

THE ELFRIDA SOCIETY

England & Wales · Charity number 282716

Details

Other names	ELFRIDA RATHBONE (ISLINGTON AND CAMDEN), ELFRIDA RATHBONE ISLINGTON
Status	Registered
Legal form	Charitable company
Company number	01559198
Registered	1981-07-06
Register	View on the Charity Commission register

Contact

Address	Elfrida Society 34 Islington Park Street London N1 1PX
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Website	www.elfrida.com

Activities

Objects: 1) TO PROMOTE AND ADVANCE THE WELFARE, EDUCATION, TRAINING AND ADVANCEMENT IN LIFE OF MENTALLY HANDICAPPED PERSONS SO AS TO ENSURE THAT SO FAR AS POSSIBLE THEY MAY DEVELOP AS INDIVIDUALS AND MEMBERS OF SOCIETY AND THAT THEIR DISABILITIES MAY BE RELIEVED. 2) TO PROVIDE IN THE INTERESTS OF SOCIAL WELFARE FACILITIES FOR THE RECREATION AND OTHER LEISURE-TIME OCCUPATION OF BENEFICIARIES SO AS TO DEVELOP THEIR MENTAL PHYSICAL AND SPIRITUAL CAPACITIES AND IMPROVE THEIR CONDITIONS OF LIFE. 3) TO RELIEVE POVERTY DISTRESS AND SICKNESS AMONG BENEFICIARIES AND THEIR FAMILIES

Activities: Supporting people with learning disabilities and/or learning difficulties (LDD) to live happy, independent lives and providing opportunities for them to have their voice heard. Key to this are our specialist advocacy, sport activities and user-led consultation and quality monitoring service offer to empower people with LDD and ensure they can access the same opportunities as everyone else.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** People With Disabilities

Geography

- **Area of benefit:** GREATER LONDON AREA
- Birmingham City
- Buckinghamshire
- Durham
- Leeds City
- Liverpool City
- Nottingham City
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£312,070	£398,762	-	-
2024-03-31	£342,748	£384,436	-	-
2023-03-31	£315,943	£371,458	-	-
2022-03-31	£266,814	£403,922	-	-
2021-03-31	£324,398	£342,507	-	-

Trustees

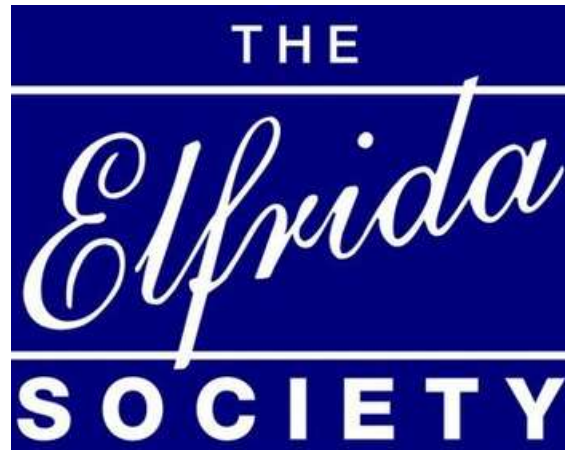
Name	Role	Appointed
Alexander Leeson-Mill	Chair	2026-04-08
ADRIAN BROWN		2016-11-30
INARM OSBORN		2018-08-21
MARTIN WALLIN		2016-05-06
Samira Hotobah-During		2021-05-05
Sarah Jane Hayes		2025-07-29
Victoria Helen Middleton		2024-08-07

THE ELFRIDA SOCIETY

England & Wales - Charity number 282716

Accounts

THE ELFRIDA SOCIETY



2024/25

Company registration number: 1559198

Charity registration number: 282716

ANNUAL REPORT

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THE ELFRIDA SOCIETY

LEGAL AND ADMINISTRATIVE DETAILS

Status The organisation is a charitable company limited by guarantee, incorporated on 1 May 1981 and amended to change the name on 12 March 1990 and 31 December 1996, and registered as a charity on 6 July 1981.

Governing Document The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Company Number 1559198

Charity Number 282716

Registered Office and Operational Address 34 Islington Park Street,
Islington
London
N1 1PX

Honorary Officers	Patience Wilson	Chair of The Board of Trustees
	Martin Wallin	Board Member
	Adrian Brown	Board Member
	Inarm Osborn	Board Member
	Paul James Bartram	Treasurer of the Board of Trustees Resigned on 15/07/2025
	Samira Hotobah-During	Board Member
	Alex Leeson-Mill	Board Member
	Victoria Helen Middleton	Board Member Appointed on 26/09/2024 & Appointed as Treasurer on 15/07/2025
	Sarah Jane Hayes	Board Member Appointed on 05/09/2025

THE ELFRIDA SOCIETY (LIMITED BY GUARANTEE)

LEGAL AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDING 31 MARCH 2025

Principal Staff

Maria Dolly Galvis Zapata - Chief Executive Officer

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

National Westminster Bank plc
Highbury and Islington Branch
11 Upper Street
London
N1 0PQ

Auditors

Goldwins
Chartered Accountants and Statutory Auditors
75 Maygrove Road
West Hampstead
London
NW6 2EG

REPORT FROM THE TRUSTEES

FOR THE YEAR ENDING 31 MARCH 2025

Welcome to the Elfrida Society's Impact Report.

This report has been written by the Board of Trustees. It explains what we have done, who we support, and the difference we have made during the year from 1 April 2024 to 31 March 2025.

The Trustees are responsible for making sure the charity is run well, is safe, and follows the law. We also make sure that money is used properly and in line with our values. This report should be read alongside our financial accounts, which have been prepared using charity accounting rules and guidance from the Charity Commission.

Who We Are and What We Do

The Elfrida Society supports people with learning disabilities and neurodivergent people, as well as their families and carers.

Our purpose is to:

- Support people to live good lives
- Reduce inequality and exclusion
- Help people have a voice and choice
- Make sure people are treated fairly

We work to remove barriers that stop people from:

- Getting the right support
- Being heard
- Taking part in their community

Our Aims

The Elfrida Society exists to:

- Support the wellbeing, learning, and independence of people with learning disabilities and neurodivergence.
- Offer social, recreational, and community activities that help people feel included
- Reduce poverty, distress, and poor health for people and their families.

Everything we do is guided by our values of:

- Choice
- Empowerment
- Co-production
- Trust
- Care

Public Benefit

The Trustees follow guidance from the Charity Commission about public benefit.

All of our work is designed to benefit people with learning disabilities and neurodivergent people.

All our services are inclusive, free to use and open to people of all backgrounds, cultures, and identities.

Inclusion, Equality, and Lived Experience

We have been working hard to become a truly inclusive and service-user-led organisation, and we are proud of the progress we have made. At least 80% of our staff and volunteers are people with learning disabilities and/or neurodivergence, and four of our Trustees are lived-experience experts.

This means that our work is shaped by the voices, knowledge, and experiences of the people we support and work alongside. We believe this makes our services stronger, more relevant, and more effective. We remain committed to building on this progress and continuing to improve how lived experience informs our leadership, governance, and day-to-day work.

Our History and Commitment

Founded in 1919, the Elfrida Society has over 100 years of experience supporting people with learning disabilities and neurodivergence.

This year has been especially challenging. Rising living costs have increased pressure on the people we support, while demand for our services has grown and funding has become more limited.

Despite this, our Trustees remain firmly committed to our mission and to the communities we work alongside. We continue to stand for rights, dignity, and inclusion, supporting people to build connections, gain confidence, and live full and independent lives.

Our Funders and Supporters

We are deeply grateful to the organisations and individuals who make our work possible. Their support allows us to provide vital services, advocacy, and opportunities for people with learning disabilities and neurodivergence (LDND).

London Borough of Islington, London Local Authorities. and Rethink Advocacy, Richard Cloudesley's Charitable Fund, Percy Bilton Grant, The National Lottery Awards for All, LHEP NHSE & GLA Community Action for Health Partnerships, Protection Approaches (HCCORP), Middlesex County Cricket Club, Sport England Small Grants, City Bridge Trust, Capital City College Sports, Barclays – Grant Sported Foundation, Dan Maskell Tennis, GoLondon / Greater London Authority, London Catalyst – Samaritans Fund, Surrey University, Kings College

We also thank the many individuals and community supporters whose contributions help us continue our mission every day.

OUR PEOPLE AND OUR PREMISES: REDEVELOPMENT IN ACTION

Our Staff, Volunteers, and Lived Experience Experts

Our achievements are driven by a committed team of staff and volunteers who bring a wealth of knowledge, passion, and insight to everything we do. Their expertise and understanding inform our approach to service design, advocacy, and policy work. By actively involving people with lived experience in decision-making, we create a truly inclusive environment where voices are heard, perspectives valued, and meaningful change is possible.

The dedication and insight of our staff, volunteers, and lived experience experts allow us to maintain high-quality services, respond to challenges creatively, and strengthen our collaborations with the wider learning disabilities and neurodiversity community.

Our Premises and Development

This year, we invested a significant portion of our cash reserves in urgent refurbishments of our offices at 34 IPS and our flats at 58 Ambler Road. These improvements ensure our spaces are safe, fit for purpose, and welcoming, while also enabling us to generate unrestricted income through rentals and room hire.

This investment has already begun to pay off: since November 2024, Hestia has been renting our space for their Mental Health Recovery Hub during evenings and weekends. This does not interfere with our day-to-day operations from 9 am to 5 pm, while enhancing the space and providing vital services to the community.

We have also made significant progress on our community hub redevelopment at Purley Place. We submitted a pre-application to Islington Council and completed an independent accessibility audit to guide the design of a fully inclusive and welcoming space. Funding applications have progressed well, with stage two submissions invited once planning permission is granted. Our architect and project manager are ready to submit the full planning application as soon as we receive feedback, and we aim to submit in the first quarter of 2026. This redevelopment will create a hub that better serves our community and helps diversify and strengthen our resources for the future.

Services and Activities Updates

Over the past year, the Elfrida Society has continued to provide a wide range of services and activities designed to support people with LDND. From advocacy and healthcare support to social, educational, and recreational programmes, our work empowers individuals to build confidence, make connections, and participate fully in their communities.

This following section highlights the key achievements, initiatives, and developments across our services, demonstrating the impact of our work and our commitment to meeting the evolving needs of the people we support.

OUR SERVICES AND ACTIVITIES

PEER ADVOCACY- USER LED MONITORING

Introduction:

Over the course of the year, significant progress was made in the areas of community engagement and support services. This report outlines the key activities undertaken, the outcomes achieved, and recommendations for future improvements.

Visits and Observations:

A total of 24 visits were completed throughout the year. During each visit, various issues were identified and communicated to the relevant London Borough of Islington (LBI) subgroups. These were based on careful observations and discussions, ensuring that each placement's unique challenges were addressed effectively.

Employment and Staffing:

The initiative successfully placed five individuals with LP (Learning Pathways) into paid employment roles. In addition, two individuals were employed as bank staff, reflecting a positive trend in job placements and workforce development.

Community Engagement:

There was ongoing engagement with residents and carers during the year. Efforts were made to broaden the scope of these discussions to encompass a wider range of community issues. This approach aims to foster a more inclusive dialogue as we move into the next financial year.

Reports and Recommendations:

Comprehensive reports were provided to the LBI regarding each placement. These reports included detailed observations and actionable recommendations for improvements, helping to guide future strategies and enhance service delivery.

Training Initiatives:

Training sessions were conducted focusing on critical areas such as risk assessments, effective communication with individuals with complex needs, and the reporting of safeguarding issues. These sessions were aimed at enhancing the skills and competencies of staff and stakeholders, ensuring a high standard of care and support.

Conclusion:

The past year has seen considerable achievements, with a focus on community integration, co-production and service enhancement. The recommendations and insights gathered will serve as a foundation for continued improvement and development in the coming year.

PEER ADVOCACY - POWER & CONTROL

Introduction:

The Power and Control group has continued to demonstrate significant engagement and collaboration with various stakeholders, focusing on enhancing support for individuals with learning disabilities (LD) across multiple domains such as housing, safety, employment, and health.

Collaboration and Networking:

The group maintained a strong partnership with LBI, actively participating in all four subgroups relevant to their focus areas. They also extended their collaborative efforts by reaching out to their counterparts in Camden. This initiative aimed at sharing ideas and addressing common concerns, fostering a sense of community and mutual support among peers.

