experience.

At the Haringey Autism Hub we delivered an integrated wellness programme designed to improve the emotional wellbeing, confidence and independence of neurodivergent people, including individuals with autism and ADHD. The programme provided a holistic person-centred package of support that complemented existing services and empowered neurodivergent people to improve their wellbeing and quality of life.

We delivered the Thalassaemia and Sickle Cell (TASC) Health and Wellbeing Project aimed at supporting residents living with thalassaemia and sickle cell conditions to improve their emotional wellbeing and quality of life. Overall, with the provision of innovative services the TASC project strengthened community-based wellbeing provision for people with thalassaemia and sickle cell in Haringey, improving emotional wellbeing, increasing confidence, and supporting participants to live better with long-term health conditions.

## **DISABILITY ACTION HARINGEY**

### **FORWARD FROM THE CHAIR (CONTINUED)**

#### ***FOR THE YEAR ENDED 31 OCTOBER 2025***

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We delivered the ‘Empowering Voices for All’ project to support D/deaf and disabled residents in Haringey to access and exercise their democratic rights. We focused on removing barriers to democratic participation by providing accessible information and targeted outreach around voter registration, voter ID requirements and options for proxy and postal voting. We also supported longer-term change by embedding democratic participation into community activity. This included delivering elements of training, sharing resources and supporting individuals and groups to build confidence, knowledge and skills around civic engagement. A flexible and respectful approach was used to recognise existing knowledge while strengthening political literacy and participation. Overall the project ensured that D/deaf and disabled peoples voices were heard, valued and able to shape local policies and decision, contributing to a more inclusive and participatory local democracy.

We expanded our development and ongoing support of DAH’s co-production group, strengthening DAH’s commitment to meaningful involvement of D/deaf and disabled people in service design and delivery. We are not only a user-led organisation, but one that actively develops services through co-production, recognising the value of lived experience, shared decision-making and collective expertise.

Working in partnership with another voluntary sector organisation we delivered a co-produced creative social inclusion programme for D/deaf and disabled residents in Haringey aimed at reducing isolation, improving wellbeing and increasing opportunities for connection and participation.

Funding from Skills for Care allowed us to develop training opportunities for Direct Payment holders and their Personal Care Assistants in Haringey. The funding enabled us to design and deliver accessible, user-led training that responded directly to the needs of people employing PA’s and those working as PA roles. The training focused on strengthening skills, confidence and understanding on both sides of the employment relationship, supporting safer, more effective, and sustainable care arrangements.

Our ongoing Social Model of Disability Ambassador’s Program has continued to raise awareness about the daily challenges faced by D/deaf and disabled individuals in society. We have strengthened our work on the Social Model of Disability through community engagement to ensure that materials developed for use across London were meaningful, accessible and relevant to D/deaf and disabled people. This helped remove barriers to understanding and participation, ensuring content reflected the needs, rights and priorities of D/deaf and disabled people.

As part of the three-year unrestricted funding from the Lloyds Foundation, this flexible funding has allowed us to meet a wide range of organisational costs and service delivery needs across the year, strengthening DAH’s overall capacity and sustainability. A key development supported by this funding was the creation and development of the Haringey D/deaf Group, a dedicated service providing support, advice and social opportunities for Haringey D/deaf community. The group offers a safe and inclusive space for connection, peer support and shared learning which utilises the services of full British Sign Language Interpreters. Overall, Lloyds Bank Foundation’s unrestricted funding played a vital role in enabling DAH to respond flexibly to community need, develop new services and sustain inclusive user-led support for D/deaf and disabled people in Haringey.

Our latest funding has been secured from the Three Guinea’s Fund. The three-year funding to support the development and strengthening of our Information, Advice and Guidance services, enabling us to work towards achieving Advice Quality Standard (AQS) accreditation. The funding will support DAH to formalise and enhance its advice provision, ensuring services are consistent, high quality and aligned with recognised best practice standards.

**DISABILITY ACTION HARINGEY**

**FORWARD FROM THE CHAIR (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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We are committed to partnership working to enhance the lives of D/deaf and disabled people. We worked with Community Transport Waltham Forest on a project to better understand the needs, gaps, and future offer of community transport across five London boroughs. We identified opportunities to improve accessibility, inclusion and independence. In the coming year we will seek funding to continue this project.

We supported another D/deaf and Disabled Persons Organisation in a neighbouring borough by providing senior management support during a period when the organisation required strong, consistent day-to-day team leadership. This support helped stabilise operations, strengthen internal management, and ensured continuity of service delivery to the D/deaf and disabled community in Islington.

Working with Middlesex Association for the Blind we facilitated and supported the Visually Impaired Persons Group (VIP) in Haringey.

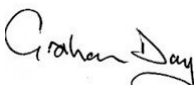
We once again supported the education of future social workers by providing student placement opportunities in partnership with Middlesex University. Placements enabled students to bridge theory and practice, deepen their understanding of inclusive person-centred practice and build confidence in working with disabled communities.

The largest donation received during this year came from a single benefactor, following the sad closure of another charity that had operated in Haringey for many years. On closing, the charity recognised the value, impact and difference that DAH makes to residents and chose to award us a payment from its remaining funds.

Financially, we have continued to strengthen our foundations through careful oversight and long-term outlook that gives us stability for the future. We have expanded our services, advanced the way we work, and invested in improvements that make our services more responsive and person-centred. At the heart of this progress is our unwavering commitment to listen and to empower D/deaf and disabled people. This resilience has allowed our services to grow and thrive and bring hope and reassurance to many lives.

None of this would have been possible without the extraordinary commitment by our dedicated staff, volunteers and Trustees. I extend my heartfelt thanks to them all. Your compassion, resilience and determination are the heart and soul of our work. To our Chief Executive, Phil Stevens, thank you for your careful stewardship through trying times and your unrelenting pursuit for a better world. And to our funders and members thank you for standing with us, sharing in our vision and helping us make a difference to the lives of the D/deaf and disabled community of Haringey.

Graham Day  
Chair



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## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT**

#### ***FOR THE YEAR ENDED 31 OCTOBER 2025***

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The Trustees present their annual report and financial statements for the year ended 31 October 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's CIO Constitution, 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) (effective 1 January 2019)".

#### **Objectives and activities**

The main objective of the charity is to provide relief and assistance for persons resident or working in, but not exclusively, the London Borough of Haringey, with physical disabilities (including sensory impairments), mental health and learning disabilities, long term health conditions, hidden disabilities, and neuro divergence, by maintaining and enhancing the quality of life for the beneficiaries, through the provision of preventative and other practical support services, by:

- a) Providing training and support to disabled people.
- b) Effectively representing the views, needs and interests of disabled people
- c) Supporting individuals to have greater choice, control, and independence over their care needs.
- d) Promotion of the benefits of a healthy active lifestyle to Haringey's D/deaf and disabled community and through co-production, bring together service users and providers in Haringey to create more inclusive and accessible physical activity opportunities within the borough.
- e) The embedding of the Social Model of Disability within Haringey.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

#### **Achievements and performance**

##### **Direct Payment Service/Peer Support/Personal Care Assistants Register**

We supported 214 individual clients throughout the year by providing specialist advice and practical support to people using, or considering, Direct Payments. This includes clear information about how Direct Payments work, what they can be used for, and support to manage them effectively. DAH supports individuals to recruit and employ personal assistants, understand employer responsibilities, and resolve challenges that arise in managing care arrangements.

A core element of the service is peer-led support, ensuring that disabled people can learn from others with lived experience. DAH facilitates the Direct Payment User Forum (DPUF), a regular peer support group where Direct Payment holders come together to share experiences, problem-solve, and build confidence in managing their support. The forum provides a safe, supportive space for mutual learning, discussion, and collective voice.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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DAH also delivers one-to-one peer support, offering tailored guidance to individuals who need additional help to navigate the Direct Payment system or make changes to their support arrangements. Where appropriate, DAH supports people to engage with statutory services, challenge barriers, and advocate for their rights within adult social care.

Overall, DAH's commissioned Direct Payment and peer support services strengthen independence, increase confidence, and enable disabled residents to remain in control of their lives through accessible, user-led support grounded in lived experience.

#### **GLA Voter participation**

Disability Action Haringey (DAH) delivered the Empowering Voices: Civic Engagement for All project to support D/deaf & disabled residents in Haringey to access and exercise their democratic rights.

DAH focused on removing barriers to democratic participation by providing accessible information and targeted outreach around voter registration, Voter ID requirements, and options for proxy and postal voting. This included awareness-raising through social media and tailored communications designed to reach people facing language, mobility, digital, and confidence barriers.

Beyond elections, DAH created inclusive opportunities for civic participation by facilitating town halls, cooperative forums, and structured consultations. These spaces enabled residents to share lived experience, influence local decision-making, and engage directly with policymakers on issues affecting their lives and communities.

DAH also supported longer-term change by embedding democratic participation into community activity. This included delivering elements of training, sharing resources, and supporting individuals and groups to build confidence, knowledge, and skills around civic engagement. A flexible and respectful approach was used to recognise existing knowledge while strengthening political literacy and participation.

Overall, the project ensured that disabled people's voices were heard, valued, and able to shape local policies and decisions, contributing to a more inclusive and participatory local democracy.

**The organisation delivered 67 sessions and workshops and supported 536 individuals.**

#### **Autism Hub health & Wellbeing**

Disability Action Haringey (DAH) delivered 65 sessions to 16 individuals. We delivered an integrative wellness programme designed to improve the emotional wellbeing, confidence, and independence of neurodivergent people, including individuals with autism and ADHD.

The programme provided a holistic package of support through hypnotherapy, Reiki, and life coaching, tailored to the needs of participants aged 16 and over. It recognised that many neurodivergent people experience anxiety, emotional regulation, sensory overload, and barriers to accessing traditional therapeutic services.

Participants accessed one-to-one hypnotherapy sessions focused on reducing anxiety, improving focus, supporting sleep, and strengthening emotional regulation. Sessions were personalised, using relaxation techniques and positive suggestion to support participants' individual goals and emotional needs.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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Reiki therapy was delivered in individual and small group formats, both in person and remotely where appropriate. This non-invasive approach supported relaxation, reduced sensory overstimulation, and promoted emotional balance. Participants reported feeling calmer, more settled, and better able to manage stress.

Life coaching formed a key empowerment element of the programme. Through strengths-based coaching and structured goal-setting, participants developed greater self-awareness, confidence, communication skills, and self-advocacy. Coaching supported individuals to identify personal goals and increase independence in daily life.

Where appropriate and with consent, family members and carers were involved to strengthen holistic support. The programme was monitored through participant feedback and progress tracking, demonstrating positive outcomes including reduced anxiety, improved emotional resilience, and increased confidence.

Overall, DAH delivered a person-centred, accessible wellness programme that complemented existing services and empowered neurodivergent people to improve their wellbeing and quality of life.

#### **Thalassemia and Sickle Cell Project**

DAH delivered the Thalassaemia and Sickle Cell (TASC) Health and Wellbeing Project to support residents living with thalassaemia and sickle cell conditions to improve their emotional wellbeing and quality of life.

The project provided accessible, person-centred wellbeing support for people living with long-term blood conditions, recognising the physical, emotional, and psychological impact of pain, fatigue, stress, and ongoing health management. TASC was designed to complement clinical care by addressing wellbeing needs that are often unmet by traditional health services.

Participants accessed therapeutic wellbeing sessions, including holistic approaches aimed at reducing anxiety and stress, supporting emotional regulation, and building resilience. The project created a safe and supportive space where participants could focus on their wellbeing, feel listened to, and regain a sense of control over their health and daily lives.

DAH worked in partnership with local networks to ensure the project reached those most likely to benefit, particularly residents who experience health inequalities and barriers to accessing support. The delivery approach was flexible and responsive, ensuring sessions were inclusive and tailored to individual needs.

Overall, the TASC project strengthened community-based wellbeing provision for people with thalassaemia and sickle cell in Haringey, improving emotional wellbeing, increasing confidence, and supporting participants to live better with long-term health conditions.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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#### **Skills for Care**

DAH received funding from Skills for Care to develop and deliver training opportunities for Direct Payment holders and their Personal Assistants (PAs) in Haringey.

The funding enabled DAH to design and deliver accessible, user-led training that responded directly to the needs of people employing PAs and those working in PA roles. Training focused on strengthening skills, confidence, and understanding on both sides of the employment relationship, supporting safer, more effective, and sustainable care arrangements.

For Direct Payment holders, training supported greater confidence in managing Direct Payments, understanding employer responsibilities, and maintaining positive working relationships with PAs. For Personal Assistants, training helped build skills, awareness, and good practice in delivering person-centred support that respects choice, control, and independence.

The programme was developed through a co-produced approach, ensuring that training content reflected lived experience and real-world challenges. Sessions were delivered in accessible formats to ensure inclusion of D/deaf & disabled people and diverse PA workforces.

Overall, the Skills for Care funding strengthened the local Direct Payment workforce, improved the quality of support arrangements, and reinforced DAH's role as a user-led organisation supporting high-quality, person-centred social care in Haringey.

**In total we delivered 13 training sessions to 89 individuals, some people attended multiple sessions resulting in providing 122 training spaces.**

#### **Community Transport Waltham Forest**

DAH is working in partnership with Community Transport Waltham Forest on a project funded by the Motability Foundation to better understand the needs, gaps, and future offer of community transport across five London boroughs.

As part of the partnership, DAH facilitated access to office space within Haringey and connected the project team with local community representatives, ensuring strong local engagement and effective collaboration. DAH's involvement helped embed lived experience at the heart of the project, supporting meaningful consultation with D/deaf & disabled residents.

Through engagement, insight gathering, and cross-borough collaboration, the project is exploring how community transport services are experienced in practice and identified opportunities to improve accessibility, inclusion, and independence. The findings will inform future service development and strategic planning, ensuring that community transport provision better reflects the needs of D/deaf and disabled people across the participating boroughs.

#### **Shout Out UK**

DAH facilitated community engagement to ensure that materials developed for use across London were meaningful, accessible, and relevant to D/deaf & disabled communities.

Through targeted engagement with community representatives and user-led organisations, including Disability Action Haringey, the process ensured that lived experience informed the design, language, and accessibility of materials. This helped remove barriers to understanding and participation, ensuring content reflected the needs, rights, and priorities of D/deaf & disabled people.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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As a result, the materials produced were inclusive, accessible, and appropriate for use across diverse communities in London, supporting wider civic engagement and participation.

#### **National Lottery Awards for All**

National Lottery Awards for All funded the development and ongoing support of DAH's co-production group, strengthening DAH's commitment to meaningful involvement of D/deaf & disabled people in service design and delivery.

This investment ensured that DAH is not only a user-led organisation, but one that actively develops services through co-production, recognising the value of lived experience, shared decision-making, and collective expertise. The co-production group created structured opportunities for members and the wider D/deaf & disabled community in Haringey to influence priorities, shape services, and contribute to organisational development.

Funding enabled DAH to support accessible engagement, build the confidence and skills of participants, and embed co-production as a core way of working rather than a one-off consultation exercise. This strengthened the quality, relevance, and accessibility of DAH's services, ensuring they are rooted in the real experiences and needs of the community.

Overall, National Lottery Awards for All funding played a key role in embedding co-production within DAH's governance and practice, reinforcing DAH's role as a representative, accountable, and community-led.

#### **London Community Foundation Adobe Grant**

DAH received funding from the Adobe Community Fund to deliver a co-produced creative and social inclusion programme for D/deaf & disabled residents in Haringey.

The funding enabled DAH, in partnership with Haringey Circle, to design and deliver inclusive creative and social activities aimed at reducing isolation, improving wellbeing, and increasing opportunities for connection and participation.

The project created accessible opportunities for people to come together through creative and digital activities, encouraging self-expression, skill sharing, and peer connection. By embedding co-production and accessibility from the outset, DAH ensured that activities were welcoming, inclusive, and responsive to participants' needs.

The funding also strengthened DAH's organisational capacity to deliver sustained community activity, supporting inclusive engagement and creative participation across the borough. Overall, the London Community Foundation Adobe Grant enabled DAH to expand opportunities for social connection, creativity, and inclusion, contributing to improved wellbeing and stronger community networks for D/deaf & disabled residents in Haringey.

**We delivered a 131 sessions with 1085 attendees.**

#### **Haringey Council Core funding**

DAH was supported in its core costs by Haringey Council as part of the Council's ongoing commitment to enabling and amplifying the voices of Haringey's D/deaf & disabled community.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

*FOR THE YEAR ENDED 31 OCTOBER 2025*

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This core funding recognised the essential role DAH plays as a user-led organisation in representing lived experience, providing independent insight, and ensuring that disabled people are meaningfully involved in decisions that affect their lives. By contributing to core costs, Haringey Council enabled DAH to maintain organisational stability, retain skilled staff with lived and professional expertise, and sustain inclusive engagement with local residents.

The support ensured that DAH could continue to act as a trusted conduit between the D/deaf & disabled community and statutory partners, facilitating dialogue, consultation, and co-production. It also strengthened DAH's capacity to respond flexibly to emerging issues, support community-led activity, and uphold a strong rights-based approach rooted in the social model of disability.

Overall, this investment helped safeguard an independent, representative voice for D/deaf & disabled people in Haringey, supporting more inclusive policy development, service design, and community participation.

