

The Inclusionists - Trustees' Report

Year ended 31 March 2025

The trustees present their report and the accounts for the year ended 31 March 2025.

Charity number: 1204936

Registered office: 7-8 Vine Place, Sunderland, SR1 3NE

Trustees

The trustees who held office during the year were:

- Mrs Sarah Farrell Forster
- Stacey Watson
- Lexie O'Connor

Structure, governance and management

The charity is a Charitable Incorporated Organisation (CIO). The board of trustees consists of diverse individuals with a range of expertise across neurodiversity, employment support services, business and non-profit governance. Trustees meet regularly to provide strategic direction, monitor delivery and oversee finances.

Objectives and activities

The charity's objects are the relief of unemployment for the benefit of the public in such ways as the trustees may think fit, including the provision of employment support and training to neurodiverse individuals, and the education and support of businesses to become more inclusive.

The Inclusionists is a non-profit foundation that aims to support autistic and other neurodivergent people into sustainable employment. We work to change the narrative around autism and neurodiversity through awareness, education and engagement. We do this by developing job training, mentorship and practical support for neurodivergent individuals, and by partnering with employers to create inclusive recruitment and workplace practices. We recognise that employment is not a realistic option for everyone; however, we believe everyone should feel able to contribute to society. Through our work we also support neurodivergent adults to live independently at home, at work, socially and in the community. In planning and delivering the charity's activities, the trustees have had regard to the Charity Commission's guidance on public benefit.

Achievements and performance

During 2024/25 the charity increased its activity to begin fundraising towards its objectives. The charity was also successful in securing a National Lottery Awards for All grant for the project "Building Together: Inclusive Pathways to Employment for Youth". The project commenced in March 2025 as a pilot designed to support 40 neurodiverse young adults (aged 16–24) from South Tyneside to explore and progress towards fulfilling careers in hospitality, media, the creative industries and other sectors. The grant also supports the development of an accessible website portal to improve access to information and support for neurodivergent beneficiaries. In addition, the charity agreed peppercorn rent arrangements for small office spaces in South Shields and Sunderland, strengthening the charity's local presence. Demand for support is evidenced by a waiting list; the charity aims to increase capacity through volunteering and further fundraising so that more beneficiaries

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Year ended 31 March 2025

can be supported.

Financial review

The receipts and payments account shows net incoming resources of £20,445 for the year. At the year end, restricted funds (National Lottery Awards for All) amounted to £18,150 and are planned to be applied towards project delivery up to March 2026. Unrestricted funds at the year end amounted to £2,295 and will be used to support the charity's general running costs and development. The charity has built positive links with local partners and organisations and expects its work to continue to grow over the coming years.

Risk management

The trustees have identified key risks including rising utility costs and a competitive environment for grants and contracts. Trustees consider these risks regularly and review opportunities to diversify income. The trustees meet regularly and consider ways in which additional funds may be raised to support planned activity.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and regulations.

Charity law requires the trustees to prepare accounts for each financial year. The trustees have elected to prepare the accounts on the receipts and payments basis in accordance with Charity Commission guidance for smaller charities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity, and enable them to ensure that the accounts comply with Charity Commission requirements.

On behalf of the trustees:

Mrs Sarah Farrell Forster

Trustee

30/01/2026

The Inclusionists - Receipts and Payments Account

Year ended 31 March 2025

Receipts

Receipts	Unrestricted (£)	Restricted (£)	Total (£)
Donations	2,750	0	2,750
National Lottery Awards for All grant	0	19,800	19,800
Total receipts	2,750	19,800	22,550

Payments

Payments	Unrestricted (£)	Restricted (£)	Total (£)
Utilities	455	48	503
Marketing	0	170	170
Staffing	0	667	667
Insurance	0	25	25
Training materials	0	740	740
Total payments	455	1,650	2,105

Funds carried forward at year end

	Unrestricted (£)	Restricted (£)	Total (£)
Funds carried forward	2,295	18,150	20,445

The Inclusionists - Statement of Assets and Liabilities

As at 31 March 2025

Assets

Cash at bank and in hand	£20,445
Total assets	£20,445

Liabilities

Creditors due within one year	£0
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Funds

Unrestricted funds	£2,295
Restricted funds (National Lottery Awards for All)	£18,150
Total funds	£20,445

On behalf of the trustees:

Mrs Sarah Farrell Forster

Trustee

30/01/2026

The Inclusionists - Notes to the Accounts

Year ended 31 March 2025

1. General Information

The Inclusionists is a Charitable Incorporated Organisation (CIO) registered in England and Wales, charity number 1204936. The registered office is 7-8 Vine Place, Sunderland, SR1 3NE.

2. Accounting Policies

Basis of preparation: These accounts have been prepared on the receipts and payments basis in accordance with the Charity Commission's guidance for smaller charities (CC16). Receipts and payments accounts summarise the charity's cash receipts and payments for the financial year and include a statement of assets and liabilities at the year end.

3. Restricted funds

Restricted funds represent income received that must be applied for specific purposes as set out by the funder.

National Lottery Awards for All (restricted fund) movement:

Opening balance	£0
Incoming resources	£19,800
Resources expended	£1,650
Closing balance	£18,150

4. Trustee remuneration and expenses

No trustee received remuneration in the period. Trustee expenses reimbursed: £0 (amend if any expenses were reimbursed).