



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From Period start date – 26/09/23

To Period end date – 31/03/24

Charity name: The Inclusionists CIO

Charity registration number: 1204936

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to provide employment support and training to neurodiverse individuals and to educate and support businesses to be more inclusive.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The Inclusionists is a non-profit foundation that aims to help people with autism and other neurodivergent conditions into sustainable employment. The board of trustees consists of diverse individuals with a wide range of expertise in neurodiversity, employment support services, business, and non-profit governance. The Inclusionists will change the narrative around autism and neurodiversity through awareness, education and engagement. We will achieve this by providing job training, mentorship, and support to neurodivergent individuals, as well as by partnering with businesses to create inclusive work environments. We recognise that employment is not a realistic option for everyone, but we believe that everyone should feel that they can contribute to society. Through our work, we will support neurodivergent adults to live independently at home, at work, socially and in the community. Aim 1: Employment Support. The Inclusionists will provide comprehensive job training, mentorship, and support to neurodivergent

		<p>individuals, empowering them to secure and maintain meaningful employment and self-employment (where applicable).</p> <p>Goal 1.1: Train and support neurodivergent individuals in their pursuit of employment.</p> <p>By year 2 - 50 people</p> <p>Goal 1.2: Establish a mentorship program with experienced mentors from various industries to guide neurodivergent jobseekers.</p> <p>Aim 2: Awareness and Education. The Inclusionists will raise awareness and promote understanding of neurodiversity through training and engagement initiatives.</p> <p>Goal 2.1: Organise at least 4 awareness campaigns annually to educate society on neurodiversity and the importance of inclusion.</p> <p>Goal 2.2: Deliver 6 workshops annually to educate businesses and other community stakeholders</p> <p>Goal 2.3: Reach a large audience through online and offline educational materials and resources.</p> <p>Aim 3: Inclusive Workplaces: The Inclusionists will partner with businesses to create inclusive work environments by offering training and resources on neurodiversity and accessibility.</p> <p>Goal 3.1: Collaborate with local businesses to implement inclusive workplace practices.</p> <p>Goal 3.2: Develop and deliver training programs on neurodiversity for 12 organisations annually.</p> <p>Aim 4: Community Integration. The Inclusionists will support neurodivergent adults in achieving independence and active community involvement through tailored programs and initiatives.</p> <p>Goal 3.1: Launch 6 community-based initiatives per year to promote social, emotional, and personal independence for neurodivergent individuals.</p> <p>Goal 3.2: Promote community involvement by partnering with 10 local organisations to create inclusive activities and events.</p> <p>Goal 3.3: Promote community involvement by facilitating 10 volunteer roles for local organisations for individuals furthest away from the labour market.</p> <p>Aim 5: Financial Sustainability: The Inclusionists will secure diverse funding sources to ensure the ongoing success</p>
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		<p>and scalability of our programs and services.</p> <p>Goal 5.1: Obtain grant funding, corporate partnerships, and donations to cover 70 % of annual operating costs.</p> <p>Goal 5.2: Participate in 6 fundraising events per year</p> <p>Goal 5.3 Explore opportunities for contract-based supported employment programs and to fund Access to Work mentors.</p> <p>Education and training will be focused on employability skills. The training will be weekly with a timetable around employment skills, health and wellbeing and social activities. The training will be non-accredited at first, but we do hope to gain accreditation in the future. The training will be led by qualified and experienced tutors with support from experienced and qualified support staff who both have extensive training in similar job roles.</p> <p>The training is designed in 3 stages: 1st. Introduction to employability – equivalent to Entry Level 3. This level of training is for developing confidence and self-esteem, including communication skills, career search and skills match and identifying support needed in the workplace. By the end of this programme, individuals are ready to progress onto the next training programme.</p> <p>2nd. Equivalent to Level 1. This level of training progresses onto looking for work, applying for jobs, interview techniques, filling in application forms. By the end of this programme, individuals are ready to progress onto the next training programme and onto a supported work placement.</p> <p>3rd. Equivalent to Level 2 (GCSE A-C). This level of training focusses on being in work. Everyone takes part in a supported work placement supported by a qualified, experienced support worker. During the work placement, skills are developed, such as punctuality and time keeping, communication, work based skills dependent on the role. Support plans are worked on and more work with interview techniques and support in interviews. Successful completion would see the individual continue with the work placement unsupported, gain</p>
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		employment within the work placement; gain employment at another organisation or continue with job search with support from The Inclusionists.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	I can confirm the trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		

