



# Diverse Abilities

Dorset's Disability Charity

## Diverse Abilities Plus Limited

(a charitable company limited by guarantee)

**Annual Report &  
Group Financial Statements**  
for the year ended 31st March 2025



Company Registration Number 1540805  
Registered as a charity in accordance with the Charities Act 1993. Charity Number 282197



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## Diverse Abilities Plus Limited

# Reference and Administration Details

**Charity name:** Diverse Abilities Plus Limited

**Charity registration number:** 282197

**Company registration number:** 01540805

**Registered office:** The Beehive Centre, 13-15 Manor Avenue, Poole, BH12 4LB

**Chief executive officer:** Mr M J Powell

**Solicitors:** Rawlins Davy Ltd, Rawlins Davy Ltd , Heliting House, 3 Richmond Hill

Bournemouth BH2 6HT

Genesis Legal, 2 & 3 The Barns, Longham Farm Close, Ferndown,

Dorset, BH22 9DE

**Bankers:** National Westminster Bank Plc, 151 High Street, Poole, BH15 1AS

**Auditor:** Saffery LLP, Midland House, 2 Poole Road, Bournemouth, BH2 5QY

## Trustees

- Mr. J. A. R. Smith CBE (*Chairman*)
- Mr. M. E. Davies
- Mr. N. T. Still
- Mr. R. Bavister (*Hon. Treasurer*)  
(resigned 31/03/2025)
- Dr. G. Ridgway OBE
- Mr. G. Knight (*resigned 29/09/2025*)
- Ms. L. C. Lucas-Rowe
- Mr. J. Gibson
- Ms. S. Trapnell

# Report of the Trustees

The Trustees (who are also directors of Diverse Abilities Plus Limited (hereafter referred to as Diverse Abilities) for the purposes of company law) confirm that their report and the consolidated financial statements comply with Accounting and reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

## Structure, Governance and Management

The charity is a limited company and is governed by its Memorandum and Articles of Association. The board is comprised of between 7 and 15 trustees who are elected by the members according to the Articles of Association.

One third of the board of trustees retire by rotation each year and are eligible for re-election. Trustees are selected to offer a broad range of experience, either in terms of their knowledge of disability or their wider business expertise. Prospective trustees have an initial interview with the Chairman and are then invited to fill in an application detailing their experience, skills and other personal details, which is put before the board. Two references, normally one personal and one from a recent workplace, and a DBS check are required. The board may then co-opt the applicant until the next AGM when applicants must stand for formal election to become a full member of the trustee board. Trustees are initially given information about the constitution and aims of Diverse Abilities, the organisation and structure, Charity Commission information about their role, and an introduction to each service. Any training needs identified are satisfied using an appropriate training source; for example, trustees who wish to join the Governing Body of Langside School can access governor training provided by the Borough of Poole. All training costs are paid for by Diverse Abilities.

The trustees appoint a chief executive officer to lead the charity and each service manager reports to the CEO.

The trustees meet six times a year to discuss business, receive reports and examine the monthly management financial statements. More detailed work specific to the services described below and to individual topics is delegated to committees and the governing body (for Langside School). Any business which exceeds the remit of a committee is referred back to the trustees for a decision. Prior to the trustee meetings, the board receives a report from the CEO which includes the management accounts and a commentary on activity and the performance of the charity.

## Risk Management

The trustees also consider the risks to which the charity may be exposed, particularly in the areas of service funding. It is essential that we achieve fee levels for the services we provide in order to balance our income and expenditure. We work closely with the inspection authorities to ensure our provision is of high quality, and in the protection of service users, all relevant employees and volunteers are DBS checked.





The trustees confirm that the major risks to which the charity is exposed have been identified, reviewed and systems are operated to manage those risks. The Quality Committee has developed a quality policy, and this sets standards to operate to and ensures that risks are monitored.

## Pensions

The company operates several pension schemes which are detailed on pages 33 and 38. The defined benefit scheme with TPT is currently in deficit. The charity has provided £12k in the accounts being the deficit contributions payable by the charity over the next 3 years. The figure is presented to Diverse Abilities and is calculated by the pension provider. A full actuarial valuation was carried out at September 2023. This valuation showed assets of £514.9m, liabilities of £531m, and a deficit of £16.1m

## Managing Performance

The charity has a system of key performance indicators in place to ensure that the financial state of the organisation is reviewed on a regular basis. The charity runs a comprehensive budget control system whereby each department agrees and owns their own financial forecasts for the coming year. Actual performance is reviewed at department, management and trustee level and forecasts for the year produced and corrective action taken where necessary. Additionally, the management team and trustees will review the operational and cash situations on a monthly basis to monitor finance and service quality.

## Key Performance Indicators (KPIs)

Each department has KPIs and they vary by department. There are always targets for finance, the operation, services, partnerships, and people/culture. The KPIs are set as part of the budget process. Thereafter, trustees monitor high level KPIs for finance and service quality.

## Fundraising practices and performance

Diverse Abilities does not use any external professional fundraisers to raise its funds and, through voluntary registration with the Fundraising Regulator, seeks to comply with fundraising good practice in its generation of voluntary income and strives to maintain the highest standards of fundraising with all supporters. In 2024/25 the charity received no requests to stop communications through the Fundraising Preference Service (the facility provided by the Fundraising Regulator) and no formal fundraising complaints about Diverse Abilities were made to the Fundraising Regulator or the Information Commissioner's Office. Diverse Abilities continually measures the effectiveness of its various fundraising methods and looks to develop growth areas and to distribute donated income as cost-effectively as possible. These matters are under continuous review by the Board and the Senior Management Team.

## Public Benefit

We have given due regard to public benefit when reviewing our aims and objectives and in planning our future activities in accordance with the Charity Commission's guidance on public benefit. In particular, the trustees have considered how activities contribute to our aims and objectives.

We provide children's respite, support for adults, advice, and education to meet the needs of people with either, or both, physical and learning disabilities providing a lifetime of support to them and their families.

## Children's Team

The children's services combined provide overnight respite, support in the home, and supported activities/events. The following is a breakdown of how the services operate:

### Lily's Place

Lily's Place is a residential children's home providing short stay facilities for children during the day and overnight with additional needs, often profound.

### Shapes and Transitions

Shapes provides domiciliary support for children and young people in the family's home and out in the community. The Transitions service is for young adults aged 18 - 30.

### Lawford Lodge

Lawford Lodge continues to provide Transitions day care service and overnight respite for those aged 18 - 27 before moving into adult services, either with Diverse Abilities or elsewhere.

### Short Breaks

Coping with CHAOS (CWC), Awesome Nights, Family Support and Project My Time rely on fundraising to offer a variety of day, evening, and school holidays services to support not only children but the whole family by providing supported activities and events including other members of the family. This also includes the services provided at The Treehouse where you do not need to be registered with Diverse Abilities other services.

### STARs

Following an identification of the need to support SEN siblings, STARs is aimed at providing support and advice for SEN siblings, as well as giving these young people a chance to just be children and meet people in the same situation.

## Education

### Langside School

Langside School is an independent specialist school for pupils aged 2 - 19 years old with physical and learning difficulties in the severe or profound range. School fees are currently paid by three Local Authorities. Fundraising is needed to support the school and supply specialist equipment not covered by fees.





## Adult Services

Adult Services enable people with physical and learning disabilities to live their lives as independently as possible, in their own homes. The day service supports this, giving access to the community, activities, and events.

### Supported Living

Diverse Abilities continues to support a growing number of residential properties in the community by being contracted to provide personal care and support to its tenants. Supply and refurbishment of properties is supported through fundraising.

### The Beehive Centre

The Beehive Centre, our activity and therapy centre, is a lively, sociable day opportunity setting for adults with a disability. It is a place where people can meet and make new friends, acquire new skills, and enjoy a wide range of experiences, which we fundraise to help support.