#### **Disability Action in Islington**

DAH has supported Disability Action in Islington by providing senior management support during a period when the organisation required strong, consistent day-to-day team leadership.

This support helped stabilise operations, strengthen internal management, and ensure continuity of service delivery. DAH's involvement provided experienced leadership, practical oversight, and strategic guidance, enabling the team to navigate challenges, maintain staff morale, and continue delivering high-quality support to D/deaf & disabled residents.

Overall, this senior management support strengthened organisational resilience and ensured that Disability Action in Islington could continue to meet the needs of its community during a critical period.

#### **Lloyds Bank Foundation**

As part of the three-year unrestricted funding provided by the Lloyds Bank Foundation, this flexible funding was used to meet a wide range of organisational costs and service delivery needs across the year, strengthening DAH's overall capacity and sustainability.

A key development supported by this funding was the creation and development of the Haringey D/deaf Group, a dedicated service providing support, advice, and social opportunities for Haringey's D/deaf community. The group offers a safe and inclusive space for connection, peer support, and shared learning.

Funding enabled the provision of full British Sign Language (BSL) interpretation across the group's monthly meetings, drop-in advice sessions, and social activity afternoons, ensuring accessibility and meaningful participation. The service has helped reduce isolation, improve access to information and advice, and strengthen community connections for D/deaf residents. Deaf Group Haringey – has a membership of 14 people and has held 5 meetings for this newly established service.

Overall, Lloyds Bank Foundation's unrestricted funding played a vital role in enabling DAH to respond flexibly to community need, develop new services, and sustain inclusive, user-led support for D/deaf & disabled people in Haringey.

#### **Three Guinea's Fund**

DAH has secured three-year funding to support the development and strengthening of its Information, Advice and Guidance (IAG) services, enabling the organisation to work towards achieving Advice Quality Standard (AQS) accreditation.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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The funding will support DAH to formalise and enhance its advice provision, ensuring services are consistent, high quality, and aligned with recognised best-practice standards. This includes developing robust policies and procedures, strengthening case recording and quality assurance systems, and building staff capacity through training and supervision.

By working towards AQS accreditation, DAH aims to ensure that D/deaf & disabled residents in Haringey receive accurate, reliable, and accessible advice that supports them to understand their rights, navigate complex systems, and make informed decisions. The process will also strengthen safeguarding, accountability, and continuous improvement within the service.

Securing multi-year funding provides stability and enables long-term planning, allowing DAH to embed quality assurance and sustainability at the heart of its advice services. Overall, this investment will improve the consistency, credibility, and impact of DAH's Information, Advice and Guidance services, strengthening support for the D/deaf & disabled community across the borough.

#### **Social Worker Student Placements Middlesex University**

DAH once again supported the education and development of future social workers by providing student placement opportunities in partnership with Middlesex University.

Through these placements, DAH offered students a structured learning environment grounded in a user-led, rights-based, and social model of disability approach. Students gained practical experience of working alongside D/deaf & disabled people, developing skills in advocacy, co-production, community engagement, and understanding adult social care systems from a lived experience perspective.

Placements enabled students to bridge theory and practice, deepen their understanding of inclusive practice, and build confidence in working with disabled communities. DAH provided supervision, mentoring, and reflective learning opportunities, supporting students to develop professional skills while critically engaging with policy, legislation, and ethical practice.

By hosting social work students, DAH contributed to strengthening the future workforce and promoting more inclusive, person-centred practice in social work, ensuring that the voices and rights of D/deaf & disabled people remain central to future service delivery.

#### **Donations**

The largest donation received during the period came from a single benefactor, following the sad closure of another charity that had operated in Haringey for many years. On closing, the charity recognised the value, impact, and difference that Disability Action Haringey makes to residents and chose to award DAH a payment from its remaining funds.

This generous donation reflected confidence in DAH's work and ensured that resources built up for the benefit of the community continued to support residents in Haringey through a trusted user-led organisation.

#### **Members**

Our membership keeps growing year on year as we strive to be the voice of D/deaf and disabled people in Haringey. Our current membership is in excess of 1350, almost double last year's total. We communicate with our members through a variety of social media platforms, and we circulate a monthly Newsletter keeping them up to date with the events and services of both the charity and in the borough.

#### **Volunteers**

The charity has currently recruited 9 volunteers who support the charity and its staff to meet the needs of our members and clients across all our services. We are currently working in partnership with another D/deaf and disabled people's organisation to provide our volunteers with training to enhance their own skills and personal career development.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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#### **Financial review**

These accounts represent the results for the charity for the period ending 31st October 2025. During the period the charity had income resources of £479,889 (2024 £422,830) and a total expenditure of £322,997 (2024 £313,482) resulting in a surplus of £156,892 (2024 £109,348), being carried forward to support the delivery of ongoing and future funded activities.

The main funder has been the London Borough of Haringey and, going forward, the Trustees aim to develop a more diverse funding base to sustain and expand the charity's activities.

#### **Reserves policy**

The Trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to at least three months' running costs. Our funding strategy clearly identifies each of our funding streams and the percentage from each that is required to meet our core running costs. Trustees will work to ensure the charity does not become reliant upon its reserves to operate and remains a going concern.

#### **Risk management**

With the support of the CEO, our Trustees assess any major risks to which the organisation is exposed. These include risks related to its operations and finances. Trustees ensure that the appropriate policies and systems are in place to manage and mitigate risk exposure.

#### **Future Plans:**

DAH aims to be the voice of D/deaf and disabled people in Haringey, to deliver our current services and to seek funding for new and innovative services. We aim to embed the Social Model of Disability in all our work and to educate the wider community as to the value D/deaf and disabled people can make to society when barriers are removed.

We shall continue seeking funding for a range of services which will be of benefit to the D/deaf and disabled community of Haringey.

#### **Public benefit**

We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We are working to create services which benefit disabled people, primarily in Haringey. The achievements and activities above demonstrate the public benefit arising through the charity's activities. The Trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2025***

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#### **Structure, governance and management**

The organisation is a registered Charitable Incorporated Organisation (CIO) and registered as a charity with the Charity Commission (charity number 1191762). The charity is established under a written constitution that outlines the objects and powers of the charity and is also governed under this constitution.

The Board of Trustees report to the Annual General Meeting. Currently there are 6 Trustees, of a possible 12, who together with the Chief Executive meet at regular intervals to make decisions concerning the running of the organisation. The implementation of those decisions is delegated to the Chief Executive and a professional staff team, for the day-to-day running of the organisation. The Board operates the best use of the available skills, to ensure that strong governance structures and scrutiny are maintained. The Trustees may from time to time appoint new Trustees as required by the organisation.

Trustees serving during the year:

Graham Day

Andrew Carpenter

Patricia Charlesworth

Yvonne Denny

(Resigned 4 September 2025)

Isatu Turay

Nnenna Maya Agbasonu

Qasim Qureshi

(Appointed 20 October 2025)

Natasha Benn

(Appointed 27 May 2025)

Natalie Easington

(Resigned 2 December 2024)

#### **Trustee induction and training**

Applicants for Board membership undergo a selection process, which is overseen by Trustees and the Chief Executive. New Trustees are provided with an information pack about the organisation and its services alongside all policy documents and a statement relating to roles and responsibilities. All new Trustees are expected to participate in training for the role to ensure that their skills encompass governance, management, equalities, human rights, and conflict of interest. Training and support for Trustees is planned via an accessible, holistic, person-centred route to ensure they can take an active role within the organisation.

## DISABILITY ACTION HARINGEY

### TRUSTEES REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 OCTOBER 2025*

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#### **Statement of Trustees responsibilities**

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

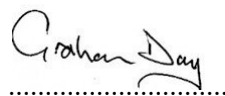
The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these financial statements, 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 financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The Trustees report was approved by the Board of Trustees.



.....  
**Graham Day**

Trustee

Dated: 23/04/2026 .....

## **DISABILITY ACTION HARINGEY**

### **INDEPENDENT EXAMINER'S REPORT**

#### **TO THE TRUSTEES OF DISABILITY ACTION HARINGEY**

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I report to the Trustees on my examination of the financial statements of Disability Action Haringey (the Charity) for the year ended 31 October 2025. which are set out on pages 10 to 24.

#### **Responsibilities and basis of report**

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

#### **Independent examiner's statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute Of Chartered Accountants In England And Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 Charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.



**Siobhan Glenister, FCA**

5 The Square  
Bagshot  
Surrey  
GU19 5AX  
United Kingdom

Dated: 23/04/2026

## DISABILITY ACTION HARINGEY

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 OCTOBER 2025

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		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
<b><u>Income and endowments from:</u></b>					
Donations and grant income	3	112,767	159,134	271,901	221,903
Charitable activities	4	-	185,948	185,948	186,000
Other income	5	22,040	-	22,040	14,927
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Total income</b>		134,807	345,082	479,889	422,830
		<hr/>	<hr/>	<hr/>	<hr/>
<b><u>Expenditure on:</u></b>					
Charitable activities	6	63,655	259,342	322,997	313,482
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Net income for the year/ Net movement in funds</b>		71,152	85,740	156,892	109,348
		<hr/>	<hr/>	<hr/>	<hr/>
Fund balances at 1 November 2024		39,518	289,981	329,499	220,151
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Fund balances at 31 October 2025</b>		110,670	375,721	486,391	329,499
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# DISABILITY ACTION HARINGEY

## BALANCE SHEET

AS AT 31 OCTOBER 2025

	Notes	2025 £	£	2024 £	£
<b>Fixed assets</b>					
Tangible assets	12		9,815		6,296
<b>Current assets</b>					
Debtors	13	67,683		2,100	
Cash at bank and in hand		426,733		326,532	
		<u>494,416</u>		<u>328,632</u>	
<b>Creditors: amounts falling due within one year</b>	14	<u>(17,840)</u>		<u>(5,429)</u>	
<b>Net current assets</b>			<u>476,576</u>		<u>323,203</u>
<b>Total assets less current liabilities</b>			<u>486,391</u>		<u>329,499</u>
<b>Net assets excluding pension liability</b>			<u>486,391</u>		<u>329,499</u>
			<u><u>          </u></u>		<u><u>          </u></u>
<b>The funds of the Charity</b>					
Restricted income funds	16	375,721		289,981	
Unrestricted funds		110,670		39,518	
		<u>486,391</u>		<u>329,499</u>	
			<u><u>          </u></u>		<u><u>          </u></u>

The financial statements were approved by the Trustees on 23/4/2026



.....  
Graham Day  
Trustee

# DISABILITY ACTION HARINGEY

## NOTES TO THE FINANCIAL STATEMENTS

*FOR THE YEAR ENDED 31 OCTOBER 2025*

---

### 1 Accounting policies

#### Charity information

Disability Action Haringey was registered as a Charitable Incorporation Organisation on 12 October 2020 and is governed by its constitution formed under an association model.

The charity's principal office address is Winkfield Resource Centre, 33 Winkfield Road, Wood Green, London, N22 5RP.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's CIO Constitution, 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 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

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

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

During the year, the trustees reviewed the classification of certain income streams to ensure compliance with the Charities SORP (FRS 102). As a result, income previously treated as restricted in respect of Access to Work funding was identified as unrestricted, as it represents reimbursement of staff salary costs and is not subject to donor imposed restrictions beyond the requirement that claims relate to actual expenditure incurred. Accordingly, this income is more appropriately reclassified as unrestricted income.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2025

---

#### 1 Accounting policies

(Continued)

##### 1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

##### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure is recognised on an accruals basis when incurred. It is reported in the Statement of Financial Activities as follows:

Direct Charitable Expenditure - these are costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Support costs include other running costs and governance costs. These are incurred by the charity and are necessary to aid and support the running of the charity and are included within expenditure on charitable activities.

All costs are allocated to charitable activities of the SOFA on a basis designed to reflect the use of the resource.

Support Costs relating to a particular fund are allocated directly, others are apportioned on an appropriate basis when applicable. The charity has identified one direct charitable activity.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2025

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#### 1 Accounting policies

(Continued)

##### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Straight line 25%
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

##### 1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

##### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

##### 1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### *Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2025

---

#### 1 Accounting policies

(Continued)

##### *Basic financial liabilities*

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### *Derecognition of financial liabilities*

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

#### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**DISABILITY ACTION HARINGEY****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 OCTOBER 2025****3 Donations and grant income**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>	<b>Total</b>
	<b>2025</b>	<b>2025</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations and gifts	10,030	-	10,030	600
Government grant income	77,737	98,471	176,208	165,303
Other grant income	25,000	60,663	85,663	56,000
	<u>112,767</u>	<u>159,134</u>	<u>271,901</u>	<u>221,903</u>

**4 Charitable activities**

	<b>Direct payment peer support 2025 £</b>
Services provided under contract	<u>185,948</u>

**5 Other income**

	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>
	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Sundry Income	<u>22,040</u>	<u>14,927</u>

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 OCTOBER 2025**

**6 Charitable activities**

	Core activities funds £	Direct payment peer support funds £	Total 2025 funds £	Total 2024 £
Staff costs	27,246	184,118	211,364	173,739
Core activities	7,439	50,766	58,205	79,619
	<u>34,685</u>	<u>234,884</u>	<u>269,569</u>	<u>253,358</u>
Share of support costs (see note 7)	27,269	22,585	49,854	57,523
Share of governance costs (see note 7)	1,245	2,329	3,574	2,601
	<u>63,199</u>	<u>259,798</u>	<u>322,997</u>	<u>313,482</u>
<b>Analysis by fund</b>				
Unrestricted funds	63,655	-	63,655	74,140
Restricted funds	(456)	259,798	259,342	239,342
	<u>63,199</u>	<u>259,798</u>	<u>322,997</u>	<u>313,482</u>

**7 Support costs**

	Support costs £	Governance costs £	2025 £	2024 £
IT & Telecoms costs	12,198	-	12,198	8,785
Premises costs	10,242	-	10,242	25,892
Insurance	1,981	-	1,981	1,932
Printing & Stationery	37	-	37	94
General administrative costs	22,125	-	22,125	18,721
Depreciation	3,271	-	3,271	2,099
Independent review	-	2,886	2,886	1,944
Trustee costs	-	688	688	657
	<u>49,854</u>	<u>3,574</u>	<u>53,428</u>	<u>60,124</u>
<b>Analysed between</b>				
Core activities	<u>49,854</u>	<u>3,574</u>	<u>53,428</u>	<u>60,124</u>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2025

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<b>8</b>	<b>Net movement in funds</b>	<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>
	The net movement in funds is stated after charging/(crediting):		
	Depreciation of owned tangible fixed assets	3,271	2,099
		<u>          </u>	<u>          </u>

### 9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

Expenses reimbursed to the Trustees during the period amounted to £60.36 (2024-Nil).

### 10 Employees

The average monthly number of employees during the year was:

	<b>2025</b>	<b>2024</b>
	<b>Number</b>	<b>Number</b>
	5	5
	<u>          </u>	<u>          </u>

### Employment costs

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	194,437	154,693
Social security costs	13,147	16,297
Other pension costs	3,780	2,749
	<u>          </u>	<u>          </u>
	211,364	173,739
	<u>          </u>	<u>          </u>

There were no employees whose annual remuneration was more than £60,000.

### 11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

**DISABILITY ACTION HARINGEY****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 OCTOBER 2025****12 Tangible fixed assets**

	<b>Fixtures and fittings</b>
	<b>£</b>
<b>Cost</b>	
At 1 November 2024	11,361
Additions	6,790
	<hr/>
At 31 October 2025	18,151
	<hr/>
<b>Depreciation and impairment</b>	
At 1 November 2024	5,065
Depreciation charged in the year	3,271
	<hr/>
At 31 October 2025	8,336
	<hr/>
<b>Carrying amount</b>	
At 31 October 2025	9,815
	<hr/> <hr/>
At 31 October 2024	6,296
	<hr/> <hr/>

**13 Debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	67,683	2,100
	<hr/> <hr/>	<hr/> <hr/>

**14 Creditors: amounts falling due within one year**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Other taxation and social security	15,224	4,073
Accruals and deferred income	2,616	1,356
	<hr/>	<hr/>
	17,840	5,429
	<hr/> <hr/>	<hr/> <hr/>

**15 Retirement benefit schemes**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	3,780	2,749
	<hr/> <hr/>	<hr/> <hr/>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2025

#### 15 Retirement benefit schemes

(Continued)

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

#### 16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 November 2024 £	Incoming resources £	Resources expended £	At 31 October 2025 £
Direct payments peer support	222,031	185,948	(162,029)	245,950
Awards for all	19,834	-	(18,981)	853
Groundworks	8,694	12,488	(21,584)	(402)
TASC	19,422	-	(19,376)	46
Adobe Grant	20,000	20,000	(20,609)	19,391
Skills for Care	-	15,663	(4,532)	11,131
Three Guineas Trust	-	25,000	-	25,000
Direct Payments Services	-	61,983	(4)	61,979
Autism Hub	-	24,000	(12,227)	11,773
	<u>289,981</u>	<u>345,082</u>	<u>(259,342)</u>	<u>375,721</u>
<b>Previous year:</b>				
	At 1 November 2023 £	Incoming resources £	Resources expended £	At 31 October 2024 £
Direct payments peer support	116,803	186,000	(80,771)	222,032
Magic little grants	20	-	(20)	-
Awards for all	(166)	20,000	-	19,834
DAH PAN	12,407	-	(12,407)	-
Groundworks	21,933	37,222	(50,461)	8,694
Haringey VCS Fund	321	1,856	(2,177)	-
TASC	23,805	42,385	(46,768)	19,422
Good Things Foundation	-	6,000	(6,000)	-
Adobe Grant	-	20,000	-	20,000
The M Word	-	5,000	(5,000)	-
	<u>186,389</u>	<u>342,934</u>	<u>(239,342)</u>	<u>289,981</u>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2025

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#### 16 Restricted funds

(Continued)

##### **COVID19 Support fund**

This funding was to disseminate information about vaccinations to members of the D/deaf and disabled communities.