Participation in Broader Initiatives:

The group actively engaged with the People First London Campaign Network, joining meetings with other organisations throughout London. This participation was instrumental in increasing the visibility of their role as peer advocates and aligning with both local and national initiatives for individuals with LD.

Community Involvement:

The group played a key role in Islington's LD Week celebrations, contributing to events such as Sports Day and My Way Day. Their involvement was crucial in promoting community engagement and raising awareness about learning disabilities and neurodivergent needs.

Operational Improvements:

To enhance member participation, the group reduced the need for co-chairing responsibilities in subgroups. This change allows members to focus on active participation rather than the procedural aspects of meetings. Furthermore, the group has consistently provided recommendations to improve meeting accessibility, including simplifying content for easier understanding in both subgroups and partnership board meetings.

Strategic Developments:

In collaboration with the new contracts commissioning lead, the group started working towards improving their operational framework. These improvements aim to provide more structure to their role, reducing the frequency of ad-hoc requests from LBI staff to use the group as an informal sounding board for LD issues.

Conclusion:

The Power and Control group has made significant strides in enhancing their advocacy role, strengthening partnerships, and contributing to community initiatives. Their efforts in making meetings more accessible and refining their operational structure underscore their commitment to supporting individuals with learning disabilities effectively.

SPECIALIST PARENT ADVOCACY

Team Expansion:

We added a new member to our team, who brought valuable experience in domestic violence (DV). This expansion was designed to enhance our capabilities in supporting individuals and families affected by DV.

Expansion of Reach:

Our service reach had significantly broadened beyond London, accepting 7 referrals from outside of London areas and 25 of the 32 London boroughs. This growth represented a substantial increase in our regional presence.

Client Engagement:

Clients were generally referred at the Child Protection stage, with cases lasting around 10 months. Parents with learning disabilities and neurodivergence face barriers such as inaccessible information, limited understanding of their rights, and insufficient tailored support. Early access to advocacy and legal advice could resolve many situations sooner, reducing the risk of family separation and court involvement.

Alongside continuing one-to-one support, we are committed to securing funding to raise awareness, advocate for systemic change, and use the law strategically to improve outcomes for parents with LDND.

Demographic Breakdown:

Among the clients we served, 84% were mothers and 16% were fathers. This data underscored the gender distribution within our client base.

Outcome Success:

We achieved 12 successful outcomes at final hearings, which reflected the effectiveness of our interventions and support throughout the case processes.

Continued Engagement:

Post-case engagement included six parents who continued to participate in our research projects focused on parenting after their cases had concluded. This ongoing involvement demonstrated a commitment to improving outcomes and contributing to broader research initiatives.

Research Contributions:

Moreover, we engaged in four research projects aimed at university students, concentrating on parenting and learning disabilities (LD). This participation contributed to the development of academic knowledge and practical insights in these critical areas.

Conclusion

This year, we strengthened our team with expertise in domestic violence, expanded our reach across London and beyond, and delivered impactful support to parents facing significant barriers. Our interventions led to successful outcomes in court, ongoing client engagement, and meaningful contributions to research. Moving forward, we remain committed to advocacy, systemic change, and securing funding to ensure every family receives the tailored support they need.

HEALTH ADVOCACY

Introduction

In April 2024, a new initiative was launched in Islington aimed at providing advocacy support for individuals with learning disabilities (LD). This initiative was developed to assist individuals in attending health appointments, engaging with health professionals, and requesting reasonable adjustments within health settings. The program was established following the success of a pilot initiative conducted the previous year.

This support is vital because people with LDND face major health inequalities, dying on average 20 years earlier than the general population, with many deaths considered avoidable. Barriers include difficulty accessing appointments, poor communication, and lack of reasonable adjustments. Early advocacy and support help people access care, get their needs met, and improve health outcomes.

Program Features

The advocacy service expanded its offerings to include workshops on health topics, which were selected based on nominations by the participants. These workshops were designed to empower individuals with LD by enhancing their understanding of health-related issues and their ability to navigate health systems effectively.

Workshop Schedule

A structured schedule was implemented, featuring three workshops per month. Each month, the workshops covered a diverse range of topics, rotating among physical health, mental health, and social issues that may impact general wellbeing. This rotation ensured a comprehensive approach to health education, addressing various aspects of participants' lives.

Impact and Progress

Over the initial twelve-months, the advocacy service successfully delivered just under 500 hours of advocacy. This support was critical in assisting individuals to access necessary health services and advocate for their needs effectively. The initiative has demonstrated significant potential in improving the quality of life for people with LDND in Islington by facilitating better access to healthcare and promoting informed decision-making.

This work has only been possible due to the continued support of our funders, including trusts and foundations such as Richard Cloudesley's Charitable Fund and London Catalyst. Their investment enables us to maintain and strengthen vital advocacy services.

Conclusion

The new advocacy initiative has made noteworthy strides in supporting individuals with learning disabilities in Islington. By providing tailored assistance and educational workshops, the program is successfully addressing the challenges faced by this community in navigating health systems. Continued efforts and expansion of the service could further enhance its impact, contributing to improved health outcomes for individuals with LD and neurodivergent people.

COMMUNITY & CARE ACT ADVOCACY

Community and Care Act Advocacy

We continued our collaboration with Rethink Advocacy to deliver Community and Care Act support for people with learning disabilities (LD) living in Islington and Camden. This work is delivered through a subcontracted model, enabling us to reach individuals who may otherwise struggle to access advocacy and support.

Support Provided

Throughout the year, we supported many residents with a wide range of issues. Most cases related to community advocacy, where individuals needed help to understand their rights and access support around:

- Benefits and financial entitlements
- Housing issues
- Requesting and securing reasonable adjustments

Our advocacy helped people navigate complex systems and communicate effectively with services, promoting greater independence and wellbeing.

Complex Care Act Cases

In addition to community advocacy, we supported highly complex Care Act cases. These involved significant housing and medical concerns, where individuals lacked the capacity to give consent. Our work focused on safeguarding rights, ensuring appropriate decision-making, and coordinating with professionals to achieve the best possible outcomes for the individuals involved.

Impact and Approach

Across all our work, our focus has been on providing consistent, joined-up advocacy that improves quality of life and reduces stress for people with learning disabilities. As demand for advocacy continues to rise, we remain committed to responding to the needs of individuals and ensuring no one is left without support.

Conclusion

Our partnership with Rethink Advocacy has enabled us to deliver vital Community and Care Act advocacy, helping individuals with learning disabilities navigate complex systems and safeguard their rights. By addressing issues around benefits, housing, and reasonable adjustments, we have promoted independence and wellbeing for those most at risk.

Looking ahead, we will strengthen outreach to people living independently or with family, those with limited access to information, and under-represented LDND communities, while continuing to work closely with families and carers. Our goal remains clear: to ensure that no one is left without the advocacy and support they need to live with dignity and security.

TEA AND TALKS

Introduction

With the introduction of new health workshops, a strategic decision was made to conclude the Tea and Talks sessions. This transition aimed to streamline offerings and prevent any potential confusion among participants. Naturally progressing from one initiative to another, attendees seamlessly transitioned to the health workshops, maintaining the community spirit and engagement that characterised Tea and Talks.

Development and Transition

The health workshops were designed to incorporate the successful elements of Tea and Talks. By extending sessions into the lunchtime period, participants were encouraged to engage in casual conversations, fostering the important social aspect that the original program offered. This addition of a social element was crucial in ensuring that participants felt connected and valued, mirroring the community focus of Tea and Talks.

ELFRIDA'S INCLUSIVE SPORTS PROJECT

Introduction

The Elfrida Sports project was established to provide inclusive, accessible sports opportunities for people with learning disabilities and neurodivergent people within Islington and neighbouring boroughs.

The core aims are to:

- Increase regular participation in physical activity.
- Improve physical and mental wellbeing.
- Build confidence, social skills, and a sense of belonging.
- Reduce barriers to community sport and promote inclusion.

Activities Delivered:

During April 2024 – March 2025, the project delivered studio gym sessions, tennis, football, and cricket sessions on a weekly basis, events or tournaments. The project also provided taster sessions and outreach activities at SEND schools/day centres/community groups as well as training and support for coaches on inclusive practices and communication.

Our annual sports day for Learning Disability Awareness Week took place in June and welcomed around 300 participants. It was a fantastic day of fun, activity, and connection, made possible by the support of our staff, trustees, volunteers, and partners. We were delighted to welcome the Mayor and Young Mayor, whose involvement added to the positive and inclusive atmosphere of the day.

Participation and Reach

Overall, the Elfrida Sports Project engaged over 300 people, with an average weekly attendance of 8 to 15 participants across our regular activities. We delivered four inclusive sports sessions across Islington and neighbouring boroughs, including gym sessions, football, tennis, and cricket.

The project achieved very high satisfaction levels, with 100% of participants reporting a positive impact on their physical and mental wellbeing. Sessions were delivered in partnership with SportsWorks, the Mason Foundation, Middlesex in the Community, Islington Local Authority, community organisations, and SEND schools.

The project continues to show strong demand and clear positive outcomes in inclusion, confidence, and health. We are grateful to our funders - GoLondon, the Peter Harrison Foundation, Sport England, The National Lottery (Big Lottery), and the Local Initiatives Fund - whose support has made this work possible.

Wellbeing and Health Outcomes

Based on participant feedback, the project delivered strong wellbeing and health benefits:

- 80% of participants reported being more physically active since joining the project.
- 100% reported improvements in mood, confidence, or reduced stress levels.
- 70% said they felt healthier and had more energy.

Participants shared positive feedback, including:

- “I feel fitter and happier, and I enjoy helping others.”
- “Being part of a team has really helped my mental health.”

Social Inclusion and Community Impact

The project also supported greater social connection and inclusion:

- 50% of participants said they made new friends through the project.
- 50% felt more confident and comfortable in group settings.

Participants took part in Learning Disability Awareness Week sports activities and wider community events. Elfrida FC represented the project at friendly inclusive football events, helping to raise visibility and promote inclusion through sport.

Skills and Personal Development

Participants developed important life skills including teamwork, communication, and self-management. Some progressed into volunteering roles, such as session helpers and peer supporters, building confidence and leadership skills.

Staffing and Training

The project was delivered by a team of four coaches and one volunteer. All staff completed key training, including inclusive coaching, disability awareness, safeguarding, and SEND-specific training. This ensured a safe, supportive environment that responded to different communication styles and sensory needs.

Conclusion

The Elfrida Sports Project has successfully created inclusive opportunities for physical activity, improving health, confidence, and social connection for people with learning disabilities and neurodivergent individuals. With strong partnerships and positive feedback from participants, the project continues to demonstrate high demand and clear impact. Moving forward, we aim to expand outreach, strengthen community engagement, and ensure that sport remains a powerful tool for inclusion and wellbeing.

INFLUENCING CHANGE, RAISING VOICES, AND IMPROVING LIVES

Learning from Lives and Deaths (LeDeR) - The Elfrida Society plays an important role in the LeDeR programme, working to confront the entrenched health inequalities that lead to poorer outcomes and preventable deaths for people with learning disabilities and autistic individuals. As active members of the Islington and North London steering groups, we ensure that the lived experiences of people with LDND directly shape learning, accountability, and service improvement. This representation is essential: it surfaces systemic gaps, challenges poor or unsafe care, and drives adoption of best practice, ultimately improving safety, dignity, and health outcomes. By centring LDND voices, we help ensure that changes are not only evidence-based but truly responsive to the needs of those most affected.

Hate Crime Awareness and Capacity Building - We continue to address the barriers people with learning disabilities face when reporting hate crime. In partnership with the Police, local councils, and Protection Approaches, we delivered the Hate Crime Community Outreach and Resilience Project, funded by the Mayor's Office for Policing and Crime (MOPAC). As part of this work, our staff and supported employees have been trained as Hate Crime Prevention Champions. We also developed accessible resources, including easy-read posters, leaflets, and videos, to support people to understand what hate crime is and how to report it. This work helps build confidence, improve reporting, and create safer, more inclusive communities.