## Advice Team

Our Advice Team seeks to help people find and access services and benefits, representing individuals in many cases if necessary. For many years our Advice Team has boasted high success rates for helping people with disabilities access benefits and activity-based services.

Services include benefit advice, appeals for benefits, power of attorney and deputyships, and help filling in forms.

## Edwards Facilities Service

Edwards Facilities Services (EFS) provides facilities management and landlord services, and operates independently of the Charity's support services. EFS has grown steadily since it started and manages the facilities of the Charity's residential properties and also supports the Charity in health and safety. EFS also received income from managing properties for a third party. EFS is a structural change, it operates in the same way and replaces Edwards Support Services.



## How our activities deliver public benefit

Our services are open to children and adults living with disabilities, often encompassing complex physical and learning needs. Our non-residential services are available to anyone within travelling distance of our sites across Dorset, and further afield providing they can make their own transport arrangements. The cost of providing some services is covered by fees from Social Services, Primary Care Trusts, Education Authorities, and other statutory support for independent living. As such, anyone who qualifies for support is entitled to use any of our services, subject to the charity being able to provide the service in a safe manner.

In addition, we can, and do on a few occasions, offer services on a privately funded basis and increasingly generate voluntary fundraising income to meet the needs of the community.

## Main operational activities

Our main areas of activity are set out below. While we have to make hard choices around costs and new projects, we have continued to invest in activities that help deliver our strategy.

Type of activity	Aim of activity	Cost of activity (£000 per year)
Providing educational services.	To support the learning and development of children and young people with complex needs.	£2,407
Providing respite care for children and young people.	To support children and young people with disabilities while providing a break for parents.	£1,408
Providing home or community support for children and young people.	To support children and young people at home or out and about within the community to undertake activities they enjoy.	£762
Providing care of adults in their own home.	To deliver high quality 24/7 care for adults with disabilities and encourage independence.	£4,211
Providing day and community-based services for adults.	To support adults with disabilities to attend a day centre and undertake fun and stimulating activities.	£1,329
Providing information and advice to people with health problems.	To provide advice and information to those that are disabled or have a health condition.	£84



# Achievements and performance

**All the services had a solid year and helped more families and individuals.** With The Treehouse fully operational, the Charity is in a better position to adapt services to individuals' needs and offers even greater flexibility.

With our Advice Team, Langside, Beehive, and the Children's Team increasing the support hours they provide, and with Supported Living greatly reducing the use of agency staff, it is impossible to single out any team for an excellent operational year.

Funding and inflation meant the budget was under pressure even more than usual, but a solid effort from fundraising helped with a good financial performance, and we thank the community and all our supporters for enabling us to achieve so much for those who use our services.

**Below is a commentary on the performance against the strategic goals set for the year 2024/25;**

- 1. The Treehouse will see new playgrounds within the grounds that complement the trampolines, bouncy castle, and mini golf. Inside the building, a 3-story soft play area, with a cinema room, sensory room, and games room, with a huge hall for activities and play opened at Easter 2024 and the summer holidays. Following a busy summer service schedule, it is planned to develop a Forest School, with a newly planted orchard and sensory garden ready for Easter 2025.** It is good to report that all the above and more have been achieved at The Treehouse site, and it is fully operational against what was planned for the services, which has over 700 families on the books. There are also several fundraising events being planned for the next year.
- 2. Get the Studio building at The Treehouse open in autumn for those attending The Beehive to use as a satellite operation.** This is now open for The Beehive to use as a satellite site and for meetings and training staff when not in use for the services.
- 3. Re-develop Langside to open a new classroom.** Now open, and as a result the school will significantly increase the pupil numbers attending in the 25/26 academic year.
- 4. Maintain quality standards in all services.** Following inspections by Ofsted and CQC, all services hold a 'Good' rating. Langside is due to be inspected in the 25/26 academic year.
- 5. Ensure the charity continues to be financially sustainable going forward.** There are no issues regarding going concern. An excellent performance from fundraising helped achieve this strategic aim for the year, which required capital spending to achieve this. National Living Wage and the increase in National Insurance Contributions are a major concern.



# Langside School

Our specialist school supported 32 children across Langside's four classrooms, providing 43,680 hours of support. The continued growth of the school over the year remains due to the reputation of the school locally, alongside a shortage of provision elsewhere in the county. The school also supported 5 children in its weekly Caterpillar Club for under 5s.

During the year we took on a second BCP transport run, ran a switch clinic, and have run sensory food sessions with OT assistance. We are continuing to develop The OPT Award across the country.

From the recent Ofsted review: **"Parents are unanimous in noting the distinct difference the school's coordinated approach makes every day to their child's and their family's lives. They love the warm atmosphere and the sincere care and ongoing support they receive from the whole staff team."**

As we move forward into 2025/26, our plans will be to focus on developing the application of assistive technology.





## Children's Team: Lily's Place



Lily's Place day care sessions and overnight stays provided 19,464 hours of overnight care and 2,018 hours of day care support to 31 children.

There has been a reduction in overnight and day care hours, and referrals, likely due to the lack of funding available from commissioning bodies.

The staff team have also been busy fundraising for a new bus including participating in the Corfe Mullen Carnival and doing a sponsored beach trek in the summer.



**2024 saw the 20th anniversary of Lily's Place. Families past and present who have enjoyed Lily's Place, or Smithers as it was known, came together to celebrate over tea and cake.**



Esmi returned to Lily's Place in July 2024 after a few months of not accessing her overnights with us. She settled back in really quickly and appears to be enjoying her overnight stays at Lily's Place.

Her nan, who is her main carer, commented: "Can I say what a wonderful job you're all doing, Esmi absolutely loves her stays with you, she always looks so happy."

Abi has been coming to Lily's Place overnight since 2023. When she stays, she enjoys sensory play, taking part in pampering, cooking, and crafts.

Staff help Abi take part in activities through helping her press switches which activate mixers for baking or to assist with making her own choices.

Abi loves people, especially if she can giggle at them doing something silly. Through Lily's Place she has connected with many of the other young people we care for. Here she is at the farm with Mason.





## Children's Team: Short Breaks



2024/25 saw 151 children supported through 2,204 hours of Project. We had a slight increase in families, which we believe is due to moving to The Treehouse and a new contract with Hampshire Council.

New activities this year include Biscuit Decorations with Sarah B, visiting Nothe Fort, Hamworthy Park, and Moreton Walled Garden. We've also enjoyed further away trips such as Marwell Zoo's Christmas Light Trail and Shrek's Adventure London.



Awesome Nights supported 14 young adults. One volunteer donated over 36 hours of their time to help out, and a student participating in Duke of Edinburgh award gave 40 hours of their time.



**"Project sessions benefit our family in so many ways. Our son enjoys activities he wouldn't normally experience in a supported environment. We get some much needed respite which makes the holidays a bit easier."**

In the school holidays, Coping with CHAOS supported 406 children with additional needs and 215 children on weekend sessions. In total this is 10,227 hours of support, which continues to grow as lots of new families have joined us.

Opening The Treehouse has transformed our Short Breaks services and created a massive growth. We have also been able to start offering drop in sessions to those who are not registered with Diverse Abilities.

**"CHAOS sessions are vital for my child to continue their learning and development in the holidays. It provides essential life skills, which benefit my child such as socialising, playing, and overall development outside of a school setting."**

The STARs sibling support service has remained popular with families. We supported 48 children over 2,174 hours. The amount of children we support at STARs has significantly increased since the move to The Treehouse. We combined our two previous groups and run them once a week. We found that children who stopped attending our previous groups have now restarted since the move.

We can offer so much more at The Treehouse, such as the soft play and a bigger area, it's been greatly received.





## Children's Team: Shapes & Transitions

10 children were supported by Shapes through 4,926 hours. During the year one package ended due to the deterioration of a young person and the need for more time with family. One ended due to their age. Two packages ended due to CHC not agreeing costings. One new package started with BCP Council, and was increased due to positive feedback.