##### **Direct payment peer support fund**

This fund represents funding received to enable to the Charity to provide peer support to recipients of Direct Payments and to develop the personal assistant market including personal assistant recruitment and matching services.

##### **DAH PAN**

Disability Action Haringey Physical Activity Network (DAH PAN) is a network committed and invested in open and honest communication to successfully create inclusive and accessible facilities and promoting the benefits of an active healthy lifestyle.

##### **Magic little grants**

Providing financial assistance to D/deaf and disabled residents within Haringey to enable them to attend a new physical activity to improve their health and well being through the removal of financial barriers.

##### **Awards for all**

The Awards for all funding has enabled us to adapt and increase our support for D/deaf and disabled people and those with long term health conditions in Haringey through the development of our volunteer programme.

##### **Skills for Care**

DAH received funding from Skills for Care to develop and deliver training opportunities for Direct Payment holders and their Personal Assistants (PAs) in Haringey.

##### **Three Guinea's Fund**

DAH has secured three-year funding to support the development and strengthening of its Information, Advice and Guidance (IAG) services, enabling the organisation to work towards achieving Advice Quality Standard (AQS) accreditation.

##### **Autism Hub**

The programme is designed to improve the emotional wellbeing, confidence, and independence of neurodivergent people, including individuals with autism and ADHD.

The programme provided a holistic package of support through hypnotherapy, Reiki, and life coaching, tailored to the needs of participants aged 16 and over.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2025

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#### 16 Restricted funds

(Continued)

##### **Groundworks/Voter ID**

DAH has also secured two rounds of funding from Ground Works and the Greater London Authority. This funding enabled the charity to successfully launch workshops dedicated to educating individuals on the new legislation on the requirement for acceptable photo ID for local, national and London Assembly member elections.

##### **Haringey VCS Fund**

This funding is provided by Haringey council to enable the charity to give out grants to residents.

##### **TASC (Thalassemia and Sickle Cell Project)**

This funding was provided by the North Central London Integrated Care Board and Haringey Council, which has enabled the charity to launch a tailored project specifically designed for Thalassaemia and Sickle Cell patients, known as the TASC project. This initiative is committed to providing 120 complimentary therapy sessions for individuals dealing with Thalassaemia and Sickle Cell conditions throughout Haringey. The goal is to address and alleviate pain, manage anxiety, combat fatigue and depression, ultimately enhancing the overall quality of life for these .

##### **Good Things Foundation**

Through this funding we were able to run a series of training sessions for D/deaf and disabled people who were excluded from society due to the lack of digital skills. Additionally, we distributed devices to help address digital isolation caused by a lack of equipment.

##### **Adobe Funding**

This fund provides a wide range of social activities to our members, combating the risk of social isolation.

##### **The M Word**

It is an initiative aimed at empowering individuals to gain a better understanding of menopause and fostering a culture of knowledge sharing. Now embedded within DAH, the initiative remains steadfast in preserving the initial ethos and vision created by Keesha Sinclair at its inception and delivering this vital service to Haringey residents.

##### **Access to Work funding**

Access to Work funding has been reclassified as unrestricted following a review of fund restrictions. The prior year balance has been transferred to unrestricted funds at the start of the financial year. Further details are set out in Policy Note 1.3.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2025

#### 17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 November 2024	Incoming resources	Resources expended	At 31 October 2025
	£	£	£	£
General funds	39,518	134,807	(63,655)	110,670

Previous year:	At 1 November 2023	Incoming resources	Resources expended	At 31 October 2024
	£	£	£	£
General funds	33,762	79,896	(74,140)	39,518

#### 18 Analysis of net assets between funds

	Unrestricte d funds 2025	Restricted funds 2025	Total 2025	Total 2024
	£	£	£	£
Fund balances at 31 October 2025 are represented by:				
Tangible assets	9,815	-	9,815	6,296
Current assets/(liabilities)	476,576	-	476,576	323,203
	486,391	-	486,391	329,499

#### 19 Related party transactions

There were no disclosable related party transactions during the year.

#### 20 Outstanding Guarantees Given by the Charity

There were no guarantees given by the charity during the year.

#### 21 Outstanding Debt

There is no outstanding debt at the end of the year which is subject to a charge on the Charity's assets.

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 OCTOBER 2025**

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**22 Prior period adjustment**

**Changes to the balance sheet**

	<b>At 31 October 2024</b>		
	<b>As previously reported</b>	<b>Adjustment</b>	<b>As restated</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Capital funds			
Income funds			
Restricted funds	282,115	7,866	289,981
Unrestricted funds	47,384	(7,866)	39,518
	<u>          </u>	<u>          </u>	<u>          </u>
<b>Total equity</b>	<b>329,499</b>	<b>-</b>	<b>329,499</b>
	<u>          </u>	<u>          </u>	<u>          </u>

**Changes to the profit and loss account**

	<b>Period ended 31 October 2024</b>		
	<b>As previously reported</b>	<b>Adjustment</b>	<b>As restated</b>
	<b>£</b>	<b>£</b>	<b>£</b>
	<u>          </u>	<u>          </u>	<u>          </u>
	<u>          </u>	<u>          </u>	<u>          </u>
	<u>          </u>	<u>          </u>	<u>          </u>
Net movement in funds	109,348	-	109,348
	<u>          </u>	<u>          </u>	<u>          </u>

**DISABILITY ACTION HARINGEY**

England & Wales - Charity number 1191762

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# Accounts

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**Charity registration number 1191762**

**DISABILITY ACTION HARINGEY**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 OCTOBER 2024**

# DISABILITY ACTION HARINGEY

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Graham Day Andrew Carpenter Patricia Charlesworth Yvonne Denny Isatu Turay Nnenna Maya Agbasonu Natalie Easington (Appointed November 2023 and resigned February 2025)
<b>Chief Executive officer</b>	Philip Stevens
<b>Charity number</b>	1191762
<b>Principal address</b>	Winkfield Resource Centre 33 Winkfield Road Wood Green London N22 5RP
<b>Independent examiner</b>	Siobhan Glenister, ACA 5 The Square Bagshot Surrey United Kingdom GU19 5AX
<b>Bankers</b>	NatWest 14 The Broadway Wood Green London N22 6DS

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# DISABILITY ACTION HARINGEY

## CONTENTS

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Forward from the chair	1 - 3
Trustees report	4 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Notes to the financial statements	13 - 24

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## **DISABILITY ACTION HARINGEY**

### **FORWARD FROM THE CHAIR**

***FOR THE YEAR ENDED 31 OCTOBER 2024***

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#### **Forward from the Chair**

I am delighted to present our End of Year Report highlighting Disability Action Haringey (DAH) ongoing desire, dedication and commitment to delivering a range of tailored services to the D/deaf and Disabled community in Haringey.

DAH is the only D/deaf and Disabled Peoples Organisation within the borough, and the staff and Trustees are very proud of the fact we are a user-led organisation run and controlled by disabled people. All the Trustees and 4 out of 5 staff members identify as having a disability and positions of power are held by disabled people. The user-led integrity of DAH is an essential part of everything we do. Our work is enriched by lived experience of disability, discrimination, oppression and societal barriers to inclusion and independence. We bring D/deaf and disabled people together to empower them, to live the lives they want and actively contribute to a more connected and inclusive borough that is better for everyone. Our reach in the community continues to grow as evidenced by our continually growing membership of the charity.

I am pleased to say we have been able to secure additional funding which allows us to offer a range of established and new services or support which has directly benefited the D/deaf and disabled residents of Haringey. In all our work we embed the Social Model of Disability and Co-Production plays an ever increasing role to ensure the D/deaf and disabled community in Haringey play a vital role in shaping the services which we deliver to them. This approach both empowers and provides social value to the D/deaf and disabled people of Haringey.

Throughout the past year, DAH has extended a diverse range of services to the community, encompassing crucial areas such as Direct Payments, Peer support, a unique Personal Care Assistant matching scheme facilitating the employment of local residents as Personal Care Assistants for disabled individuals utilising Direct Payments and a limited yet impactful information and advice service tailored for D/deaf and disabled people in Haringey.

Disability Action Haringey Physical Activity Network (DAH PAN) has continued to bring together providers, stakeholders and disabled people, and has remained steadfast in its commitment of inclusivity of activities for D/deaf and disabled individuals within our community.

Funding from the North Central London Integrated Care Board and Haringey Council, has continued to ensure DAH provides a tailored project specifically designed for Thalassaemia and Sickle Cell patients. This initiative is committed to delivering over 170 complimentary therapy sessions for individuals dealing with Thalassaemia and Sickle Cell conditions.

DAH has continued to facilitated workshops aimed at providing information to D/deaf and disabled residents on the new legislation on the requirement for acceptable photo ID for local, national and London Assembly member elections.

## **DISABILITY ACTION HARINGEY**

### **FORWARD FROM THE CHAIR (CONTINUED)**

#### ***FOR THE YEAR ENDED 31 OCTOBER 2024***

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With funding secured from the Haringey Voluntary Sector Scheme we were able to help D/deaf and disabled households with much needed financial support.

We are proud to be part of the M Word, which was initially established in 2019 by Keesha Sinclair, aimed at empowering individuals to gain a better understanding of the menopause.

With the Adobe funding we are able to offer a wide range of social activities to our members, combating the risk of social isolation.

The Awards for All funding has allowed us to reach out to more D/deaf and disabled residents to ensure Co-Production is embedded in all the services and projects we facilitate.

Thanks to funding from the Good Things Foundation we were able to run a series of training sessions for D/deaf and disabled people who were excluded from society by a lack of digital skills.

Our ongoing Social Model of Disability Ambassador's Program has continued to raise awareness about the daily challenges faced by D/deaf and disabled individuals in society.

Through delivering our Equality, Diversity and Inclusion training and community collaboration we have managed to obtain further funding.

We also secured funding towards our core costs for 3 years from the Lloyds Foundation.

In addition to operating from the Winkfield Resource Centre, we are pleased to announce that DAH has now started to offer services from the newly named Ability Hub, adjacent to Wood Green Library. This strategic move will enhance DAH's accessibility for D/deaf and disabled residents as they go about their daily activities. The organisation remains dedicated to reaching out to isolated D/deaf and disabled individuals, offering a variety of weekly drop-in sessions in both the East and West areas of the borough.

As we reflect on the accomplishments of the past year, we are grateful for the support of our stakeholders, partners, members and the entire community for their unwavering support. I would like to offer special thanks to Haringey Council for their continued funding, ensuring the voice of D/deaf and disabled people is heard within the borough. The year has not been without its challenges but with hard work and determination shown by both Trustees and staff the organisation continues to look forward, and remains steadfast in its dedication to enhancing the lives of D/deaf and disabled individuals in Haringey through continued innovation, collaboration, and advocacy.

**DISABILITY ACTION HARINGEY**

**FORWARD FROM THE CHAIR (CONTINUED)**

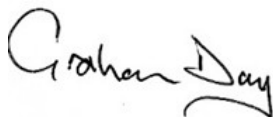
***FOR THE YEAR ENDED 31 OCTOBER 2024***

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On behalf of all the Trustees, I would like to express our sincere gratitude to the entire staff, with a special acknowledgment to Phil Stevens, our CEO. Both the staff team and Phil's dedication, devotion, and sheer hard work has been exemplary, ensuring that the voices of D/deaf and disabled residents resonate with various stakeholders.

I am grateful to my Trustee colleagues for their expert input in carrying out their responsibilities, which cover everything from marketing and communications, human resources, financial, legal, and regulatory compliance, GDPR and privacy. Our Governance, HR, and Finance Sub-committees ensure Trustees have oversight of the charity. Looking ahead to 2024/2025 I know with prudent management by our CEO Phil Stevens and the strategic planning from Trustees, this organisation can achieve bigger and better opportunities for the D/deaf and disabled community in Haringey.

Further details on the above can be found later in the report.



Graham Day  
Chair

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## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT**

***FOR THE YEAR ENDED 31 OCTOBER 2024***

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The Trustees present their annual report and financial statements for the year ended 31 October 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's CIO Constitution, 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) (effective 1 January 2019)".

#### **Objectives and activities**

The main objective of the charity is to provide relief and assistance for persons resident or working in, but not exclusively, the London Borough of Haringey, with physical disabilities (including sensory impairments), mental health and learning disabilities, long term health conditions, hidden disabilities, and neuro divergence, by maintaining and enhancing the quality of life for the beneficiaries, through the provision of preventative and other practical support services, by:

- a) Providing training and support to disabled people.
- b) Effectively representing the views, needs and interests of disabled people
- c) Supporting individuals to have greater choice, control, and independence over their care needs.
- d) Promotion of the benefits of a healthy active lifestyle to Haringey's D/deaf and disabled community and through co-production, bring together service users and providers in Haringey to create more inclusive and accessible physical activity opportunities within the borough.
- e) The embedding of the Social Model of Disability within Haringey.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

#### **Achievements and performance**

##### **Direct Payment Service/Peer Support/Personal Care Assistants Register**

We have continued to deliver services for Direct Payment holders which have involved providing information and advice on all aspects of setting up and running a Direct Payment. We have a Peer Support Group of Direct Payment holders who come together to share ideas and problem solve to ensure that there is always support available. This group has continued to grow in numbers throughout the year which empowers and provides choice and control to all those involved. The success of the group has come about from all the hard work and dedication shown by our Independent Living Advisors Greig and Lydia. We continue to successfully match Direct Payment holders with Personal Care Assistants through the Find a PA website which is managed in-house.

##### **Disability Action Haringey Physical Activities Network**

Disability Action Haringey Physical Activity Network (DAHAPAN) initiative is dedicated to guaranteeing the inclusivity of activities for D/deaf and disabled individuals within our community. Through sustained efforts and meaningful engagement with stakeholders, we are committed to fostering an environment where physical activities cater to the diverse needs of our community. By prioritising inclusivity, we aim to break down barriers and create opportunities for all, irrespective of their abilities or disabilities. This collaborative approach exemplifies our dedication to ensuring that individuals with diverse needs have equal access to and participation in physical activities. We believe that by working together with stakeholders, we can foster a community where everyone feels welcomed, supported, and empowered.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

*FOR THE YEAR ENDED 31 OCTOBER 2024*

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#### **Thalassemia and Sickle Cell Project**

Recognising all the good work of the previous year the North Central London Integrated Care Board and Haringey Council, have continued to fund a tailored project specifically designed for Thalassemia and Sickle Cell patients, known as the TASC project. This initiative is committed to providing 189 complimentary therapy sessions for 42 patients dealing with Thalassaemia and Sickle Cell conditions throughout Haringey. The sessions encompass a range of therapeutic approaches, including Hypnotherapy, Reiki, Life Coaching, Health & Nutrition Coaching, Thought Field Therapies, and Emotional Freedom Technique. The goal is to address and alleviate pain, manage anxiety, combat fatigue and depression, ultimately enhancing the overall quality of life for these patients. This is a project that we hope to secure further funding to continue to deliver in the coming years.

#### **Voter ID**

DAH has also secured further funding from Ground Works and the Greater London Authority to successfully continue running workshops dedicated to educating individuals on the new legislation on the requirement for acceptable photo ID for local, national and London Assembly member elections. In collaboration with DDPO's in Islington and Richmond-upon-Thames we provided 41 in-person events, with 964 attendees. We held 8 online events with 795 attendees. On our social media channels (X, Facebook, Instagram & LinkedIn) we had 296 posts, 8,355 views, 12 comments, 89 retweets and 110 likes. There were 420 engagements, 121 video views and an overall impression of 87,710. This demonstrates the need for information by the D/deaf and disabled community and that DAH is best placed to deliver that need.

#### **The M Word**

The M Word, which was initially established in 2019 by Keesha Sinclair, is an initiative aimed at empowering individuals to gain a better understanding of menopause and fostering a culture of knowledge sharing. Now embedded within DAH, the initiative remains steadfast in preserving the initial ethos and vision created by Keesha Sinclair at its inception and delivering this vital service to Haringey residents.

#### **Social Model of Disability Ambassador Program**

Our ongoing Social Model of Disability Ambassador's Program has played a crucial role in raising awareness about the daily challenges faced by D/deaf and disabled individuals in society. This program which is unique in the UK, remains a steadfast advocate for dismantling barriers and promoting inclusivity.

#### **Equality, Diversity and Inclusion**

During the year we have delivered a number of Equality, Diversity and Inclusion training sessions. Looking ahead this is an area which has been identified as a potential funding source.

#### **Cost of living Grants**

With funding secured from the Haringey Voluntary Sector Scheme we were able to provide financial support to 38 D/deaf and disabled households.