Easy Read and Accessible Information - This year, we expanded our Easy Read and Accessible Information service to help people with learning disabilities and neurodivergence better understand complex information. All materials are co-produced with people with lived experience to ensure they are clear, relevant, and accessible. Despite ongoing capacity challenges, we continue to grow our work with the NHS, local authorities, and professional organisations, supporting more services to communicate accessibly and empower people to engage fully with information that affects their lives.

Consultation and Co-Production with Communities - Co-production remains central to our approach. We support people with learning disabilities and neurodivergence to shape policy, services, and community initiatives through consultation and participatory work. We aim to build on this work in 2025–26 through further investment and partnership working.

Community Living Magazine - We continue to support and contribute to Community Living Magazine, using it as a platform to amplify the voices of people with learning disabilities and neurodivergence. As members of the Editorial Board, we help ensure that lived experience, advocacy, and social justice issues remain visible, particularly during a period of continued economic and social recovery.

Conclusion

People with learning disabilities and neurodivergence continue to face significant barriers, such as inaccessible healthcare, poor-quality care, limited understanding of rights, and social exclusion. Through initiatives like LeDeR representation, hate crime prevention, accessible information, and co-production, we have worked to tackle these inequalities and amplify lived experience. Looking ahead, we remain committed to breaking down systemic barriers, improving safety and dignity, and ensuring that every voice is heard in shaping services and policies.

GOVERNANCE AND SAFEGUARDING

Risk Management and Safeguarding

We maintain a robust Risk Register, which is reviewed quarterly by the Board of Trustees. This ensures that organisational, financial, operational and safeguarding risks are identified early and actively managed. Our Chief Executive and senior management team are responsible for embedding effective risk management and safeguarding practices across the organisation, particularly in relation to vulnerable adults and staff. Safeguarding policies are regularly reviewed and updated in line with legislation and best practice. Strong health and safety procedures are in place, supported by ongoing staff training and access to external specialist advice. This ensures we continue to provide safe, supportive and high-quality services for everyone we work with.

Governance and Financial Oversight

The Elfrida Society is committed to high standards of governance and financial accountability. Our Board of Trustees plays a central role in providing strategic oversight and ensuring the charity remains resilient and responsive in a challenging financial climate. In 2024/25, we strengthened the Board by recruiting two new trustees, both from the learning disabilities and autistic community. We continue to actively seek trustees with lived experience and relevant specialisms to better reflect the communities we serve. Our Finance Sub-Committee closely monitors financial performance, risk and sustainability, while our BoardLink Advisory Group ensures that our beneficiaries, people with lived experience, are directly involved in Board discussions, shaping decision-making and governance at the highest level.

Equality, Diversity and Inclusion

Equality, diversity and inclusion are central to everything we do. As a Disability Confident Committed employer, we are proud to have a diverse workforce, including 15 staff members with learning disabilities and neurodiversity, alongside colleagues from a wide range of ethnic backgrounds. We promote fairness, dignity and respect through our policies and everyday practice, and we provide reasonable adjustments, tailored support and development opportunities so that everyone can contribute and thrive.

Board of Trustees

Our Board of Trustees operates in line with Charity Commission requirements and is responsible for key decisions relating to strategy, property, risk management and financial oversight. Trustees generously volunteer their time and bring a wide range of skills, expertise and lived experience. Their leadership has been critical in guiding the organisation through a complex and demanding year, ensuring we continue to deliver meaningful impact for the communities we support.

Conclusion

We remain committed to maintaining the highest standards of governance, safeguarding, and risk management to protect the people we support and our staff. By embedding robust policies, regular reviews, and inclusive leadership, we ensure safety, accountability, and resilience across the organisation. Looking ahead, we will continue to strengthen trustee representation from the LDND community, uphold equality and diversity, and adapt to emerging risks so that our services remain safe, inclusive, and responsive to the needs of those we serve.

FINANCIAL MANAGEMENT AND SUSTAINABILITY

Fundraising and New Funding Initiatives

We are committed to ethical, transparent, and responsible fundraising. We fully comply with the Fundraising Regulator's Code of Fundraising Practice and GDPR requirements, and we do not engage in cold-calling or use third-party fundraisers. Instead, we focus on building strong, respectful, and long-term relationships with funders and supporters who share our values. Despite ongoing economic pressures and the cost-of-living crisis in 2024–25, we secured essential funding to continue delivering our core services.

At the same time, we made a considered decision to draw on our reserves to respond to rising demand and to invest in strengthening our services and improving our premises. This approach reflects our commitment to sustaining vital work, including advocacy, consultation, and inclusive sports, at a time when need continues to grow and costs are increasing. To improve our financial resilience, we continue to proactively strengthen cost control, and diversify income streams. With continued support from our funders and partners, we remain confident in our ability to build a fairer and more inclusive future for people with learning disabilities and neurodivergence.

Reserves Policy

The Board of Trustees reviews our reserves policy regularly to ensure it aligns with Charity Commission guidance and reflects organisational risks and strategic priorities. The Board has reaffirmed the importance of maintaining reserves equivalent to three months of operating costs. These reserves enable us to:

- Maintain cash-flow stability, particularly where income is delayed, or services are spot-purchased
- Ensure continuity of services during unforeseen challenges
- Invest in strategic opportunities that support long-term sustainability.

A key strategic priority is the redevelopment of Purley Place, which is central to our long-term financial resilience. Delays to the project have affected anticipated income and contributed to projected deficits. To mitigate this, we are ensuring all services achieve full cost recovery, and this work is progressing well. The £70,000 currently designated for the Purley Place redevelopment will be reviewed in 2025–26. Should planning permission be granted, additional fundraising and capital investment will be required to complete the project and realise its long-term benefits for both the organisation and the wider community.

Conclusion

Despite economic pressures and rising costs, we secured essential funding to sustain core services and made strategic use of reserves to meet growing demand. Our commitment to ethical fundraising and financial transparency remains central, alongside efforts to diversify income and strengthen resilience. Looking ahead, we will continue to build long-term partnerships, pursue new funding opportunities, and progress the redevelopment of Purley Place to ensure sustainable growth and lasting impact for the communities we serve.

Financial Review

For the year ending 31 March 2025, The Elfrida Society reported total income of £312,070, a decrease from £342,748 in the previous year. It is important to note that a significant portion of restricted grants for activities in 2024–25 was received in the final quarter of 2023–24, which impacts the income reported for this year.

Income was primarily generated from charitable activities, with community services contributing £120,529, parents' advocacy £130,914 and other income contributing £42,352.

Total expenditure for the year was £398,762, slightly higher than the previous year's £384,436. The increase reflects funding for new activities, which required additional staff capacity. Support costs included the Society's ongoing operational expenses, while Property and Premises Costs covered refurbishments, planning permissions, and related expenses for Purley Place redevelopment plans.

This resulted in a deficit of £86,692 for the year, compared with £41,688 in 2024. Despite the deficit, The Elfrida Society remains financially stable and continues to deliver vital services to the community. However, as we are operating with restricted cash reserves, careful financial planning, monitoring, and management are essential to ensure that we meet our financial responsibilities.

Conclusion

While income decreased and expenditure rose due to strategic investment in services and premises, The Elfrida Society remains financially stable and committed to delivering vital support. The reported deficit reflects our decision to meet growing demand during a time of rising costs and economic uncertainty. However, we continue to face significant challenges, including the cost-of-living crisis, delays in planned redevelopment, and increasing pressure on charitable funding.

Looking ahead, we will respond to these challenges through careful financial planning, cost control, and diversification of income streams. Our focus remains on sustaining essential services and securing long-term resilience so that people with learning disabilities and neurodivergence receive the support they need.

The Elfrida Society (Limited by Guarantee)
Trustees' report

Statements of Trustees' responsibilities

The Trustees, who are also the directors of The Elfrida Society for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

The trustees are responsible for keeping proper 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.

Statement as to disclosure to our auditors

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.

Approved by the trustees on 23/01/2026..... and

signed on their behalf by;



.....
Ms Patience Anne Wilson- Chair

The Elfrida Society (Limited by Guarantee)
Independent Auditors' Report to the Members of The Elfrida Society

Opinion

We have audited the financial statements of The Elfrida Society (the 'Charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. 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).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of 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 Charity 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 charity'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 directors with respect to going concern are described in the relevant sections of this report.

The Elfrida Society (Limited by Guarantee)
Independent Auditors' Report to the Members of The Elfrida Society

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matter 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' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' 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 Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.

The Elfrida Society (Limited by Guarantee)
Independent Auditors' Report to the Members of The Elfrida Society

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 they determine is necessary to enable the preparation of 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the 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 extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

The Elfrida Society (Limited by Guarantee)
Independent Auditors' Report to the Members of The Elfrida Society

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [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, 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 charity's members 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton
.....

26 January 2026

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

The Elfrida Society (Limited by Guarantee)

**Statement of Financial Activities
(incorporating an income and expenditure account)**

For the year ended 31 March 2025

					2025	2024
		Restricted funds	Designated funds	Unrestricted funds	Total	Total
	Note	£	£	£	£	£
Income and Endowments from:						
Donations and legacies	2	-	-	1,073	1,073	16,933
Charitable activities:						
Community services	3a	25,602	-	94,927	120,529	155,536
Parents' Advocacy	3b	-	-	130,914	130,914	133,170
Premises & others	3c	-	-	41,985	41,985	32,433
Investments	3d	-	-	367	367	1,728
Other		-	-	17,202	17,202	2,948
Total Income		25,602	-	286,468	312,070	342,748
Expenditure on:						
Charitable activities:						
Community services		52,232	3,700	105,832	161,764	154,752
Parents' Advocacy		-	-	144,377	144,377	133,159
Premises & others		-	-	92,621	92,621	96,525
Total Expenditure	4	52,232	3,700	342,830	398,762	384,436
Net gains/(losses) on investments	9	-	-	-	-	-
Net Income/ (Expenditure)		(26,630)	(3,700)	(56,362)	(86,692)	(41,688)
Transfers between funds		-	-	-	-	-
Net movement in funds		(26,630)	(3,700)	(56,362)	(86,692)	(41,688)
Total funds at 1 April 2024		80,779	327,113	657,546	1,065,438	1,107,126
Total funds at 31 March 2025		54,149	323,413	601,184	978,746	1,065,438

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Elfrida Society (Limited by Guarantee)

Balance Sheet

As at 31 March 2025

	Note	£	2025 £	2024 £
Fixed assets				
Tangible fixed assets	8	168,046		174,304
Investment property	9	750,000		750,000
			918,046	924,304
Current assets				
Debtors	10	81,002		67,641
Cash at bank and in hand		29,108		113,107
		110,110		180,748
Creditors: amounts due within 1 year	11	(49,410)		(39,614)
Net current assets/(liabilities)			60,700	141,134
Net assets	12		978,746	1,065,438
Funds				
Restricted funds			54,149	80,779
Unrestricted funds				
Non-distributable reserves			634,059	634,059
Designated funds			323,413	327,113
General funds			(32,875)	23,487
Total funds			978,746	1,065,438

The financial statements were approved and authorised for issue by members of the Board of Trustees on 26/01.2026..... and signed on their behalf by:



Patience Wilson
Chair



Victoria Middleton
Treasurer

The Elfrida Society (Limited by Guarantee)

Statement of Cash Flows

As at 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	15a	<u>(84,366)</u>	<u>(78,082)</u>
Cash flows from investing activities:			
Interest income		367	34,161
Purchase of property and other fixed assets		-	(1,941)
Disposal proceeds from sale of investment property		-	-
Cash provided (used in)/by investing activities		<u>367</u>	<u>32,220</u>
Cash flows from financing activities:			
Repayment of borrowing		-	-
Cash inflows from new borrowing		-	-
Net cash provided by/(used in) financing activities		<u>-</u>	<u>-</u>
Decrease in cash and cash equivalents in the year		(83,999)	(45,862)
Cash and cash equivalents at the beginning of the year		113,107	158,969
Cash and cash equivalents at the end of the year	15b	<u>29,108</u>	<u>113,107</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

1. Accounting policies

- a) These financial statements have been prepared in accordance with "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) effective from 1 April 2015 - Charities SORP (FRS102) and the Companies Act 2006. The financial statements have been prepared under the historical cost convention as modified by the revaluation of certain assets.
- b) As described in the report of the trustees, the Society was successful in securing additional income in the form of grants, donations and contracts from a wide range of sources. Despite the challenges faced in recent years because of the impact of the pandemic and the cost-of-living crisis, by the end of March 2025 we still had a pipeline of funding, which enable us to continue to achieve our charitable objectives.