Achievements and Performance

	SORP reference	
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Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	The charity has been unable to secure any funding in this time period to make a start on our mission. Our volunteers have run steering groups to expand on our research on the need for this support and the beneficiaries are waiting for us to gain funding so we can offer them more support into employment.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	We have had no funding or donations during this time.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p><i>The Inclusionists</i> hold reserves to ensure the financial stability of the organisation and to safeguard our ability to deliver essential services in the event of unforeseen circumstances. Reserves provide a buffer against unexpected financial shortfalls, such as delays in funding or sudden increases in costs, and support the charity's capacity to continue operations without disruption.</p> <p>Our target is to maintain reserves equivalent to four months of average operating costs, ensuring we can meet core obligations and respond to emergencies. The level of reserves is reviewed annually by the charity trustees to ensure it remains appropriate to our needs and risks.</p>
Amount of reserves held	Para 1.22	0
Reasons for holding zero reserves	Para 1.22	We have had no funding or donations during this time.
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	We are not concerned at present. We are hopeful we will receive funding in next financial year.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	

Other		

Structure, Governance and Management

Description of charity's trusts:		The trustees are all passionate about the mission and clear on the vision of the charity. The trustees are clear on their responsibilities and will manage assets, such as money and investments and make sure it is spent correctly.
Type of governing document (trust deed , royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association , CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees' selection methods would involve any potential trustees filling in an application form and attending an interview. Successful trustees would be agreed with a majority decision and would be conditional on receiving documentation for safer recruitment, a clear DBS and on signing a confidentiality and conflict of interest agreement.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	The Inclusionists CIO
Other name the charity uses	
Registered charity number	

Charity's principal address	90 Fowler Street South Shields NE33

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Sarah Farrell-Forster		26/09/23 - at present	Yes
2	Lexie O' Connor		26/09/23 - at present	No
3	Stacey Watson		26/09/23 - at present	No
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Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

[Signature]

[Signature]

Full name(s)

SARAH FARRER FORSTER

LEXIE O'CONNOR

Position (eg Secretary,
Chair, etc)

Chair

[Signature]

Date

28/01/25

STACEY WATSON

**THE INCLUSIONISTS
TRUSTEE'S REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**



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**The Inclusionists
Company Information
For The Year Ended 31 March 2024**

Trustee	Mrs Sarah Farrell Forster
Company Number	CE033706
Charity Number	1204936
Registered Office	90 Fowler Street South Shields Tyne and Wear NE33 1PD
Accountants	KP Simpson Ltd Certified Public Accountants 172-174 Albert Road Hebburn NE32 5JA

The Inclusionists
Company No. CE033706
Trustee's Report For The Year Ended 31 March 2024

The Trustee presents her report and the financial statements for the year ended 31 March 2024.

Trustees

The Trustees who held office during the year were as follows:

Mrs Sarah Farrell Forster
Stacey Watson
Lexie O'Connor

Statement of Trustee's Responsibilities

The Trustee is responsible for preparing the Trustee's Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustee to prepare financial statements for each financial year. Under that law the Trustee has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustee must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing the financial statements the Trustee is required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustee is responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. She is also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustee is responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

On behalf of the board

Mrs Sarah Farrell Forster
Trustee
30/01/2025

**The Inclusionists
Accountant's Report
For The Year Ended 31 March 2024**

In accordance with the engagement letter dated , and in order to assist you to fulfil your duties under the Companies Act 2006, we have compiled the financial statements of the company from the accounting records and information and explanations you have given to us.

This report is made to the Trustee in accordance with the terms of our engagement. Our work has been undertaken to prepare for approval by the Trustee the financial statements that we have been engaged to compile, to report to the Trustee that we have done so, and to state those matters that we have agreed to state to them in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's Trustee for our work or for this report.

You have acknowledged on the balance sheet as at year ended 31 March 2024 your duty to ensure that the company has kept proper accounting records and to prepare financial statements that give a true and fair view under the Companies Act 2006. You consider that the company is exempt from the statutory requirement for an audit for the year.

We have not been instructed to carry out an audit of the financial statements. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

Signed

30/01/2025
KP Simpson Ltd
Certified Public Accountants
172-174 Albert Road
Hebburn
NE32 5JA

The Inclusionists
Dormant Income and Expenditure Account
For The Year Ended 31 March 2024

The company has not traded during the year or the preceding financial year. During these years, the company received no income and incurred no expenditure and therefore made neither surplus nor deficit.

**The Inclusionists
Balance Sheet
As At 31 March 2024**

			2024	
	Notes	£		£
TOTAL ASSETS LESS CURRENT LIABILITIES				-
NET ASSETS				-
MEMBERS' FUNDS				-

For the year ending 31 March 2024 the company was entitled to exemption from audit under section 480 of the Companies Act 2006 relating to dormant companies.

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

The Trustee acknowledges her responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

On behalf of the board

Mrs Sarah Farrell Forster
Trustee

30/01/2025

The notes on page 6 form part of these financial statements.

The Inclusionists
Notes to the Financial Statements
For The Year Ended 31 March 2024

1. General Information

The Inclusionists is a private company, limited by guarantee, incorporated in England & Wales, registered number CE033706 . The registered office is 90 Fowler Street, South Shields, Tyne and Wear, NE33 1PD.

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 section 1A Small Entities "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

3. Average Number of Employees

Average number of employees, including Trustees, during the year was: NIL

4. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.