#### **Digital Exclusion**

Thanks to funding from the Good Things Foundation we were able to run a series of training sessions for D/deaf and disabled people who were excluded from society by a lack of digital skills. We provided support to 139 individuals, enabling them to access free data for six months. Additionally, we distributed 25 devices to help address digital isolation caused by a lack of equipment. Furthermore, 23 people participated in the training sessions we offered.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

*FOR THE YEAR ENDED 31 OCTOBER 2024*

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#### **Social activities**

In partnership with the leading Voluntary Sector Organisation in Haringey thanks to the Adobe funding we are able to offer a wide range of social activities to our members, combating the risk of social isolation. This project co-produced with the members will run for 24 months and across two years we will support 400 people access an activity for the first time.

#### **Co-Production Group**

The Awards for All funding has allowed us to reach out to more D/deaf and disabled residents to ensure Co-Production is embedded in all the services and projects we facilitate. We have created a dedicated group who will guide the principal of co-production to ensure it is rolled out in all our services. Members of the group will be empowered by receiving remuneration for their continued involvement.

#### **Lloyds Bank Foundation**

Through our concerted efforts to diversify our funding streams we have successfully secured funding towards our core costs for 3 years from the Lloyds Bank Foundation.

#### **Members**

Our membership keeps growing year on year as we strive to be the voice of D/deaf and disabled people in Haringey. Our current membership is 786 We communicate with our members through a variety of social media platforms, and we circulate a monthly Newsletter keeping them up to date with the events and services of both the charity and in the borough.

#### **Volunteers**

The charity has currently recruited 15 volunteers who support the charity and its staff to meet the needs of our members and clients across all our services. We are currently working in partnership with another D/deaf and disabled people's organisation to provide our volunteers with training to enhance their own skills and personal career development.

#### **Financial review**

These accounts represent the results for the charity for the period ending 31st October 2024. During the period the charity had income resources of £422,830 (2023 £267,549) and a total expenditure of £313,483 (2023 £193,294) resulting in a surplus of £109,347 (2023 £74,255). The main funder is the London Borough of Haringey and going forward the Trustees aim to develop a diverse funding base for its activities.

#### **Reserves policy**

The Trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to at least three months' running costs. Our funding strategy clearly identifies each of our funding streams and the percentage from each that is required to meet our core running costs. Trustees will work to ensure the charity does not become reliant upon its reserves to operate and remains a going concern.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2024***

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#### **Risk management**

With the support of the CEO, our Trustees assess any major risks to which the organisation is exposed. These include risks related to its operations and finances. Trustees ensure that the appropriate policies and systems are in place to manage and mitigate risk exposure.

#### **Future Plans:**

DAH aims to be the voice of D/deaf and disabled people in Haringey, to deliver our current services and to seek funding for new and innovative services. We aim to embed the Social Model of Disability in all our work and to educate the wider community as to the value D/deaf and disabled people can make to society when barriers are removed.

There is a real need to provide Information, Advice and Guidance to the D/deaf and disabled community in Haringey and we shall be seeking funding to meet that need. At the same time we will look to increase the amount of Equality, Diversity and Inclusion training we offer.

#### **Public benefit**

We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We are working to create services which benefit disabled people, primarily in Haringey. The achievements and activities above demonstrate the public benefit arising through the charity's activities. The Trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2024***

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#### **Structure, governance and management**

The organisation is a registered Charitable Incorporated Organisation (CIO) and registered as a charity with the Charity Commission (charity number 1191762). The charity is established under a written constitution that outlines the objects and powers of the charity and is also governed under this constitution.

The Board of Trustees report to the Annual General Meeting. Currently there are 6 Trustees, of a possible 12, who together with the Chief Executive meet at regular intervals to make decisions concerning the running of the organisation. The implementation of those decisions is delegated to the Chief Executive and a professional staff team, for the day-to-day running of the organisation. The Board operates the best use of the available skills, to ensure that strong governance structures and scrutiny are maintained. The Trustees may from time to time appoint new Trustees as required by the organisation.

Trustees serving during the year:

Graham Day

Andrew Carpenter

Patricia Charlesworth

Yvonne Denny

Isatu Turay

Nnenna Maya Agbasonu

Natalie Easington (Appointed November 2023 and resigned February 2025)

#### **Trustee induction and training**

Applicants for Board membership undergo a selection process, which is overseen by Trustees and the Chief Executive. New Trustees are provided with an information pack about the organisation and its services alongside all policy documents and a statement relating to roles and responsibilities. All new Trustees are expected to participate in training for the role to ensure that their skills encompass governance, management, equalities, human rights, and conflict of interest. Training and support for Trustees is planned via an accessible, holistic, person-centred route to ensure they can take an active role within the organisation.

**DISABILITY ACTION HARINGEY**

**TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2024***

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**Statement of Trustees responsibilities**

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

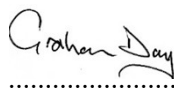
The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these financial statements, 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 financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The Trustees report was approved by the Board of Trustees.

  
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**Graham Day**

Trustee

Dated: .....04/03/2025.....

## **DISABILITY ACTION HARINGEY**

### **INDEPENDENT EXAMINER'S REPORT**

#### **TO THE TRUSTEES OF DISABILITY ACTION HARINGEY**

---

I report to the Trustees on my examination of the financial statements of Disability Action Haringey (the Charity) for the year ended 31 October 2024. which are set out on pages 10 to 24.

#### **Responsibilities and basis of report**

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

#### **Independent examiner's statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute Of Chartered Accountants In England And Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 Charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.



**Siobhan Glenister, ACA**

5 The Square  
Bagshot  
Surrey  
GU19 5AX  
United Kingdom

Dated: 04-03-2025

## DISABILITY ACTION HARINGEY

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 OCTOBER 2024

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		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
	Notes				
<b><u>Income and endowments from:</u></b>					
Donations and grant income	3	64,969	156,934	221,903	137,943
Charitable activities	4	-	186,000	186,000	126,250
Other income	5	14,927	-	14,927	3,356
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Total income</b>		79,896	342,934	422,830	267,549
		<hr/>	<hr/>	<hr/>	<hr/>
<b><u>Expenditure on:</u></b>					
Charitable activities	6	74,140	239,342	313,482	193,294
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Net income for the year/ Net movement in funds</b>		5,756	103,592	109,348	74,255
		<hr/>	<hr/>	<hr/>	<hr/>
Fund balances at 1 November 2023		41,628	178,523	220,151	145,896
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Fund balances at 31 October 2024</b>		47,384	282,115	329,499	220,151
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

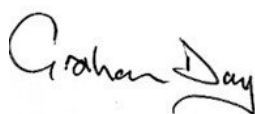
# DISABILITY ACTION HARINGEY

## BALANCE SHEET

AS AT 31 OCTOBER 2024

	Notes	2024		2023	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		6,296		2,164
<b>Current assets</b>					
Debtors	13	2,100		-	
Cash at bank and in hand		326,532		222,979	
		<u>328,632</u>		<u>222,979</u>	
<b>Creditors: amounts falling due within one year</b>	14	<u>(5,429)</u>		<u>(4,992)</u>	
<b>Net current assets</b>			323,203		217,987
<b>Total assets less current liabilities</b>			<u>329,499</u>		<u>220,151</u>
<b>Net assets excluding pension liability</b>			<u>329,499</u>		<u>220,151</u>
			=====		=====
<b>The funds of the Charity</b>					
Restricted income funds	16		282,115		178,523
Unrestricted funds			47,384		41,628
			<u>329,499</u>		<u>220,151</u>
			=====		=====

The financial statements were approved by the Trustees on 7th March 2025



Graham Day  
Trustee

# DISABILITY ACTION HARINGEY

## NOTES TO THE FINANCIAL STATEMENTS

*FOR THE YEAR ENDED 31 OCTOBER 2024*

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### 1 Accounting policies

#### Charity information

Disability Action Haringey was registered as a Charitable Incorporation Organisation on 12 October 2020 and is governed by its constitution formed under an association model.

The charity's principal office address is Winkfield Resource Centre, 33 Winkfield Road, Wood Green, London, N22 5RP.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's CIO Constitution, 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 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

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

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

#### 1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

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#### 1 Accounting policies

(Continued)

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure is recognised on an accruals basis when incurred. It is reported in the Statement of Financial Activities as follows:

Direct Charitable Expenditure - these are costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Support costs include other running costs and governance costs. These are incurred by the charity and are necessary to aid and support the running of the charity and are included within expenditure on charitable activities.

All costs are allocated to charitable activities of the SOFA on a basis designed to reflect the use of the resource.

Support Costs relating to a particular fund are allocated directly, others are apportioned on an appropriate basis when applicable. The charity has identified one direct charitable activity.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Straight line 25%
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

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#### 1 Accounting policies

(Continued)

##### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

##### 1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### *Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### *Basic financial liabilities*

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### *Derecognition of financial liabilities*

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

##### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

#### 1 Accounting policies (Continued)

##### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

#### 3 Donations and grant income

	Unrestricted funds	Restricted funds	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Donations and gifts	600	-	600	5,473
Government grant income	39,369	125,934	165,303	132,470
Other grant income	25,000	31,000	56,000	-
	<u>64,969</u>	<u>156,934</u>	<u>221,903</u>	<u>137,943</u>

#### 4 Charitable activities

	Direct payment peer support 2024 £	Total 2023 £
Services provided under contract	186,000	126,250
	<u>186,000</u>	<u>126,250</u>

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 OCTOBER 2024**

**5 Other income**

	<b>Unrestricted funds</b>	Unrestricted funds
	<b>2024</b>	2023
	<b>£</b>	£
Sundry Income	14,927	3,356
	<u>14,927</u>	<u>3,356</u>

**6 Charitable activities**

	<b>Core activities</b>	<b>Direct payment peer support</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>funds</b>	<b>funds</b>	<b>funds</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	88,968	84,771	173,739	135,548
Core activities	73,211	6,408	79,619	29,937
	<u>162,179</u>	<u>91,179</u>	<u>253,358</u>	<u>165,485</u>
Share of support costs (see note 7)	28,509	29,014	57,523	26,017
Share of governance costs (see note 7)	1,156	1,445	2,601	1,792
	<u>191,844</u>	<u>121,638</u>	<u>313,482</u>	<u>193,294</u>
<b>Analysis by fund</b>				
Unrestricted funds	74,140	-	74,140	41,631
Restricted funds	117,704	121,638	239,342	151,663
	<u>191,844</u>	<u>121,638</u>	<u>313,482</u>	<u>193,294</u>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

#### 7 Support costs

	Support costs	Governance costs	2024	2023
	£	£	£	£
IT & Telecoms costs	8,785	-	8,785	4,994
Premises costs	25,892	-	25,892	11,288
Insurance	1,932	-	1,932	1,321
Printing & Stationery	94	-	94	1,531
General administrative costs	18,721	-	18,721	6,161
Depreciation	2,099	-	2,099	722
Independent review	-	1,944	1,944	1,272
Trustee costs	-	657	657	520
	<u>57,523</u>	<u>2,601</u>	<u>60,124</u>	<u>27,809</u>
<b>Analysed between</b>				
Core activities	<u>57,523</u>	<u>2,601</u>	<u>60,124</u>	<u>27,809</u>

#### 8 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	<u>2,099</u>	<u>722</u>

#### 9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

Expenses reimbursed to the Trustees during the period amounted to Nil (2023-Nil).

#### 10 Employees

The average monthly number of employees during the year was:

2024	2023
Number	Number
<u>5</u>	<u>5</u>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

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<b>10 Employees</b>	<b>(Continued)</b>	
<b>Employment costs</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	154,693	121,910
Social security costs	16,297	11,580
Other pension costs	2,749	2,058
	<u>173,739</u>	<u>135,548</u>
	<u><u>173,739</u></u>	<u><u>135,548</u></u>

There were no employees whose annual remuneration was more than £60,000.

### 11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

### 12 Tangible fixed assets

	<b>Fixtures and fittings</b>
	<b>£</b>
<b>Cost</b>	
At 1 November 2023	5,131
Additions	6,230
	<u>11,361</u>
At 31 October 2024	<u>11,361</u>
<b>Depreciation and impairment</b>	
At 1 November 2023	2,966
Depreciation charged in the year	2,099
	<u>5,065</u>
At 31 October 2024	<u>5,065</u>
<b>Carrying amount</b>	
At 31 October 2024	<u>6,296</u>
At 31 October 2023	<u><u>2,164</u></u>

**DISABILITY ACTION HARINGEY****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 OCTOBER 2024**

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<b>13 Debtors</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	2,100	-
	<u>          </u>	<u>          </u>
<b>14 Creditors: amounts falling due within one year</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Other taxation and social security	4,073	3,178
Trade creditors	-	542
Accruals and deferred income	1,356	1,272
	<u>          </u>	<u>          </u>
	5,429	4,992
	<u>          </u>	<u>          </u>
<b>15 Retirement benefit schemes</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	2,749	2,058
	<u>          </u>	<u>          </u>

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

#### 16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 November 2023 £	Incoming resources £	Resources expended £	At 31 October 2024 £
	-	-	-	-
Direct payments peer support	116,803	186,000	(80,771)	222,032
Access to work	3,400	24,471	(35,738)	(7,866)
Magic little grants	20	-	(20)	-
Awards for all	(166)	20,000	-	19,834
DAH PAN	12,407	-	(12,407)	-
Groundworks	21,933	37,222	(50,461)	8,694
Haringey VCS Fund	321	1,856	(2,177)	-
TASC	23,805	42,385	(46,768)	19,422
Good Things Foundation	-	6,000	(6,000)	-
Adobe Grant	-	20,000	-	20,000
The M Word	-	5,000	(5,000)	-
	<u>178,523</u>	<u>342,934</u>	<u>(239,342)</u>	<u>282,115</u>
<b>Previous year:</b>	<b>At 1 November 2022 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>At 31 October 2023 £</b>
Direct payments peer support	69,530	116,250	(68,977)	116,803
Access to work	8,941	27,979	(33,520)	3,400
Magic little grants	500	-	(480)	20
Awards for all	5,146	-	(5,312)	(166)
DAH PAN	8,070	10,000	(5,663)	12,407
Groundworks	-	39,734	(17,801)	21,933
Haringey VCS Fund	-	6,036	(5,715)	321
TASC	-	38,000	(14,195)	23,805
	<u>92,187</u>	<u>237,999</u>	<u>(151,663)</u>	<u>178,523</u>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

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#### 16 Restricted funds

(Continued)

##### **COVID19 Support fund**

This funding was to disseminate information about vaccinations to members of the D/deaf and disabled communities.

##### **Direct payment peer support fund**

This fund represents funding received to enable to the Charity to provide peer support to recipients of Direct Payments and to develop the personal assistant market including personal assistant recruitment and matching services.

##### **DAH PAN**

Disability Action Haringey Physical Activity Network (DAH PAN) is a network committed and invested in open and honest communication to successfully create inclusive and accessible facilities and promoting the benefits of an active healthy lifestyle.

##### **Magic little grants**

Providing financial assistance to D/deaf and disabled residents within Haringey to enable them to attend a new physical activity to improve their health and well being through the removal of financial barriers.

##### **Awards for all**

The Awards for all funding has enabled us to adapt and increase our support for D/deaf and disabled people and those with long term health conditions in Haringey through the development of our volunteer programme.

##### **Access to work**

Grant paid by the DWP to cover the costs of the support worker employed as part of the Access To Work scheme.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

---

#### 16 Restricted funds

(Continued)

##### **Groundworks/Voter ID**

DAH has also secured two rounds of funding from Ground Works and the Greater London Authority. This funding enabled the charity to successfully launch workshops dedicated to educating individuals on the new legislation on the requirement for acceptable photo ID for local, national and London Assembly member elections.

##### **Haringey VCS Fund**

This funding is provided by Haringey council to enable the charity to give out grants to residents.

##### **TASC (Thalassaemia and Sickle Cell Project)**

This funding was provided by the North Central London Integrated Care Board and Haringey Council, which has enabled the charity to launch a tailored project specifically designed for Thalassaemia and Sickle Cell patients, known as the TASC project. This initiative is committed to providing 120 complimentary therapy sessions for individuals dealing with Thalassaemia and Sickle Cell conditions throughout Haringey. The goal is to address and alleviate pain, manage anxiety, combat fatigue and depression, ultimately enhancing the overall quality of life for these .

##### **Good Things Foundation**

Through this funding we were able to run a series of training sessions for D/deaf and disabled people who were excluded from society due to the lack of digital skills. Additionally, we distributed devices to help address digital isolation caused by a lack of equipment.

##### **Adobe Funding**

This fund provides a wide range of social activities to our members, combating the risk of social isolation.

##### **The M Word**

It is an initiative aimed at empowering individuals to gain a better understanding of menopause and fostering a culture of knowledge sharing. Now embedded within DAH, the initiative remains steadfast in preserving the initial ethos and vision created by Keesha Sinclair at its inception and delivering this vital service to Haringey residents.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2024

#### 17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 November 2023 £	Incoming resources £	Resources expended £	At 31 October 2024 £
General funds	41,628	79,896	(74,140)	47,384

Previous year:	At 1 November 2022 £	Incoming resources £	Resources expended £	At 31 October 2023 £
General funds	53,709	29,550	(41,631)	41,628

#### 18 Analysis of net assets between funds

	Unrestrictede d funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Fund balances at 31 October 2024 are represented by:				
Tangible assets	6,296	-	6,296	2,164
Current assets/(liabilities)	323,203	-	323,203	217,987
	329,499	-	329,499	220,151

#### 19 Related party transactions

There were no disclosable related party transactions during the year.