Looking further ahead, the Society will need to continually work at securing additional funding for 2025/26 in order to maintain and extend the services currently provided. The Society does have the option to utilise its assets to provide additional funding for service provision. As a consequence, the trustees consider that the Society is well placed to manage its financial risks despite the current uncertain economic environment.

After making enquiries, the trustees have a reasonable expectation that the Society has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

- c) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Intangible income is recognised as an incoming resource where the provider of the service has incurred a financial cost. Volunteer time is not included in the financial statements.
- d) Grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless there are donor-imposed restrictions on the timing of the expenditure to a future period in which case they are deferred.
- e) Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.
- f) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Indirect costs are allocated to activities on the basis of staff time spent working on those activities.

	%
Community services	52%
Parents Advocacy	46%
Premises & others	2%

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

1. Accounting policies (continued)

g) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Furniture and equipment	25% straight line basis
Freehold and long leasehold buildings and improvements	2% straight line basis

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

h) Investment property represents the charity's portfolio of properties. It is initially recognised at cost, which includes purchase cost and any directly attributable expenditure. Investment property whose fair value can be measured reliably is measured at fair value at each reporting date. Any fair value gains arising are not realised profits and therefore are transferred to a separately designated non-distributable reserve. Any loss arising from revaluation is also recognised in the non-distributable reserve unless it represents a loss below original cost, or its reversal, on an individual investment property is expected to be permanent, in which case it is recognised in the profit and loss account for the year.

i) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

j) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.

k) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.

l) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

m) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

2. Donations and legacies

	Restricted £	Designated £	Unrestricted £	2025 Total £	2024 Total £
Donations & similar incoming resources	-	-	1,073	1,073	16,933
	-	-	1,073	1,073	16,933

The Elfrida Society (Limited by Guarantee)
Notes to the financial statements
For the year ended 31 March 2025

	Restricted	Designated	Unrestricted	Total	Total
	£	£	£	£	£
a. Community services					
London Borough of Islington	-	-	66,223	66,223	61,000
Rethink Advocacy - LBI	-	-	17,981	17,981	21,180
Richard Cloudesley's Charitable fund	17,500	-	-	17,500	17,500
Percy Bilton Grant	-	-	4,330.00	4,330	-
The National Lottery Awards for All England	-	-	-	-	19,233
LHEP NHSE & GLA Community Action for Partnerships in Health	-	-	-	-	11,298
Protection Approaches - HCCORP	-	-	2,750	2,750	2,750
Middlesex County Cricket Club	-	-	625	625	5,250
Sport England Small Grants	-	-	-	-	12,825
City Bridge Trust	-	-	-	-	4,500
Capital City College Sports	-	-	720	720	-
Barclays -Grant Sported Foundation	-	-	1,000	1,000	-
The Dan Maskell Tennis	-	-	1,298	1,298	-
GoLondon Greater London Authority	8,102	-	-	8,102	-
	25,602	-	94,927	120,529	155,536
	£	£	£	£	£
b. Parents' Advocacy	-	-	130,914	130,914	130,537
Surrey University	-	-	-	-	2,520
Kings College	-	-	-	-	113
	-	-	130,914	130,914	133,170
	£	£	£	£	£
c. Other income					
Ambler tenants	-	-	32,400	32,400	32,433
Hire of office space	-	-	9,585	9,585	-
	-	-	41,985	41,985	32,433
	£	£	£	£	£
d. Investment Income					
Bank interest	-	-	367	367	1,728
	-	-	367	367	1,728

The Elfrida Society (Limited by
Notes to the financial statements
For the year ended 31 March 2025

	Community services	Parents Advocacy	Premises & others	Support costs	2025 Total	2024 Total
	£	£	£	£	£	£
4 Total expenditure						
Staff costs (Note 6)	108,164	96,600	3,481	73,588	281,833	293,999
Others	-	-	-	(15,943)	(15,943)	-
Sub-contractors	2,594	-	-	-	2,594	8,599
Staff training, supervision & recruitment	30	5,814.00	-	3,333	9,177	4,676
Office costs	1,802	1,613	14,064	4,546	22,025	12,338
Advertising and marketing	-	-	-	1,250	1,250	720
Travel	172	3,983	-	43	4,198	2,888
Premises costs	240	-	17,066	-	17,306	13,326
Insurance	-	-	7,670	-	7,670	5,921
Repairs and renewals	7,000	-	25,984	-	32,984	3,808
Food and provisions	33	-	-	66	99	203
Recreation and welfare	772	75	-	605	1,452	2,984
Education/tutor costs	320	-	-	-	320	2,241
Professional Fees	-	-	12,610	5,794	18,404	13,828
Depreciation	-	-	6,258	-	6,258	7,117
(Profit/(loss) on disposal of fixed assets	-	-	-	-	-	-
Equipment hire	-	-	4,179	-	4,179	6,206
Audit and accountancy	-	-	-	4,834	4,834	5,461
Bank charges	-	-	-	122	122	121
	<u>121,127</u>	<u>108,085</u>	<u>91,312</u>	<u>78,238</u>	<u>398,762</u>	<u>371,458</u>
Support costs	37,851	33,804	1,219	(72,874)	-	-
Governance	2,786	2,488	90	(5,364)	-	-
	<u>161,764</u>	<u>144,377</u>	<u>92,621</u>	<u>-</u>	<u>398,762</u>	<u>371,458</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

5. Net (Expenditure)/Income

This is stated after charging:	2025 £	2024 £
Depreciation / Amortisation	6,258	7,117
Auditors' remuneration excluding VAT: audit - for current year	4,000	4,000
Operating lease rentals: equipment	4,179	6,206

6. Staff costs and numbers

Staff costs were as follows:	2025 £	2024 £
Salaries and wages	251,073	262,177
Social security costs	22,992	24,521
Other pension costs	5,224	5,387
	279,289	292,088
Agency staff	2,544	1,914
	281,833	293,999

The emoluments of members of staff, including benefits in kind, are within the range of;

	2025	2024
£60,001 - £70,000	1	1

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits including pension contributions and employer's NI of the key management personnel were £69,613 (2024: £77,704).

None of the trustees nor persons connected with them received any remuneration or other benefits from the charity.

The average weekly number of employees during the year was as follows:

	2025 No.	2024 No.
Community services	20	18
Parents Advocacy	3	3
Support	2	2
	25	23

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

8. Tangible fixed assets

	Freehold land and buildings £	Long leasehold land and buildings £	Furniture and equipment £	Total £
Cost				
At the start of the year	195,000	100,000	27,450	322,450
Additions in year	-	-	-	-
Disposals	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
At the end of the year	195,000	100,000	27,450	322,450
Depreciation				
At the start of the year	64,505	58,800	24,841	148,146
Charge for the year	2,730	2,000	1,528	6,258
Eliminated on disposal	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
At the end of the year	67,235	60,800	26,369	154,404
Net book value				
At the end of the year	<u>127,765</u>	<u>39,200</u>	<u>1,081</u>	<u>168,046</u>
At the start of the year	<u>130,495</u>	<u>41,200</u>	<u>2,609</u>	<u>174,304</u>

All tangible fixed assets are used for charitable purposes.

Long leasehold land and buildings comprises one property which is the subject of a planning restriction imposed by the London Borough of Islington. Under the restriction, the property can only be used as the headquarters of the charitable organisation.

The company's freehold and long leasehold land and buildings were revalued by Currell & Co, Chartered Surveyors in March 1999 on the basis of open market value for the existing use. Following the revision of the SORP in 2000, a decision was made not to adopt a property revaluation policy. As such the 1999 valuations have been adopted and incorporated in these financial statements. The trustees are not aware of any material changes since the last valuation. Depreciation has been calculated to write off the value of the building over 50 years from this date.

If the freehold and long leasehold land and buildings had not been revalued, they would have been included on the historical cost basis (original NBV: freehold £32,837; leasehold £2,502).

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

9. Investment properties	2025	2024
	£	£
Movement in market/fair value:		
Fair value at the start of the year	750,000	750,000
Disposal proceeds	-	-
Realised gains/(losses) on disposals	-	-
Fair value at the end of the year	750,000	750,000
Historical cost	200,369	200,369

Investment property was valued at 16 February 2018 at fair value (open market basis) by Drivers & Norris, Chartered Surveyors. The valuation assumes that the property has been maintained in good order and there has not been any significant change.

10. Debtors	2025	2024
	£	£
Fees receivable	72,465	29,672
Other debtors	8,213	32,057
Prepayments	324	5,912
	81,002	67,641

11. Creditors	2025	2024
	£	£
Creditors: amounts due within 1 year		
Taxation and social security	5,752	8,809
Deferred income	16,250	12,701
Other creditors	10,751	5,165
Accruals	16,657	12,939
	49,410	39,614

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

12. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	39,200	52,419	76,427	168,046
Investment properties	-	200,369	549,631	750,000
Net current assets	14,949	70,625	(24,874)	60,700
Net assets at the end of the year	54,149	323,413	601,184	978,746

Comparative analysis of net assets between funds for the year ended 31 March 2024:

	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	41,200	52,419	80,685	174,304
Investment properties	-	200,369	549,631	750,000
Net current assets	39,579	74,325	27,230	141,134
Net assets at the end of the year	80,779	327,113	657,546	1,065,438

The Elfrida Society (Limited by Guarantee)
Notes to the financial statements
For the year ended 31 March 205

13. a. Movements in funds

	Balance at 01.04.24	Incoming resources	Outgoing resources	Transfers to/(from)	Balance at 31.03.25
	£	£	£	£	£
Restricted funds:					
Premises fund	41,200	-	(2,000)	-	39,200
The National Lottery Awards for All England	17,402	-	(10,991)	-	6,411
Richard Cloudesley's Charitable fund	17,500	17,500	(35,000)	-	-
Sports England Small Grants	3,866	-	(3,866)	-	-
GoLondon Greater London Authority	-	8,102	-	-	8,102
London Catalyst The Samaritans	811	-	(375)	-	436
	80,779	25,602	(52,232)	-	54,149
Designated funds:					
All Other Sports	1,325	-	(700)	-	625
Ambler Redevelopment	200,369	-	-	-	200,369
Screwfix	3,000	-	(3,000)	-	-
Fixed assets	52,419	-	-	-	52,419
Purley Place	70,000	-	-	-	70,000
	327,113	-	(3,700)	-	323,413
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	23,487	286,468	(342,830)	-	(32,875)
	657,546	286,468	(342,830)	-	601,184
Total funds	1,065,438	312,070	(398,762)	-	978,746

13. b. Movements in funds

Comparative statement of funds for the year ended 31 March 2024:

	01.04.23	Incoming resources	Outgoing resources	Transfers to/(from)	31.03.24
	£	£	£	£	£
Restricted funds:					
Premises fund	43,200	-	(2,000)	-	41,200
The National Lottery Awards for All England	543	19,233	(2,374)	-	17,402
City Bridge Trust	-	4,500	(4,500)	-	-
Queens Platinum Lottery	1,966	-	(1,966)	-	-
Richard Cloudesley's Charitable fund	10,000	17,500	(10,000)	-	17,500
Sports England Small Grants	-	12,825	(8,959)	-	3,866
London Catalyst The Samaritans	1,111	-	(300)	-	811
	56,820	54,058	(30,099)	-	80,779
Designated funds:					
Mencap The Together Fund	3,273	-	(3,273)	-	-
All Other Sports	-	-	-	1,325	1,325
Ambler Redevelopment	200,369	-	-	-	200,369
Screwfix	4,350	-	(1,350)	-	3,000
Fixed assets	54,360	-	(1,941)	-	52,419
Purley Place	70,000	-	-	-	70,000
	332,352	-	(6,564)	1,325	327,113
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	83,895	288,690	(347,773)	(1,325)	23,487
	717,954	288,690	(347,773)	(1,325)	657,546
Total funds	1,107,126	342,748	(384,436)	-	1,065,438

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

13. Movements in funds (continued)

Purposes of restricted funds

Premises fund

This is 34 Islington Park Street, which has a restriction placed upon it that it must be used as the headquarters of the charity. The fund represents the net book value of the building.