An additional 3,240 hours of care were provided for the four children who use the Shapes Transition service. Over the year we have increased the age range supported from 18-25 to 18-30 years and are in the process of opening up Transitions sessions in another building throughout the school holidays, such as in Langside School, where we can offer more activities and support.



## Children's Team: Lawford Lodge

Lawford Lodge celebrated its 5th anniversary in 2024/25 and now supports five young adults, and we have increased the age range to 26 years old.

We provided 352 overnight stays (8,096 hours of care) and have been accessing new activities in the community including visits to Kingston Maurward Animal Park, Corfe Castle, Upton Country Park and more.

We're looking forward to 2025/26 as the service grows and we will support two new families in the summer.





## Adult Services: Supported Living



In 2024/25 we supported 33 adults, unfortunately one adult we support passed away during the year, and one new package joining us. We provided over 4,033 hours of care, across day shifts, waking nights, sleep ins, and on call hours.

Over the year, Karen and Stacey have returned to swimming, Janice went to London for a trip and Anna's confidence is growing every day, and she thrives on being helpful.

**"The team are doing a great job for my sister, I'm very happy with the support she receives from her team."**

One of our bungalows is planning on updating the conservatory and redecorating. There's lots of holidays and trips away to get excited about, and Simon is looking forward to returning to his role managing the stage at Grooves on the Green festival this summer.





## Adult Services: The Beehive Centre

50 adults have been supported at The Beehive Centre in the 2024/25 financial year, and we continue to hold a waiting list. This has been through 931 hours of 1:1 support provided each week, not including those who do not require 1:1 support.

New activities this year have included sensory massages, monthly visits to the nearby Colten Care home, and the very popular Cerys the therapy dog!

**"We have been so impressed with Chelsey and the team at The Beehive and the amount they've done for Stevie this past year."**

Support worker Jemma Roberts has put herself forward to complete a trek across the Sahara Desert to raise funds for The Beehive. In preparation for this, alongside her training, she has been hosting fundraisers such as bingo nights and soft play events at The Treehouse.

We are working closely with BCP's Skills and Learning department to potentially provide more educational sessions for some of the people we support, and we have a volunteer who is interested in running art sessions with the students.

During the summer, we took the whole centre to The Treehouse for a picnic. Mandy came along to run her popular Zumba session in the outdoor space, and everyone loved getting involved. Our annual Summer and Christmas Fayres were also very popular and helped to raise funds for The Beehive.





## Advice Team



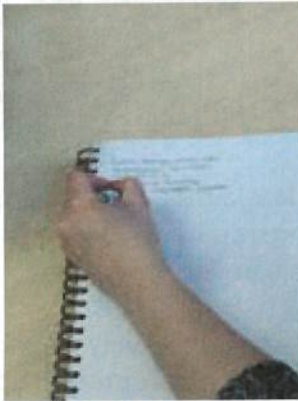
In the 2023/24 financial year, we had the following number of clients for the Advice Team:

- 94 Lasting Power of Attorney clients
- more than 500 telephone clients
- 1,000 disability appeal appointments, 80 reconsiderations

Our team achieved a 95% success rate on appeals. The Advice Team has grown to a team of three in the past year, and continuing to achieve these results in a very busy service is testament to how well they work. They pull together and support one another during times of excessive demand and when dealing with very difficult and challenging clients.

**"I believe thanks entirely to you, I have a payment. This has changed my life and I am now a much happier and healthier person for the help. I am so grateful to you."**

Over the year the Advice Team also facilitated 85 referrals to partners Rutters Solicitors for pro-bono will services and deputyship advice.



## Volunteering

2024/25 was another strong year for corporate volunteering, more than 40 groups volunteered throughout the year.

We also have a regular gardening group visiting The Treehouse to help maintain the space, and 76 volunteers have provided over 300 hours of support.

Activities this year have included our annual Treecycling campaign, painting and decorating at Langside School, gardening and maintenance within our Supported Living bungalows, alongside ongoing works at The Treehouse site in Hurn.

**"It's such a rewarding experience to volunteer with Diverse Abilities. I know that the work I am doing truly makes a difference, and that really means something and makes it all worthwhile."**





# Fundraising



The total fundraising income over the 2024/25 financial year was £731,053.

Christmas Treecycling grows from strength to strength, raising more than £29,600 including additional income from Gift Aid donations.



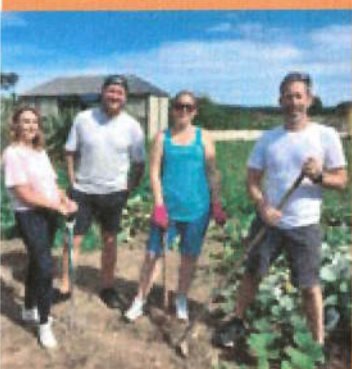
We took part in the Big Give Christmas Campaign for the first time ever, raising funds to support the families that visit The Treehouse and use its services.

More than 1,100 people took part in our fundraising events over the year, and we developed new events including a monthly Craft Club to engage with supporters in a more intimate environment, and have lots of plans on how to utilise The Treehouse in the next financial year.



Grooves on the Green raised a fantastic £5,348, and our team of volunteers running the event were absolutely amazing and are a real asset to the charity that we appreciate so much.

We've also had more of the services teams getting involved with fundraising, including the Corfe Mullen Carnival, beach walks, challenges, and 103 people took on challenges in aid of Diverse Abilities.



**We have continued to work on The Treehouse, and had the site ready for a full opening in July 2024, and have since begun working on a plan of ongoing maintenance and improvements afterwards.**

The volunteers who have taken it upon themselves to get stuck in and help make The Treehouse a safe and welcoming place for the families we support mean a lot to Diverse Abilities.



Without them, it absolutely would not have been possible to achieve the project on time, and most importantly, while saving costs along the way by undertaking jobs including construction, destruction, gardening, painting, and so much more.



# Financial review and reserve policy

Our funding comes from fees and public sector grants to cover day to day running costs of our services and from private sector fundraising income for those services not covered by fees which supplement the quality of the service provided. This can include funding equipment, premises and community activities according to any restrictions placed on the donation.

The charity has a reserves policy to hold liquid reserves to cover any major unforeseen expenses and to ensure that each unit can continue to supply the services they provide. From time to time the Trustees and CEO plan to undertake new projects and these will be funded from available funds with any additional finance being generated from fundraising or from loans as required. The reserves policy is reviewed annually to identify the risks of projects and the day to day operation and investment needed to run the charity. The approach allows the organisation to take opportunities to the benefit of the charity. The trustees will on occasion take advice on specific risks, an example being the pension fund deficit - where any future liabilities are calculated by the pension's provider and form part of the accounts. (see note 19 to the financial statements.)

The charity bases its reserves figure on a variety of risks that the trustees see as having a potential adverse effect. These include loss of income through reduced numbers of dependants and a potential downturn in donations due to social, political and economic factors and unbudgeted increases in costs through inflationary forces and Government legislation. Additionally, the charity focuses on the non-financial risks arising from fire, health and safety of workers and dependants and the management ensure that the correct accreditation is up to date and that robust policies and procedures exist to minimise the risks. Regular checks are carried out on new and potential employees to assess whether they are suitable for the role and extensive and regular awareness and operational training is carried out for staff and workers in key operational areas.

Financial sustainability is a major financial risk for the charity and its subsidiary. A key element in the management of financial risk is a regular review of available liquid funds to settle debtors as they fall due, regular liaison with

the bank, and the active management of trade receivables and payable balances to ensure sufficient working capital by the charity and its subsidiary company.

The total amount of funds held at 31 March 2025 was £8,730,518 (2024: £8,892,969) of which £104,113 (2024: £293,917) is restricted and £4,002,933 (2024: £4,112,295) is designated. This includes revaluation reserves of £1,532,841 (2024: £1,532,841) on designated properties being Langside, The Beehive and Lily's Place. Unrestricted, undesignated reserves currently stand at £4,623,472 (2024: £4,486,757) which includes a revaluation reserve of £1,867,756 (2024: £1,867,756). Free reserves therefore stand at £2,755,715 (2024: £2,619,001). This represents 2.9 months forward expenditure which is in line with the Charity's policy of holding between 2 to 3 months in unrestricted undesignated funds to cover any breakdown of the local authority and NHS funding.

The accounting policy regarding the apportionment of central costs takes account of the actual costs incurred in supporting each service. As the number of service users and hence fee income is broadly a measure of central support needs, the recharge is set as a percentage of each services income.

There have been no material changes in the accounting policy during the year.



# Key Management Pay and Remuneration Policy

The trustees consider the board of trustees and the chief executive officer as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees are required to disclose all relevant interests and register them with the chief executive and in accordance with charity policy withdraw from decisions where a conflict of interest arises.

The pay of the charity's chief executive is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, remuneration is also bench-marked with charities of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

## Social Investment

The charity owns a portfolio of programme related investments in the form of social housing. The policy of the charity is to provide suitable housing at high standard to disadvantaged people and the investment in property is solely to further the charitable aims of the charity. As such, each property is maintained to a high standard and in a professional and ethical manner.



## Fixed Assets

The domestic portfolio was revalued in 2022/23 as shown on the balance sheet and it is the opinion of the trustees that there is no material change to the non-domestic property at the current time.

## Statement of Trustees' Responsibilities

The trustees (who are also directors of Diverse Abilities Plus Limited for the purposes of company law) are responsible for preparing the trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

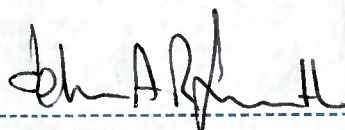
Company Law requires the trustees to prepare financial statements for each financial year. Under Company Law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware: there is no relevant audit information of which the charitable company's auditors are unaware; and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The strategic report on page 21 is also hereby approved.



Date: **20/11/2025**

John Smith, Chairman



# Strategic Report

**The 2025/26 financial year will be a year of consolidation. With so much development over the last two years, it is time to fully assess the charity's assets to meet the needs of the disabled community going forward.**

The Charity will need to find funds for large inflationary costs, mostly on National Minimum Wage, and the employer contribution for National Insurance increases. It is unlikely that these costs will be covered by funding bodies or any other government agency.

2025 will see the Charity celebrate its 70th anniversary, and plans will be developed to mark this important milestone and birthday.

Below are the strategic aims and focuses for the year ahead:

- 1. Celebrate the 70th anniversary of the Charity.**
- 2. The Treehouse will continue to develop its offer with the introduction of an outdoor learning centre. Also, events to support fundraising will be developed for the centre.**
- 3. A review of the Charity's physical assets will take place to see what buildings remain core to the services and how they are used to ensure the Charity gets the most out of the sites for the people being supported.**
- 4. A site for a replacement building has been found for Langside, work will start to design the new building, and a feasibility study done to see if fundraising can achieve this opportunity. A new school for Langside remains a key strategic aim for the Charity.**
- 5. Maintain quality standards in all services.**
- 6. Ensure the charity continues to be financially sustainable going forward.**



# Independent auditor's report to the trustees of Diverse Abilities Plus Ltd.

## Opinion

We have audited the financial statements of Diverse Abilities Plus Limited (the 'parent charitable company') for the year ended 31 March 2025 which comprise the Group Statement of Financial Activities, the Group Statement of Financial Position, the Charity Statement of Financial Position, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the affairs of the group and the parent charitable company as at 31 March 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.



## Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

## Other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report and Strategic Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 required us to report to you if, in our opinion:

- adequate accounting for records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from the branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## Responsibility of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 20, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditors under the Companies Act 2006 and report in accordance with regulations made under that Act.

Our objectives are to obtain reasonable assurance about whether the group and parent financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the group and parent charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the group and parent charitable company by discussions with trustees and updating our understanding of the sector in which the group and parent charitable company operate.

Laws and regulations of direct significance in the context of the group and parent charitable company include The Companies Act 2006 and guidance issued by the Charity Commission for England and Wales.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the parent charitable company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the parent charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the engagement partner drew attention



to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Use of our report

This report is made solely to the charitable company's members and the trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's 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 charitable company, the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Saffery LLP*

Date: ~~22/10/2025~~ 27 November 2025

Casidhe Baleri, Senior Statutory Auditor  
for and on behalf of Saffery LLP

Midland House  
2 Poole Road  
Bournemouth  
Dorset  
BH2 5QY

Statutory Auditors

Saffery LLP is eligible to act as an auditor in the terms of section 1212 of the Companies Act 2006.

## Diverse Abilities Plus Limited

# Group Statement of Financial Activities (including income and expenditure account) for the Year Ended 31 March 2025

	Notes	Unrestricted funds	Restricted funds	2025	2024
		£	£	£	£
<b>Incoming resources</b>					
Incoming resources from generated funds					
Voluntary income	2	185,317	671,888	857,205	701,810
Incoming resources from charitable activities	3	9,389,458	-	9,389,458	8,673,304
Other trading activities	4	107,571	24,295	131,866	152,206
Investment income	5	39,040	-	39,040	37,868
Other incoming resources	6	4,574	-	4,574	2,592
<b>Total incoming resources</b>		<b>9,725,960</b>	<b>696,183</b>	<b>10,422,143</b>	<b>9,567,780</b>
<b>Resources expended</b>					
Costs of generating funds					
Costs of generating voluntary income		314,774	68,931	383,705	338,053
Charitable activities	7	9,344,575	856,314	10,200,889	8,969,769
<b>Total resources expended</b>		<b>9,659,349</b>	<b>925,245</b>	<b>10,584,594</b>	<b>9,307,822</b>
<b>Net (expenditure)/income before transfers</b>		<b>66,611</b>	<b>(229,062)</b>	<b>(162,451)</b>	<b>259,958</b>
<b>Transfers</b>					
Gross transfers between funds	22	(39,258)	39,258	-	-
<b>Net movements in funds</b>		<b>27,353</b>	<b>(189,804)</b>	<b>(162,451)</b>	<b>259,958</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		<b>8,599,052</b>	<b>293,917</b>	<b>8,892,969</b>	<b>8,633,011</b>
<b>Total funds carried forward</b>		<b>8,626,405</b>	<b>104,113</b>	<b>8,730,518</b>	<b>8,892,969</b>



**Diverse Abilities Plus Limited (registration number: 1540805)**  
**Group Statement of Financial Position at**  
**31st March 2025**

	Note	2025		2024	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		8,475,083		8,352,398
			<b>8,475,083</b>		<b>8,352,398</b>
<b>Current assets</b>					
Stock and work in progress		3,653		943	
Receivables	14	761,194		1,653,731	
Cash at bank and in hand		1,541,608		1,650,224	
		<b>2,306,455</b>		<b>3,304,898</b>	
Payables: amounts falling due within one year	15	(451,068)		(1,136,068)	
Net current assets			<b>1,855,387</b>		<b>2,168,830</b>
<b>Total assets less current liabilities</b>			<b>10,330,470</b>		<b>10,521,228</b>
Payables: amounts falling due after more than one year	16		(1,599,952)		(1,628,259)
<b>Net assets</b>			<b>8,730,518</b>		<b>8,892,969</b>
<b>The funds of the charity:</b>					
Restricted funds in surplus	22/23		104,113		293,917
Revaluation reserve	22/23		3,400,597		3,400,597
Unrestricted income funds	22/23		2,755,716		2,619,001
Unrestricted designated funds			2,470,092		2,579,454
<b>Total charity funds</b>			<b>8,730,518</b>		<b>8,892,969</b>

Approved by the Board on: **20/11/2025**

And signed on its behalf by:



Mr J. Smith (Chairman)  
Trustee

The notes on pages 30 to 43 form an integral part of these financial statements.

**Diverse Abilities Plus Limited (registration number: 1540805)**  
**Company Only Statement of Financial Position at**  
**31st March 2025**

	Note	2025	2024
		£	£
<b>Fixed assets</b>			
Tangible assets	12	8,474,870	8,350,701
Investments	13	1	1
		<b>8,474,871</b>	<b>8,350,702</b>
<b>Current assets</b>			
Stock and work in progress		3,653	943
Receivables	14	681,080	1,706,664
Cash at bank and in hand		1,478,589	1,480,560
		<b>2,163,322</b>	<b>3,188,167</b>
Payables: amounts falling due within one year	15	(442,956)	(1,125,142)
Net current assets		<b>1,720,366</b>	<b>2,023,025</b>
<b>Total assets less current liabilities</b>		<b>10,195,237</b>	<b>10,413,727</b>
Payables: amounts falling due after more than one year	16	(1,599,952)	(1,628,259)
<b>Net assets</b>		<b>8,595,285</b>	<b>8,785,468</b>
<b>The funds of the charity:</b>			
Restricted funds in surplus	22/23	104,113	293,917
Revaluation Reserve	22/23	3,400,597	3,400,597
Unrestricted income funds	22/23	2,620,483	2,511,498
Unrestricted Designated Funds		2,470,092	2,579,454
<b>Total charity funds</b>		<b>8,595,285</b>	<b>8,785,468</b>

Approved by the Board on: **20/11/2025**

And signed on its behalf by:



Mr J. Smith (Chairman)  
Trustee

The notes on pages 30 to 43 form an integral part of these financial statements.



**Diverse Abilities Plus Limited (registration number: 1540805)**  
**Group Cash Flow Statement for the Year Ended**  
**31st March 2025**

	<b>Note</b>	<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>
Net cash flow from operating activities	20	201,651	131,492
Returns on investments and servicing of finance	5	39,040	37,868
<b>Capital expenditure and financial investment</b>			
Purchase of tangible fixed assets	12	(321,000)	(231,866)
Proceeds/Loss from sales/deposals of tangible fixed assets		-	750
Proceeds from sales of investments		-	-
Purchase investments		-	-
<b>Cash outflow before management of liquid resources and financing</b>		<b>(80,309)</b>	<b>(61,756)</b>
<b>Financing</b>			
Loan Repayments Barclays		-	(1,524,145)
Loan Advances CAF		-	1,600,000
Loan Repayments CAF	15	(28,307)	(9,528)
<b>Increase in cash</b>		<b>(28,307)</b>	<b>66,327</b>
<b>Change in cash and cash equivalents</b>		<b>(108,616)</b>	<b>4,571</b>
<b>Reconciliation of net cash flow to movement in net funds</b>			
	<b>Note</b>	<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>
Change in cash and cash equivalents	20	(108,616)	4,571
Cash and cash equivalents at the beginning of the reporting period	20	1,650,224	1,645,653
Cash and cash equivalents at the end of the reporting period	20	1,541,608	1,650,224

# Notes to the financial statements for the year ended 31st March 2025

## 1. Accounting Policies

The following accounting policies have been consistently used in dealing with items which are considered material in relation to the charity's financial statements.

### Basis of preparation

Diverse Abilities Plus is a charitable company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantees is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are the care, education and advancement of persons with cerebral palsy or other similar disabilities.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019. The financial statements are prepared on a going concern basis and under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### Going Concern

After reviewing the Charity's forecasts and projections, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

### Group financial statements

These financial statements consolidate the results of the charity and its wholly owned subsidiaries Edwards Support Services Limited (registered number 08030344) and Edwards Facility Services (registered number 14016455). A separate statement of financial activities and income and expenditure account are not presented for the charity itself following the exemptions afforded by the SORP.

### Fund accounting policy

Unrestricted income funds are general funds that are available for use at the Trustees' discretion in furtherance of the objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Designated funds are unrestricted funds set aside at the discretion of the Trustees for specific purposes mainly to protect assets that ensure the continuation of the charities objectives.

Further details of each fund are disclosed in note 22.

### Incoming resources

Voluntary income is received by way of donations and gifts, subscriptions, covenants and fundraising activities.

Such income is recognised when there is an entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income due for fees from local authorities are credited to the Statement of Financial Activities when the service has been performed with the exception of Langside School, which is invoiced in advance. Amounts are treated as unrestricted income, except regarding grants from the Department for Education, which is specifically for the use of Langside School which are used within the year.

Gifts in kind are recognised in different ways dependent on how they are used by the charity:

1. Those donated for resale produce income when they are sold. They are valued at the amount actually realised.
2. Those donated for onward transmission to beneficiaries are included in the Statement of Financial Activities as incoming resources and resources expended when they are distributed. They are valued at the amount the charity would have had to pay to acquire them.



3. Those donated for use by the charity itself are included when receivable. They are valued at the amount the charity would have had to pay to acquire them.

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Any income deferred is related to income received/invoiced but related to a future financial year.

Interest on deposit amounts is recognised on an accruals basis.

Income from charitable activities includes income recognised as earned (as the related goods or services are provided under contract). Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

### **Resources expended**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of generating funds are the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Support costs include costs of the preparation and examination of the statutory accounts, the costs of trustee meetings and the cost of any legal advice to Trustees on governance or constitutional matters.

### **Allocation of costs**

The apportionment of central costs takes account of the actual costs incurred in supporting each service. As a number of service users, and hence fee income, is broadly a measure of central support needs, the recharge is set as a percentage of each service's income. The actual percentage charged to each service takes account of how much administrative support exists within each service.

### **Fixed assets**

Fixed assets are stated at original cost or valuation, or if donated, the value at date of receipt.

The charity has adopted the revaluation model for its properties. Under the revaluation model, an item of property, whose fair value can be measured reliably shall be carried at a revalued amount, being its fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations shall be made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

### **Depreciation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life (see the table below). An additional asset category has been added in 24/25 'Leased asset refurbishment', this specifically relates to The Treehouse refurbishment. The Treehouse is a leased asset (current lease period 10 years to 31/12/2033). Assets relating to the refurbishment of this asset that will last the life of the lease are depreciated over the remaining life of the lease.

Freehold buildings	1% straight line
Equipment and fittings	25% straight line basis
Motor vehicles	25% straight line basis
Refurbishment of leased asset	Over the remaining life of the lease at time of purchase
Gifted items	In accordance with above rates

### **Investments**

Fixed asset investments are included at market value at the Balance Sheet date.

Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Investments in Subsidiaries are valued at cost less provision for impairment.

### **Stock**

Stock is valued at the lower of cost and net realisable value, after due regard for obsolete and slow moving stocks. Net realisable value is based on selling price less anticipated costs to completion and selling costs. Items donated for resale or distribution are not included in the financial statements until they are sold or distributed.

### **Trade receivables**

Trade receivables are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

### **Cash and cash equivalents**

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

### **Trade payables**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

### **Borrowings**

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Concessionary loans include those payable to third parties which are interest free or below market interest rates and are received to advance charitable purposes. All loans are measured at cost, less impairment as permitted by section 34 of FRS 102.

### **Provisions**

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 is known or can be reliably estimated.

### **Financial Instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

### **Employee benefits**

The costs of short-term employee benefits are recognised as a liability and an expense.

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



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

## Pensions

The charity operates a defined contribution pension scheme. Contributions are charged in the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

Some employees are members of the Teachers' Pension Scheme which is a multi-employer, unfunded, pay as you go, defined benefit scheme. The plan's actuary has advised that it is not possible to identify the charity's share of the underlying assets and liabilities in the scheme on a consistent and reasonable basis. The contributions to the scheme are therefore accounted for on a defined contribution basis. Contributions to the Scheme by employees are set at rates determined by the scheme's Actuary and approved by the Department for Education. The contributions partially fund payments made by the Scheme, the balance of funding being provided by Parliament through the annual Supply Estimates process. The administrative expenses associated with the operation of the Scheme are borne by the Department for Education and reported in Department for Education's financial statements. The scheme is managed by the Department for Education and administered under contract by Capita Business Services Limited. The latest accounts are available on the official-documents.gov.uk website.

As described in note 19, Diverse Abilities has a contractual obligation to make pension deficit payments of £4,436 pa over the period to March 2028, accordingly this is shown as a liability in these accounts. The total of contractual future deficit funding payments is discounted to an estimated current value. The discount rate chosen is the redemption yield on a UK government bond of approximately the same duration as the liability.

## Operating leases

Rentals payable under operating leases are charged in the Statement of Financial Activities on a straight line basis over the lease term.

## 2. Voluntary Income

	Unrestricted funds	Restricted funds	Total funds 2025	Unrestricted funds	Restricted funds	Total funds 2024
	£	£	£	£	£	£
Donations	144,766	108,493	253,259	143,538	85,841	229,379
Gift Aid Reclaimed	30,779	1,035	31,814	17,755	559	18,314
Grants	9,772	562,360	572,132	24,943	429,174	454,117
	<b>185,317</b>	<b>671,888</b>	<b>857,205</b>	<b>186,236</b>	<b>515,574</b>	<b>701,810</b>

## 3. Incoming resources from charitable activities

	Unrestricted funds	Restricted funds	Total funds 2025	Unrestricted funds	Restricted funds	Total funds 2024
	£	£	£	£	£	£
Rental Income	263,238	-	263,238	252,049	-	252,049
Langside School fees	2,406,139	-	2,406,139	2,034,311	-	2,034,311
Children's services	1,570,879	-	1,570,879	1,569,876	-	1,569,876
Adults' services	4,992,227	-	4,992,227	4,684,350	-	4,684,350
Advice	32,664	-	32,664	32,537	-	32,537
Transport	124,311	-	124,311	100,181	-	100,181
	<b>9,389,458</b>	<b>-</b>	<b>9,389,458</b>	<b>8,673,304</b>	<b>-</b>	<b>8,673,304</b>

## 4. Other trading activities

	Unrestricted funds	Restricted funds	Total funds 2025	Unrestricted funds	Restricted funds	Total funds 2024
	£	£	£	£	£	£
Fundraising Events	107,571	24,295	131,866	148,946	3,260	152,206

Income from other Trading Activities in the current year £131,866 of which £24,295 was restricted, and prior year £152,206 was unrestricted.

## 5. Investment Income

	Unrestricted funds	Restricted funds	Total funds 2025	Unrestricted funds	Restricted funds	Total funds 2024
	£	£	£	£	£	£
Interest on Cash Deposits	39,040	-	39,040	37,868	-	37,868
	<b>39,040</b>	<b>-</b>	<b>39,040</b>	<b>37,868</b>	<b>-</b>	<b>37,868</b>

## 6. Other Incoming resources

	Unrestricted funds	Restricted funds	Total funds 2025	Unrestricted funds	Restricted funds	Total funds 2024
	£	£	£	£	£	£
Facility management income	-	-	-	-	-	-
Income from Sale of Fixed Assets	-	-	-	750	-	750
Insurance claims	-	-	-	-	-	-
Tax reclaimed	4,574	-	4,574	1,842	-	1,842
Income from external training	-	-	-	-	-	-
	<b>4,574</b>	<b>-</b>	<b>4,574</b>	<b>2,592</b>	<b>-</b>	<b>2,592</b>

## 7. Analysis of charitable activities

	Total 2025	Total 2024
	£	£
Employment costs (inc. Agency)	8,367,854	7,510,166
Establishment costs	419,176	346,737
Other Operating Costs	612,008	568,127
Teaching and educational supplies	3,646	5,438
Transport Costs	68,270	58,091
Publicity and marketing	166,481	152,798
Legal and professional costs	31,064	36,698
Bank charges/Loan interest	128,547	126,223
Depreciation of tangible Non Current Assets	198,315	176,528
Bad Debts Provision	205,528	(11,037)
	<b>10,200,889</b>	<b>8,969,769</b>

Charitable activities was £10,200,889 (2024: £8,969,769) of which £925,245 were attributable to restricted funds (2024: £592,461) and £9,275,644 were attributable to unrestricted funds (2024: £8,377,308).

The analysis of charitable activities is split between direct and support costs as follows:

	Staff costs	Depreciation	Other	Total 2025	Staff costs	Depreciation	Other	Total 2024
	£	£	£	£	£	£	£	£
Direct costs	7,737,194	173,775	1,214,247	9,125,216	6,994,972	154,671	879,305	8,028,948
Support costs	630,660	24,540	420,473	1,075,673	515,194	21,858	403,769	940,821
Charitable activities	<b>8,367,854</b>	<b>198,315</b>	<b>1,634,720</b>	<b>10,200,889</b>	<b>7,510,166</b>	<b>176,529</b>	<b>1,283,074</b>	<b>8,969,769</b>



## 8. Other recognised gains

No other recognised gains in the 2024/25 financial year.

## 9. Trustees' remuneration and expenses

No trustees received any remuneration during the year. No expenses were paid to trustees in the year.

## 10. Net expenditure

Net expenditure is stated after charging:

	2025	2024
	£	£
Auditors' remuneration - audit services	17,036	19,920
Auditors' remuneration - other services	3,960	600
Depreciation of tangible Non Current Assets	198,315	176,529

## 11. Employee remuneration

The average and FTE number of persons employed by the charity (excluding trustees) during the year, analysed by category, was as follows:

	2025	2024		2025	2024
Average	No.	No.	FTE	No.	No.
Central office	27	23	Central office	25	21
Langside School	71	61	Langside School	50	44
Children's services	128	126	Children's services	43	41
Adult services	172	160	Adult services	109	103
Advice services	3	2	Advice services	2	3
Directors CEO	10	9	Directors CEO	1	1
	411	381		230	213

The aggregate payroll costs of these persons were as follows:

	2025	2024
	£	£
Wages and salaries (ex Agency)	7,073,541	6,161,243
Social security Inc. Apprenticeship levy	596,956	497,578
Other pension costs	241,647	201,279
	7,912,144	6,860,100

Senior employees - during the year, the number of senior employees who received emoluments falling within the following ranges was:

	2025	2024
	No.	No.
£100,001 - £110,000	1	1
£70,001 - £80,000	1	-
£60,001 - £70,000	1	-
	3	1

The total employee benefits of the senior employees during the year were; CEO £109,241 (2024: £94,616) and national insurance costs of £13,820 (2024: £12,071). During the year, pension contributions on behalf of this staff member amounted to £6,355 (2024: £4,739), Principal £79,671 (2024: £75,231), NI contributions £9,739 (2024: £9,126), pension contributions £22,849 (2024: £17,814), Senior Teaching Staff £60,850 (2024: £56,334), NI contributions £7,142 (2024: £6,518), pension contributions £17,814 (2024: £13,339).

## 12. Tangible Non Current Assets (Group)

	Freehold interest in land and buildings	Motor vehicles	Equipment and fittings	Gifted assets	Leased property & enhancements	Total
	£	£	£	£		£
Cost or Valuation:						
As at 1 April 2024	8,324,863	148,523	1,122,556	309,478	-	9,905,420
Additions	3,600	23,054	133,267	-	161,079	321,000
Revaluation	-	-	-	-	-	-
Transfer	-	-	(60,135)	-	60,135	-
Disposals	-	-	-	-	-	-
As at 31 March 2025	8,328,463	171,577	1,195,688	309,478	221,214	10,226,420
Depreciation:						
As at 1 April 2024	300,339	129,953	813,342	309,388	-	1,553,022
Revaluation	-	-	-	-	-	-
Eliminated on disposals	-	-	-	-	-	-
Transfer	-	-	-	-	-	-
Charge for the year	62,307	7,892	118,802	-	9,314	198,315
As at 31 March 2025	362,646	137,845	932,144	309,388	9,314	1,751,337
Net book value:						
As at 31 March 2025	7,965,817	33,732	263,544	90	211,900	8,475,083
As at 1 April 2024	8,024,524	18,570	309,214	90	-	8,352,398

	2025	2024
	£	£
Charity	8,474,870	8,350,701
Subsidiary: Edwards Support Services Limited	213	1,697
	8,475,083	8,352,398

The freehold interest in land and buildings includes both residential and non-residential properties employed in the provision of the charities services.

The residential properties were re-valued at 31 March 2023 by independent valuers for Barclays and CAF Bank.

## 13. Investments held as Non Current Assets (Charity)

### Subsidiaries (Charity):

Name of undertaking	Company Number	Nature of business	Nature of control	% held	Direct/ Indirect
Edwards Support Services Limited	08030344	Provision of supported living accommodation for adults with disabilities	Ordinary Shares	100	Direct
Edward Facilities Services Limited	14016455	Dormant	Sole member	100	Direct

The registered office of the above companies is Langside School, Langside Avenue, Poole, Dorset, BH12 5BN.



## 14. Receivables

	Group 2025	Charity 2025	Group 2024	Charity 2024
	£	£	£	£
Amount due from group undertaking	-	(53,605)	-	75,776
Trade receivables	319,180	306,429	1,195,353	1,186,144
Prepayments and accrued income	442,014	428,256	458,378	444,744
	<b>761,194</b>	<b>681,080</b>	<b>1,653,731</b>	<b>1,706,664</b>

## 15. Payables: Amounts falling due within one year

	Group 2025	Charity 2025	Group 2024	Charity 2024
	£	£	£	£
Bank loans (secured)	27,264	27,264	22,213	22,213
Trade payables	187,795	182,210	191,988	186,123
Taxation and social security (inc. VAT)	165,327	164,507	153,705	150,602
Accruals and deferred income	58,288	62,063	762,618	759,292
Pension deficit (see note 19)	12,394	6,912	5,544	6,912
	<b>451,068</b>	<b>442,956</b>	<b>1,136,068</b>	<b>1,125,142</b>

The mortgage was repaid September 2023 and refinancing was taken with CAF Bank. The CAF Bank loan of £1.56k is secured by a fixed charge over fixed assets and rental income and a floating charge over all present and future undertakings and assets.

## 16. Payables: Amounts falling due after more than one year (Group and Charity)

	2025	2024
	£	£
CAF Loan	1,539,952	1,568,259
TVT Loan	60,000	60,000
	<b>1,599,952</b>	<b>1,628,259</b>

Other loans are secured against the residential property for which the loan funds were used to purchase.

## 17. Capital commitments

Capital commitments at the year end are nil for 2024/25 (2023/24: nil).

## 18. Operating lease commitments

As at 31 March 2025, the charity had annual commitments under non-cancellable operating leases as follows:

Operating leases which expire:

	Land and buildings	
	2025	2024
	£	£
Within one year	106,390	135,366
Within two and five years	41,145	144,625
	<b>147,535</b>	<b>279,991</b>

## 19. Pension scheme

### Defined benefit pension scheme - Teachers

Some employees are members of the Teachers' Pension Scheme, which is a multi-employer, unfunded, pay as you go, defined benefit scheme. The scheme's assets are held separately from those of Diverse Abilities Plus. The scheme is managed by the Department for Education and administered under contract by Capita Business Services Limited. The latest accounts are available on the [official-documents.gov.uk](https://www.gov.uk/official-documents) website.

### Defined benefit pension scheme - TPT

The company operates a defined benefit pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £152,563 (2024: £127,746).

The scheme is classified as a 'last man standing' arrangement. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

The most recent completed three year valuation was at September 2023. The result of the valuation showed that the actuarial value of the assets was £514.9m, liabilities of £531m, and a deficit of £16.1m.

Diverse Abilities Plus has been advised that it will need to make annual deficit contributions of £4k in the financial year 2025/26. This amount is based on the current actuarial assumptions and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period at 31st March 2025 is 3 years ending March 2028.

Reconciliation	2025 £	2024 £
Provision at start of period	5,544	11,868
Unwinding of the discount factor	146	-
Deficit contribution paid	(5,652)	(6,782)
Remeasurements - amendments to the contribution schedule	12,394	458
Provision at end of period	12,432	5,544
Due within one year	4,436	5,544
Due after one year	8,872	-



## 20. Reconciliation of net movements in funds to operating cash flows

	2025	2024
	£	£
Net incoming resources	(162,451)	259,958
<b>Adjustments for</b>		
Investment income	(39,040)	(37,868)
Depreciation, amortisation and impairment charges	198,315	176,528
(Profit)/Loss on sale on non current assets	-	(750)
Movement on Stock	(2,710)	2,715
Revaluation of Freehold Property	-	-
Remeasurement of pension scheme	-	-
<b>Movement in Working Capital</b>		
Decrease/(increase) in Receivables	892,537	(433,234)
(Decrease)/increase in Payables	(685,000)	164,143
Other	-	-
	201,651	131,492

### Analysis of Change in Debt

	At 1 April 2024			At 31 March 2025
	At start of year	Cash flows	Other non-cash changes	At year end
	£	£	£	£
Cash	1,650,224	(108,616)	-	1,541,608
Loans due within one year	(22,213)	-	(5,051)	(27,264)
Loans due after one year	(1,628,259)	-	28,307	(1,599,952)
	(248)	(108,616)	23,256	(85,608)

	At 1 April 2023			At 31 March 2024
	At start of year	Cash flows	Other non-cash changes	At year end
	£	£	£	£
Cash	1,645,653	4,571	-	1,650,224
Loans due within one year	(1,524,145)	-	1,501,932	(22,213)
Loans due after one year	(60,000)	-	(1,568,259)	(1,628,259)
	61,508	4,571	(66,327)	(248)

## 21. Related parties

### Controlling entity

The charity is controlled by the trustees who are all directors of the company.

### Related party transactions

Mr. M. Davis is a director of this company and is an employee and shareholder of Rawlins Davy Ltd Solicitors who supplied legal services to ESS to the value of £1,836 (2024: £2,245).

Ms. L. Lucas-Rowe is a director of Adventure Wonderland who supplied property and services to the value of £113,537 (2024: £25,680).

## 22. Analysis of funds (Group and Charity)

	At 1 April 2024	Incoming resources	Resources expended	Revaluation gains	Transfers	Total at 31 March 2025
	£	£	£	£	£	£
<b>Designated funds</b>						
Langside development	115,976	-	77,449	-	-	38,527
Freehold Commercial Property	2,463,478	-	-	-	(31,913)	2,431,565
Revaluation reserve attributable to the designated properties	1,532,841	-	-	-	-	1,532,841
	4,112,295	-	77,449	-	(31,913)	4,002,933
<b>General Funds</b>						
Revaluation reserve	1,867,756	-	-	-	-	1,867,756
Unrestricted income fund	2,619,001	9,725,960	9,581,900	-	(7,345)	2,755,716
	4,486,757	9,725,960	9,581,900	-	(7,345)	4,623,472
<b>Restricted funds</b>						
Splash Appeal	284,003	825	204,142	-	-	80,686
Beehive Restricted	4,573	14,543	14,543	-	-	4,573
Beehive Activities	-	-	-	-	-	-
Advice (Disability Wessex)	948	28,582	28,291	-	-	1,239
Lily's Place Restricted	-	1,502	1,502	-	-	-
Lily's Place Equipment & Activities	-	29,476	20,488	-	-	8,988
Coping with CHAOS Restricted	-	330,422	330,422	-	-	-
Langside General and Activities	-	71,453	71,453	-	-	-
Langside Equipment	-	21,423	21,423	-	-	-
Supported Living Events	4,148	1,574	1,442	-	-	4,280
Supported Living Lulworth Gardening	245	-	-	-	-	245
Supported Living General Projects	-	364	364	-	-	-
The Treehouse	-	108,009	108,009	-	-	-
	-	88,010	123,166	-	39,258	4,102
	293,917	696,183	925,245	-	39,258	104,113
	8,892,969	10,422,143	10,584,595	-	-	8,730,518



## Prior Year

	At 1 April 2023	Incoming resources	Resources expended	Revaluation gains	Transfers	At 31 March 2024
<b>Designated funds</b>	£	£	£		£	£
Langside development	115,976	-	-	-	-	115,976
Freehold Commercial Property	2,495,381	-	-	-	(31,903)	2,463,478
Revaluation reserve attributable to the designated properties	1,532,841	-	-	-	-	1,532,841
	<u>4,144,198</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(31,903)</u>	<u>4,112,295</u>
<b>General Funds</b>						
Revaluation reserve	1,867,756	-	-	-	-	1,867,756
Unrestricted income fund	2,263,658	9,048,946	8,678,426	-	(15,177)	2,619,001
	<u>4,131,414</u>	<u>9,048,946</u>	<u>8,678,426</u>	<u>-</u>	<u>(15,177)</u>	<u>4,486,757</u>
<b>Restricted funds</b>						
Splash Appeal	323,982	7,388	47,367	-	-	284,003
Beehive Restricted	4,573	6,642	6,642	-	-	4,573
Beehive Activities	-	12,000	12,000	-	-	-
Advice (Disability Wessex)	456	25,915	25,423	-	-	948
Lily's Place Restricted	-	300	1,893	-	1,593	-
Lily's Place Equipment	5,978	5,800	11,807	-	29	-
Coping with CHAOS Restricted	-	222,502	222,502	-	-	-
Langside General and Activities	2,500	59,828	62,328	-	-	-
Langside Equipment	-	27,871	27,871	-	-	-
Supported Living Events	4,341	-	193	-	-	4,148
Supported Living Lulworth Gardening	245	-	-	-	-	245
Supported Living General Projects	4,824	3,000	9,097	-	1,273	-
The Treehouse	10,500	101,236	111,736	-	-	-
	<u>-</u>	<u>46,352</u>	<u>90,537</u>	<u>-</u>	<u>44,185</u>	<u>-</u>
	<u>357,399</u>	<u>518,834</u>	<u>629,396</u>	<u>-</u>	<u>47,080</u>	<u>293,917</u>
	<u>8,633,011</u>	<u>9,567,780</u>	<u>9,307,822</u>	<u>-</u>	<u>-</u>	<u>8,892,969</u>

	2025 £	2024 £
Charity	<b>8,595,285</b>	8,785,468
Subsidiary: Edwards Support Services Limited	<b>135,233</b>	107,501
	<u><b>8,730,518</b></u>	<u>8,892,969</u>

**The following funds are designated:**

- Langside Development: this fund was established by the parents of a pupil who attended Langside School. The purpose of the fund is for development of the School and its facilities.
- Freehold commercial property and the associated revaluation reserve are designated - this relates to the commercial properties without which the charity could not run three of its core services; Langside School, The Beehive, and Lily's Place. The unrestricted revaluation reserve relates to the domestic properties.

**The following funds are restructured for the use of the particular service named:**

- Splash Appeal: provision of a therapy pool for adults and children. Due to time passed since the launch of The Splash Appeal, which started just before the COVID period, saw fundraising efforts cease on this for nearly two years. Talbot Village Trust has had to withdraw the pledge for £200k, however once the project is ready to commence this will be renewed.
- Beehive restricted: general expenses just for The Beehive.
- Beehive activities: daily activities/therapies in the building and out in the community.
- Advice (previously Disability Wessex) restricted: general advice expenses for the running of the service with some specific grants for those hard of hearing and those in extreme poverty.
- Lily's Place restricted: general expenses just for Lily's.
- Lily's Place equipment: equipment specific for Lily's.
- Coping with CHAOS restricted: general expenses for the provision of the service and related costs.
- Langside general and activities: daily activities specifically for Langside School.
- Langside equipment: equipment specifically for Langside.
- Supported Living events: monies raised for events.
- Supported Living gardening: monies raised from produce to continue gardening activities.
- Supported Living general: for the general use of this service.
- Projects/Shapes/Respite Bungalow: restricted to the children's services, Transitions, and Lawford Lodge young adult respite home.
- The Treehouse fund was set up to raise funds for the new premises to accommodate CWC/PMT and Central Services. This has enabled the school to increase the number of pupils who can attend Langside School, and the Studio based at this site is used to increase the number of adults who can attend The Beehive day centre.

Transfers have been made from general funds where the cost of an activity or investment has not been fully covered by fundraised income.

The following restricted funds received donations during the year from many sources including the following: Coping with CHAOS was supported by BCP Council and Dorset Council, Project was also supported by BCP, Hampshire and Dorset Councils.



## 23. Net assets by fund (Group)

	Unrestricted funds	Designated funds	Restricted funds	Total funds 2025	Unrestricted funds	Designated funds	Restricted funds	Total funds 2024
	£	£	£	£	£	£	£	£
Tangible assets	4,510,677	3,964,406	-	8,475,083	4,356,079	3,996,319	-	8,352,398
Investments	-	-	-	-	-	-	-	-
Current assets	2,163,815	38,527	104,113	2,306,455	2,895,005	115,976	293,917	3,304,898
Payables: Amounts falling due within one year	(451,068)	-	-	(451,068)	(1,136,068)	-	-	(1,136,068)
Payables: Amounts falling due after one year	(1,599,952)	-	-	(1,599,952)	(1,628,259)	-	-	(1,628,259)
Net Assets	4,623,472	4,002,933	104,113	8,595,285	4,486,757	4,112,295	293,917	8,892,969
Charity	4,488,239	4,002,933	104,113	8,596,540	4,379,541	4,112,295	293,917	8,785,753
Subsidiary: Edward Support Service	135,233	-	-	135,233	107,216	-	-	107,216
	4,623,472	4,002,933	104,113	8,730,518	4,486,757	4,112,295	293,917	8,892,969

## 24. Provision for Accrued Holiday Pay

A provision exists for holiday balances accrued as a result of services rendered in the current period and which employees are entitled to carry forward. The holiday period runs from 1st April to 30th March inclusive and all holiday entitlement should be used by the end of that period. In certain exceptional circumstances holiday can be carried forward and the value of accrued holiday pay at the end of 2025/25 was £3,479 (2023/24 was £1,000).

## 25. Financial Risk Management

The charity has exposure to three main areas of Financial risk - liquidity, customer credit exposure, and interest rate risk.

### Liquidity risk

The objective of the charity in managing liquidity risk is to ensure that it can meet its financial obligations as and when they fall due. The charity expects to meet its financial obligations through operating cash flows. In the event that the operating cash flows would not cover all the financial obligations the company has credit options available. The charity is in a position to meet its commitments and obligations as they come due.

### Customer Credit Exposure

The charity may offer credit terms to its customers which allow payment of the debt after delivery of the goods or services. The charity is at risk to the extent that a customer may be unable to pay the debt on the specified due date. The risk is mitigated by the strong on-going customer relationships and provisions are in place to cover any perceived bad debt.

### Interest rate risk

The charity has mortgages in place to finance the majority of the Supported Living properties included in the land and building values in note 13 above. The management reviews interest rates continually and will decide upon the tenure of these mortgages based on a view of the future direction of interest rates.



# **Diverse Abilities**

Dorset's Disability Charity

**[diverseabilities.org.uk](http://diverseabilities.org.uk)**

Company Registration Number 1540805  
Registered as a charity in accordance with the Charities Act 1993. Charity Number 282197