#### 20 Outstanding Guarantees Given by the Charity

There were no guarantees given by the charity during the year.

#### 21 Outstanding Debt

There is no outstanding debt at the end of the year which is subject to a charge on the Charity's assets.

**DISABILITY ACTION HARINGEY**

England & Wales - Charity number 1191762

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# Accounts

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**Charity registration number 1191762**

**DISABILITY ACTION HARINGEY**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 OCTOBER 2023**

# DISABILITY ACTION HARINGEY

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Graham Day Andrew Carpenter Patricia Charlesworth Yvonne Denny Isatu Turay Nnenna Maya Agbasonu	(Appointed 10 July 2023)
<b>Chief Executive officer</b>	Philip Stevens	
<b>Charity number</b>	1191762	
<b>Principal address</b>	Winkfield Resource Centre 33 Winkfield Road Wood Green London N22 5RP	
<b>Independent examiner</b>	Siobhan Glenister, ACA 5 The Square Bagshot Surrey United Kingdom GU19 5AX	
<b>Bankers</b>	NatWest 14 The Broadway Wood Green London N22 6DS	

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# DISABILITY ACTION HARINGEY

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## **DISABILITY ACTION HARINGEY**

### **FORWARD FROM THE CHAIR**

***FOR THE YEAR ENDED 31 OCTOBER 2023***

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#### **Forward from the Chair**

I am delighted to present our End of Year Report highlighting Disability Action Haringey's (DAH) ongoing commitment to delivering tailored services to the D/deaf and disabled community in Haringey. DAH is the primary D/deaf and Disabled Peoples Organisation within the borough, something both the Trustees and staff take great pride in. I am pleased to report we have been able to obtain additional funding to provide a range of new services or support which has directly benefited the D/deaf and disabled residents of Haringey.

We are proud of the fact that we are a user-led organisation, run and controlled by disabled people, as are 100 of our staff, 100% of the Board of Trustees and all our volunteers. The user-led integrity of DAH is fundamental to everything we do, ensuring that the lived-experience of disability informs our strategy, approach, values, and actions. We recognise that D/deaf and disabled people are underrepresented in positions of power in our society. At DAH, disabled people have control over every level of the organisation, and we lead by example in how we restore equity by transferring power to those who are usually (and unnecessarily) prevented from having a seat at the table.

Throughout the past year, DAH has extended a diverse range of services to the community, encompassing crucial areas such as Direct Payment support, a unique Personal Care Assistant matching scheme facilitating the employment of residents as Personal Care Assistants for disabled individuals utilising Direct Payments and a limited yet impactful information and advice service tailored for D/deaf and disabled people in Haringey.

Disability Action Haringey Physical Activity Network (DAH PAN) has continued to bring together providers, stakeholders and disabled people, and has remained steadfast in its commitment of inclusivity of activities for D/deaf and disabled individuals within our community.

With funding secured from both rounds of the Haringey Council Cost of Living Scheme we were able to help with financial support to D/deaf and disabled households.

We are proud to be part of the M Word, which was initially established in 2019 by Keesha Sinclair, aimed at empowering individuals to gain a better understanding of the menopause.

Funding from the North Central London Integrated Care Board and Haringey Council, has seen DAH launch a tailored project specifically designed for Thalassaemia and Sickle Cell patients. This initiative is committed to providing 120 complimentary therapy sessions for individuals dealing with Thalassaemia and Sickle Cell conditions.

DAH facilitated workshops aimed at providing information to D/deaf and disabled residents on the new legislation on the requirement for acceptable photo ID for local, national and London Assembly member elections. This was achieved from two rounds of funding from Ground Works and the Greater London Authority.

Our ongoing Social Model of Disability Ambassador's Program has continued to raise awareness about the daily challenges faced by D/deaf and disabled individuals in society.

## **DISABILITY ACTION HARINGEY**

### **FORWARD FROM THE CHAIR (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2023***

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In addition to operating from the Winkfield Resource Centre, we are pleased to announce that DAH has acquired the use of premises adjacent to Wood Green Library. This strategic move, set to be implemented in early 2024, aims to enhance DAH's accessibility for D/deaf and disabled individuals during their daily activities. The organisation remains dedicated to reaching out to isolated D/deaf and disabled individuals, offering a variety of weekly drop-in sessions in both the East and West areas of the borough.

I am also pleased to announce that over the past year, DAH has achieved accreditation for several commendable initiatives. These include being recognised as a London Living Wage Employer, endorsing the Menopause Workplace Pledge, attaining Disability Confident employer status, and being a Stop the Loan Shark campaign partner.

As we reflect on the accomplishments of the past year, we are grateful for the support of our stakeholders, partners, and the entire community for their unwavering support. However, the year has not been without its challenges but with hard work and determination shown by both Trustees and staff the organisation continues to look forward, and remains steadfast in its dedication to enhancing the lives of D/deaf and disabled individuals in Haringey through continued innovation, collaboration, and advocacy.

On behalf of all the trustees, I would like to express our sincere gratitude to the entire staff, with a special acknowledgment to Phil Stevens, our CEO. Phil's dedication, devotion, and sheer hard work have been exemplary, ensuring that the voices of D/deaf and disabled individuals resonate with various stakeholders. Additionally, I extend appreciation to Krystelle Williams, whose support for Phil in his role as CEO, coupled with her unwavering commitment to the organisation, has been invaluable. Thank you all for your contributions to our shared mission.

Finally, during the year we bid farewell to trustees Jade Ponnudurai and Emily Reynolds and I thank them for their time working with the Board. I would like to offer a warm welcome to Nnenna Agbasonu who has joined the Board and who has taken on the role of Treasurer Trustee. I am grateful to my Trustee colleagues for their expert input in carrying out their responsibilities, which cover everything from marketing and communications, human resources, financial, legal, and regulatory compliance, GDPR and privacy. Our Governance, HR, and Finance Sub-committees ensure Trustees have oversight of the charity.

Looking ahead to 2023/2024 I know with prudent management by our CEO Phil Stevens and the strategic planning from Trustees, this organisation can achieve bigger and better opportunities for the D/deaf and disabled community in Haringey.

Further details on the above can be found later in the report.

Graham Day  
Chair



20-03-2024.....

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT**

***FOR THE YEAR ENDED 31 OCTOBER 2023***

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The Trustees present their annual report and financial statements for the year ended 31 October 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's CIO Constitution, 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) (effective 1 January 2019)".

#### **Objectives and activities**

The main objective of the charity is to provide relief and assistance for persons resident or working in, but not exclusively, the London Borough of Haringey, with physical disabilities (including sensory impairments), mental health and learning disabilities, long term health conditions, hidden disabilities, and neuro divergence, by maintaining and enhancing the quality of life for the beneficiaries, through the provision of preventative and other practical support services, by:

- a) Providing training and support to disabled people.
- b) Effectively representing the views, needs and interests of disabled people
- c) Supporting individuals to have greater choice, control, and independence over their care needs.
- d) Promotion of the benefits of a healthy active lifestyle to Haringey's D/deaf and disabled community and through co-production, bring together service users and providers in Haringey to create more inclusive and accessible physical activity opportunities within the borough.
- e) The embedding of the Social Model of Disability within Haringey.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

#### **Achievements and performance**

##### **Direct Payment Service/Personal Care Assistants Register**

We have continued to deliver services for Direct Payment holders which have involved providing information and advice on all aspects of setting up and running a Direct Payment. We have a Peer Support Group of Direct Payment holders who come together to share ideas and problem solve to ensure that there is always support available. We have successfully matched Direct Payment holders with Personal Care Assistants through the Find a PA website which is managed in-house.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2023***

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#### **Disability Action Haringey Physical Activities Network**

Disability Action Haringey Physical Activity Network (DAH PAN) initiative is dedicated to guaranteeing the inclusivity of activities for D/deaf and disabled individuals within our community. Through sustained efforts and meaningful engagement with stakeholders, we are committed to fostering an environment where physical activities cater to the diverse needs of our community. By prioritising inclusivity, we aim to break down barriers and create opportunities for all, irrespective of their abilities or disabilities. This collaborative approach exemplifies our dedication to ensuring that individuals with diverse needs have equal access to and participation in physical activities. We believe that by working together with stakeholders, we can foster a community where everyone feels welcomed, supported, and empowered. There are plans in the coming months to establish a mystery shopper experience at the 4 leisure centre's within Haringey to assess how accessible and user friendly they are towards D/deaf and disabled people.

In line with DAH ethos of supporting and empowering our volunteers and members of our community, we secured funding to provide specialised training on the roles and responsibilities of Chairs for the two community volunteers who Co-Chair DAHPAN. Notably, Qasim, one of the Co-chairs, with DAH support, has since secured a place on the Leadership course offered by Inclusion London. We also secured funding from the Get Out and Get Active Alliance to allow another of our volunteers Ruqiya to be trained and employed by DAH to deliver workshops on Equity, Diversity and Inclusion to Haringey service providers within the sports and leisure sector.

#### **Funding**

DAH was successful in securing funding during both rounds of the Haringey Council Cost of Living Scheme. This has enabled us to directly address the urgent needs of D/deaf and disabled households grappling with the challenges posed by the escalating cost of living crisis, through the provision of financial support to eligible D/deaf and disabled households in Haringey. Each qualifying household has received up to £100. This initiative underscores our unwavering commitment to making a tangible and positive impact on the lives of community members who are disproportionately affected by economic challenges.

#### **Thalassemia and Sickle Cell Project**

Thanks to a grant from the North Central London Integrated Care Board and Haringey Council, we have been able to launch a tailored project specifically designed for Thalassaemia and Sickle Cell patients, known as the TASC project. This initiative is committed to providing 120 complimentary therapy sessions for individuals dealing with Thalassaemia and Sickle Cell conditions throughout Haringey. The sessions encompass a range of therapeutic approaches, including Hypnotherapy, Reiki, Life Coaching, Health & Nutrition Coaching, Thought Field Therapies, and Emotional Freedom Technique. The goal is to address and alleviate pain, manage anxiety, combat fatigue and depression, ultimately enhancing the overall quality of life for these . This is a project that we hope to be able to secure funding to continue to deliver in the coming year.

#### **Voter ID**

DAH has also secured two rounds of funding from Ground Works and the Greater London Authority. This funding enabled us to successfully launch workshops dedicated to educating individuals on the new legislation on the requirement for acceptable photo ID for local, national and London Assembly member elections.

#### **The M Word**

The M Word, which was initially established in 2019 by Keesha Sinclair, is an initiative aimed at empowering individuals to gain a better understanding of menopause and fostering a culture of knowledge-sharing. Now embedded within DAH, the initiative remains steadfast in preserving the initial ethos and vision created by Keesha Sinclair at its inception and delivering this vital service to Haringey residents.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

*FOR THE YEAR ENDED 31 OCTOBER 2023*

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#### **Social Model of Disability Ambassador Program**

Our ongoing Social Model of Disability Ambassador's Program has played a crucial role in raising awareness about the daily challenges faced by D/deaf and disabled individuals in society. This program remains a steadfast advocate for dismantling barriers and promoting inclusivity.

#### **Volunteers**

The charity has currently recruited 12 volunteers who support the charity and its staff to meet the needs of our members and clients across all our services. We are currently working in partnership with another D/deaf and disabled people's organisation to provide our volunteers with training to enhance their own skills and personal career development.

#### **Financial review**

These accounts represent the results for the charity for the period ending 31st October 2023. During the period the charity had income resources of £267,549 and a total expenditure of £193,294 resulting in a surplus of £74,255. The main funder is the London Borough of Haringey and going forward the Trustees aim to develop a diverse funding base for its activities.

#### **Reserves policy**

The Trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to at least three months' running costs. Our funding strategy clearly identifies each of our funding streams and the percentage from each that is required to meet our core running costs. Trustees will work to ensure the charity does not become reliant upon its reserves to operate and remains a going concern.

#### **Risk management**

With the support of the CEO, our Trustees assess any major risks to which the organisation is exposed. These include risks related to its operations and finances. Trustees ensure that the appropriate policies and systems are in place to manage and mitigate risk exposure.

#### **Future Plans:**

DAH aims to be the voice of D/deaf and disabled people in Haringey, to deliver our current services and to seek funding for new and innovative services. We aim to embed the Social Model of Disability in all our work and to educate the wider community as to the value D/deaf and disabled people can make to society when barriers are removed.

#### **Public benefit**

We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We are working to create services which benefit disabled people, primarily in Haringey. The achievements and activities above demonstrate the public benefit arising through the charity's activities. The trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2023***

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#### **Structure, governance and management**

The organisation is a registered Charitable Incorporated Organisation (CIO) and registered as a charity with the Charity Commission (charity number 1191762). The charity is established under a written constitution that outlines the objects and powers of the charity and is also governed under this constitution.

The Board of Trustees report to the Annual General Meeting. Currently there are 6 trustees, of a possible 12, who together with the Chief Executive meet at regular intervals to make decisions concerning the running of the organisation. The implementation of those decisions is delegated to the Chief Executive and a professional staff team, for the day-to-day running of the organisation. The Board operates the best use of the available skills, to ensure that strong governance structures and scrutiny are maintained. The Trustees may from time to time appoint new Trustees as required by the organisation.

Graham Day

Andrew Carpenter

Patricia Charlesworth

Yvonne Denny

Jade Ponnudurai

(Resigned 31 October 2023)

Isatu Turay

Nnenna Maya Agbasonu

(Appointed 10 July 2023)

#### **Trustee induction and training**

Trustees and applicants for Board membership undergo a selection process, which is overseen by Trustees and the Chief Executive. New Trustees are provided with an information pack about the organisation and its services alongside all policy documents and a statement relating to roles and responsibilities. All new Trustees are expected to participate in training for the role to ensure that their skills encompass governance, management, equalities human rights, and conflict of interest. Training and support for Trustees is planned via an accessible, holistic, person-centered route to ensure they can take an active role within the organisation.

**DISABILITY ACTION HARINGEY**

**TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2023***

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**Statement of Trustees responsibilities**

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these financial statements, 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 financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The Trustees report was approved by the Board of Trustees.



.....  
**Graham Day**

Trustee

Dated: 20-03-2024  
.....

## **DISABILITY ACTION HARINGEY**

### **INDEPENDENT EXAMINER'S REPORT**

#### **TO THE TRUSTEES OF DISABILITY ACTION HARINGEY**

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I report to the Trustees on my examination of the financial statements of Disability Action Haringey (the Charity) for the year ended 31 October 2023. which are set out on pages 07 to 18.

#### **Responsibilities and basis of report**

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

#### **Independent examiner's statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute Of Chartered Accountants In England And Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 Charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.



**Siobhan Glenister, ACA**

5 The Square  
Bagshot  
Surrey  
GU19 5AX  
United Kingdom

Dated: 20-03-2024.....

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## DISABILITY ACTION HARINGEY

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 OCTOBER 2023

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		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
	Notes				
<b><u>Income and endowments from:</u></b>					
Donations and grant income	3	26,194	111,749	137,943	80,705
Charitable activities	4	-	126,250	126,250	177,899
Other income	5	3,356	-	3,356	1,240
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Total income</b>		29,550	237,999	267,549	259,844
		<hr/>	<hr/>	<hr/>	<hr/>
<b><u>Expenditure on:</u></b>					
Charitable activities	6	41,631	151,663	193,294	189,013
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		(12,081)	86,336	74,255	70,831
		<hr/>	<hr/>	<hr/>	<hr/>
Fund balances at 1 November 2022		53,709	92,187	145,896	75,065
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Fund balances at 31 October 2023</b>		41,628	178,523	220,151	145,896
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

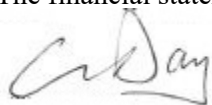
# DISABILITY ACTION HARINGEY

## BALANCE SHEET

AS AT 31 OCTOBER 2023

	Notes	2023 £	£	2022 £	£
<b>Fixed assets</b>					
Tangible assets	11		2,164		2,886
<b>Current assets</b>					
Debtors	12	-		3,185	
Cash at bank and in hand		222,979		144,298	
		<u>222,979</u>		<u>147,483</u>	
<b>Creditors: amounts falling due within one year</b>	13	<u>(4,992)</u>		<u>(4,473)</u>	
Net current assets			217,987		143,010
<b>Total assets less current liabilities</b>			<u>220,151</u>		<u>145,896</u>
<b>Income funds</b>					
Restricted funds	14		178,523		92,187
Unrestricted funds			41,628		53,709
			<u>220,151</u>		<u>145,896</u>

The financial statements were approved by the Trustees on 20-03-2024 .....



.....  
Graham Day  
Trustee

# DISABILITY ACTION HARINGEY

## NOTES TO THE FINANCIAL STATEMENTS

*FOR THE YEAR ENDED 31 OCTOBER 2023*

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### 1 Accounting policies

#### Charity information

Disability Action Haringey was registered as a Charitable Incorporation Organisation on 12 October 2020 and is governed by its constitution formed under an association model.

The charity's principal office address is Winkfield Resource Centre, 33 Winkfield Road, Wood Green, London, N22 5RP.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's CIO Constitution, 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 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

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

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

#### 1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

---

#### 1 Accounting policies

(Continued)

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure is recognised on an accruals basis when incurred. It is reported in the Statement of Financial Activities as follows:

Direct Charitable Expenditure - these are costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Support costs include other running costs and governance costs. These are incurred by the charity and are necessary to aid and support the running of the charity and are included within expenditure on charitable activities.

All costs are allocated to charitable activities of the SOFA on a basis designed to reflect the use of the resource.

Support Costs relating to a particular fund are allocated directly, others are apportioned on an appropriate basis when applicable. The charity has identified one direct charitable activity.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Straight line 25%
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

---

#### 1 Accounting policies

(Continued)

##### 1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

##### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

##### 1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### *Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### *Basic financial liabilities*

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### *Derecognition of financial liabilities*

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

#### 1 Accounting policies

(Continued)

##### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

##### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

#### 3 Donations and grant income

	Unrestricted funds	Restricted funds	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Donations and gifts	5,473	-	5,473	1,206
Grant Income	20,721	44,036	64,757	56,190
Other grant income	-	67,713	67,713	23,309
	<u>26,194</u>	<u>111,749</u>	<u>137,943</u>	<u>80,705</u>

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 OCTOBER 2023**

**4 Charitable activities**

	DAH PAN 2023 £	Direct payment peer support 2023 £	Total 2023 £	Total 2022 £
Services provided under contract	10,000	116,250	126,250	177,899

**5 Other income**

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Sundry Income	3,356	1,240

**6 Charitable activities**

	Core activities funds £	Direct payment peer support funds £	Total 2023 funds £	Total 2022 £
Staff costs	61,513	74,035	135,548	146,145
Core activities	11,020	18,917	29,937	15,332
	72,533	92,952	165,485	161,477
Share of support costs (see note 7)	15,441	10,576	26,017	25,476
Share of governance costs (see note 7)	465	1,327	1,792	2,060
	88,439	104,855	193,294	189,013
<b>Analysis by fund</b>				
Unrestricted funds	41,631	-	41,631	46,813
Restricted funds	46,808	104,855	151,663	142,200
	88,439	104,855	193,294	189,013

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

#### 7 Support costs

	Support costs	Governance costs	2023	2022
	£	£	£	£
IT & Telecoms costs	4,994	-	4,994	7,285
Premises costs	11,288	-	11,288	7,609
Insurance	1,321	-	1,321	1,756
Printing & Stationery	1,531	-	1,531	1,544
General administrative costs	6,161	-	6,161	6,320
Depreciation	722	-	722	962
Independent review	-	1,272	1,272	1,190
Trustee costs	-	520	520	870
	<u>26,017</u>	<u>1,792</u>	<u>27,809</u>	<u>27,536</u>
<b>Analysed between</b>				
Core activities	<u>26,017</u>	<u>1,792</u>	<u>27,809</u>	<u>27,536</u>

#### 8 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

Expenses reimbursed to the Trustees during the period amounted to Nil (2022-Nil).

#### 9 Employees

The average monthly number of employees during the year was:

2023	2022
Number	Number
<u>5</u>	<u>5</u>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

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<b>9 Employees</b>	<b>(Continued)</b>	
<b>Employment costs</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Wages and salaries	121,910	135,185
Social security costs	11,580	8,372
Other pension costs	2,058	2,588
	<u>135,548</u>	<u>146,145</u>

There were no employees whose annual remuneration was more than £60,000.

### 10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

### 11 Tangible fixed assets

	<b>Fixtures and fittings</b>
	<b>£</b>
<b>Cost</b>	
At 1 November 2022	5,131
At 31 October 2023	<u>5,131</u>
<b>Depreciation and impairment</b>	
At 1 November 2022	2,245
Depreciation charged in the year	722
At 31 October 2023	<u>2,967</u>
<b>Carrying amount</b>	
At 31 October 2023	<u>2,164</u>
At 31 October 2022	<u>2,886</u>

### 12 Debtors

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	-	3,185
	<u>-</u>	<u>3,185</u>

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2023***

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**13 Creditors: amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Other taxation and social security	3,178	2,822
Trade creditors	542	601
Accruals and deferred income	1,272	1,050
	<u>4,992</u>	<u>4,473</u>
	<u><u>4,992</u></u>	<u><u>4,473</u></u>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

#### 14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Balance at 1 November 2022	Movement in funds		Balance at 31 October 2023
	Balance at 1 November 2021	Incoming resources	Resources expended		Incoming resources	Resources expended	
	£	£	£	£	£	£	£
Direct payments peer support	12,917	155,000	(98,387)	69,530	116,250	(68,977)	116,803
Access to work	9,962	23,308	(24,329)	8,941	27,979	(33,520)	3,400
Magic little grants	-	500	-	500	-	(480)	20
Awards for all	-	9,800	(4,654)	5,146	-	(5,312)	(166)
DAH PAN	-	22,899	(14,829)	8,070	10,000	(5,663)	12,407
Groundworks	-	-	-	-	39,734	(17,801)	21,933
Haringey VCS Fund	-	-	-	-	6,036	(5,715)	321
TASC	-	-	-	-	38,000	(14,195)	23,805
	<u>22,879</u>	<u>211,507</u>	<u>(142,199)</u>	<u>92,187</u>	<u>237,999</u>	<u>(151,663)</u>	<u>178,523</u>

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

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#### 14 Restricted funds

(Continued)

##### **COVID19 Support fund**

This funding was to disseminate information about vaccinations to members of the D/deaf and disabled communities.

##### **Direct payment peer support fund**

This fund represents funding received to enable to the Charity to provide peer support to recipients of Direct Payments and to develop the personal assistant market including personal assistant recruitment and matching services.

##### **DAH PAN**

Disability Action Haringey Physical Activity Network (DAH PAN) is a network committed and invested in open and honest communication to successfully create inclusive and accessible facilities and promoting the benefits of an active healthy lifestyle.

##### **Magic little grants**

Providing financial assistance to D/deaf and disabled residents within Haringey to enable them to attend a new physical activity to improve their health and well being through the removal of financial barriers.

##### **Awards for all**

The Awards for all funding has enabled us to adapt and increase our support for D/deaf and disabled people and those with long term health conditions in Haringey through the development of our volunteer programme.

##### **Access to work**

Grant paid by the DWP to cover the costs of the support worker employed as part of the Access To Work scheme.

##### **Groundworks/Voter ID**

DAH has also secured two rounds of funding from Ground Works and the Greater London Authority. This funding enabled the charity to successfully launch workshops dedicated to educating individuals on the new legislation on the requirement for acceptable photo ID for local, national and London Assembly member elections.

##### **Haringey VCS Fund:**

This funding is provided by Haringey council to enable the charity to give out grants to residents.

##### **TASC (Thalassemia and Sickle Cell Project)**

This funding was provided by the North Central London Integrated Care Board and Haringey Council, which has enabled the charity to launch a tailored project specifically designed for Thalassaemia and Sickle Cell patients, known as the TASC project. This initiative is committed to providing 120 complimentary therapy sessions for individuals dealing with Thalassaemia and Sickle Cell conditions throughout Haringey. The goal is to address and alleviate pain, manage anxiety, combat fatigue and depression, ultimately enhancing the overall quality of life for these .

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

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#### 15 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Fund balances at 31 October 2023 are represented by:				
Tangible assets	2,164	-	2,164	2,886
Current assets/(liabilities)	217,987	-	217,987	143,010
	<u>220,151</u>	<u>-</u>	<u>220,151</u>	<u>145,896</u>

#### 16 Related party transactions

There were no disclosable related party transactions during the year.

#### 17 Outstanding Guarantees Given by the Charity

There were no guarantees given by the charity during the year.

#### 18 Outstanding Debt

There is no outstanding debt at the end of the year which is subject to a charge on the Charity's assets.

**DISABILITY ACTION HARINGEY**

England & Wales - Charity number 1191762

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# Accounts

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**Charity registration number 1191762**

**DISABILITY ACTION HARINGEY**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 OCTOBER 2022**

## DISABILITY ACTION HARINGEY

### LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Graham Day (Chair) Andrew Carpenter Patricia Charlesworth Yvonne Denny Jade Ponnudurai Isatu Turay	(Appointed 11 July 2022)
<b>Chief Executive officer</b>	Philip Stevens	
<b>Charity number</b>	1191762	
<b>Principal address</b>	Winkfield Resource Centre 33 Winkfield Road Wood Green London N22 5RP	
<b>Independent examiner</b>	Siobhan Glenister, ACA 5 The Square Bagshot Surrey United Kingdom GU19 5AX	
<b>Bankers</b>	NatWest 14 The Broadway Wood Green London N22 6DS	

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# DISABILITY ACTION HARINGEY

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Trustees report	2 - 5
Independent examiner's report	6
Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 18

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# DISABILITY ACTION HARINGEY

## FORWARD FROM THE CHAIR

*FOR THE YEAR ENDED 31 OCTOBER 2022*

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### **Forward from the Chair**

I am very happy to report the organisation has continued to provide D/deaf and disabled residents and workers in Haringey with bespoke services. We remain the primary D/deaf and Disabled Peoples Organisation within the borough which is something the Trustees and staff are very proud of.

Throughout the year Disability Action Haringey (DAH) has offered Direct Payment support, a Personal Care Assistant matching scheme (where residents are employed as Personal Care Assistants for disabled people who use Direct Payments) and an information and advice service for D/deaf and disabled people in Haringey. Work has continued with stakeholders as part of Disability Action Haringey's Physical Activity Network to ensure for activities are inclusive for D/deaf and disabled people. The Social Model of Disability Ambassador's Program was launched to create Ambassadors who have undergone training to raise awareness of the barriers D/deaf and disabled people face on a daily basis in society.

As well as working out of the Winkfield Resource Centre we have secured the use of premises adjacent to Wood Green Library which will allow DAH to be more accessible to the D/deaf and disabled people as they go about their daily business.

The year has not been without its challenges but with hard work and determination shown by both Trustees and staff the organisation continues to provide services which offer better life opportunities to D/deaf and disabled people while we remain the voice of D/deaf and disabled people in the borough.

I would like to thank all staff and in particular Darren Willbourne our Engagement and Communications Officer and Phil Stevens our CEO for their unwavering dedication to the organisation.

Finally, I am grateful to my Trustee colleagues for their expert input in carrying out their responsibilities, which cover everything from marketing and communications, human resources, financial, legal, and regulatory compliance, GDPR and privacy. Our Governance, HR, and Finance Sub-committees ensure Trustees have oversight of the charity.

Finally, thanks and best wishes to all involved with this brilliant organisation.

Graham Day  
Chair



.....

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT**

***FOR THE YEAR ENDED 31 OCTOBER 2022***

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The Trustees present their annual report and financial statements for the year ended 31 October 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's CIO Constitution, 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) (effective 1 January 2019)".

#### **Objectives and activities**

The main objective of the charity is to provide relief and assistance for persons resident or working in, but not exclusively, the London Borough of Haringey, with physical disabilities (including sensory impairments), mental health and learning disabilities, long term health conditions, hidden disabilities, and neuro divergence, by maintaining and enhancing the quality of life for the beneficiaries, through the provision of preventative and other practical support services, by:

- a) Providing training and support to disabled people.
- b) Effectively representing the views, needs and interests of disabled people
- c) Supporting individuals to have greater choice, control, and independence over their care needs.
- d) Promotion of the benefits of a healthy active lifestyle to Haringey's D/deaf and disabled community and through co-production, bring together service users and providers in Haringey to create more inclusive and accessible physical activity opportunities within the borough.
- e) The embedding of the Social Model of Disability within Haringey.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

#### **Achievements and performance**

##### **Direct Payment Service/Personal Care Assistants Register**

We have continued to deliver services for Direct Payment holders which have involved providing information and advice on all aspects of setting up and running a Direct Payment. We have successfully matched Direct Payment holders with Personal Care Assistants through the Find a PA website which is managed in-house.

##### **Disability Action Haringey Physical Activities Network**

The group was successful in ensuring access studies were carried out by a local independent access company at 4 leisure centers in the borough. Members have attended a national conference looking at ways to get young and disabled people into physical activities. Work continues to bring more accessible activities to D/deaf and disabled residents of Haringey.

##### **Information and advice**

We offer a free welfare benefits advice service to D/deaf and disabled people in Haringey. We support people of all ages in accessing benefits, social care, and housing. Our experienced staff and volunteers can assist with enquiries and applications. We support individuals with Occupational Therapy referrals and any housing concerns, including submitting applications for rehousing, adaptations, or raising repairs requests. We also assist with applications for Blue Badges, Taxi-cards and Freedom Passes, advocating with Transport for London for more accessible services, or making a complaint.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

*FOR THE YEAR ENDED 31 OCTOBER 2022*

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#### **Social Model of Disability Ambassador Program**

Earlier in the year we launched the Social Model of Disability Ambassador Program aimed at removing the barriers in society which D/deaf and disabled people face on a daily basis. At the event a number of attendee's signed up as

Ambassadors. Ambassadors have taken part in training to equip themselves with the skills required to raise awareness of the Social Model of Disability. This is an ongoing program which DAH will develop with stakeholders to ensure D/deaf and Disabled people are not discriminated against in Haringey.

#### **Volunteers**

The charity has currently recruited 11 volunteers who support the charity and its staff to meet the needs of our members and clients across all our services. We are currently working in partnership with another D/deaf and disabled people's organisation to provide our volunteers with training to enhance their own skills and personal career development.

#### **Financial review**

These accounts represent the results for the charity for the period ending 31st October 2022. During the period the charity had income resources of £259,845 and a total expenditure of £189,012 resulting in net resources of £70,833. The main funder is the London Borough of Haringey and going forward the Trustees aim to develop a diverse funding base for its activities.

#### **Reserves policy**

The Trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to at least three months' running costs. Our funding strategy clearly identifies each of our funding streams and the percentage from each that is required to meet our core running costs. Trustees will work to ensure the charity does not become reliant upon its reserves to operate and remains a going concern.

#### **Risk management**

With the support of the CEO, our Trustees assess any major risks to which the organisation is exposed. These include risks related to its operations and finances. Trustees ensure that the appropriate policies and systems are in place to manage and mitigate risk exposure.

#### **Future Plans:**

DAH aims to be the voice of D/deaf and disabled people in Haringey, to deliver our current services and to seek funding for new and innovative services. We aim to embed the social model of disability in all our work and to educate the wider community as to the value D/deaf and disabled people can make to society when barriers are removed.

#### **Public benefit**

We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We are working to create services which benefit disabled people, primarily in Haringey. The achievements and activities above demonstrate the public benefit arising through the charity's activities. The trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 OCTOBER 2022***

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#### **Structure, governance and management**

The organisation is a registered Charitable Incorporated Organisation (CIO) and registered as a charity with the Charity Commission (charity number 1191762). The charity is established under a written constitution that outlines the objects and powers of the charity and is also governed under this constitution.

The Board of Trustees report to the Annual General Meeting. Currently there are 6 trustees, of a possible 12, who together with the Chief Executive meet at regular intervals to make decisions concerning the running of the organisation. The implementation of those decisions is delegated to the Chief Executive and a professional staff team, for the day-to-day running of the organisation. The Board operates the best use of the available skills, to ensure that strong governance structures and scrutiny are maintained. The Trustees may from time to time appoint new Trustees as required by the organisation.

None of the Trustees has any beneficial interest in the organisation. All of the Trustees are members of the organisation and guarantee to contribute £1 in the event of a winding up.

Graham Day (Chair)

Andrew Carpenter

Patricia Charlesworth

Yvonne Denny

Jade Ponnudurai

Emily Reynolds

(Resigned 21 July 2022)

Isatu Turay

(Appointed 11 July 2022)

#### **Trustee induction and training**

Trustees and applicants for Board membership undergo a selection process, which is overseen by Trustees and the Chief Executive. New Trustees are provided with an information pack about the organisation and its services alongside all policy documents and a statement relating to roles and responsibilities. All new Trustees are expected to participate in training for the role to ensure that their skills encompass governance, management, equalities human rights, and conflict of interest. Training and support for Trustees is planned via an accessible, holistic, person-centered route to ensure they can take an active role within the organisation.

## DISABILITY ACTION HARINGEY

### TRUSTEES REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 OCTOBER 2022*

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#### **Statement of Trustees responsibilities**

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these financial statements, 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 financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The Trustees report was approved by the Board of Trustees.



.....  
**Graham Day (Chair)**

Trustee

Dated: Tuesday 21<sup>st</sup> March 2023

**DISABILITY ACTION HARINGEY**  
**INDEPENDENT EXAMINER'S REPORT**  
**TO THE TRUSTEES OF DISABILITY ACTION**  
**HARINGEY**

---

I report to the Trustees on my examination of the financial statements of Disability Action Haringey (the Charity) for the year ended 31 October 2022. which are set out on pages 07 to 18.

**Responsibilities and basis of report**

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

**Independent examiner's statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute Of Chartered Accountants In England And Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 Charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.



**Siobhan Glenister, ACA**

Dated: Tuesday 21<sup>st</sup> March 2023

# DISABILITY ACTION HARINGEY

## STATEMENT OF FINANCIAL ACTIVITIES

### INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 OCTOBER 2022

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		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
	Notes				
<b><u>Income and endowments from:</u></b>					
Donations and grant income	3	47,096	33,609	80,705	125,062
Charitable activities	4	-	177,899	177,899	38,750
Other income	5	1,240	-	1,240	-
<b>Total income</b>		<b>48,336</b>	<b>211,508</b>	<b>259,844</b>	<b>163,812</b>
<b><u>Expenditure on:</u></b>					
Charitable activities	6	46,813	142,200	189,013	88,747
<b>Net income for the year/ Net movement in funds</b>		<b>1,523</b>	<b>69,308</b>	<b>70,831</b>	<b>75,065</b>
Fund balances at 1 November 2021		52,186	22,879	75,065	-
<b>Fund balances at 31 October 2022</b>		<b>53,709</b>	<b>92,187</b>	<b>145,896</b>	<b>75,065</b>

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The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# DISABILITY ACTION HARINGEY

## BALANCE SHEET

AS AT 31 OCTOBER 2022

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	Notes	2022 £	£	2021 £	£
<b>Fixed assets</b>					
Tangible assets	10		2,886		3,848
<b>Current assets</b>					
Debtors	11	3,184		3,071	
Cash at bank and in hand		144,299		74,837	
		<u>147,483</u>		<u>77,908</u>	
<b>Creditors: amounts falling due within one year</b>	12	(4,473)		(6,691)	
Net current assets			143,010		71,217
<b>Total assets less current liabilities</b>			<u>145,896</u>		<u>75,065</u>
<b>Income funds</b>					
Restricted funds	13		92,187		22,879
Unrestricted funds			53,709		52,186
			<u>145,896</u>		<u>75,065</u>

The financial statements were approved by the Trustees on Tuesday 21<sup>st</sup> March 2023



.....  
Graham Day (Chair)  
Trustee

# DISABILITY ACTION HARINGEY

## NOTES TO THE FINANCIAL STATEMENTS

*FOR THE YEAR ENDED 31 OCTOBER 2022*

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### 1 Accounting policies

#### Charity information

Disability Action Haringey was registered as a Charitable Incorporation Organisation on 12 October 2020 and is governed by its constitution formed under an association model.

The charity's principal office address is Winkfield Resource Centre, 33 Winkfield Road, Wood Green, London, N22 5RP.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's CIO Constitution, 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 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

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

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

#### 1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

# DISABILITY ACTION HARINGEY

## NOTES TO THE FINANCIAL STATEMENTS

(CONTINUED) *FOR THE YEAR ENDED 31 OCTOBER 2022*

---

### 1 Accounting policies

(Continued)

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure is recognised on an accruals basis when incurred. It is reported in the Statement of Financial Activities as follows:

Direct Charitable Expenditure - these are costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Support costs include other running costs and governance costs. These are incurred by the charity and are necessary to aid and support the running of the charity and are included within expenditure on charitable activities.

All costs are allocated to charitable activities of the SOFA on a basis designed to reflect the use of the resource.

Support Costs relating to a particular fund are allocated directly, others are apportioned on an appropriate basis when applicable. The charity has identified one direct charitable activity.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Straight line 25%
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

# DISABILITY ACTION HARINGEY

## NOTES TO THE FINANCIAL STATEMENTS

(CONTINUED) *FOR THE YEAR ENDED 31 OCTOBER 2022*

---

### 1 Accounting policies

(Continued)

#### 1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### *Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### *Basic financial liabilities*

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### *Derecognition of financial liabilities*

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

# DISABILITY ACTION HARINGEY

## NOTES TO THE FINANCIAL STATEMENTS

(CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2022

### 1 Accounting policies

(Continued)

#### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and grant income

	Unrestricted funds	Restricted funds	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Donations and gifts	1,206	-	1,206	150
Grant Income	45,890	10,300	56,190	114,950
Other grant income*	-	23,309	23,309	9,962
	<hr/>	<hr/>	<hr/>	<hr/>
	47,096	33,609	80,705	125,062
	<hr/>	<hr/>	<hr/>	<hr/>

\*Access To Work scheme grant income amounting to £9,962 (2021) has been reclassified from charitable activities to other grant income in order to better reflect the nature and purpose of this income.

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS**

**(CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2022**

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**4 Charitable activities**

	<b>DAH PAN</b>	<b>Direct payment peer support</b>	<b>Total 2022</b>
	<b>2022</b>	<b>2022</b>	
	<b>£</b>	<b>£</b>	<b>£</b>
Services provided under contract	22,899	155,000	177,899
	<u>          </u>	<u>          </u>	<u>          </u>

**5 Other income**

	<b>Unrestricted</b>	<b>Total</b>
	<b>funds</b>	
	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Sundry Income	1,240	-
	<u>          </u>	<u>          </u>

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS**

**(CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2022**

**6 Charitable activities**

	Core activities funds £	Direct Payment support funds £	Total 2022 funds £	Total 2021 £
Staff costs	60,326	85,819	146,145	56,823
Core activities	14,892	440	15,332	7,718
	<u>75,218</u>	<u>86,259</u>	<u>161,477</u>	<u>64,541</u>
Share of support costs (see note 7)	14,557	10,919	25,476	23,210
Share of governance costs (see note 7)	852	1,208	2,060	996
	<u>90,627</u>	<u>98,386</u>	<u>189,013</u>	<u>88,747</u>
<b>Analysis by fund</b>				
Unrestricted funds	46,813	-	46,813	52,964
Restricted funds	43,814	98,386	142,200	35,783
	<u>90,627</u>	<u>98,386</u>	<u>189,013</u>	<u>88,747</u>

**7 Support costs**

	Support costs £	Governance costs £	2022 £	2021 £
IT & Telecoms costs	7,285	-	7,285	6,701
Premises costs	7,609	-	7,609	7,988
Insurance	1,756	-	1,756	2,005
Printing & Stationery	1,544	-	1,544	1,053
General administrative costs	6,320	-	6,320	4,180
Depreciation	962	-	962	1,283
Independent review	-	1,190	1,190	700
Trustee costs	-	870	870	296
	<u>25,476</u>	<u>2,060</u>	<u>27,536</u>	<u>24,206</u>
<b>Analysed between</b>				
Core activities	<u>25,476</u>	<u>2,060</u>	<u>27,536</u>	<u>24,206</u>

# DISABILITY ACTION HARINGEY

## NOTES TO THE FINANCIAL STATEMENTS

(CONTINUED) *FOR THE YEAR ENDED 31 OCTOBER 2022*

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### 8 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

Expenses reimbursed to the Trustees during the period amounted to Nil (2021-£26).

### 9 Employees

The average monthly number of employees during the year was:

	<b>2022</b>	<b>2021</b>
	<b>Number</b>	<b>Number</b>
	5	3
	<hr/>	<hr/>
<b>Employment costs</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Wages and salaries	135,185	55,967
Social security costs	8,372	-
Other pension costs	2,588	856
	<hr/>	<hr/>
	146,145	56,823
	<hr/>	<hr/>

There were no employees whose annual remuneration was more than £60,000.

**DISABILITY ACTION HARINGEY****NOTES TO THE FINANCIAL STATEMENTS****(CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2022****10 Tangible fixed assets**

	<b>Fixtures and fittings</b>
	<b>£</b>
<b>Cost</b>	
At 1 November 2021	5,131
At 31 October 2022	5,131
<b>Depreciation and impairment</b>	
At 1 November 2021	1,283
Depreciation charged in the year	962
At 31 October 2022	2,245
<b>Carrying amount</b>	
At 31 October 2022	2,886
At 31 October 2021	3,848

**11 Debtors**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	3,184	3,071

**12 Creditors: amounts falling due within one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Other taxation and social security	2,822	4,527
Trade creditors	601	1,464
Accruals and deferred income	1,050	700
	4,473	6,691

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS

(CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2022

#### 13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds		
	Incoming resources	Resources expended	Balance at 1 November 2021	Incoming resources	Resources expended	Balance at 31 October 2022
	£	£	£	£	£	£
COVID19 Support	9,950	(9,950)	-	-	-	-
Direct payments peer support	38,750	(25,833)	12,917	155,000	(98,387)	69,530
Access to work	9,962	-	9,962	23,308	(24,329)	8,941
Magic little grants	-	-	-	500	-	500
Awards for all	-	-	-	9,800	(4,654)	5,146
DAH PAN	-	-	-	22,899	(14,829)	8,070
	58,662	(35,783)	22,879	211,507	(142,199)	92,187

#### **COVID19 Support fund**

This funding was to disseminate information about vaccinations to members of the D/deaf and disabled communities.

#### **Direct payment peer support fund**

This fund represents funding received to enable to the Charity to provide peer support to recipients of Direct Payments and to develop the personal assistant market including personal assistant recruitment and matching services.

#### **DAH PAN**

Disability Action Haringey Physical Activity Network (DAH PAN) is a network committed and invested in open and honest communication to successfully create inclusive and accessible facilities and promoting the benefits of an active healthy lifestyle.

#### **Magic little grants**

Providing financial assistance to D/deaf and disabled residents within Haringey to enable them to attend a new physical activity to improve their health and well being through the removal of financial barriers.

#### **Awards for all**

The Awards for all funding has enabled us to adapt and increase our support for D/deaf and disabled people and those with long term health conditions in Haringey through the development of our volunteer programme.

#### **Access to work**

Grant paid by the DWP to cover the costs of the support worker employed as part of the Access To Work scheme.

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS**

**(CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2022**

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**14 Analysis of net assets between funds**

	<b>Unrestrict ed funds</b>	<b>Restricted funds</b>	<b>Total</b>	<b>Total</b>
	<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fund balances at 31 October 2022 are represented by:				
Tangible assets	2,886	-	2,886	3,848
Current assets/(liabilities)	143,010	-	143,010	71,217
	<u>145,896</u>	<u>-</u>	<u>145,896</u>	<u>75,065</u>

**15 Related party transactions**

There were no disclosable related party transactions during the year.

**16 Outstanding Guarantees Given by the Charity**

There were no guarantees given by the charity during the year.

**17 Outstanding Debt**

There is no outstanding debt at the end of the year which is subject to a charge on the Charity's assets.

**DISABILITY ACTION HARINGEY**

England & Wales - Charity number 1191762

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# Accounts

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**Charity Registration No. 1191762**

**DISABILITY ACTION HARINGEY**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 OCTOBER 2021**

## **DISABILITY ACTION HARINGEY**

### **LEGAL AND ADMINISTRATIVE INFORMATION**

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<b>Trustees</b>	Graham Day (Chair) Andrew Carpenter Patricia Charlesworth Yvonne Denny Jade Ponnudurai Emily Reynolds	(Appointed 20 October 2020) (Appointed 1 July 2021) (Appointed 20 October 2020) (Appointed 28 October 2020) (Appointed 1 May 2021) (Appointed 30 September 2021)
<b>Chief Executive officer</b>	Philip Stevens	
<b>Charity number</b>	1191762	
<b>Principal address</b>	Winkfield Resource Centre 33 Winkfield Road Wood Green London N22 5RP	
<b>Independent examiner</b>	David Howard 1 Park Road Hampton Wick Kingston Upon Thames KT1 4AS	
<b>Bankers</b>	NatWest 14 The Broadway Wood Green London N22 6DS	

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# **DISABILITY ACTION HARINGEY**

## **CONTENTS**

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Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 18

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## **DISABILITY ACTION HARINGEY**

### **CEO REPORT AND FORWARD FROM THE CHAIR**

***FOR THE PERIOD ENDED 31 OCTOBER 2021***

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#### **CEO Report**

I was privileged to be appointed as the Charity's first CEO in April 2021. The first few months consisted of the mobilisation of the Charity, securing suitable office space, the creation of appropriate policies and procedures, staff recruitment, and procurement of appropriate goods and services. Since then, I have secured three contracts from Haringey Council, networked and raised the profile of the charity within the borough, delivered an inclusive and accessible website, and opened membership to both full and associate members. Looking to the future, I hope to diversify our funding base to ensure the financial stability of the charity and reduce its reliance on funding from a single source. I am looking to develop our information, advice, and guidance services, to be able to support individuals at both the first and upper tribunals, which is currently a service that is lacking both within Haringey and across London. In this context first tribunal is when an application for welfare benefits has been rejected and an appeal to the decision has commenced. Upper tribunals are the process to follow when the first appeal has also failed. I also hope to secure office space across the borough to be able to provide our services through an outreach program, enabling us to better connect with our communities within their own localities.

#### **Forward from the Chair**

It is an honour to be the first Chair of Disability Action Haringey (DAH). We are proud of the fact we are a user led organisation, run and controlled by disabled people. The user led ethos of DAH is fundamental to everything we do, ensuring that the lived experience of disability is informing our strategy, approach, values, and behaviours.

Having received charitable status in October 2020, during an unprecedented period in the history of mankind, DAH became operational earlier this year.

Thanks must go to the hard work and endeavour of our first CEO, Phil Stevens, and his professional and hardworking staff team, who began delivering services to D/deaf and disabled people in Haringey.

The services include establishing a Peer Mentor Scheme, facilitated by disabled people and volunteers, a Personal Care Assistant matching scheme (where local residents are employed as Personal Care Assistants for disabled people who use Direct Payments) and an information and advice service for D/deaf and disabled people in Haringey. We have also secured funding for the DAH Physical Activities Network, which will allow disabled people to become more active in a fully inclusive way.

During the year we secured working space at a vibrant resource centre for disabled people, which allows us not only to deliver our services in an accessible venue but to network easily with other statutory and voluntary organisations who use the centre.

We have built our infrastructure to allow us to work effectively throughout the pandemic. As our development continues, our offer has started to take shape, as we become not only a provider of quality support services, but also a platform for co production, equality and social change.

I am grateful to my Trustee colleagues for their expert input in carrying out their responsibilities, which cover everything from marketing and communications, human resources, financial, legal, and regulatory compliance, GDPR and privacy. During the year we created Governance, HR, and Finance Sub committees to ensure oversight of the charity

As the only D/deaf and Disabled Peoples Organisation in Haringey we have big plans to unlock barriers for D/deaf and disabled people of Haringey and I would like to take this opportunity to thank Haringey Council and all our partners for sharing and supporting our ambition.

**DISABILITY ACTION HARINGEY**

**CEO REPORT AND FORWARD FROM THE CHAIR**

***FOR THE PERIOD ENDED 31 OCTOBER 2021***

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Finally, thanks and best wishes to all involved with this brilliant organisation.

Graham Day  
Chair

*Graham Day*  
.....

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT**

***FOR THE PERIOD ENDED 31 OCTOBER 2021***

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The Trustees present their report and financial statements for the period ended 31 October 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's CIO Constitution, 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) (effective 1 January 2019)".

#### **Objectives and activities**

The main objective of the charity is to provide relief and assistance for persons resident or working in, but not exclusively, the London Borough of Haringey, with physical disabilities (including sensory impairments), mental health and learning disabilities, long term health conditions, hidden disabilities, and neuro divergence, by maintaining and enhancing the quality of life for the beneficiaries, through the provision of preventative and other practical support services, by:

- a) Providing advice, advocacy and information to disabled people to help them access services, entitlements, and opportunities, including information and advice.
- b) Providing training and support to disabled people.
- c) Effectively representing the views, needs and interests of disabled people.
- d) Supporting individuals to have greater choice, control, and independence over their care needs.
- e) Promotion of the benefits of a healthy active lifestyle to Haringey's D/deaf and disabled community and through co production, bring together service users and providers in Haringey to create more inclusive and accessible physical activity opportunities within the borough.
- f) The embedding of the Social Model of Disability within Haringey.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

#### **Achievements and performance**

##### **Peer Support Mentors (Independent Living Advisor)**

The charity's Independent Living Advisor has successfully established a dedicated group of volunteers to act as direct payment peer support mentors. This group complements the independent advice already provided in supporting individuals to have a greater understanding and knowledge of how direct payments can afford them greater support, choice, control, and independence over their care.

##### **Case story**

"A" contacted us because they were having difficulties with their PA who had at that point been in employment for around six months; it might have been possible to deal with this through the probationary period process, but the PA had never been issued with an employment contract and any notional probationary period had almost certainly lapsed. The DP employer had indicated to the PA that they were unhappy, and they wanted them to leave but they were still coming, and the issue hadn't been resolved.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE PERIOD ENDED 31 OCTOBER 2021***

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The obvious thing to do was to contact the insurance provider for HR advice since there could have been potential for further action by the PA if the matter was handled badly, but it then emerged that no insurance had been in place for around a year because the direct employer hadn't responded to the most recent renewal notice. It proved possible to sign the employer up with another insurance company (it could be done instantly whereas with the original company it would have taken at least several days) and I was then able to contact the insurance company's legal section on the employer's behalf. After I had given them an overview of the situation, they then rang the employer directly to discuss possible options and they sent a draft letter that could be issued to the PA.

#### **Personal (Care) Assistant Register (Programme Support Co ordinator)**

Disability Action Haringey has taken over responsibility for the Find a PA matching platform license from Haringey council. Our Project Support Coordinator has been actively promoting employment opportunities that being a personal care assistant can provide within Haringey and the wider community, establishing links with local and Further Education establishments. They have coordinated the running of information sessions for Pas, both in person and remotely. Information and materials have been translated into several languages to enable us to better engage with Haringey's multicultural community.

#### **Case stories**

- A was referred to our Project Support Co ordinator (PSC) via a Disability Employment Advisor at the Jobcentre. Our PSC invited A to attend a Personal (care) Assistant Information session in October 2021, which she attended and engaged in the dialogues. The PSC then booked A in for a one to one session whereby she assisted A to register on Find a pa.co.uk and saved her CV on to DAH's electronic database (with a Data Consent form having been signed). In November our Independent Living Advisor sent our PSC a matching form for a Direct Payment (DP) holder. The PSC felt that A is a suitable person for the role, given her experience with working with people on the autism spectrum and manual handling. A was called and came into the office to go through the role with our PSC; she said she is interested in the role. The PSC forwarded her CV on to the Independent Living Advisor. The Direct Payment holder was sent A's CV and she asked to interview her. Therefore, the PSC and the Independent Living Advisor arranged an interview between the Direct Payment holder and A, and she is now in the process of becoming employed by the Direct Payment holder.
- B approached our PSC at a Careers Fair being held by Haringey Works and the College of North East London and left her contact details. The PSC wrote to her the next day via email and invited her for a PA information session, which she attended in early November 2021. B said that she can register on Find a pa.co.uk herself and did so. She also gave her CV to our PSC (along with a signed Data Consent form) and it was saved on our system. In November our PSC received a matching form for a DP holder from the Independent Living Advisor and B came to mind as a suitable match. So the PSC called B and spoke with her about the role. B said that she is interested in the job because it would involve outdoor activities such as hiking, this is because she enjoys mountaineering. Therefore, her CV was sent to the Independent Living Advisor, who then forwarded it to the DP holder. The DP holder said that due to his current circumstances he needs a bit of time to read through the CV and to make a decision. Our staff are in touch with him and are hoping to set up an interview between the both of them.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

**FOR THE PERIOD ENDED 31 OCTOBER 2021**

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#### **Information and advice (Advice and Administration Officer)**

We offer a free welfare benefits advice service to D/deaf and disabled people in Haringey. We support people of all ages in accessing benefits, social care, and housing. Our experienced staff and volunteers can assist with enquiries and applications. We support individuals with Occupational Therapy referrals and any housing concerns, including submitting applications for rehousing, adaptations, or raising repairs requests. We also assist with applications for Blue Badges, Taxi cards and Freedom Passes, advocating with Transport for London for more accessible services, or making a complaint.

- A was referred to our Advice Worker in the form of a general email enquiry sent by a Haringey employee. A was described as a Haringey resident in need of assistance with filling an online PIP application. DAH Advisor replied to Haringey confirming availability and sending out the forms necessary to obtain Client details to get in touch with A directly. Since the enquiry was submitted 1 week before the date the completed application was due to be submitted, the Advisor arranged the earliest available slot for A to come in for a face to face appointment to complete the application online and submit to DWP. Appointment took place on 18/10/2021 and form successfully completed and submitted. Also, during the appointment Advisor called DWP on behalf of Client to advise them of form being submitted that day and that DAH had been authorised to liaise with DWP in this matter by A. A PIP assessment is still open and to date A has not received a decision from DWP. The case has been left open in DAH Case Management System until DWP decision has been received.
- B approached DAH directly after having been given our telephone by CAB Haringey to be assisted with a PIP application (hard copy). B is a Haringey resident living on his own, double stroke sufferer with multiple health conditions. B is unable to work due to his long terms health conditions and has no savings to his name nor credit score. A few weeks after the initial PIP application (face to face) appointment was completed, B contacted the Advisor again because he was in need of urgent financial assistance to buy a replacement washing machine. The Advisor suggested applying for a Hardship Fund with Haringey and in agreement with B, proceeded to submit an online application on the Client's behalf. Application was completed on a Friday and copy of the application and its reference were emailed to the Client.

The following Friday B confirmed to the Advisor via email he had received confirmation he had been awarded the requested funding for the value requested and for the costs of removing and disposing the old appliance. The case was therefore closed by the Advisor.

#### **Volunteers**

The charity has currently recruited 11 volunteers who support the charity and its staff to meet the needs of our members and clients across all our services. We are currently working in partnership with another D/deaf and disabled people's organisation to provide our volunteers with training to enhance their own skills and personal career development.

#### **DAH Physical Activities Network**

(DAH) has been engaged by Haringey Council for the next 18 months to work in partnership with D/deaf and disabled people, physical activity community groups and activity service providers to assist in the creation of a Physical Activity Network. The network will promote the benefits of an active lifestyle and bring together service users and providers in Haringey. The project aims to create more inclusive and accessible physical activity opportunities within Haringey. This network and DAH are independent from Haringey Council. DAH will provide finance, admin, and communications support, facilitate training for the Chair / Co Chairs or any individual that self identifies as wanting support to enable their participation.

## **DISABILITY ACTION HARINGEY**

### **TRUSTEES REPORT (CONTINUED)**

***FOR THE PERIOD ENDED 31 OCTOBER 2021***

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#### **Financial review**

These accounts represent the results for the charity for the period ending 31st October 2021. During the period the charity had income resources of £163,812 and a total expenditure of £88,748 resulting in net resources of £75,064. The main funder is the London Borough of Haringey and going forward the Trustees aim to develop a diverse funding base for its activities.

#### **Reserves policy**

The Trustees have reviewed our reserves policy and agreed that it is necessary for the organisation to have reserves equal to at least three months running costs. Our funding strategy clearly identifies each of our funding streams and percentage from each that is required to meet our core running costs. Trustees will work to ensure the charity does not become reliant upon its reserves to operate and remains a going concern.

#### **Risk management**

With the support of the CEO, our Trustees assess any major risks to which the organisation is exposed. These include risks related to its operations and finances. Trustees ensure that the appropriate policies and systems are in place to manage and mitigate risk exposure.

#### **Future Plans:**

DAH aims to be the voice of D/deaf and disabled people in Haringey, to deliver our current services and to seek funding for new and innovative services. We aim to embed the Social Model of Disability in all our work and to educate the wider community as to the value D/deaf and disabled people can make to society when barriers are removed.

#### **Public benefit**

We confirm we have complied with the duties set out in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. We are working to create services which benefit disabled people, primarily in Haringey. The achievements and activities above demonstrate the public benefit arising through the charity's activities. The trustees are mindful of their duties to minimise all risks of harm and to ensure that people will benefit from our services.

#### **Structure, governance and management**

The organisation is a registered Charitable Incorporated Organisation (CIO) and registered as a charity with the Charity Commission (charity number 1191762). The charity is established under a written constitution that outlines the objects and powers of the charity and is also governed under this constitution.

The Board of Trustees report to the Annual General Meeting. Currently there are 6 trustees, of a possible 12, who together with the Chief Executive meet at regular intervals to make decisions concerning the running of the organisation. The implementation of those decisions is delegated to the Chief Executive and a professional staff team, for the day to day running of the organisation. The Board operates the best use of the available skills, to ensure that strong governance structures and scrutiny are maintained. The Trustees may from time to time appoint new Trustees as required by the organisation.

None of the Trustees has any beneficial interest in the organisation. All of the Trustees are members of the organisation and guarantee to contribute £1 in the event of a winding up.

**DISABILITY ACTION HARINGEY**

**TRUSTEES REPORT (CONTINUED)**

***FOR THE PERIOD ENDED 31 OCTOBER 2021***

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Graham Day (Chair)	(Appointed 20 October 2020)
Andrew Carpenter	(Appointed 1 July 2021)
Patricia Charlesworth	(Appointed 20 October 2020)
Yvonne Denny	(Appointed 28 October 2020)
Jade Ponnudurai	(Appointed 1 May 2021)
Emily Reynolds	(Appointed 30 September 2021)

**Trustee induction and training**

Trustees and applicants for Board membership undergo a selection process, which is overseen by Trustees and the Chief Executive. New Trustees are provided with an information pack about the organisation and its services alongside all policy documents and a statement relating to roles and responsibilities. All new Trustees are expected to participate in training for the role to ensure that their skills encompass governance, management, equalities human rights, and conflict of interest. Training and support for Trustees is planned via an accessible, holistic, person centered route to ensure they can take an active role within the organisation.

The Trustees report was approved by the Board of Trustees.

*Graham Day*

.....  
**Graham Day (Chair)**

Trustee

Dated: **22/02/2022**  
.....

## DISABILITY ACTION HARINGEY

### INDEPENDENT EXAMINER'S REPORT

#### TO THE TRUSTEES OF DISABILITY ACTION HARINGEY

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I report to the Trustees on my examination of the financial statements of Disability Action Haringey (the Charity) for the period ended 31 October 2021, which are set out on pages 10 to 18.

#### Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

#### Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 Charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.



David Howard

1 Park Road  
Hampton Wick  
Kingston Upon Thames  
KT1 4AS

Dated: 22/2/2022

**DISABILITY ACTION HARINGEY**

**STATEMENT OF FINANCIAL ACTIVITIES  
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

**FOR THE PERIOD ENDED 31 OCTOBER 2021**

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<b>Income from:</b>				
Donations and grant income	2	105,150	9,950	115,100
Charitable activities	3	9,962	38,750	48,712
<b>Total income</b>		<u>115,112</u>	<u>48,700</u>	<u>163,812</u>
<b>Expenditure on:</b>				
Charitable activities	4	52,965	35,783	88,748
<b>Net income for the year/ Net movement in funds</b>		62,147	12,917	75,064
Fund balances at 12 October 2020		-	-	-
<b>Fund balances at 31 October 2021</b>		<u>62,147</u>	<u>12,917</u>	<u>75,064</u>

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

**DISABILITY ACTION HARINGEY**

**BALANCE SHEET**

**AS AT 31 OCTOBER 2021**

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	Notes	2021 £	£
<b>Fixed assets</b>			
Tangible assets	8		3,848
<b>Current assets</b>			
Debtors	9	3,070	
Cash at bank and in hand		74,837	
		<u>77,907</u>	
<b>Creditors: amounts falling due within one year</b>	10	(6,691)	
		<u>71,216</u>	
<b>Net current assets</b>			71,216
<b>Total assets less current liabilities</b>			<u>75,064</u>
<b>Income funds</b>			
Restricted funds	11		12,917
Unrestricted funds			62,147
			<u>75,064</u>

The financial statements were approved by the Trustees on 22/2/2022

*Graham Day*

.....  
Graham Day (Chair)  
Trustee

## **DISABILITY ACTION HARINGEY**

### **NOTES TO THE FINANCIAL STATEMENTS**

***FOR THE PERIOD ENDED 31 OCTOBER 2021***

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#### **1 Accounting policies**

##### **Charity information**

Disability Action Haringey was registered as a Charitable Incorporation Organisation on 12 October 2020 and is governed by its constitution formed under an association model.

The charity's principal office address is Winkfield Resource Centre, 33 Winkfield Road, Wood Green, London, N22 5RP.

##### **1.1 Accounting convention**

The financial statements have been prepared in accordance with the Charity's CIO Constitution, 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). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

These financial statements for the period ended 31 October 2021 are the first financial statements of Disability Action Haringey prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

##### **1.2 Going concern**

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

##### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 OCTOBER 2021

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#### 1 Accounting policies

(Continued)

##### 1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

##### 1.5 Expenditure

Expenditure is recognised on an accruals basis when incurred. It is reported in the Statement of Financial Activities as follows:

Direct Charitable Expenditure - these are costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Support costs include other running costs and governance costs. These are incurred by the charity and are necessary to aid and support the running of the charity and are included within expenditure on charitable activities.

All costs are allocated to charitable activities of the SOFA on a basis designed to reflect the use of the resource.

Support Costs relating to a particular fund are allocated directly, others are apportioned on an appropriate basis when applicable. The charity has identified one direct charitable activity.

##### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Straight line 25%
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

##### 1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

## DISABILITY ACTION HARINGEY

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 OCTOBER 2021

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#### 1 Accounting policies

(Continued)

##### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

##### 1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### *Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### *Basic financial liabilities*

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### *Derecognition of financial liabilities*

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

##### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE PERIOD ENDED 31 OCTOBER 2021**

**1 Accounting policies (Continued)**

**1.11 Retirement benefits**

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

**1.12 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

**2 Donations and grant income**

	Unrestricted funds	Restricted funds	Total
	2021	2021	2021
	£	£	£
Donations and gifts	150	-	150
Grant Income	105,000	9,950	114,950
	<u>105,150</u>	<u>9,950</u>	<u>115,100</u>

**3 Charitable activities**

	Access to work	Direct payment peer support	Total 2021
	2021	2021	
	£	£	£
Services provided under contract	9,962	38,750	48,712
	<u>9,962</u>	<u>38,750</u>	<u>48,712</u>
<b>Analysis by fund</b>			
Unrestricted funds	9,962	-	9,962
Restricted funds	-	38,750	38,750
	<u>9,962</u>	<u>38,750</u>	<u>48,712</u>

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE PERIOD ENDED 31 OCTOBER 2021**

**4 Charitable activities**

	Core activities	COVID19 Support	Direct payment peer support	Total 2021
	funds	funds	funds	funds
	£	£	£	£
Staff costs	22,654	8,336	25,833	56,823
Core activities	7,719	-	-	7,719
	<u>30,373</u>	<u>8,336</u>	<u>25,833</u>	<u>64,542</u>
Share of support costs (see note 5)	21,596	1,614	-	23,210
Share of governance costs (see note 5)	996	-	-	996
	<u>52,965</u>	<u>9,950</u>	<u>25,833</u>	<u>88,748</u>
<b>Analysis by fund</b>				
Unrestricted funds	52,965	-	-	52,965
Restricted funds	-	9,950	25,833	35,783
	<u>52,965</u>	<u>9,950</u>	<u>25,833</u>	<u>88,748</u>

**5 Support costs**

	Support costs	Governance costs	2021
	£	£	£
IT & Telecoms costs	6,701	-	6,701
Premises costs	7,988	-	7,988
Insurance	2,005	-	2,005
Printing & Stationery	1,053	-	1,053
General administrative costs	4,180	-	4,180
Depreciation	1,283	-	1,283
Trustee costs	-	700	700
Independent review	-	296	296
	<u>23,210</u>	<u>996</u>	<u>24,206</u>
<b>Analysed between</b>			
Core activities	<u>23,210</u>	<u>996</u>	<u>24,206</u>

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE PERIOD ENDED 31 OCTOBER 2021**

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**6 Trustees**

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the period.

Expenses reimbursed to the Trustees during the period amounted to £26.

**7 Employees**

The average monthly number of employees during the period was:

	<b>2021</b>
	<b>Number</b>
	3
	<u>3</u>
<b>Employment costs</b>	<b>2021</b>
	<b>£</b>
Wages and salaries	55,967
Other pension costs	856
	<u>56,823</u>
	<u>56,823</u>

**8 Tangible fixed assets**

	<b>Fixtures and fittings</b>
	<b>£</b>
<b>Cost</b>	
Additions	5,131
	<u>5,131</u>
At 31 October 2021	5,131
	<u>5,131</u>
<b>Depreciation and impairment</b>	
Depreciation charged in the period	1,283
	<u>1,283</u>
At 31 October 2021	1,283
	<u>1,283</u>
<b>Carrying amount</b>	
At 31 October 2021	3,848
	<u>3,848</u>
	<u>3,848</u>

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE PERIOD ENDED 31 OCTOBER 2021**

<b>9</b>	<b>Debtors</b>	<b>2021</b>
	<b>Amounts falling due within one year:</b>	<b>£</b>
	Trade debtors	3,070
		<u>3,070</u>

<b>10</b>	<b>Creditors: amounts falling due within one year</b>	<b>2021</b>
		<b>£</b>
	Other taxation and social security	4,527
	Trade creditors	1,464
	Accruals and deferred income	700
		<u>6,691</u>

**11 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	<b>Movement in funds</b>			<b>Balance at 31 October 2021</b>
	<b>Balance at 12 October 2020</b>	<b>Incoming resources</b>	<b>Resources expended</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
COVID19 Support	-	9,950	(9,950)	-
Direct payments peer support	-	38,750	(25,833)	12,917
	<u>-</u>	<u>48,700</u>	<u>(35,783)</u>	<u>12,917</u>
	<u>-</u>	<u>48,700</u>	<u>(35,783)</u>	<u>12,917</u>

**COVID19 Support fund**

This fund represents funding received to support the Charity with its operating costs during the COVID19 pandemic.

**Direct payment peer support fund**

This fund represents funding received to enable to the Charity to provide peer support to recipients of Direct Payments and to develop the personal assistant market including personal assistant recruitment and matching services.

**DISABILITY ACTION HARINGEY**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE PERIOD ENDED 31 OCTOBER 2021**

**12 Analysis of net assets between funds**

	<b>Unrestrict ed funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>2021</b>	<b>2021</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fund balances at 31 October 2021 are represented by:			
Tangible assets	3,848	-	3,848
Current assets/(liabilities)	58,299	12,917	71,216
	<u>62,147</u>	<u>12,917</u>	<u>75,064</u>

**13 Related party transactions**

There were no disclosable related party transactions during the period.

**14 Outstanding Guarantees Given by the Charity**

There were no guarantees given by the charity during the period.

**15 Outstanding Debt**

There is no outstanding debt at the end of the period which is subject to a charge on the Charity's assets.