The National Lottery Awards for All England

Funding received in the previous year for the Sports Project. Balance carried forward to be used by October 2025.

Cloudesley Charitable Foundation

Funding carried forward to 2023-24 for Health Advocacy Project, 100% of the funding was used by March 2024. New funding received for new Healthcare and Hospital Liaison Project in Q4 of 2023-24 to be used in Q1 and Q2 2024-25.

Sports England Small Grants

Funding for Sports/Tennis received in 2023-24, balance to be used by December 2024.

GoLondon Greater London Authority

New funding for young people sports activities received in Q4 of 2023-24 to be used in Q1 and Q2 2024-25

London Catalyst The Samaritans

Balance of funding received in previous year to assist people in need through the provision of emergency hardship payments. Balance carried forward to use in 2024-25.

Purposes of designated funds

All Other Sports

Balance carried forward to use in 2024-25.

Ambler Redevelopment

This represents the amortised cost of the re - development of the properties in Ambler Rd.

Screwfix

Balance carried forward from previous year to contribute to the redevelopment work at Purley Place community space, to be used in 2024-25.

Fixed assets

This represents the value of general funds invested in fixed assets and therefore not readily available for other purposes.

Purley Place

To redevelop Purley Place to make it fully accessible and to bring the first and loft floors back in use. Designated amount C/F as this work was delayed due to Covid-19 and planning permission complications. We expect this work to be completed in 2025-26.

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

14. Operating lease commitments

As at 31 March 2025 the charity had total future minimum lease payments under non-cancellable operating leases are as follows:

	2025	2024
	£	£
Equipment:		
Less than 1 year	4,171	4,171
Between 2 and 5 years	8,190	12,361
	<u>12,361</u>	<u>16,532</u>

15. a) Reconciliation of income/(expenditure) to net cash from operating activities

	2025	2024
	£	£
Net movement in funds for the year before revaluation	(86,692)	(41,688)
Depreciation charges	6,258	7,117
Profit/(loss) on disposal of fixed assets	-	-
Interest on investments	(367)	(34,161)
Gain/(loss) on disposal of investments	-	-
(Increase)/decrease in debtors	(13,361)	(19,013)
Increase/(decrease) in creditors	9,796	9,663
Net cash provided by/(used in) operating activities	<u>(84,366)</u>	<u>(78,082)</u>

b) Analysis of cash and cash equivalents

	2025	2024
	£	£
Cash at bank and in hand	<u>29,108</u>	<u>113,107</u>

16. Company status

The company is limited by guarantee and does not have a share capital. The liabilities of the members in the event of a winding up is limited by guarantee to an amount not exceeding £1 per member. At the balance sheet date there were 7 members (2024: 6).

17. Related party transactions

There are no related party transactions (2024: none).

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2025

18. Prior year statement of financial activities

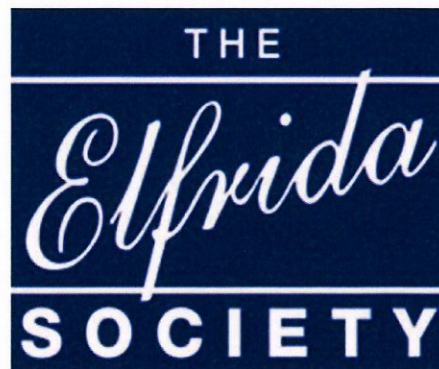
		Restricted	Designated	Unrestricted	2024 Total
	Note	£	£	£	£
Income and Endowments from:					
Donations and legacies	2	-	-	16,933	16,933
Charitable activities					
Community services	3a	54,058	-	101,478	155,536
Parents and other	3b	-	-	133,170	133,170
Investments	3c	-	-	34,161	34,161
Other income		-	-	2,948	2,948
Total Income and Endowments		54,058	-	288,690	342,748
Expenditure on:					
<i>Charitable activities</i>					
Community services		30,099	6,564	118,089	154,752
Parents' Advocacy		-	-	133,159	133,159
Premises & others		-	-	96,525	96,525
Total Expenditure	4	30,099	6,564	347,773	384,436
Net Expenditure	5	23,959	(6,564)	(59,083)	(41,688)
Transfer between funds		-	1,325	(1,325)	-
Net movement in funds		23,959	(5,239)	(60,408)	(41,688)
Total Funds brought forward at 1 April 2023		56,820	332,352	717,954	1,107,126
Total Funds carried forward at 31 March 2024		80,779	327,113	657,546	1,065,438

THE ELFRIDA SOCIETY

England & Wales - Charity number 282716

Accounts

Company no: 1559198
Charity no: 282716



The Elfrida Society
(Limited by Guarantee)

Report and Financial Statements

For The Year Ended

31 March 2024

The Elfrida Society (Limited by Guarantee)

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**The Elfrida Society
(Limited by Guarantee)**

Legal and administrative details

Status	The organisation is a charitable company limited by guarantee, incorporated on 1 May 1981 and amended to change the name on 12 March 1990 and 31 December 1996, and registered as a charity on 6 July 1981.	
Governing document	The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.	
Company number	1559198	
Charity number	282716	
Registered office and operational address	34 Islington Park Street London N1 1PX	
Honorary officers	Patience Wilson Martin Wallin Adrian Brown Inarm Osborn Paul James Bartram Samira Hotobah-During Alex Leeson-Mill Victoria Helen Middleton Victor Khureya Peter Wong	Chair Treasurer Appointed on 7/08/2024 Resigned on 05/05/2023 Deceased - 28/04/2023
Principal staff	Maria Dolly Galvis Zapata	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ National Westminster Bank plc Highbury and Islington Branch 11 Upper Street London N1 0PQ	
Auditors	Goldwins Chartered Accountants and Statutory Auditors 75 Maygrove Road West Hampstead London NW6 2EG	

The Elfrida Society (Limited by Guarantee) Trustees' report

The Board of Trustees present their report and the audited financial statements for the year ended 31 March 2024.

Legal and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities - Charities SORP 2015.

Objects of the charity

The objects for which The Elfrida Society is established are:

- To promote and advance the welfare, education, training in the lives of people with learning disabilities and/or learning difficulties (the beneficiaries) to ensure that so far as possible they may develop as individuals and members of society and that their disabilities may be relieved;
- To provide in the interests of social welfare, facilities for the recreation and other leisure-time occupation of beneficiaries to develop their mental, physical and spiritual capacities and improve their conditions of life by ensuring we follow our ethics of offering choice and empowerment, opportunity, trust and care;
- To relieve poverty, distress and sickness among beneficiaries and their families.

Public Benefit

The Elfrida Society Trustees are committed to the guidance provided by the Charity Commission on Public Benefit. All our project activities aim to benefit individuals with learning disabilities and neurodiversity (our beneficiaries).

Commitment to Inclusion and Equality

We uphold a strong commitment to Equal Opportunities and Diversity. Our activities are inclusive; welcoming adults with learning disabilities and neurodiversity (LDND) regardless of gender, race, faith, or personal circumstances. Importantly, all our services are provided free of charge to those who utilise them.

At the Elfrida Society, we continuously evaluate our approach to inclusion and equality. This includes adopting more progressive methods of co-production and ensuring the voices of those with lived experiences are central to our decision-making. We are also critically assessing the language we use to describe our work, starting with the language found in our current constitution, to better reflect the community we serve and work alongside.

The term "learning disabilities" remains a cornerstone of our work because of its recognition within UK law, providing crucial rights and protections for those affected. Our expertise in this area is vital to safeguarding these rights, particularly in the realms of learning disabilities, autism, learning difficulties, and any other challenges faced by our beneficiaries. However, we also recognise the importance of using more positive and inclusive language. By incorporating "neurodiversity" into our terminology, we aim to better encompass the broad spectrum of individuals we seek to reach and support, acknowledging the diversity of experiences and needs within our community.

The Elfrida Society (Limited by Guarantee) Trustees' report

Our Legacy and Mission

Since our founding in 1919, the Elfrida Society has been dedicated to removing barriers that limit the life chances of individuals with learning disabilities and neurodiversity. This reporting period has been marked by unprecedented challenges as the UK continues to face the ongoing cost-of-living crisis, which has had a profound impact on vulnerable communities. These difficulties have directly resulted in reduced funding for our charitable activities, limiting our ability to respond to increased demand for support when it is most needed.

Despite these obstacles, our commitment to our charitable objectives remains steadfast. We continue to provide services and support that empower people with learning disabilities and neurodiversity to build connections, lead happy and independent lives, and enjoy meaningful experiences. The needs and wishes of those we support remain central to our organisation, guiding both our service design and decisions on staffing. Our mission extends beyond individual empowerment, encompassing the prevention and relief of poverty, the promotion of social inclusion, and advocacy for the challenges faced by individuals with learning disabilities and neurodiversity. We are navigating a complex landscape, but our focus remains clear: to advocate for and support our community, even in the face of reduced resources and increased demand.

Progress and Achievements

Throughout 2023-2024, we have made significant strides in expanding our reach across London boroughs and beyond. Our strategy focuses on continued growth, enhancing the quality of our services for individuals with learning disabilities and neurodiversity, their families, and caregivers. Over the past year, we have successfully connected with more individuals than ever, striving to maximise our impact and drive change within the community.

Responding to Challenges

We acknowledge that there is still much work ahead. The current economic climate has presented unique challenges, including rising costs of living, food insecurity, and social isolation among vulnerable populations. This environment has provided challenges for our planning efforts and those of our partners and community stakeholders. Additionally, the funding landscape has become unpredictable, with many grant programs being paused as funders reassess their objectives in light of ongoing crises. As the cost-of-living crisis escalates, we anticipate even greater challenges for ourselves, local services, and our beneficiaries.

In response, we have restructured our operations to better address these emerging needs. We are collaborating with both existing and new partners to develop support services aimed at helping the learning disabilities and neurodiversity community manage food and fuel poverty, health issues, and social isolation. While we strive to provide essential advocacy, crisis support, and a safe space for assistance, we recognise that some of the needs -such as living wages, affordable housing, and accessible healthcare - extend beyond our immediate control.

Moving forward, our focus will be on delivering effective support at critical moments, while fostering collaboration among communities, partners, and policymakers to co-design sustainable solutions that empower individuals with learning disabilities and neurodiversity to navigate these challenges. Our past efforts and the priorities outlined in our strategic plan position us well to tackle upcoming challenges, seize opportunities, and pursue our ambitions with resilience and dedication.

The Elfrida Society (Limited by Guarantee) Trustees' report

We hope this report illustrates the potential within our community and demonstrates how individuals with learning disabilities and neurodiversity continue to exhibit resilience and effect change. The synergies we foster with the learning disabilities and neurodiversity community, local authorities, service providers, and professionals remain vital partnerships, driving progress toward our strategic goals over the next 3-5 years.

Collaborations and Partnerships

Over the past year, we have significantly strengthened our collaborations with the learning disabilities and neurodiversity community. By listening to the voices of those with lived experience of exclusion and inequality, we have ensured that our services and priorities are directly informed by the people we support. Our commitment to participatory action research and policy advocacy has empowered individuals with learning disabilities and neurodiversity to communicate their concerns and ideas to those in positions of power, driving meaningful change.

Our achievements have been made possible through the generous support of our partners, community members, and funders. Their investment has allowed us to expand our vision for learning disabilities- and neurodiversity-led change at both local and national levels, even amidst ongoing challenges such as the cost-of-living crisis. As we navigate these difficulties, the continued trust and backing of our collaborators will be vital.

We also extend our gratitude to our dedicated staff and volunteers, whose resilience and commitment have been instrumental in maintaining our support for people with learning disabilities and neurodiversity. Their passion ensures that we remain well-prepared to face the challenges ahead, including our ongoing focus on diversity and inclusion within our organisation.

Our Sites and Redevelopment Plans

We have made significant progress in our redevelopment plans. We have commissioned an architect to prepare and submit our planning application to Islington Council. Additionally, an independent accessibility audit, funded by the City Bridge Foundation, has been completed. The results of this audit will guide the design of our new, fully inclusive space, marking a major step forward in our mission to create a welcoming and accessible community hub as well as to maximise and diversify income streams from our assets.

Our Projects and Initiatives

Over the past year, the Elfrida Society has demonstrated resilience and collaboration in supporting the learning disabilities and neurodiverse community. As we face the challenges of 2023-24, including the worsening cost-of-living crisis, our work is more crucial than ever. Our key achievements and initiatives include:

- Expanding our specialist and independent advocacy provision for adults and parents across London and counties beyond London.
- Expanding our healthcare training for professionals and enhancing easy-read materials.
- Growing consultation, co-production, and peer research initiatives to empower community advocates in service design.
- Collaborating with local councils and Protection Approaches to support victims of hate crimes.

**The Elfrida Society (Limited by Guarantee)
Trustees' report**

- Increasing capacity to sustain advocacy services across more hospitals and GP surgeries, thanks to new funding.

Healthcare Access Barriers and Gaps in Provision

Access to healthcare remains a significant challenge for those we support, as well as other vulnerable groups. People with learning disabilities and neurodiversity often face substantial barriers in accessing the healthcare they need. These include difficulties in communication, lack of understanding or awareness among healthcare professionals, and inadequate accommodations for their specific needs. The consequences of these barriers can be severe, leading to misdiagnoses, delayed treatments, and poorer health outcomes overall. Moreover, the ongoing strain on the NHS and social care services, exacerbated by economic pressures, has intensified these challenges. Long waiting times, reduced availability of specialised services, and limited support for mental health are issues that disproportionately affect those with learning disabilities and neurodiversity. As a result, many in our community struggle to receive the consistent, high-quality care they deserve.

Healthcare Advocacy and Hospital Liaison Work - The Elfrida Society is working to address barriers and gaps in provision by advocating for better healthcare access and supporting individuals in navigating the system. We offer specialist advocacy services, helping our beneficiaries to communicate their needs effectively and ensuring their voices are heard within the healthcare system. Additionally, we are collaborating with healthcare providers to promote greater awareness and understanding of the specific challenges faced by the learning disabilities and neurodiversity community.

During November 2023 and March 2024, we carried out a research project funded by Cloudesley and the Partners for Health grant, which identified gaps between healthcare services and advocacy, especially in hospital discharge processes. The final report showed that discharge from hospitals was a huge concern and service users and professionals would value greater cohesion between themselves and advocacy services to ensure patients with learning disabilities were fully supported back in the community and that links are made to continue referrals and provide wider support networks. As part of the funding from Cloudesley, we were able to improve communication pathways with LD nurses and community teams to increase their awareness of available advocates and to connect them with patients they had concerns about. Our advocacy services were expanded to address these issues, resulting in new referral cases and better collaboration within hospitals and community health teams.

Learning from Lives and Deaths (LeDeR) Programme Representative - The Elfrida Society is a proud member of the Learning from Lives and Deaths (LeDeR) program for people with learning disabilities and autistic individuals. Research shows that, on average, people with learning disabilities and autistic individuals experience earlier mortality and often receive lower-quality care compared to the general population. We are committed to helping change this. As members of the LeDeR steering groups for Islington and North London, we advocate for the learning disability community, ensuring that their voices are heard and that positive changes are made by learning from best practices and improving care standards.

The Elfrida Society (Limited by Guarantee) Trustees' report

Learning Disability and Autism Training and Awareness Raising - In 2023-24, our experts with lived experience co-produced and delivered interactive training on Learning Disability and Autism to professionals in sectors such as healthcare, social services, and emergency services. Responding to the evolving economic and legislative landscape, we expanded our training to include Police, Fire Brigade, JobCentre Plus, and Social Services, aiming to improve the skills of professionals and enhance services for people with learning disabilities and neurodiversity.

Elfrida Society Parents Project (ESPP)

The ESPP provides advocacy for parents with learning disabilities, neurodiversity, or mental health issues. Despite management changes, the project remained steady, receiving 54 new referrals in 2023-24. Advocates actively support parents, 80% of whom are mothers, through various stages of care proceedings.

A key development was overhauling internal procedures to encourage earlier referrals for advocacy during Child in Need and Child Protection stages. This led to improved engagement and earlier intervention. Additionally, a trial of parental support sessions to teach basic care skills showed promising results.

Care Act and Community Advocacy Project

Funded by Rethink, the Care Act and Community Advocacy Project supported 26 clients in the past year. While most were long-standing cases, the project maintained strong working relationships and began balancing new referrals with health advocacy work.

Consultation Service Projects

Our user-led Carer View Monitors resumed their monitoring schedule, visiting 27 properties and services. Their reports were highly praised by local authority commissioners, and the team enhanced their knowledge through additional training on fire safety and communication methods. This improved both their reporting quality and confidence.

The Power and Control team also made strides by negotiating better participation in council meetings and public events. They successfully coordinated several public consultation events alongside the Family Carers Action Group and were able to attract many service users and family carers to contribute ideas and suggestions. They have also established new partnerships with key services and professionals in a range of areas including the police, the fire brigade, hate crime awareness forums, etc., and they raised their profile through a photo shoot with Photosymbols.

Tea and Talks Social Group

Launched in November 2023, the Tea and Talks group provides a social space for individuals with learning disabilities and neurodiversity to learn about local services. The group has seen growing participation and hosted numerous presentations from professionals and organisations, contributing to both local and national projects.

The Elfrida Society (Limited by Guarantee) Trustees' report

Sports and Recreational Activities

Our sports programs continue to promote inclusion and well-being for individuals with learning disabilities and neurodiversity.

Key achievements for 2023-24 include:

- Over 100 regular participants in tennis, football, cricket, and fitness sessions.
- 225 attendees at Learning Disability Week sports event 2023, promoting community engagement.

Our sports programs have been expanded to work with young people aged 16 and over, thanks to partnerships with City and Islington College. In February 2024, we proudly received the Sport Gives Back Group of the Year Award, recognising our commitment to making sports accessible for all.

Future Priorities for 2024-25 - Looking ahead, our key priorities include:

- Increasing engagement with schools and colleges.
- Developing more community champions to inspire peers.
- Expanding partnerships with organizations committed to accessible sports and inclusion.

By continuing to build on these initiatives, we are determined to create lasting positive impacts for the communities we serve.

Hate Crime Awareness and Capacity Building

The Elfrida Society is actively addressing the challenges faced by individuals with learning disabilities in reporting hate crimes. We have partnered with the Police, Local Councils, and Protection Approaches in the Hate Crime Community Outreach and Resilience Project, funded by the London Mayor's Office for Policing and Crime (MOPAC). This project aims to build capacity in supporting victims of hate crime. Our staff and supported employees are now trained as Hate Crime Prevention Champions, committed to assisting those affected. Additionally, we have created accessible materials, including easy-read posters, pamphlets, and videos, to guide individuals on reporting hate crimes, fostering a safer community.

Easy Read and Accessible Information Service

This year, we expanded our Easy Read and Accessible Information service to make complex information clearer for people with learning disabilities and neurodiversity. Our co-produced materials ensure clarity and user-friendliness. Despite challenges, we are focused on growing our client base within the NHS, local authorities, and professional sectors, ensuring that all communications empower individuals to engage fully with the information around them.

Consultation and Co-Production with Local Communities

The Elfrida Society plays a vital role in representing the learning disability and neurodiverse community, ensuring their experiences shape policy and practice. Our co-production efforts have strengthened, with individuals increasingly leading our initiatives. In 2023, we expanded the reach of the On Your Marks Open Forum and the Learning Disability Week Sport Event, which engaged over 300 participants. These efforts have boosted our presence, and we aim to grow further in 2024-25 through increased investment and collaboration.

The Elfrida Society (Limited by Guarantee) Trustees' report

Community Living Magazine

We proudly support and contribute to *Community Living Magazine*, offering insights into the challenges faced by people with learning disabilities and neurodiversity. As active members of its Editorial Board, we ensure that the voices and experiences of these individuals are represented, particularly during the ongoing social and economic recovery from the pandemic.

Risk Management and Safeguarding

We maintain a comprehensive Risk Register, reviewed quarterly by our Board of Trustees. Our Chief Executive and senior managers ensure effective risk management and safeguarding for vulnerable adults and staff. Our safeguarding policies are regularly updated, and rigorous health and safety measures are enforced, with continuous training and external support to uphold the highest standards.

Governance and Financial Oversight

The Elfrida Society is committed to strong governance and financial oversight. Our Board of Trustees continually enhances its skills and diversity to better reflect the communities we serve. In 2024, we successfully recruited two new trustees, including a representative from the autistic community, and we continue to seek members with lived experience of learning disabilities and neurodiversity. Our Finance Sub-Committee oversees our financial health, ensuring stability and adaptability in a challenging economic environment. Through our BoardLink Advisory Group, representatives from the learning disability community are actively involved in Board discussions, ensuring their voices shape our governance.

Equality, Diversity, and Inclusion

As a Disability Confident Committed employer, we prioritise equality, diversity, and inclusion across all aspects of our work. We are proud of our diverse team, which includes 15 individuals with learning disabilities and neurodiversity. Our policies ensure fair treatment for all, and we provide ongoing support and development opportunities, ensuring that everyone in our organisation can thrive.

Board of Trustees

Our Board of Trustees, compliant with Charity Commission rules, is responsible for key decisions, including property management, risk policy, and strategic oversight. Our Trustees, who volunteer their time, bring a diverse range of skills and a deep commitment to our mission. Their effective governance and strategic leadership have been critical to our success in navigating the challenges of the past year, ensuring we continue to achieve positive outcomes for the community we service and work alongside.

Fundraising and New Funding Initiatives

The Elfrida Society remains committed to ethical fundraising, strictly following the Fundraising Regulator's Code of Fundraising Practice and ensuring compliance with GDPR. We maintain a respectful and non-intrusive approach, avoiding cold-calling or using third-party fundraisers, while nurturing strong relationships with funders and supporters, which is essential in today's competitive fundraising landscape.

The Elfrida Society (Limited by Guarantee) Trustees' report

Despite the economic challenges of 2023-24, particularly the ongoing cost-of-living crisis, we have secured crucial funding to meet our charitable goals. While we've reduced our deficit compared to previous years, we closed the financial year with a deficit of (£41,688) due to our dedication to maintaining essential projects, such as advocacy, consultation, and sports. With rising demand for services and increasing costs, we are strategically focusing on simplifying operations, diversifying funding sources, and controlling expenses. We are confident that with the continued support of our funders, we can build a fairer, more inclusive future for the learning disabilities and neurodiversity community.

Moving forward, we will continue to prioritise diversifying our income streams, increasing grant funding, and expanding our regular donor base.

Reserves Policy

The Board of Trustees regularly reviews our reserves policy, ensuring it aligns with Charity Commission guidance and considers our strategic goals and financial risks. The Board has reaffirmed the importance of maintaining reserves that can cover three months of operations expenditure. This ensures:

- Cash Flow Stability: To manage fluctuations in income and funding delays, particularly from spot purchasing services.
- Operational Continuity: Reserves provide a safety net against unforeseen challenges, ensuring ongoing service delivery.
- Strategic Opportunities: A healthy reserve allows us to invest in strategic initiatives that advance our mission.

A key priority has been the redevelopment of Purley Place, which is crucial for our long-term sustainability. However, delays have impacted our expected income from this investment, leading to projected deficits. We are addressing this by ensuring all projects achieve full cost recovery, and this work is progressing well. The £100,000 designated for the Purley Place redevelopment will be reviewed in 2024-25, and we will need to raise additional funds to complete the project if planning permission is granted.

Financial Review

The Elfrida Society is in a strong position to continue delivering our services and investing in long-term sustainability. Despite financial pressures from the pandemic and cost-of-living crisis, our fundraising efforts and reserves have allowed us to support more people with disabilities while managing financial risks.

In 2023/24, our income increased from £315,943 to £342,748 due to new project funding. Expenditures rose to £384,436 from £371,458 in the previous year, largely driven by new initiatives, including sports programs, a hate crime prevention project, and an expanded parental advocacy service. In 2024-25, we aim to enhance our income generation efforts and reduce costs through sustainability strategies, improved service models and competitive outsourcing.

**The Elfrida Society (Limited by Guarantee)
Trustees' report**

Statements of Trustees' responsibilities

The Trustees, who are also the directors of The Elfrida Society for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

The trustees are responsible for keeping proper 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.

Statement as to disclosure to our auditors

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.

Approved by the trustees on 06/12/2024 and

signed on their behalf by;



.....
Ms Patience Anne Wilson- Chair

The Elfrida Society (Limited by Guarantee)
Independent Auditors' Report to the Members of The Elfrida Society

Opinion

We have audited the financial statements of The Elfrida Society (the 'Charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. 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).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of 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 Charity 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 charity'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 directors with respect to going concern are described in the relevant sections of this report.

The Elfrida Society (Limited by Guarantee)
Independent Auditors' Report to the Members of The Elfrida Society

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matter 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' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' 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 Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.

The Elfrida Society (Limited by Guarantee)
Independent Auditors' Report to the Members of The Elfrida Society

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 they determine is necessary to enable the preparation of 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the 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 extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

The Elfrida Society (Limited by Guarantee)
Independent Auditors' Report to the Members of The Elfrida Society

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [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, 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 charity's members 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton
.....

12/12/2024

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

The Elfrida Society (Limited by Guarantee)

Statement of Financial Activities
(incorporating an income and expenditure account)

For the year ended 31 March 2024

		2024			2023
	Note	Restricted funds £	Designated funds £	Unrestricted funds £	Total £
Income and Endowments from:					
Donations and legacies	2	-	-	16,933	16,933
Charitable activities:					
Community services	3a	36,733	12,825	105,978	155,536
Parents Advocacy & other services	3b	-	-	133,170	133,170
Investments	3c	-	-	34,161	34,161
Other income		-	-	2,948	2,948
Total Income		36,733	12,825	293,190	342,748
Expenditure on:					
Charitable activities:					
Direct costs		30,099	6,564	176,117	212,780
Support costs		-	-	171,656	171,656
Total Expenditure	4	30,099	6,564	347,773	384,436
Net gains/(losses) on investments	9	-	-	-	-
Net Income/ (Expenditure)		6,634	6,261	(54,583)	(41,688)
Transfers between funds		-	1,325	(1,325)	-
Net movement in funds		6,634	7,586	(55,908)	(41,688)
Total funds at 1 April 2023		56,820	332,352	717,954	1,107,126
Total funds at 31 March 2024		63,454	339,938	662,046	1,107,126

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Elfrida Society (Limited by Guarantee)

Balance Sheet

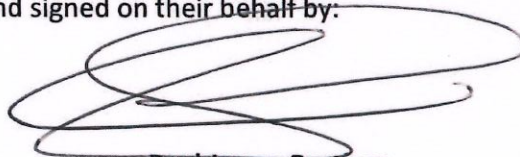
As at 31 March 2024

	Note	£	2024 £	2023 £
Fixed assets				
Tangible fixed assets	8	174,304		179,480
Investment property	9	750,000		750,000
			924,304	929,480
Current assets				
Debtors	10	67,641		48,628
Cash at bank and in hand		113,107		158,969
		180,748		207,597
Creditors: amounts due within 1 year	11	(39,614)		(29,951)
Net current assets/(liabilities)			141,134	177,646
Net assets	12		1,065,438	1,107,126
Funds				
Restricted funds			80,779	56,820
Unrestricted funds				
Non-distributable reserves			634,059	634,059
Designated funds			327,113	332,352
General funds			23,487	83,895
Total funds			1,065,438	1,107,126

The financial statements were approved and authorised for issue by members of the Board of Trustees on 06/12/2024 and signed on their behalf by:



Patience Wilson
Chair



Paul James Bartram
Treasurer

The Elfrida Society (Limited by Guarantee)

Statement of Cash Flows

As at 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	15a	<u>(78,082)</u>	<u>(85,571)</u>
Cash flows from investing activities:			
Interest income		34,161	30,587
Purchase of property and other fixed assets		(1,941)	
Disposal proceeds from sale of investment property		-	-
Cash provided (used in)/by investing activities		<u>32,220</u>	<u>30,587</u>
Cash flows from financing activities:			
Repayment of borrowing		-	-
Cash inflows from new borrowing		-	-
Net cash provided by/(used in) financing activities		<u>-</u>	<u>-</u>
Decrease in cash and cash equivalents in the year		<u>(45,862)</u>	<u>(54,984)</u>
Cash and cash equivalents at the beginning of the year		158,969	213,953
Cash and cash equivalents at the end of the year	15b	<u>113,107</u>	<u>158,969</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

1. Accounting policies

- a) These financial statements have been prepared in accordance with "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) effective from 1 April 2015 - Charities SORP (FRS102) and the Companies Act 2006. The financial statements have been prepared under the historical cost convention as modified by the revaluation of certain assets.
- b) As described in the report of the trustees, the Society was successful in securing additional income in the form of grants, donations and contracts from a wide range of sources. Despite the challenges faced in recent years because of the impact of the pandemic and the cost-of-living crisis, by the end of March 2023 we still had a pipeline of funding, which enable us to continue to achieve our charitable objectives. In contrast to the last financial year, when we faced a significant reduction of income, we managed to reduce our deficits by approximately 50%.

Looking further ahead, the Society will need to continually work at securing additional funding for 2023/24 in order to maintain and extend the services currently provided. The Society does have the option to utilise its assets to provide additional funding for service provision. As a consequence, the trustees consider that the Society is well placed to manage its financial risks despite the current uncertain economic environment.

After making enquiries, the trustees have a reasonable expectation that the Society has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

- c) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Intangible income is recognised as an incoming resource where the provider of the service has incurred a financial cost. Volunteer time is not included in the financial statements.
- d) Grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless there are donor-imposed restrictions on the timing of the expenditure to a future period in which case they are deferred.
- e) Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.
- f) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Indirect costs are allocated to activities on the basis of staff time spent working on those activities.

	%
Community services	57
Parents Advocacy	43

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

1. Accounting policies (continued)

- g) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Furniture and equipment	25% straight line basis
Freehold and long leasehold buildings and improvements	2% straight line basis

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

- h) Investment property represents the charity's portfolio of properties. It is initially recognised at cost, which includes purchase cost and any directly attributable expenditure. Investment property whose fair value can be measured reliably is measured at fair value at each reporting date. Any fair value gains arising are not realised profits and therefore are transferred to a separately designated non-distributable reserve. Any loss arising from revaluation is also recognised in the non-distributable reserve unless it represents a loss below original cost, or its reversal, on an individual investment property is expected to be permanent, in which case it is recognised in the profit and loss account for the year.
- i) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.
- j) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- k) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- l) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- m) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

2. Donations and legacies

	Restricted	Designated	Unrestricted	2024 Total	2023 Total
	£	£	£	£	£
Donations & similar incoming resources	-	-	16,933	16,933	1,250
	-	-	16,933	16,933	1,250

The Elfrida Society (Limited by Guarantee)
Notes to the financial statements
For the year ended 31 March 2024

	Restricted £	Designated £	Unrestricted £	Total £	Total £
a. Community services					
London Borough of Islington	-	-	61,000	61,000	66,766
Pohwer Advocacy - LBI	-	-	-	-	22,614
Rethink Advocacy - LBI	-	-	21,180	21,180	15,347
Richard Cloudesley's Charitable fund	17,500	-	-	17,500	9,640
The National Lottery Awards for All England	19,233	-	-	19,233	8,334
LHEP NHSE & GLA Community Action for Partnerships in Health	-	-	11,298	11,298	-
Protection Approaches - HCCORP	-	-	2,750	2,750	2,813
Middlesex County Cricket Club	-	-	5,250	5,250	-
Sport England Small Grants	-	12,825	-	12,825	-
City Bridge Trust	-	-	4,500	4,500	-
The Queen's Platinum Jubilee Activity Fund	-	-	-	-	300
Just Play Football	-	-	-	-	1,100
London Catalyst - The Samaritans Fund	-	-	-	-	863
Adidas Football Collective	-	-	-	-	1,680
Local Initiatives Fund LBI	-	-	-	-	500
Ground Works UK – Tesco	-	-	-	-	3,000
Premier League Grassroots Football	-	-	-	-	6,000
Mencap The Together Fund	-	-	-	-	5,000
Screwfix Foundation	-	-	-	-	10,000
	36,733	12,825	105,978	155,536	153,957
b. Parents' Advocacy					
Elfrida Peer Support Group fund	-	-	130,537	130,537	123,809
York University	-	-	-	-	3,000
Surrey University	-	-	2,520	2,520	630
Kingston University	-	-	-	-	225
Kings College	-	-	113	113	225
Royal Holloway University	-	-	-	-	135
	-	-	133,170	133,170	128,024
c. Investment Income					
Ambler tenants	-	-	32,433	32,433	29,900
Bank Interest	-	-	1,728	1,728	687
	-	-	34,161	34,161	30,587

The Elfrida Society (Limited by

Notes to the financial statements

For the year ended 31 March 2024

4 Total expenditure	Community services £	Parents Advocacy £	Support costs £	2024 Total £	2023 Total £
Staff costs (Note 6)	97,689	90,530	105,780	293,999	272,799
Sub-contractors	8,599	-	-	8,599	13,179
Individual Service Fund support fees	-	-	-	-	-
Staff training, supervision & recruitment	(160)	1,743.00	3,093	4,676	8,443
Office costs	1,134	1,644	9,560	12,338	13,031
Advertising and marketing	-	-	720	720	720
Travel	240	2,645	3	2,888	1,857
Premises costs	1,309	-	12,017	13,326	14,282
Insurance	48	-	5,873	5,921	5,629
Repairs and renewals	3,808	-	-	3,808	131
Food and provisions	20	-	183	203	116
Recreation and welfare	830	160	1,994	2,984	2,646
Education/tutor costs	2,241	-	-	2,241	4,747
Professional Fees	-	300	13,528	13,828	16,359
Depreciation	-	-	7,117	7,117	6,632
(Profit)/(loss) on disposal of fixed assets	-	-	-	-	-
Equipment hire	-	-	6,206	6,206	4,581
Audit and accountancy	-	-	5,461	5,461	5,974
Bank charges	-	-	121	121	180
Sundry	-	-	-	-	152
	<u>115,758</u>	<u>97,022</u>	<u>171,656</u>	<u>384,436</u>	<u>371,458</u>
Support costs apportioned	27,791	21,321	(49,112)	-	-
	<u>143,549</u>	<u>118,343</u>	<u>122,544</u>	<u>384,436</u>	<u>371,458</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

5. Net (Expenditure)/Income

This is stated after charging:	2024 £	2023 £
Depreciation / Amortisation	7,117	6,632
Loss on disposal of fixed assets	-	-
Auditors' remuneration excluding VAT: audit - for current year	4,000	5,974
Operating lease rentals: equipment	6,206	4,581
	<u>6,206</u>	<u>4,581</u>

6. Staff costs and numbers

Staff costs were as follows:	2024 £	2023 £
Salaries and wages	262,177	243,380
Social security costs	24,521	22,364
Other pension costs	5,387	4,962
	<u>292,085</u>	<u>270,706</u>
Agency staff	1,914	2,093
	<u>293,999</u>	<u>272,799</u>

One employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits including pension contributions and employer's NI of the key management personnel were £77,704 (2023: £64,620).

None of the trustees nor persons connected with them received any remuneration or other benefits from the charity.

The average weekly number of employees during the year was as follows:

	2024 No.	2023 No.
Community services	18	18
Parents Advocacy	3	3
Support	2	2
	<u>23</u>	<u>23</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

8. Tangible fixed assets

	Freehold land and buildings £	Long leasehold land and buildings £	Furniture and equipment £	Total £
Cost				
At the start of the year	195,000	100,000	25,509	320,509
Additions in year	-	-	1,941	1,941
Disposals	-	-	-	-
At the end of the year	<u>195,000</u>	<u>100,000</u>	<u>27,450</u>	<u>322,450</u>
Depreciation				
At the start of the year	61,775	56,800	22,454	141,029
Charge for the year	2,730	2,000	2,387	7,117
Eliminated on disposal	-	-	-	-
At the end of the year	<u>64,505</u>	<u>58,800</u>	<u>24,841</u>	<u>148,146</u>
Net book value				
At the end of the year	<u>130,495</u>	<u>41,200</u>	<u>2,609</u>	<u>174,304</u>
At the start of the year	<u>133,225</u>	<u>43,200</u>	<u>3,055</u>	<u>179,480</u>

All tangible fixed assets are used for charitable purposes.

Long leasehold land and buildings comprises one property which is the subject of a planning restriction imposed by the London Borough of Islington. Under the restriction, the property can only be used as the headquarters of the charitable organisation.

The company's freehold and long leasehold land and buildings were revalued by Currell & Co, Chartered Surveyors in March 1999 on the basis of open market value for the existing use. Following the revision of the SORP in 2000, a decision was made not to adopt a property revaluation policy. As such the 1999 valuations have been adopted and incorporated in these financial statements. The trustees are not aware of any material changes since the last valuation. Depreciation has been calculated to write off the value of the building over 50 years from this date.

If the freehold and long leasehold land and buildings had not been revalued, they would have been included on the historical cost basis (original NBV: freehold £32,837; leasehold £2,502).

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

9. Investment properties	2024	2023
	£	£
Movement in market/fair value:		
Fair value at the start of the year	750,000	750,000
Disposal proceeds	-	-
Realised gains/(losses) on disposals	-	-
Fair value at the end of the year	<u>750,000</u>	<u>750,000</u>
Historical cost	<u>200,369</u>	<u>200,369</u>

Investment property was valued at 16 February 2018 at fair value (open market basis) by Drivers & Norris, Chartered Surveyors. The valuation assumes that the property has been maintained in good order and there has not been any significant change.

10. Debtors	2024	2023
	£	£
Fees receivable	29,672	23,207
Other debtors	32,057	20,252
Prepayments	5,912	5,169
	<u>67,641</u>	<u>48,628</u>

11. Creditors	2024	2023
	£	£
Creditors: amounts due within 1 year		
Taxation and social security	8,809	6,826
Deferred income	12,701	241
Other creditors	5,165	4,772
Accruals	12,939	18,112
	<u>39,614</u>	<u>29,951</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

12. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	41,200	52,419	80,685	174,304
Investment properties	-	200,369	549,631	750,000
Net current assets	39,579	74,325	27,230	141,134
Net assets at the end of the year	80,779	327,113	657,546	1,065,438

Comparative analysis of net assets between funds for the year ended 31 March 2023:

	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	43,200	54,360	81,920	179,480
Investment properties	-	200,369	549,631	750,000
Net current assets	13,620	77,623	86,403	177,646
Net assets at the end of the year	56,820	332,352	717,954	1,107,126

The Elfrida Society (Limited by Guarantee)
Notes to the financial statements
For the year ended 31 March 2024

13. a. Movements in funds

	Balance at 01.04.23	Incoming resources	Outgoing resources	Transfers to/(from)	Balance at 31.03.24
	£	£	£	£	£
Restricted funds:					
Premises fund	43,200	-	(2,000)	-	41,200
The National Lottery Awards for All England	543	19,233	(2,374)	-	17,402
City Bridge Trust	-	4,500	(4,500)	-	-
Queens Platinum Lottery	1,966	-	(1,966)	-	-
Richard Cloudesley's Charitable fund	10,000	17,500	(10,000)	-	17,500
Sports England Small Grants	-	12,825	(8,959)	-	3,866
London Catalyst The Samaritans	1,111	-	(300)	-	811
	56,820	54,058	(30,099)	-	80,779
Designated funds:					
Mencap The Together Fund	3,273	-	(3,273)	-	-
All Other Sports	-	-	-	1,325	1,325
Ambler Redevelopment	200,369	-	-	-	200,369
Screwfix	4,350	-	(1,350)	-	3,000
Fixed assets	54,360	-	(1,941)	-	52,419
Purley Place	70,000	-	-	-	70,000
	332,352	-	(6,564)	1,325	327,113
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	83,895	288,690	(347,773)	(1,325)	23,487
	717,954	288,690	(347,773)	(1,325)	657,546
Total funds	1,107,126	342,748	(384,436)	-	1,065,438

13. b. Movements in funds

Comparative statement of funds for the year ended 31 March 2023:

	01.04.22	Incoming resources	Outgoing resources	Transfers to/(from)	31.03.23
	£	£	£	£	£
Restricted funds:					
Premises fund	45,200	-	(2,000)	-	43,200
The Sports Big Lottery	523	9,640	(9,620)	-	543
Cripplegate	-	-	-	-	-
Queens Platinum Lottery	-	8,334	(6,368)	-	1,966
Richard Cloudesley's Charitable fund	-	10,000	-	-	10,000
The Baily Thomas Charitable fund	833	-	(833)	-	-
London Catalyst The Samaritans	111	1,100	(100)	-	1,111
	46,667	29,074	(18,921)	-	56,820
Designated funds:					
Mencap The Together Fund	-	6,000	(2,727)	-	3,273
Siren	(678)	-	-	678	-
Ambler Redevelopment	200,369	-	-	-	200,369
Screwfix	-	5,000	(650)	-	4,350
Fixed assets	54,360	-	-	-	54,360
Purley Place	70,000	-	-	-	70,000
	324,051	11,000	(3,377)	678	332,352
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	157,864	275,869	(349,160)	(678)	83,895
	791,923	275,869	(349,160)	(678)	717,954
Total funds	1,162,641	315,943	(371,458)	-	1,107,126

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

13. Movements in funds (continued)

Purposes of restricted funds

Premises fund

This is 34 Islington Park Street, which has a restriction placed upon it that it must be used as the headquarters of the charity. The fund represents the net book value of the building.

The National Lottery Awards for All England

Funding received in the previous year for the Sports Project. Balance carried forward to be used by October 2025.

City Bridge Trust

Funding received in the year to cover the costs of an access audit and of accessibility awareness training for improvements to the Elfrida Society's centre as part of its redevelopment strategy.

Queens Platinum Lottery Fund

Balance brought forward in 2022-23 for the Sports Project. All funding balances used by October 2023.

Cloudesley Charitable Foundation

Funding carried forward to 2023-24 for Health Advocacy Project, 100% of the funding was used by March 2024. New funding received for new Healthcare and Hospital Liaison Project in Q4 of 2023-24 to be used in Q1 and Q2 2024-25.

Sports England Small Grants

Funding for Sports/Tennis received in 2023-24, balance to be used by December 2024.

London Catalyst The Samaritans

Balance of funding received in previous year to assist people in need through the provision of emergency hardship payments. Balance carried forward to use in 2024-25.

Purposes of designated funds

Mencap The Together Fund

Balance of funding received for Sports in 2022-23 was used by September 2023.

All Other Sports

Balance carried forward to use in 2024-25.

Ambler Redevelopment

This represents the amortised cost of the re - development of the properties in Ambler Rd.

Screwfix

Balance carried forward from previous year to contribute to the redevelopment work at Purley Place community space, to be used in 2024-25.

Fixed assets

This represents the value of general funds invested in fixed assets and therefore not readily available for other purposes.

Purley Place

To redevelop Purley Place to make it fully accessible and to bring the first and loft floors back in use. Designated amount C/F as this work was delayed due to Covid-19 and planning permission complications. We expect this work to be completed in 2025-26.

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

14. Operating lease commitments

As at 31 March 2024 the charity had total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Equipment:		
Less than 1 year	4,171	4,220
Between 2 and 5 years	<u>12,361</u>	<u>2,584</u>
	<u>16,532</u>	<u>6,804</u>

15. a) Reconciliation of income/(expenditure) to net cash from operating activities

	2024	2023
	£	£
Net movement in funds for the year before revaluation	(41,688)	(55,515)
Depreciation charges	7,117	6,632
Profit/(loss) on disposal of fixed assets	-	-
Interest on investments	(34,161)	(30,587)
Gain/(loss) on disposal of investments	-	-
(Increase)/decrease in debtors	(19,013)	11,065
Increase/(decrease) in creditors	9,663	(17,166)
Net cash provided by/(used in) operating activities	<u>(78,082)</u>	<u>(85,571)</u>

b) Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash at bank and in hand	<u>113,107</u>	<u>158,969</u>

16. Company status

The company is limited by guarantee and does not have a share capital. The liabilities of the members in the event of a winding up is limited by guarantee to an amount not exceeding £1 per member. At the balance sheet date there were 7 members (2023: 6).

17. Related party transactions

There are no related party transactions (2023: none).

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2024

18. Prior year statement of financial activities

		Restricted	Designated	Unrestricted	2023 Total
	Note	£	£	£	£
Income and Endowments from:					
Donations and legacies	2	-	-	1,250	1,250
<i>Charitable activities</i>					
Community services	3a	29,074	11,000	113,883	153,957
Parents and other	3c	-	-	128,024	128,024
Investments		-	-	30,587	30,587
Other income		-	-	2,125	2,125
Total Income and Endowments		29,074	11,000	275,869	315,943
Expenditure on:					
<i>Charitable activities</i>					
Direct costs		18,921	3,377	194,254	216,552
Support costs		-	-	154,906	154,906
Total Expenditure	4	18,921	3,377	349,160	371,458
Net Expenditure	5	10,153	7,623	(73,291)	(55,515)
Net gains/losses on		-	-	-	-
Transfer between funds		-	678	(678)	-
Net movement in funds		10,153	8,301	(73,969)	(55,515)
Total Funds brought forward at 1 April 2022		46,667	324,051	791,923	1,162,641
Total Funds carried forward at 31 March 2023		56,820	332,352	717,954	1,107,126

THE ELFRIDA SOCIETY

England & Wales - Charity number 282716

Accounts

Company no. 1559198
Charity no. 282716



**The Elfrida Society
(Limited by Guarantee)**

Report and Financial Statements

**For the year ended
31 March 2023**

The Elfrida Society (Limited by Guarantee)
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For the year ended 31 March 2023

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The Elfrida Society (Limited by Guarantee)**Legal and administrative details****For the year ended 31 March 2023**

Status	The organisation is a charitable company limited by guarantee, incorporated on 1 May 1981 and amended to change the name on 12 March 1990 and 31 December 1996, and registered as a charity on 6 July 1981.	
Governing document	The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.	
Company number	1559198	
Charity number	282716	
Registered office and operational address	34 Islington Park Street London N1 1PX	
Honorary officers	Patience Wilson Martin Wallin Adrian Brown Inarm Osborn Paul James Bartram Samira Hotobah-During Alex Leeson-Mill Victor Khureya Fan Gu Peter Wong Stephen William Humphrey Persey Oliver James	Chair Interim Treasurer Appointed 20/02/2023 Resigned on 05/05/2023 Removed on 20/02/2023 Deceased - 28/04/2023 Removed on 20/02/2023 Resigned on 15/06/2022
Principal staff	Maria Dolly Galvis Zapata	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ National Westminster Bank plc Highbury and Islington Branch 11 Upper Street London N1 0PQ	
Auditors	Fawcetts LLP Chartered Accountants and Statutory Auditors Windover House St Ann Street Salisbury SP1 2DR	

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

The Board of Trustees present their report and the audited financial statements for the year ended 31 March 2023.

Legal and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities - Charities SORP 2015.

Objects of the charity

The objects for which The Elfrida Society is established are:

1. To promote and advance the welfare, education, training in the lives of people with learning disabilities (the beneficiaries) to ensure that so far as possible they may develop as individuals and members of society and that their disabilities may be relieved;
2. To provide in the interests of social welfare facilities for the recreation and other leisure-time occupation of beneficiaries to develop their mental, physical and spiritual capacities and improve their conditions of life by ensuring we follow our ethics of offering choice and empowerment, opportunity, trust and care;
3. To relieve poverty, distress and sickness among beneficiaries and their families.

Public Benefit

The Elfrida Society Trustees have taken note of the Charity Commission guidance on Public Benefit. All The Elfrida Society activities and initiatives are undertaken with the aim of benefitting people with learning difficulties and/or autism or learning difficulties (our beneficiaries).

The Elfrida Society is committed to Equal Opportunities and Diversity; our activities are open to adults with learning disabilities and/or autism or learning difficulties (LDAD) regardless of gender, race, faith, or personal circumstances.

All our activities are free to those using our services.

Report of the Trustees

The Elfrida Society has a proud history, dating back to 1919 of tackling the barriers which limit the life chances of those with LDAD. The period covered by this report was primarily one of transition; the UK emerged from the lockdowns of the global Covid-19 pandemic and headed towards the current cost of living crisis. