

BROMLEY EXPERTS BY EXPERIENCE

England & Wales · Charity number 1198275

Details

Status Registered

Legal form Charitable company

Company number [07976417](#)

Registered 2022-03-17

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

Contact

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Activities

Objects: THE CHARITY'S OBJECTS (?OBJECTS?) ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:A) THE PROMOTION OF SOCIAL INCLUSION FOR THE PUBLIC BENEFIT AMONGST DEAF AND DISABLED PEOPLE AND THEIR CARERS IN THE LONDON BOROUGH OF BROMLEY AND THE SURROUNDING AREAS IN PARTICULAR BUT NOT EXCLUSIVELY BY THE MAINTENANCE AND PROVISION OF A CENTRE FOR INDEPENDENT LIVING TO PREVENT SUCH PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.B) TO RELIEVE THE NEEDS OF DEAF AND DISABLED PERSONS AND THEIR CARERS LIVING IN THE LONDON BOROUGH OF BROMLEY AND THE SURROUNDING AREAS, IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF ADVICE, INFORMATION AND SUPPORT. FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OF MORE OF THE FOLLOWING FACTORS: ILL HEALTH AND/OR DISABILITY OR BEING A CARER FOR A PERSON WITH ILL HEALTH AND/OR DISABILITY.'NOTHING IN THE ARTICLES SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CHARITY FOR PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005 AND/OR SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008.]

Activities: We are a Deaf and Disabled Peoples Organisation DDPO, run by and for Deaf and Disabled People and carers in Bromley and neighbouring boroughs. We enable local Disabled People to fully understand our rights, develop collective pride and build skills in self advocacy and strong civic participation. We challenge discrimination and break down barriers to independence and inclusion.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Disability
- **Who:** People With Disabilities

Geography

- Bexley
- Bromley
- Croydon
- Kent
- Lambeth
- Lewisham

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£211,830	£206,701	-	-
2024-03-31	£227,518	£228,110	-	-
2023-03-31	£241,957	£216,045	-	-

Trustees

Name	Role	Appointed
Kathryn Clara Emelda Mitchell	Chair	2024-08-07
CHUKWUNWEIKE SIMON Etuka		2025-11-29
George Yousri Mouner Bolous Hana		2025-11-29
Ifueko Iyabo Irene Karibi-Whyte		2024-10-15
Tiwonge Mwase-Vuma		2026-02-25

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Accounts

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**Charity No. 1198275
Company No. 07976417**

Trustee's Report and Unaudited Accounts

31 March 2025

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Trustees Annual Report

The Trustees present their report with the unaudited financial statements of the charity for the year ended 31st March 2025.

ADMINISTRATIVE DETAILS

Charity No. 1198275

Principal Office

Room 5,
Anerley Town Hall & Business Centre,
Anerley Road,
SE20 8DB

Trustees

The following trustees served during the year:

I.I.I. Karibi-Whyte

M. Sunnia

K.C.E. Mitchell

K. Jeffereys

T. Smith

N Livingstone – resigned on 2nd December 2024

S Jeal – resigned on 10th July 2024

D J Persad – resigned on 29th November 2024

Key Management Personnel

Secretary-

Nicola Avril Burgess

Joanne Maria Munn – resigned on 31st August 2024

Accountants

ACCOTAX - Accountants & Tax Consultants

12 London Road

Morden

SM4 5BQ

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Structure, Governance and Management

History

The organisation was first incorporated in 2012 as a Community Interest Company. We became a registered Charity in 2022.

Governing Document

Bromley Experts by Experience is a company limited by guarantee, having no share capital, governed by its Memorandum and Articles of Association and Special Resolution dated August 2019.

Appointment of Trustees

The Board of Trustees is made up of no less than three persons, with no maximum. Trustees are elected from the membership at the AGM. Trustees must be aged sixteen years or over. 51% of Trustees must be Deaf or Disabled people. In practice, over 75%, and usually 100% of Trustees are always Deaf or Disabled people. All Trustees give their time voluntarily and receive no financial benefit from the organisation. New Trustees are given an induction on their roles and responsibilities and are given additional training where needed.

Organisation

The Board of Trustees administers the Charity. The Board meets at least six times each year. To facilitate effective operations, the CEO has delegated authority, within the terms of delegation approved by the Trustees, for operational matters including finance, employment and operations.

Risk Management

The Trustees have reviewed the risks to which the Charity is exposed and maintain a risk register. Risks are mitigated by the implementation of procedures and policies, with a regular review of these to ensure good practice.

Objectives and Activities

Our Objects are:

We are run by and for local Deaf and Disabled people and carers. At least 51% of our trustees have lived experience of Disability. All the staff team along with our CEO have lived experience of disability. All our work is informed by lived experience of disability discrimination, prejudice, oppression and societal barriers to independence and inclusion.

We are part of the Disabled People's Rights Movement; we are more than just an organisation working on issues affecting Disabled people. We are a community, bringing Disabled people and carers together to support each other in empowering ourselves, living the lives we want to live, and actively contributing to a more inclusive and connected Bromley that is better for everyone.

From these, we have developed our Vision and Values

Our Vision:

We have a vision of a world where Disabled people are able to live their lives independently, in the way

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they choose, participating fully in society and enjoying equity and respect for diversity.

Our Mission - what we want to do:

We aim to enable Deaf and Disabled people and carers in Bromley (and neighbouring Boroughs) to fully understand our rights; develop collective pride; and build skills and experience in self-advocacy and strong civic participation.

We believe this will allow Disabled people to lead in challenging discrimination in Bromley and beyond, breaking down barriers to independence, choice and equity which we currently experience in all areas of life.

The context we operate in:

Who we mean by Disabled people:

We believe in the **Social Model of Disability**. This model was developed over the last 50 years by Disabled people. The Social Model states that people with impairments or differences in their mind or body are 'disabled' by the barriers in society which exclude and discriminate. We don't believe our impairments or differences stop us living the lives we choose, with dignity and independence, it is the barriers in society that prevent this. We work to challenge those barriers.

Our definition of Disabled person therefore includes anyone who is being discriminated against or disabled by societal barriers including people:

- with physical impairment
- with a visual impairment
- who are Deaf
- with a hearing impairment
- with sensory impairment
- who experience mental health conditions/ mental distress
- with learning difficulties/disabilities
- with long term health conditions, including chronic illness and energy limiting chronic illness
- who are neurodivergent including autism and ADHD

We recognise that a lot of these impairments are invisible and many people have more than one impairment.

We understand that not all people use the same language to describe themselves. We recognise people's right to use any language they want to describe themselves.

For example, we support the **Deaf Cultural Model**. This is another social model way of thinking used by many people within the British Sign Language (BSL) Community. People within the community focus on their shared cultural experiences, histories and sign language and use the term Deaf to describe themselves.

And we recognise the growth of the **Neurodiversity Movement**. Led originally by autistic people, this movement has come to include people with all sorts of differences in learning, mental processing, sociability, attention or mood. The movement argues that everyone's brains work differently. Our differences are an advantage in some situations and a disadvantage in others. That is a natural part of

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human variation. The Neurodiversity Movement challenges the way that society classifies some brain differences as a problem. People in the movement use the term “neurodivergent” to describe those of us whose brain differences sit outside current social standards of “normality.”

What is important to us at Bromley Experts by Experience is remembering that however we describe ourselves we are one big community of people experiencing disabling barriers. So at Bromley Experts by Experience, we choose to use the social model term “Disabled people” to describe our whole community.

Who we mean by Carers:

When we talk about carers, we mean parents and family or friend carers of Disabled people, not professional carers.

The Values and approaches that make Bromley Experts by Experience unique

These are the principles and beliefs we always keep to while we are working towards our aims, and which make us different from other local organisations:

- We always work within the **Social Model of Disability** and are open to all people in Bromley experiencing disabling barriers.
- We believe in the Disabled People’s Rights Movement approach of “**Nothing About Us Without Us**”. It is Disabled people who lead and staff our organisation, and we co-produce new solutions to barriers with local Disabled people.
- **We believe in actively challenging and removing barriers** to enable Disabled people and carers to realise our potential and live our lives as we chose. We are committed to the 12 Pillars of Independent Living which the Disabled People’s Rights Movement advocates for¹.
- **We lead by example**, using rights and strengths-based language about Disabled people; using peer support to create empowering opportunities for Disabled people to build experience and skills; and providing meaningful opportunities for Disabled people to be change-makers.
- We understand and use the **value of lived experience**. The lived experience our trustees, staff and volunteers bring means we understand first-hand the experiences and challenges local Disabled people and carers face and the barriers to independence and inclusion. This helps us to engage well with local people and genuinely involve them in developing and influencing services. Our services are therefore more effective, better designed, more accessible, approachable and culturally sensitive.
- **We value the rich diversity of Disabled people and carers’ lived experience**. We recognise that Disabled people often experience multiple forms of discrimination and oppression because of other characteristics such as race, ethnicity, sexuality, gender, sociocultural background. We recognise that people have hugely diverse cultures, views and ideas. We see these diverse backgrounds and experiences as a collective strength and encourage people to bring these in to influence our work. This allows us to provide our services with empathy and based on understanding of both shared experience and diverse perspectives.

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- **We treat everyone fairly.** We understand that fairness is not about treating everyone the same. We support equitable access for service users, members, volunteers, staff and trustees. We are committed to making adjustments for people's varied access needs to ensure that everyone can participate fully.
- **We provide support in a holistic way.** This means putting the people who use our services at the centre of what we do, giving them time and support to make choices and developing our services around their needs.
- **We encourage Disabled people to develop positive self-identity and pride in their membership of a proud cultural community** by bringing people together, directly tackling exclusion, building participation locally, and supporting Disabled people and carers to share learning and influence change beyond the local area.

Activities

Voice and Campaigning funded by Trust for London – Connected Communities fund, continuing into the next financial year

- Fed into national and local campaigns and consultations on barriers to inclusion and independence facing local Disabled people.
- Ran regular forum meetings to explore barriers to access and inclusion and raise issues to local service providers. These forums included the following:
 - Bromley Mental Health Forum
 - Bromley Accessibility Forum
 - Bromley Independent Living Forum
- Shared campaigns through our newsletter and social media platforms.
- Hustings May 2024 London Mayoral and London Assembly Elections
- Hustings June 2024 General Election

Disability Pride 2024 – funding from a Donation from Biggin Hill and other unrestricted funding

- Over 124 people attended this event. It showcases Disabled talent, develops collective pride and helps to break down stigma attached to Disability. We had local Disabled people perform.

Youth Transition Project funded by Trust for London – Strengthening Voices, Realising Rights Fund, until August 2024

- Engaged intensively with 39 young Disabled people aged 16-25 in local schools and colleges to deliver sessions around topics including Disability rights, the Social Model of Disability, barriers to inclusion and exploring transitioning into adulthood.
- Tailored the sessions to the young people's needs and adapted our communication styles so they could participate fully.

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- Produced a short film about barriers to inclusive education and held an event to launch the film to 21 people including local councillors and the Mayor of Bromley.
- Gained valuable data to evidence the need to continue this valuable work and submit funding applications.

Volunteering and Supported Volunteering funded by Trust for London Disability Justice Fund, until August 2026

- Person-centred support and development for local Disabled people to expand their skills, experience and confidence.
- Volunteers being part of the interview process.
- Recruitment of a new Volunteer Coordinator.
- Creating new volunteer role profiles for volunteers
- Creating new trustee profiles and advertising the positions.

Monthly social coffee and chat sessions – funded with unrestricted funding

- Monthly coffee afternoons in central Bromley
- Opportunities to socialise and develop peer support networks

Website working groups – funded with unrestricted funding

- Gained feedback from members on how to make our website more accessible.

As well as Trust for London and Biggin Hill, as mentioned above, we also received funding from Lloyds Bank Foundation, Tudor Trust and Berkeley Foundation.

Financial Review

The results for the year-end financial position of the Charity are shown in the annexed statements. The Charity brought forward unrestricted funds of £69,831 and restricted funds of £11,182 from the previous accounting period. During the current accounting period, the net gain is £5,129 of which £7,442 is unrestricted and (£2,313) restricted. This leaves final balances to carry forward of £77,273 unrestricted and £8,870 restricted funds.

Events after the Balance Sheet

The Charity continues to rely on grant applications and other fundraising options to fund our activities. The Trustees are confident that these grants will continue to be available for the valuable work the Charity is doing.

During the year, the Trustees have monitored the financial position of the organisation to ensure that the Charity's funds, both restricted and unrestricted, are correctly applied and accounted for.

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Plans for Future Periods

We developed and finalised our strategic plan for April 2024 to March 2027. Within this, we identified some key areas to further improve the organisation, including:

- Developing our data collection and analysis in order to measure our impact.
- Produce a communications strategy.
- Reaching out to marginalised groups of Disabled people in the community.
- Strengthening our relationships with local stakeholders and exploring opportunities for collaborative partnership working.
- Developing our website.
- Promoting our monthly newsletter more widely.
- Developing a campaigns strategy.
- Sustaining funding and establishing new services.

Reserves Policy

Bromley Experts by Experience will maintain sufficient reserves to allow it to cover known liabilities and contingencies, absorb setbacks and take advantage of change and opportunity.

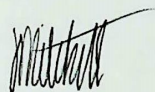
Bromley Experts by Experience will hold unrestricted funds to meet at least one month's running costs and is aiming to build up reserves to cover 3 months' running costs. This will enable Bromley Experts by Experience to sustain much needed services going forwards and to provide contingency against loss of funding or other unexpected circumstances, to give us time to raise more funds.

Trustees' responsibilities

Company law requires the Trustees to present financial statements for each financial year, which give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements the Trustees are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent and prepare the financial statements on a going concern basis unless it is inappropriate to presume the Company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the organisation and to enable them to ensure that the financial statements comply with the Companies Act 2006 and with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations. They are also responsible for safeguarding the assets of the organisation and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the board of trustees



Kathryn Mitchell

Trustee

28th October 2025

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Independent Examiners Report

Independent Examiner's Report to the trustees of BROMLEY EXPERTS BY EXPERIENCE

I report to the trustees on my examination of the financial statements of BROMLEY EXPERTS BY EXPERIENCE for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

- the accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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.



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12 London Road
Morden
SM4 5BQ
01 October 2025

Nov 10, 2025

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Statement of Financial Activities For the year ended 31 March 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Incoming Resources:					
Donations and legacies	2	25,025	1,000	26,025	250
Charitable activities	3	-	180,633	180,633	172,846
Services and Contracts	4	-	-	-	38,070
Bank Interest	5	482	-	482	572
Other Income	6	-	4,690	4,690	15,780
Total Incoming Resources		25,507	186,323	211,830	227,518
Resources Expended					
Charitable activities	7	15,316	167,335	182,651	200,827
Governance costs	7	1,500	9,019	10,519	13,435
Other costs	8	1,249	12,282	13,531	13,848
Total Resources Expended		18,065	188,636	206,701	228,110
Net gains on investments					
Net Income	9	7,442	(2,313)	5,129	(592)
Transfers between funds		-	-	-	-
Net income before other gains/(losses)					
Other gains and losses		-	-	-	-
Net Movement in funds		7,442	(2,313)	5,129	(592)
Reconciliation of funds:					
Total funds brought forward		43,279	12,414	55,693	55,693
Retained Earnings		26,552	(1, 231)	25,321	25,912
Total Funds carried forward		77,273	8,870	86,143	81,013

There are no recognised gains and losses other than those in the statement of financial activities. Therefore, no statement of total recognised gains and losses has been prepared. All the above amount relates to continuing activities.

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Balance Sheet

As at 31 March 2025

Charity No. 1198275

		2025	2024
		£	£
Fixed Assets			
Tangible assets	11	363	542
		<hr/> 363	<hr/> 542
Current Assets			
Debtors	12	3,751	8,534
Cash at bank and in hand		120,491	188,877
		<hr/> 124,242	<hr/> 197,412
Creditors:			
Amount falling due within one year	13	(38,462)	(116,941)
Net Current Assets		<hr/> 85,780	<hr/> 80,471
Total Assets less Current Liabilities		86,143	81,013
Net Assets excluding pension asset or liability		<hr/> 86,143	<hr/> 81,013
Total Net Assets		<hr/> 86,143	<hr/> 81,013
The funds of the charity			
Restricted funds			
Restricted income funds	14	8,870	11,182
Unrestricted funds			
Unrestricted funds	14	77,273	69,831
Reserves		<hr/> -	<hr/> -
Total Funds		<hr/> 86,143	<hr/> 81,013

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For the year ending 31st March 2025 the Company was entitled to exemption from the audit under section 477 of companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The members acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the trustees board on 28th October 2025 and signed on their behalf by:



Kathryn Mitchell
Trustee

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Notes to the Accounts For the year ended 31 March 2025

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of Accounting

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, and in compliance with 'Accounting and Reporting by Charities: Statement of recommended practice (FRS 102) ("SORP").

Fund accounting

- Unrestricted funds These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
- Designated funds These are unrestricted funds earmarked by the trustees for particular purposes.
- Revaluation funds These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
- Restricted funds These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related expenditure Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and legacies Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help the value of any volunteer help received is not included in the accounts.

Investment income This is included in the accounts when receivable.

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Gains/(losses) on revaluation of fixed assets This includes any gain or loss resulting from revaluing investments to market value at the end of the year.

Gains/(losses) on Investment assets This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure Expenditure is recognised on an accrual's basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.

Expenditure on charitable activities These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

Governance costs These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or

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estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period.

Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.

All exchange differences are taken into account in arriving at net income/expenditure.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

Depreciation

Depreciation is charged @ 33% reducing balance method.

2 Income from donations and legacies

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Donation Received – Non-Gift Aid	25	1,000	1,025	250
Lloyds Bank Foundation	25,000	-	25,000	-
	<hr/> 25,025	<hr/> 1,000	<hr/> 26,025	<hr/> 250

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3 Income from charitable activities

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Berkeley Foundation	-	1,953	1,953	14,760
City Bridge Trust	-	-	-	3,350
GLA (BSC)	-	125	125	1,000
GLA Civil Society Roots	-	(1)	(1)	37,329
Trust for London CC	-	78	78	7,431
Trust for London SVRR	-	36,151	36,151	45,149
Tudor Trust (TT)	-	54,141	54,141	39,833
TT Development Grant	-	3,205	3,205	4,290
T4L CC (New)	-	29,749	29,749	8,289
T4L Disability Justice Fund	-	47,585	47,585	11,415
T4L Addition	-	7,647	7,647	-
	-	180,633	180,633	172,846

4 Services and Contracts

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Lewis House Contract	-	-	-	28,500
NHS CCG	-	-	-	-
NHS ICB	-	-	-	8,102
Training and Consultancy	-	-	-	1,468
	-	-	-	38,070

5 Bank Interest

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Bank Interest	482	-	482	572
	482	-	482	572

6 Other Income

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Access to work claims	-	4,690	4,690	13,830
Other Income	-	-	-	1,950
	-	4,690	4,690	15,780

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7 Expenditure on charitable activities

	Unrestricted	Restricted	2025	2024
	£	£	£	£
A2W expenditure	-	4,690	4,690	13,830
Direct project cost	2,008	30,316	32,324	18,312
Staff Salaries cost	2,567	125,273	127,840	143,208
Premises and services cost	10,741	7,056	17,797	25,477
	15,316	167,335	182,651	200,827

Governance costs

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Accountancy and bookkeeping	1,500	7,424	8,924	10,055
Trustees cost	-	1,595	1,595	3,380
	1,500	9,019	10,519	13,435

8 Other expenditure

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	179	-	179	267
General administrative costs	342	3,492	3,834	1,775
Legal and professional costs	628	8,750	9,378	11,806
Bad debt written off	100	-	100	-
Volunteer cost	-	40	40	-
	1,249	12,282	13,531	13,848

9 Net income before transfers

	2025	2024
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	179	267

BROMLEY EXPERTS BY EXPERIENCE

10 Staff Costs

	2025 £	2024 £
No employee received emoluments in excess of £60,000.	-	-
Average number of employees during the year	10	10

11 Tangible Fixed Assets

	2025 £	2024 £
Cost or revaluation	542	809
Additions	-	-
At 31 March 2025	542	809
Depreciation and impairment		
Depreciation charge for the year	179	267
At 31 March 2025	179	267
Net book value		
At 31 March 2025	363	542

12 Debtors

	2025 £	2024 £
Trade Debtors	-	100
Prepayments and accrued income	2,025	6,394
Rent Deposit	1,726	2,040
	3,751	8,534

13 Creditors

Amounts falling due within one year

	2025 £	2024 £
Trade Creditors	3,392	4,217
Other taxes and social security	513	-
Accruals	3,000	1,500
Deferred Income	31,557	111,224
	38,462	116,941

BROMLEY EXPERTS BY EXPERIENCE

14 Movements in funds

	At 1 April 2024	Incoming resources	Resources	At 31 March 2025
	£	(including other	expended	£
		gains/losses)		
Restricted funds:				
<i>Total</i>	11,182	186,323	(188,636)	8,870
	11,182	186,323	(188,636)	8,870
Unrestricted funds:				
<i>Total</i>	69,831	25,507	(18,065)	77,273
Total funds	81,013	211,830	(206,701)	86,143

15 Analysis of net assets between funds

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Fixed assets		363	363	542
Net current assets	77,273	8,507	85,780	80,471
	77,273	8,870	86,143	81,013

BROMLEY EXPERTS BY EXPERIENCE

Detailed Statement of Financial Activities For the year ended 31 March 2025

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Income and endowments from:				
Donations and legacies				
Donation received Non-gift Aid	25	1,000	1,025	250
Lloyds bank foundation	25,000	-	25,000	-
	25,025	1,000	26,025	250
Charitable activities				
Berkeley Foundation	-	1,953	1,953	14,760
T4L Addition	-	7,647	7,647	-
City Bridge Trust	-	-	-	3,350
GLA Building Stronger Communities	-	125	125	1,000
GLA Civil Society Roots	-	(1)	(1)	37,329
T4L CC (new)	-	29,749	29,749	8,289
T4L Disability Justice Fund	-	47,585	47,585	11,415
Trust for London CC	-	78	78	7,431
Trust for London SVRR	-	36,151	36,151	45,149
Tudor Trust	-	54,141	54,141	39,833
Tudor Trust Development Grant	-	3,205	3,205	4,290
	-	180,633	180,633	172,846
Services and Contracts				
Lewis house contract	-	-	-	28,500
NHS CCG	-	-	-	-
NHS ICB	-	-	-	8,102
Training & Consultancy	-	-	-	1,468
	-	-	-	38,070
Bank interest				
	482	-	482	572
	482	-	482	572

BROMLEY EXPERTS BY EXPERIENCE

Other

Access to work claims	-	4,690	4,690	13,830
Other income	-	-	-	1,950
	-	4,690	4,690	15,780
Total Income	25,507	186,323	211,830	227,518

Expenditure on:

Charitable activities

A2W Expenditure	-	4,690	4,690	13,830
Direct projects cost	2,008	30,316	32,324	18,312
Staff salaries cost	2,567	125,273	127,840	143,208
Premises and services cost	10,741	7,056	17,797	25,477
	15,316	167,335	182,651	200,827

Governance costs

Accountancy and bookkeeping	1,500	7,424	8,924	10,055
Trustees costs	-	1,595	1,595	3,380
	1,500	9,019	10,519	13,435

Total of expenditure on charitable activities

General administrative costs, including depreciation	179	-	179	267
Software, IT support & related costs	-	1,820	1,820	656
Stationary & printing	-	203	203	306
Sundry expenses	202	-	202	59
Telephone, fax and broadband	64	460	524	754
Office equipment maintenance	62	1,009	1,071	-
Refreshments (core)	2	-	2	-
Bad debt written off	100	-	100	-
Volunteer recruitment	-	40	40	-
	609	3,532	4,141	2,042
Legal and professional costs				
Insurance Cost	628	1,957	2,585	2,154

BROMLEY EXPERTS BY EXPERIENCE

Consultancy fees	-	6,793	6,793	9,652
Professional subscriptions	12	-	12	-
	640	8,750	9,390	11,806
Total expenditure of other costs	1,249	12,282	13,531	13,848
Total expenditure	18,065	188,636	206,701	228,110
Net gains on investments	-	-	-	-
Net Income	7,442	(2,313)	5,129	(592)
Net income before other gains/(losses)	7,442	(2,313)	5,129	(592)
Other Gains	-	-	-	-
Net movement in funds	7,442	(2,313)	5,129	(592)
Reconciliation of funds:				
Total funds brought forward	69,831	11,182	81,013	81,605
Total funds carried forward	77,273	8,870	86,143	81,013

BROMLEY EXPERTS BY EXPERIENCE

England & Wales - Charity number 1198275

Accounts

BROMLEY EXPERTS BY EXPERIENCE

BROMLEY EXPERTS BY EXPERIENCE

Charity No. 1198275
Company No. 07476417

Trustee's Report and Unaudited Accounts

31 March 2024

BROMLEY EXPERTS BY EXPERIENCE

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Detailed Statement of Financial Activities	21 to 23

BROMLEY EXPERTS BY EXPERIENCE

Trustees Annual Report

The Trustees present their report with the unaudited financial statements of the charity for the year ended 31st March 2024.

ADMINISTRATIVE DETAILS

Charity No. 1198275

Principal Office

Room 5,
Anerley Town Hall & Business Centre,
Anerley Road,
SE20 8DB

Trustees

The following trustees served during the year:

S.D. Jeal

K. Jefferys

N.M. Livingstone

D.Jai- Persad

T. Smith

Key Management Personnel

Secretary- Ms Joanne Munn

Accountants

ACCOTAX - Accountants & Tax Consultants
12 London Road
Morden
SM4 5BQ

Structure, Governance and Management

History

The organisation was first incorporated in 2012 as a Community Interest Company. We became a registered Charity in 2022.

Governing Document

Bromley Experts by Experience is a company limited by guarantee, having no share capital, governed by its Memorandum and Articles of Association and Special Resolution dated August 2019.

Appointment of Trustees

BROMLEY EXPERTS BY EXPERIENCE

The Board of Trustees is made up of no less than three persons, with no maximum. Trustees are elected from the membership at the AGM. Trustees must be aged sixteen years or over. 51% of Trustees must be Deaf or Disabled people. In practice, over 75%, and usually 100% of Trustees are always Deaf or Disabled people. All Trustees give their time voluntarily and receive no financial benefit from the organisation. New Trustees are given an induction on their roles and responsibilities and are given additional training where needed.

Organisation

The Board of Trustees administers the Charity. The Board meets at least six times each year. To facilitate effective operations, the CEO has delegated authority, within the terms of delegation approved by the Trustees, for operational matters including finance, employment and operations.

Risk Management

The Trustees have reviewed the risks to which the Charity is exposed and maintain a risk register. Risks are mitigated by the implementation of procedures and policies, with a regular review of these to ensure good practice.

Objectives and Activities

Our Objects are:

We are run by and for local Deaf and Disabled people and carers. All of our trustees have lived experience of Disability, along with the CEO and all the staff team. All our work is informed by lived experience of disability discrimination, prejudice, oppression and societal barriers to independence and inclusion.

We are part of the Disabled People's Rights Movement; we are more than just an organisation working on issues affecting Disabled people. We are a community, bringing Disabled people and carers together to support each other in empowering ourselves, living the lives we want to live, and actively contributing to a more inclusive and connected Bromley that is better for everyone.

From these, we have developed our Vision and Values

Our Vision:

We have a vision of a world where Disabled people are able to live their lives independently, in the way they choose, participating fully in society and enjoying equity and respect for diversity.

Our Mission - what we want to do:

We aim to enable Deaf and Disabled people and carers in Bromley (and neighbouring Boroughs) to fully understand our rights; develop collective pride; and build skills and experience in self-advocacy and strong civic participation.

We believe this will allow Disabled people to lead in challenging discrimination in Bromley and beyond,

BROMLEY EXPERTS BY EXPERIENCE

breaking down barriers to independence, choice and equity which we currently experience in all areas of life.

The context we operate in:

Who we mean by Disabled people:

We believe in the **Social Model of Disability**. This model was developed over the last 50 years by Disabled people. The Social Model states that people with impairments or differences in their mind or body are 'disabled' by the barriers in society which exclude and discriminate. We don't believe our impairments or differences stop us living the lives we choose, with dignity and independence, it is the barriers in society that prevent this. We work to challenge those barriers.

Our definition of Disabled person therefore includes anyone who is being discriminated against or disabled by societal barriers including people:

- with physical impairment
- who are Deaf
- with sensory impairment
- with mental health conditions
- with learning difficulties
- with long term health conditions
- with invisible impairments
- who are neurodivergent i.e. autism, ADHD, etc.

We understand that not all people use the same language to describe themselves. We recognise people's right to use any language they want to describe themselves.

For example, we support the **Deaf Cultural Model**. This is another social model way of thinking used by many people within the British Sign Language (BSL) Community. People within the community focus on their shared cultural experiences, histories and sign language and use the term Deaf to describe themselves.

And we recognise the growth of the **Neurodiversity Movement**. Led originally by autistic people, this movement has come to include people with all sorts of differences in learning, mental processing, sociability, attention or mood. The movement argues that everyone's brains work differently. Our differences are an advantage in some situations and a disadvantage in others. That is a natural part of human variation. The Neurodiversity Movement challenges the way that society classifies some brain differences as a problem. People in the movement use the term "neurodivergent" to describe those of us whose brain differences sit outside current social standards of "normality."

What is important to us at X by X is remembering that however we describe ourselves we are one big community of people experiencing disabling barriers. So at X by X we choose to use the social model term "Disabled people" to describe our whole community.

BROMLEY EXPERTS BY EXPERIENCE

Who we mean by Carers:

When we talk about carers we mean parents and family or friend carers of Disabled people, not professional carers.

The Values and approaches that make Bromley X by X unique

These are the principles and beliefs we always keep to while we are working towards our aims, and which make us different from other local organisations:

- We always work within the **Social Model of Disability** and are open to all people in Bromley experiencing disabling barriers.
- We believe in the Disabled People's Rights Movement approach of **"Nothing About Us Without Us"**. It is Disabled people who lead and staff our organisation, and we co-produce new solutions to barriers with local Disabled people.
- **We believe in actively challenging and removing barriers** to enable Disabled people and carers to realise our potential and live our lives as we chose. We are committed to the 12 Pillars of Independent Living which the Disabled People's Rights Movement advocates for¹.
- **We lead by example**, using rights and strengths-based language about Disabled people; using peer support to create empowering opportunities for Disabled people to build experience and skills; and providing meaningful opportunities for Disabled people to be change-makers.
- We understand and use the **value of lived experience**. The lived experience our trustees, staff and volunteers bring means we understand first-hand the experiences and challenges local Disabled people and carers face and the barriers to independence and inclusion. This helps us to engage well with local people and genuinely involve them in developing and influencing services. Our services are therefore more effective, better designed, more accessible, approachable and culturally sensitive.
- **We value the rich diversity of Disabled people and carers' lived experience**. We recognise that Disabled people often experience multiple forms of discrimination and oppression because of other characteristics such as race, ethnicity, sexuality, gender, sociocultural background. We recognise that people have hugely diverse cultures, views and ideas. We see these diverse backgrounds and experiences as a collective strength and encourage people to bring these in to influence our work. This allows us to provide our services with empathy and based on understanding of both shared experience and diverse perspectives.
- **We treat everyone fairly**. We understand that fairness is not about treating everyone the same. We support equitable access for service users, members, volunteers, staff and trustees. We are committed to making adjustments for people's varied access needs to ensure that everyone can participate fully.
- **We provide support in a holistic way**. This means putting the people who use our services at the centre of what we do, giving them time and support to make choices and developing our services around their needs.

BROMLEY EXPERTS BY EXPERIENCE

- **We encourage Disabled people to develop positive self-identity and pride in their membership of a proud cultural community** by bringing people together, directly tackling exclusion, building participation locally, and supporting Disabled people and carers to share learning and influence change beyond the local area.

Activities

Lewis House

Bromley Experts by Experience was commissioned by Bromley Council to manage Lewis House as a Centre for Independent Living. This includes:

- A place where you can try out different types of adaptive equipment
- Appointments with Bromley Occupational Therapists to help you identify what equipment you need
- Information about local services
- Portacabin meeting rooms available for FREE to local community groups

Our Contract with Bromley Council terminated on 31st December 2023. Bromley Council have said that although they recognise the value of our services, they would no longer be able to financially support us.

Voice and Campaigning funded by Trust for London and continuing into the next financial year

- Fed into national and local campaigns and consultations on barriers to inclusion and independence facing local Disabled people.
- Ran regular meetings of the Bromley Mental Health Forum, Bromley Mobility Forum (now the Accessibility Forum) and Bromley Independent Living Forum to explore barriers to access and inclusion and raise issues to local service providers.
- Shared campaigns through our newsletter and social media platforms.

United Voices project funded by Greater London Authority Civil Society Roots (ended in March 2024)

- Engaged with local organisations and groups across the Borough to explore barriers to inclusion.
- Delivered workshops based on the barriers identified by local Disabled people.
- Ran an event to bring Disabled people together, with guest speakers and opportunities for local Disabled people to have their say.

Engagement project commissioned by the NHS Integrated Care Board (ICB)

- Engaged with people in supported living accommodation to feedback their views on the service they receive.

Disability Pride 2023 funded by City Bridge Foundation, Trust for London and Greater London Authority

- Over 70 people attended this event that showcases Disabled talent, develops collective pride and helps to break down stigma attached to Disability, including the Mayor of Bromley and local Councillors.

BROMLEY EXPERTS BY EXPERIENCE

Youth Transition Project funded by Trust for London until August 2024

- Engaged with young Disabled people aged 16-25 in local schools and colleges to deliver sessions around topics including Disability rights, the Social Model of Disability and transition/barriers.
- Tailored the sessions to the young people's needs and adapted our communication styles so they could participate fully.
- Produced a short film about barriers to inclusive education.

Supported Volunteering funded by City Bridge Trust and then by Trust for London Disability Justice Fund

- Person-centred support and development for local Disabled people to expand their skills, experience and confidence.

Financial Review

The results for the yearend financial position of the Charity are shown in the annexed statements. The Charity brought forward unrestricted funds of £58,601 and restricted funds of £23,462 from the previous accounting period. During the current accounting period, the net loss is (£592) of which profit of £11,688 is unrestricted and loss of (£12,280) restricted. This leaves final balances to carry forward of £69,831 unrestricted and £11,182 restricted funds

Events after the Balance Sheet

The Charity continues to rely on grant applications and other fundraising including seeking commissioning to fund its activities. The Trustees are confident that these grants will continue to be available for the valuable work the Charity is doing, with the exception of commissioning from the London Borough of Bromley, which ended on 31st December 2023, due to the ending of the commissioned period and future changes in commissioning priorities.

During the year, the Trustees have monitored the financial position of the organisation to ensure that the Charity's funds, both restricted and unrestricted, are correctly applied and accounted for.

Plans for Future Periods

We developed and finalised our strategic plan for April 2024 to March 2027. Within this, we identified some key areas to further improve the organisation, including:

- Developing our data collection and analysis and produce a communications strategy.
- Reaching out to marginalised groups of Disabled people in the community.
- Strengthening our relationships with local stakeholders and exploring opportunities for collaborative partnership working.
- Designing a new website.
- Promoting our monthly newsletter more widely.
- Developing a campaigns strategy.
- Sustaining funding and establishing new services.

BROMLEY EXPERTS BY EXPERIENCE

Reserves Policy

Bromley Experts by Experience will maintain sufficient reserves to allow it to cover known liabilities and contingencies, absorb setbacks and take advantage of change and opportunity.

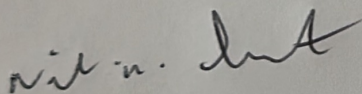
Bromley Experts by Experience will hold unrestricted funds to meet at least one month's running costs and is aiming to build up reserves to cover 3 months' running costs. This will enable Bromley Experts by Experience to sustain much needed services going forwards and to provide contingency against loss of funding or other unexpected circumstances, to give us time to raise more funds.

Trustees' responsibilities

Company law requires the Trustees to present financial statements for each financial year, which give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements the Trustees are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent and prepare the financial statements on a going concern basis unless it is inappropriate to presume the Company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the organisation and to enable them to ensure that the financial statements comply with the Companies Act 2006 and with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations. They are also responsible for safeguarding the assets of the organisation and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the charity's trustees



N.M. Livingstone

Trustee

07th November 2024

BROMLEY EXPERTS BY EXPERIENCE

Independent Examiners Report

Independent Examiner's Report to the trustees of BROMLEY EXPERTS BY EXPERIENCE

I report to the trustees on my examination of the financial statements of BROMLEY EXPERTS BY EXPERIENCE for the year ended 31 March 2024.

Responsibilities and basis of report

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

The trustees consider that an audit is not required for this year under the Charities Act 2011, s.144(2) (the 2011 Act) and that an independent.

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

Independent examiner's statement

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

- the accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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.

Waqas Sagar ICAEW
ACCOTAX - Accountants & Tax Consultants
12 London Road
Morden
SM4 5BQ



ACCOTAX™
Accountants & Tax Consultants
12 London Road, Morden, SM4 5BQ
T: 0800 644 1258 T: 0203 441 1258
E: info@accotax.co.uk



07th November 2024

BROMLEY EXPERTS BY EXPERIENCE

Statement of Financial Activities For the year ended 31 March 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Incoming Resources:					
Donations and legacies	2	250	-	250	1,667
Charitable activities	3	-	172,846	172,846	134,918
Services and Contracts	4	38,070	-	38,070	91,835
Bank Interest	5	572	-	572	24
Other Income	6	1,950	13,830	15,780	13,513
Total Incoming Resources		40,842	186,676	227,518	241,957
Resources Expended					
Charitable activities	7	26,841	173,986	200,827	195,911
Governance costs	7	86	13,349	13,435	6,708
Other costs	8	2,227	11,621	13,848	13,426
Total Resources Expended		29,154	198,956	228,110	216,045
Net gains on investments					-
Net Income	9	11,688	(12,280)	(592)	25,912
Transfers between funds		-	-	-	-
Net income before other gains/(losses)					
Other gains and losses		-	-	-	-
Net Movement in funds		11,688	(12,280)	(592)	25,912
Reconciliation of funds:					
Total funds brought forward		43,279	12,414	55,693	55,693
Retained Earnings		14,864	11,048	25,912	-
Total Funds carried forward		69,831	11,182	81,013	81,605

There are no recognised gains and losses other than those in the statement of financial activities. Therefore, no statement of total recognised gains and losses has been prepared. All the above amount relates to continuing activities.

BROMLEY EXPERTS BY EXPERIENCE

Balance Sheet

As at 31 March 2024

Charity No. 1198275

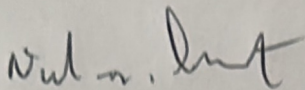
		2024	2023
		£	£
Fixed Assets			
Tangible assets	11	542	809
		<hr/>	<hr/>
		542	809
Current Assets			
Debtors	12	8,535	8,204
Cash at bank and in hand		188,877	120,966
		<hr/>	<hr/>
		197,412	129,170
Creditors:			
Amount falling due within one year	13	(116,941)	(48,374)
		<hr/>	<hr/>
Net Current Assets		80,471	80,796
Total Assets less Current Liabilities		81,013	81,605
		<hr/>	<hr/>
Net Assets excluding pension asset or liability		81,013	81,605
		<hr/>	<hr/>
Total Net Assets		81,013	81,605
		<hr/>	<hr/>
The funds of the charity			
Restricted funds			
Restricted income funds	14	11,182	23,462
		<hr/>	<hr/>
Unrestricted funds			
Unrestricted funds	14	69,831	58,143
		<hr/>	<hr/>
Reserves		-	-
		<hr/>	<hr/>
Total Funds		81,013	81,605
		<hr/>	<hr/>

For the year ending 31st March 2024 the Company was entitled to exemption from the audit under section 477 of companies Act 2006.

BROMLEY EXPERTS BY EXPERIENCE

The members have not required the company to obtain an audit in accordance with section 478 of the Companies Act 2006. The members acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

Approved by the members on 30/11/2024 and signed on their behalf by:



N.M. Livingstone
Member

BROMLEY EXPERTS BY EXPERIENCE

Notes to the Accounts

For the year ended 31 March 2024

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of Accounting

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, and in compliance with 'Accounting and Reporting by Charities: Statement of recommended practice (FRS 102) ("SORP").

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
-----------------------	---

Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
---------------------------------	--

Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
------------------------	--

Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
-------------------------------------	---

Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
---------------------------------	--

Volunteer help	the value of any volunteer help received is not included in the accounts.
----------------	---

Investment income	This is included in the accounts when receivable.
-------------------	---

BROMLEY EXPERTS BY EXPERIENCE

Gains/(losses) on revaluation of fixed assets This includes any gain or loss resulting from revaluing investments to market value at the end of the year.

Gains/(losses) on Investment assets This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure Expenditure is recognised on an accrual's basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.

Expenditure on charitable activities These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

Governance costs These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or

BROMLEY EXPERTS BY EXPERIENCE

estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period.

Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.

All exchange differences are taken into account in arriving at net income/expenditure.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 Income from donations and legacies

	Unrestricted £	2024 £	2023 £
Donation Received – Non-Gift Aid	250	250	1,667

3 Income from charitable activities

	Unrestricted £	Restricted £	2024 £	2023 £
Berkeley Foundation	-	14,760	14,760	16,287
City Bridge Trust	-	3,350	3,350	5,275
GLA (BSC)	-	1,000	1,000	8,998
GLA Civil Society Roots	-	37,329	37,329	16,667
Trust for London CC	-	7,431	7,431	27,554
Trust for London SVRR	-	45,149	45,149	47,000
Tudor Trust (TT)	-	39,833	39,833	13,137

BROMLEY EXPERTS BY EXPERIENCE

TT Development Grant	-	4,290	4,290	-
T4L CC	-	8,289	8,289	-
T4L Disability Justice Fund	-	11,415	11,415	-
	-	172,846	172,846	134,918

4 Services and Contracts

	Unrestricted £	Restricted £	2024 £	2023 £
Lewis House Contract	28,500	-	28,500	36,500
NHS CCG	-	-	-	30,198
NHS ICB	8,102	-	8,102	21,873
Training and Consultancy	1,468	-	1,468	3,264
	38,070	-	38,070	91,835

5 Bank Interest

	Unrestricted £	Restricted £	2024 £	2023 £
Bank Interest	572	-	572	24
	572	-	572	24

6 Other Income

	Unrestricted £	Restricted £	2024 £	2023 £
Access to work claims	-	13,830	13,830	11,760
Other income	1,950	-	1,950	1,753

BROMLEY EXPERTS BY EXPERIENCE

1,950	13,830	15,780	13,513
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7 Expenditure on charitable activities

	Unrestricted £	Restricted £	2024 £	2023 £
A2W expenditure	-	13,830	13,830	11,760
Direct projects cost	66	18,246	18,312	18,968
Staff Salaries cost	13,166	130,042	143,208	142,432
Premises and services cost	13,609	11,868	25,477	22,751
	<u>26,841</u>	<u>173,986</u>	<u>200,827</u>	<u>195,911</u>
<i>Governance costs</i>				
Accountancy and bookkeeping	-	10,055	10,055	6,694
Trustees costs	86	3,294	3,380	14
	<u>86</u>	<u>13,349</u>	<u>13,435</u>	<u>6,708</u>

8 Other expenditure

	Unrestricted £	Restricted £	2024 £	2023 £
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	267	-	267	398
General administrative costs	428	1,347	1,775	4,317

BROMLEY EXPERTS BY EXPERIENCE

Legal and professional costs	1,532	10,274	11,806	8,711
	2227	11,621	13,848	13,426
9 Net income before transfers			2024	2023
			£	£
This is stated after charging:				
Depreciation of owned fixed assets			267	398
10 Staff Costs			2024	2023
			£	£
No employee received emoluments in excess of £60,000.			-	-
Average number of employees during the year			10	10
11 Tangible Fixed Assets			2024	2023
			£	£
Cost or revaluation				
			809	-
Additions			-	1,207
At 31 March 2024			809	1,207
Depreciation and impairment				
Depreciation charge for the year			267	398
At 31 March 2024			267	398
Net book values				
At 31 March 2024			542	809
12 Debtors			2024	2023
			£	£
Trade Debtors			100	1,919
Prepayments and accrued income			6,394	6,285
Rent Deposit			2,040	-
			8,534	8,204

BROMLEY EXPERTS BY EXPERIENCE

13 Creditors

Amounts falling due within one year

	2024	2023
	£	£
Trade Creditors	4,217	3,332
Other taxes and social security	-	1,628
Accruals	1,500	2,120
Deferred Income	111,224	41,294
	<hr/>	<hr/>
	116,941	48,374

14 Movements in funds

	At 1 April 2023	Incoming resources	Resources	At 31 March 2024
	£	(including other	expended	£
		gains/losses)		
Restricted funds:				
<i>Total</i>	23,462	186,676	(198,956)	11,182
	<hr/>	<hr/>	<hr/>	<hr/>
	23,462	186,676	(198,956)	11,182
Unrestricted funds:				
<i>Total</i>	58,143	40,842	(29,154)	69,831
	<hr/>	<hr/>	<hr/>	<hr/>
Total funds	81,605	227,518	(228,110)	81,013
	<hr/>	<hr/>	<hr/>	<hr/>

15 Analysis of net assets between funds

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Fixed assets		542	542	809
Net current assets	80,471	-	80,471	80,796
	<hr/>	<hr/>	<hr/>	<hr/>
	80,471	542	81,013	81,605

16 Reconciliation of net debt

	2024	2023
	£	£
Cash and cash equivalents	188,877	120,966
	<hr/>	<hr/>
	188,877	120,996
	<hr/>	<hr/>

BROMLEY EXPERTS BY EXPERIENCE

Detailed Statement of Financial Activities For the year ended 31 March 2024

	Unrestricted £	Restricted £	2024 £	2023 £
Income and endowments from:				
Donations and legacies				
Donation received Non-gift Aid	250	-	250	1,667
	<u>250</u>	<u>-</u>	<u>250</u>	<u>1,667</u>
Charitable activities				
Berkeley Foundation	-	14,760	14,760	16,287
City Bridge Trust	-	3,350	3,350	5,275
GLA Building Stronger Communities	-	1,000	1,000	8,998
GLA Civil Society Roots	-	37,329	37,329	16,667
T4L CC (new)	-	8,289	8,289	-
T4L Disability Justice Fund	-	11,415	11,415	-
Trust for London CC	-	7,431	7,431	27,554
Trust for London SVRR	-	45,149	45,149	47,000
Tudor Trust	-	39,833	39,833	13,137
Tudor Trust Development Grant	-	4,290	4,290	-
	<u>-</u>	<u>172,846</u>	<u>172,846</u>	<u>134,918</u>
Services and Contracts				
Lewis house contract	28,500	-	28,500	36,500
NHS CCG	-	-	-	30,198
NHS ICB	8,102	-	8,102	21,873
Training & Consultancy	1,468	-	1,468	3,264
	<u>38,070</u>	<u>-</u>	<u>38,070</u>	<u>91,835</u>
Bank interest				
	572	-	572	24
	<u>572</u>	<u>-</u>	<u>572</u>	<u>24</u>
Other				
Access to work claims	-	13,830	13,830	11,760
Other income	1,950	-	1,950	1,753
	<u>1,950</u>	<u>13,830</u>	<u>15,780</u>	<u>13,513</u>
Total Income	40,842	186,676	227,518	241,957

BROMLEY EXPERTS BY EXPERIENCE

Expenditure on:

Charitable activities

A2W Expenditure	-	13,830	13,830	11,760
Direct projects cost	66	18,246	18,312	18,968
Staff salaries cost	13,166	130,042	143,208	142,432
Premises and services cost	13,609	11,868	25,477	22,751
	<u>26,841</u>	<u>173,986</u>	<u>200,827</u>	<u>195,911</u>

Governance costs

Accountancy and bookkeeping	-	10,055	10,055	6,694
Trustees costs	86	3,294	3,380	14
	<u>86</u>	<u>13,349</u>	<u>13,435</u>	<u>6,708</u>

Total of expenditure on charitable activities

	<u>26,927</u>	<u>187,335</u>	<u>214,262</u>	<u>202,619</u>
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General administrative costs, Including depreciation	267	-	267	398
Software, IT support & related costs	18	638	656	3,457
Stationary & printing	60	246	306	51
Sundry expenses	47	12	59	86
Telephone, fax and broadband	303	451	754	723
	<u>695</u>	<u>1,347</u>	<u>2,042</u>	<u>4,715</u>

Legal and professional costs

Insurance Cost	620	1,534	2,154	2,561
Consultancy fees	912	8,740	9,652	6,150
	<u>1,532</u>	<u>10,274</u>	<u>11,806</u>	<u>8,711</u>

Total expenditure of other costs	<u>2,227</u>	<u>11,621</u>	<u>13,848</u>	<u>13,426</u>
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Total expenditure	29,154	198,956	228,110	216,045
Net gains on investments	-	-	-	-

Net Income	<u>11,688</u>	<u>(12,280)</u>	<u>(592)</u>	<u>25,912</u>
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Net income before other gains/(losses)	11,688	(12,280)	(592)	25,912
Other Gains	-	-	-	-

Net movement in funds	<u>11,688</u>	<u>(12,280)</u>	<u>(592)</u>	<u>25,912</u>
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BROMLEY EXPERTS BY EXPERIENCE

Reconciliation of funds:

Total funds brought forward	58,143	23,462	81,605	55,693
Total funds carried forward	69,831	11,182	81,013	81,605

BROMLEY EXPERTS BY EXPERIENCE

Simon. Lut

30/4/2024

Neil A. Livingstone

Chair of Bromley Experts by Experience

BROMLEY EXPERTS BY EXPERIENCE

England & Wales - Charity number 1198275

Accounts

BROMLEY EXPERTS BY EXPERIENCE

Charity No. 1198275

Company No. 07976417

Trustees' Report and Unaudited Accounts

31 March 2023

BROMLEY EXPERTS BY EXPERIENCE

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BROMLEY EXPERTS BY EXPERIENCE

Trustees Annual Report

The trustees present their report with the unaudited financial statements of the charity for the year ended 31 March 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No. 1198275

Principal Office

Lewis House
30 Beckenham
Kent
BR3 4LS

Trustees

The following trustees served during the year:

S.D. Jeal
K. Jefferys
N.M. Livingstone
D.Jai- Persad
T. Smith
R.B. Sutton
T. Catherall (date of resignation 08.02.2023)

Key Management Personnel

Secretary

Ms Joanne Munn

Accountants

ACCOTAX - Accountants & Tax Consultants
12 London Road
Morden
SM4 5BQ

Structure, Governance and Management

History

The organisation was first incorporated in 2012 as a Community Interest Company. We became a registered Charity in 2022.

Governing Document

Bromley Experts by Experience is a company limited by guarantee, having no share capital, governed by its Memorandum and Articles of Association and Special Resolution dated August 2019.

Appointment of Trustees

The Board of Trustees is made up of no less than three persons, with no maximum. Trustees are elected from the membership at the AGM. Trustees must be aged sixteen years or over. 51% of Trustees must be Deaf or Disabled people. In practice, over 75%, and usually 100% of Trustees are always Deaf or Disabled people. All Trustees give their time voluntarily and receive no financial benefit from the organisation. New Trustees are given an induction on their roles and responsibilities and are given additional training where needed.

Organisation

The Board of Trustees administers the Charity. The Board meets six times each year. To facilitate effective operations the CEO has delegated authority, within the terms of delegation approved by the Trustees, for operational matters including finance, employment and operations.

Risk Management

The Trustees have reviewed the risks to which the Charity is exposed and maintain a risk register. Risks are ameliorated by the implementation of procedures and policies, with a regular review of these to ensure good practice.

Objectives and Activities

Our Objects are:

The promotion of social inclusion for the public benefit amongst Deaf and Disabled people and their Carers in the London Borough of Bromley and the surrounding areas in particular but not exclusively by the maintenance and provision of a centre for independent living to prevent such people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

To relieve the needs of Deaf and Disabled persons and their Carers living in the London Borough of Bromley and the surrounding areas, in particular but not exclusively by the provision of advice, information and support.

From these, we have developed our Vision and Values

Our Vision:

We have a vision of a world where Disabled people are able to live their lives independently, in the way they choose, participating fully in society and enjoying equity and respect for diversity.

Our Mission - what we want to do:

We want to enable Disabled people and Carers to achieve their human rights and participate fully in the civic life of Bromley and wider society.

The context we operate in:

Who we mean by Disabled people:

We believe in the **Social Model of Disability**. This model was developed over the last 50 years by Disabled people. The Social Model states that people with impairments or differences in their mind or body are 'disabled' by the barriers in society which exclude and discriminate. We don't believe our impairments or differences stop us living the lives we choose, with dignity and independence, it is the barriers in society that prevent this. We work to challenge those barriers.

Our definition of Disabled person therefore includes anyone who is being discriminated against or disabled by societal barriers including people:

- with physical impairment
- who are Deaf
- with sensory impairment
- with mental health conditions
- with learning difficulties
- with long term health conditions
- who are autistic or neurodivergent in another way
- living with HIV or AIDS
- who use or have used drug or alcohol services

We understand that not all people use the same language and labels to describe themselves. That's fine. We recognise people's right to use any labels they want to describe themselves.

For example, we support the **Deaf Cultural Model**. This is another social model way of thinking used by many people within the British Sign Language (BSL) Community. People within the community focus on their shared cultural experiences, histories and sign language and use the term Deaf to describe themselves.

And we recognise the growth of the **Neurodiversity Movement**. Led originally by autistic people, this movement has come to include people with all sorts of differences in learning, mental processing, sociability, attention or mood. The movement argues that everyone's brains work differently. Our differences are an advantage in some situations and a disadvantage in others. That is a natural part of human variation. The Neurodiversity Movement challenges the way that society classifies some brain differences as a problem. People in the movement use the term "neurodivergent" to describe those of us whose brain differences sit outside current social standards of "normality."

What is important to us at X by X is remembering that however we describe ourselves we are one big community of people experiencing disabling barriers. So, at X by X we choose to use the social model term "Disabled people" to describe our whole community.

Who we mean by Carers:

When we talk about Carers we mean parents and family or friend Carers of Disabled people, not professional Carers.

The Values and approaches that make Bromley X by X unique

These are the principles and beliefs we always keep to while we are working towards our aims, and which make us different from other local organisations:

- We always work within the **Social Model of Disability** and are open to all people in Bromley experiencing disabling barriers
- We believe in the Disabled People's Rights Movement approach of "**Nothing About Us Without Us**". It is Disabled people who lead and staff our organisation, and we coproduce new solutions to barriers with local Disabled people
- **We believe in actively challenging and removing barriers** to enable Disabled people and carers to realise our potential and live our lives as we chose. We are committed to the 12 Pillars of Independent Living which the Disabled People's Rights Movement advocates for¹
- We **lead by example**, using rights and strengths-based language about Disabled people; using peer support to create empowering opportunities for Disabled people to build experience and skills; and providing meaningful opportunities for Disabled people to be change-makers
- We understand and use the **value of lived experience**. The lived experience our trustees and staff bring means we understand first-hand the experiences and challenges local Disabled people and carers face and the barriers to independence and inclusion. This helps us to engage well with local people and genuinely involve them in developing and influencing services. Our services are therefore more effective, better designed, more accessible, approachable and culturally sensitive.
- **We value the rich diversity of Disabled people and carers' lived experience**. We recognise that Disabled people often experience multiple forms discrimination and oppression because of other characteristics such as race, ethnicity, sexuality, gender, sociocultural background. We recognise that people have hugely diverse cultures, views and ideas. We see these diverse backgrounds and experiences as a collective strength and encourage people to bring these in to influence our work. This always us to provide our services with empathy and based on understanding of both shared experience and diverse perspectives
- **We treat everyone fairly**. We understand that fairness is not about treating everyone the same. We support equitable access for service users, members, volunteers, staff and trustees and are committed to making adjustments for people's varied access needs.

- **We provide support in a holistic way.** This means putting the people who use our services at the centre of what we do, giving them time and support to make choices and developing our services around their needs
- **We encourage Disabled people to develop positive self-identity and pride in their membership of a proud cultural community** by bringing people together, directly tackling exclusion, building participation locally, and supporting Disabled people and carers to share learning and influence change beyond the local area.

Activities

Lewis House

We continued to be commissioned by Bromley Council to manage Lewis House as a Centre for Independent Living. This includes:

- A place where you can try out different types of adaptive equipment
- Appointments with Bromley Occupational Therapists to help you identify what equipment you need
- A small community garden (we are always looking for volunteers who would like to do gardening)
- Information about local services
- Portacabin meeting rooms available for FREE to local community groups

Our Contract with Bromley Council has been extended and is now due to end in December 2023.

Voice and Campaigning

Funded by Trust for London, we:

- Supported Deaf and Disabled people to have a voice and influence at a decision-maker level, at planning or proposal stage of service provision or policy change or development about service provision in Bromley
- Fed into national and local consultations on issues that affect disabled people
- Represented Disabled Adults and supported the Mental Health representative on the Council's Policy Development and Scrutiny Board for Social Care, Education and Health and Wellbeing
- Supported Bromley Mental Health Forum, Direct Payments Forum and Bromley Mobility Forum to identify barriers to access and inclusion and raise issues to local service providers
- Provided information through our newsletter and social media platforms

Key achievements:

- 12 Forum meetings
- Forum members took part in a number of engagement opportunities, including King's College Hospital Mental Health Care Improvement team and the Bromley Hearing Voices network
- Forum members fed into the Bromley Mental Health and Wellbeing Peer-led Engagement Project giving service users a voice in service provision around housing and support. This insight was fed back to LBB and ICB in a report as part of the Bromley Transformation programme
- Engaged in partnership working with Vibrance (the local centre for independent living)
- We supported members to write to their MPs about 4 campaigns, fed into 23 campaigns, took part in 15 consultations and signed 5 petitions. We spoke at 8 public meetings, attended 16 external meetings and fed into the UN CRPD Shadow report
- This covered topics such as accessible housing, disability rights, freedom pass for older disabled people, government strategy and disabled people, disabled people and democracy, the cost of living crisis, protecting our right to peacefully protest under the new policing bill, raising Universal Credit in line with inflation rate, mental health services, support and housing, cuts to RMT services and scrapping care charging.

- We shared information about elections and voting, and held a Hustings event in April 2022.
- Attended meetings included Disability Rights UK annual conference, IL Campaigns Forum, Commission on Social Security, Thinking Outside the Tick Box-Shaping our Lives, GLA Cost of Living hub and Act for Inclusion

Civil Society Roots project funded by the Greater London Authority

- We took an informed approach to engagement of impairment-specific organisations across Bromley that operate in silos, with the aim of forging new networks and getting their voices heard.
- We collaborated with other Deaf and Disabled Led Organisations across London to research what works well in engagement of Disabled people.

Key achievements:

- We produced an extensive report with useful learning on best practice for engaging with disabled people.
- We linked up with 70 organisations, progressing outreach work with 10 of these.
- We facilitated 16 online meetings to discuss the project in more detail and arrange visits to meet service users.
- Through these steps, we gained the views of over 60 people who gave us a wide range of perspectives, including parents of young people with SEND, those with sight loss and those with mental health distress.
- We used this learning to plan a large United Voices event and follow up regular workshops to take place in the next financial year.

Peer-led Engagement Project, commissioned by the NHS Integrated Care Board

- We worked with Bromley Council (LBB) and ICB (CCG) to lead on the engagement of Bromley mental health service users to gather their experiences of current housing and support services in Bromley.

Key achievements:

- Over the summer, we held accessible events:
 - 8 visits to residential care accommodation and supported living
 - 3 drop-in sessions across Bromley Borough
 - 2 Bromley Mental Health Forum meetings
 - 3 large events held by X by X, Ambient and Hestia
- We supported 70 people to take part in a survey.
- We presented a report of our findings to the Mental Health and Wellbeing commissioning boards and Bromley Council Policy Development and Scrutiny Board.

Peer-led Co-Production Project

We worked with Bromley Council and the Integrated Care Board to strengthen the voice of mental health service users in service design, delivery and evaluation, by:

- Holding accessible workshops
- Delivering training
- Setting up a co-production forum as part of the Bromley Transformation Programme

Key achievements:

2 training days and three forum meetings attended by 8 people with lived experience of the Bromley mental health services accommodation and support for those living in residential care homes, supported living / shared living and flexible / floating support for those living independently in their own homes.

Disability Pride 2022 funded by the Greater London Authority

- We worked with 10 Disabled young people from local schools to plan and create an event bringing together local Disabled and non-disabled people, showcasing the talent and positivity of Disabled people.

Key achievements:

- The event was attended by 125 people, including the Mayor of Bromley, Local MPs and Councillors as well as local and professional Disabled performers.
- Feedback indicated the event was a huge success, with 98% of attendees reporting increased connection to their local community.

Youth Transition Group Funded by Trust for London

- A three-year project that started in September 2021 and continues until September 2024.

Key achievements:

- We worked with over 30 young people across four different groups including an online group and groups within Bishop Justus School, Nash College and Marjorie McClure School.
- Over the last year, we have had weekly sessions with our partner schools/colleges on disability rights, history of disability, Care Act, Social Model of Disability and transition/barriers.
- We have used creative play, games and facilitated sessions to cater for the young people's different needs.
- Over the last year, the levels of confidence and happiness amongst our young people have considerably grown.
- We have listened to our young people and have added extra sessions on topics, such as bullying and safety, as we recognise that these are heightened with disabled people.

Supported Volunteering funded by City Bridge Trust

- We provided person-centred support and development for Disabled people to give them volunteering experiences and to add value to the services we provide to other Disabled people.
- Depending on what they wanted to do, our volunteers have either come to Lewis House or volunteered from home.

Key achievements:

- 3 volunteers benefited from an ongoing support and development programme through the year.
- Volunteers have also supported us with outreach work, helping us to run information stalls at local events.

Partnership work

We worked with a diverse range of partners to raise awareness of Disability Rights and form strategic alliances, including:

- Nash College, Marjorie McClure School and Bishop Justus School – we have developed strong joint work with these schools/colleges to improve local opportunities for young people who face access challenges.
- Inclusion London network – we have worked closely with them around campaigns. Two of our staff joined their Employment Rights Training skills programme.
- The Alliance for Inclusive Education (ALLFIE) – continued to link in with our Youth Transition Project.
- Blueprint for All – gave us free training and mentoring support.
- The Media Trust – gave us free media and marketing training.

Key achievements:

Nash College students reported greater confidence and wellbeing after regular weekly support sessions at Lewis House.

Financial Review

The results for the yearend financial position of the Charity are shown in the annexed statements. The Charity brought forward unrestricted funds of £43,279 and restricted funds of £12,414 from the previous accounting period. During the current accounting period, the net gain is £25,912 of which £14,864 is unrestricted and £11,048 restricted. This leaves final balances to carry forward of £58,143 unrestricted and £23,462 restricted funds.

Events after the Balance Sheet

The Charity continues to rely on grant applications and other fundraising including seeking commissioning to fund its' activities. The Trustees are confident that these grants will continue to be available for the valuable work the Charity is doing, with the exception of commissioning from the London Borough of Bromley, which is due to come to an end on 31 December 2023, due to the ending of the commissioned period and future changes in commissioning priorities.

During the year, the Trustees have monitored the financial position of the organisation to ensure that the Charity's funds, both restricted and unrestricted, are correctly applied and accounted for.

Plans for Future Periods

Throughout 2021/22, we undertook time for reflection and strategic evaluation, successfully securing funds dedicated to improving organisational resilience. We commissioned external, peer-led scrutiny and significantly increased our core capacity and operational systems. We commenced planning to consult on our next Strategic Plan, as the social and economic landscape has changed much for Disabled people since before the pandemic. This this directed the work we undertook over 2022/23 to strengthen our organisation, improving our IT, finance systems and book-keeping.

Over the next year, we plan to:

- Develop our next Strategic Plan, using feedback from local Disabled people and Carers.
- Forge greater strategic alliances and explore more collaborative partnerships.
- Improve our strategic communications to enable us to support more local Disabled people and Carers.
- Build on the youth engagement work we have done, actively encouraging leadership from the next generation of Disabled people.
- Continue to improve our systems capacity.
- Build our relationship with the local Integrated Care Board to support increased co-production with Disabled people.

- Strengthen our relationship with the local authority, including with Ward Councillors.
- Expand our supported volunteering programme.
- Continue campaigning for the Human Rights of Disabled people and Carers.
- Develop longer term strategic funding planning.
- Strengthen learning and development for our team of paid staff and volunteers.

Reserves Policy

Bromley Experts by Experience will maintain sufficient reserves to allow it to cover known liabilities and contingencies, absorb setbacks and take advantage of change and opportunity.

Bromley Experts by Experience will hold unrestricted funds to meet at least one month's running costs and aims towards building up reserves to cover 3 months' running costs by 2024. This will enable Bromley Experts by Experience to sustain much needed services going forwards and to provide contingency against loss of funding or other unexpected circumstances, to give us time to raise more funds.

Trustees' responsibilities

Company law requires the Trustees to present financial statements for each financial year, which give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements the Trustees are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent and prepare the financial statements on a going concern basis unless it is inappropriate to presume the Company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the organisation and to enable them to ensure that the financial statements comply with the Companies Act 2006 and with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations. They are also responsible for safeguarding the assets of the organisation and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the charity's trustees



N.M. Livingstone
Trustee
17 October 2023

BROMLEY EXPERTS BY EXPERIENCE

Independent Examiners Report

Independent Examiner's Report to the trustees of BROMLEY EXPERTS BY EXPERIENCE

I report to the trustees on my examination of the financial statements of BROMLEY EXPERTS BY EXPERIENCE for the year ended 31 March 2023.

Responsibilities and basis of report

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

The trustees consider that an audit is not required for this year under the Charities Act 2011, s.144(2) (the 2011 Act) and that an independent.

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

Independent examiner's statement

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

- the accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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.



Waqas Sagar ICAEW
ACCOTAX - Accountants & Tax Consultants
12 London Road
Morden
SM4 5BQ

17 October 2023

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BROMLEY EXPERTS BY EXPERIENCE
Statement of Financial Activities
for the year ended 31 March 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Incoming Resources:				
Donations and legacies	2	1,667	-	1,667
Charitable activities	3	400	134,518	134,918
Services and Contracts	4	91,835	-	91,835
Bank Interest	5	24	-	24
Other Income	6	1,753	11,760	13,513
		<u>95,679</u>	<u>146,278</u>	<u>241,957</u>
Total Incoming Resources				
Resources Expended				
Charitable activities		70,625	125,286	195,911
Governance costs	7	5,723	985	6,708
Other costs	8	4,467	8,959	13,426
		<u>80,815</u>	<u>135,230</u>	<u>216,045</u>
Total Resources Expended				
Net gains on investments		-	-	-
		<u>-</u>	<u>-</u>	<u>-</u>
Net income				
	9	14,864	11,048	25,912
Transfers between funds				
		-	-	-
		<u>-</u>	<u>-</u>	<u>-</u>
Net income before other gains/(losses)				
		14,864	11,048	25,912
Other gains and losses				
Net movement in funds				
		<u>14,864</u>	<u>11,048</u>	<u>25,912</u>
Reconciliation of funds:				
Total funds brought forward		43,279	12,414	55,693
Total funds carried forward		<u>58,143</u>	<u>23,462</u>	<u>81,605</u>

There are no recognised gains and losses other than those in the statement of financial activities. Therefore, no statement of total recognised gains and losses has been prepared. All the above amount relates to continuing activities.

BROMLEY EXPERTS BY EXPERIENCE**Balance Sheet**

at 31 March 2023

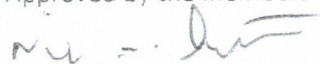
Charity No. 1198275

		2023	£
Fixed assets			
Tangible assets	11	809	-
		<u>809</u>	<u>-</u>
Current assets			
Debtors	12	8,204	-
Cash at bank and in hand		120,966	-
		<u>129,170</u>	<u>-</u>
Creditors: Amount falling due within one year	13	(48,374)	-
Net current assets		80,796	-
Total assets less current liabilities		<u>81,605</u>	<u>-</u>
Net assets excluding pension asset or liability		81,605	-
Total net assets		<u><u>81,605</u></u>	<u><u>-</u></u>
 The funds of the charity			
Restricted funds	14		
Restricted income funds		23,462	12,414
		<u>23,462</u>	<u>12,414</u>
Unrestricted funds	14		
Unrestricted funds		58,143	43,279
		<u>58,143</u>	<u>43,279</u>
Reserves	14		
Total funds		<u><u>81,605</u></u>	<u><u>55,693</u></u>

For the year ending 31st March 2023 the Company was entitled to exemption from the audit under section 477 of companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 478 of the Companies Act 2006. The members acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

Approved by the members onand signed on their behalf by:



N.M. Livingstone

Member

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of Accounting

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, and in compliance with 'Accounting and Reporting by Charities: Statement of recommended practice (FRS 102) ("SORP").

Fund accounting

- Unrestricted funds These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
- Designated funds These are unrestricted funds earmarked by the trustees for particular purposes.
- Revaluation funds These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
- Restricted funds These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

- Recognition of income Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
- Income with related expenditure Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
- Donations and legacies Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
- Tax reclaims on donations and gifts Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
- Donated services and facilities These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
- Volunteer help The value of any volunteer help received is not included in the accounts.
- Investment income This is included in the accounts when receivable.
- Gains/(losses) on revaluation of fixed assets This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
- Gains/(losses) on investment assets This includes any gain or loss on the sale of investments.

BROMLEY EXPERTS BY EXPERIENCE

Notes to the Accounts

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Freehold investment property

Investment properties are measured initially at cost and subsequently at fair value at each balance sheet date and are not depreciated. All gains or losses are taken to the Statement of Financial Activities as they arise.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Notes to the Accounts

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period.

Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.

All exchange differences are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 Income from donations and legacies

	Unrestricted	Total
	£	2023
	£	£
Donation Received - Non-Gift Aid	1,667	1,667
	<u>1,667</u>	<u>1,667</u>

BROMLEY EXPERTS BY EXPERIENCE
Notes to the Accounts

3 Income from charitable activities

	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£
Berkeley Foundation	-	16,287	16,287
City Bridge Trust	400	4,875	5,275
GLA Building Stronger Communities	-	8,998	8,998
GLA Civil Society Roots		16,667	16,667
Trust For London CC		27,554	27,554
Trust For London SVRR		47,000	47,000
Tudor Trust	-	13,137	13,137
	<u>400</u>	<u>134,518</u>	<u>134,918</u>

4 Services and Contracts

	Unrestricted	Total 2023
	£	£
Lewis house contract	36,500	36,500
NHS CCG	30,198	30,198
NHS ICB	21,873	21,873
Training & Consultancy	3,264	3,264
	<u>91,835</u>	<u>91,835</u>

5 Bank Interest

	Unrestricted	Total 2023
	£	£
Bank interest	24	24
	<u>24</u>	<u>24</u>

6 Other income

	Unrestricted	Restricted	Total 2023
	£	£	£
Access to work claims	-	11,760	11,760
Other income	1,753	-	1,753
	<u>1,753</u>	<u>11,760</u>	<u>13,513</u>

BROMLEY EXPERTS BY EXPERIENCE

Notes to the Accounts

7 Expenditure on charitable activities

	Unrestricted	Restricted	Total
	£	£	2023 £
<i>Expenditure on charitable activities</i>			
A2W expenditure	-	11,760	11,760
Direct projects cost	12,018	6,950	18,968
Staff salaries cost	45,623	96,809	142,432
Premises and services cost	12,984	9,767	22,751
	<u>70,625</u>	<u>125,286</u>	<u>195,911</u>
<i>Governance costs</i>			
Accountancy and bookkeeping costs	5,709	985	6,694
Trustees costs	14	-	14
	<u>5,723</u>	<u>985</u>	<u>6,708</u>

8 Other expenditure

	Unrestricted	Restricted	Total
	£	£	2023 £
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	398	-	398
General administrative costs	1,298	3,019	4,317
Legal and professional costs	2,771	5,940	8,711
	<u>4,467</u>	<u>8,959</u>	<u>13,426</u>

9 Net income before transfers

This is stated after charging:
Depreciation of owned fixed assets

2023
£
398

10 Staff costs

No employee received emoluments in excess of £60,000.

Average number of employees during the year

10

BROMLEY EXPERTS BY EXPERIENCE
Notes to the Accounts

11 Tangible fixed assets

	£	£
	1,207	1,207
Cost or revaluation	-	-
Additions	1,207	1,207
At 31 March 2023	<u>1,207</u>	<u>1,207</u>
Depreciation and impairment		
Depreciation charge for the year	398	398
At 31 March 2023	<u>398</u>	<u>398</u>
Net book values		
At 31 March 2023	<u>809</u>	<u>809</u>

12 Debtors

	2023
	£
Trade debtors	1,919
Prepayments and accrued income	6,285
	<u>8,204</u>

13 Creditors:

amounts falling due within one year

	2023
	£
Trade creditors	3,332
Other taxes and social security	1,628
Accruals	2,120
Deferred income	41,294
	<u>48,374</u>

14 Movement in funds

	At 1 April 2022	Incoming resources (including other gains/losses)	Resources expended	At 31 March 2023
	£	£	£	£
Restricted funds:				
	12,414	146,278	(135,230)	23,462
<i>Total</i>	<u>12,414</u>	<u>146,278</u>	<u>(135,230)</u>	<u>23,462</u>
Unrestricted funds:				
	43,279	95,679	(80,815)	58,143
<i>Total</i>	<u>43,279</u>	<u>95,679</u>	<u>(80,815)</u>	<u>58,143</u>
Total funds	<u>55,693</u>	<u>241,957</u>	<u>(216,045)</u>	<u>81,605</u>

BROMLEY EXPERTS BY EXPERIENCE

Notes to the Accounts

15 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	-	809	809
Net current assets	80,796	-	80,796
	<u>80,796</u>	<u>809</u>	<u>81,605</u>

16 Reconciliation of net debt

	Cash flows	At 31 March 2023
	£	£
Cash and cash equivalents	120,966	120,966
	<u>120,966</u>	<u>120,966</u>
Net debt	<u>120,966</u>	<u>120,966</u>

BROMLEY EXPERTS BY EXPERIENCE
Detailed Statement of Financial Activities
for the year ended 31 March 2023

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Income and endowments from:			
Donations and legacies			
Donation received - Non-Gift Aid	1,667	-	1,667
	<u>1,667</u>	<u>-</u>	<u>1,667</u>
Charitable activities			
Berkeley Foundation	-	16,287	16,287
City Bridge Trust	400	4,875	5,275
GLA Building Stronger Communities	-	8,998	8,998
GLA Civil Society Roots	-	16,667	16,667
Trust For London CC	-	27,554	27,554
Trust For London SVRR	-	47,000	47,000
Tudor Trust	-	13,137	13,137
	<u>400</u>	<u>134,518</u>	<u>134,918</u>
Services and Contracts			
Lewis house contract	36,500	-	36,500
NHS CCG	30,198	-	30,198
NHS ICB	21,873	-	21,873
Training & Consultancy	3,264	-	3,264
	<u>91,835</u>	<u>-</u>	<u>91,835</u>
Bank Interest			
Bank interest	24	-	24
	<u>24</u>	<u>-</u>	<u>24</u>
Other			
Access to work claims	-	11,760	11,760
Other income	1,753	-	1,753
	<u>1,753</u>	<u>11,760</u>	<u>13,513</u>
Total income	95,679	146,278	241,957
Expenditure on:			
Charitable activities			
A2W expenditure	-	11,760	11,760
Direct projects cost	12,018	6,950	18,968
Staff salaries cost	45,623	96,809	142,432
Premises and services cost	12,984	9,767	22,751
	<u>70,625</u>	<u>125,286</u>	<u>195,911</u>
Governance costs			
Accountancy and bookkeeping costs	5,709	985	6,694
Trustees costs	14	-	14
	<u>5,723</u>	<u>985</u>	<u>6,708</u>

BROMLEY EXPERTS BY EXPERIENCE
Detailed Statement of Financial Activities

Total of expenditure on charitable activities	76,348	126,271	202,619
General administrative costs, including depreciation and amortisation			
Depreciation of	398	-	398
Software, IT support and related costs	457	3,000	3,457
Stationery and printing	51	-	51
Sundry expenses	67	19	86
Telephone, fax and broadband	723	-	723
	<u>1,696</u>	<u>3,019</u>	<u>4,715</u>
Legal and professional costs			
Insurance Cost	2,561	-	2,561
Consultancy fees	210	5,940	6,150
	<u>2,771</u>	<u>5,940</u>	<u>8,711</u>
Total of expenditure of other costs	<u>4,467</u>	<u>8,959</u>	<u>13,426</u>
Total expenditure	<u>80,815</u>	<u>135,230</u>	<u>216,045</u>
Net gains on investments	-	-	-
Net income	<u>14,864</u>	<u>11,048</u>	<u>25,912</u>
Net income before other gains/(losses)	<u>14,864</u>	<u>11,048</u>	<u>25,912</u>
Other Gains	-	-	-
Net movement in funds	<u>14,864</u>	<u>11,048</u>	<u>25,912</u>
Reconciliation of funds:			
Total funds brought forward	43,279	12,414	55,693
Total funds carried forward	<u>58,143</u>	<u>23,462</u>	<u>81,605</u>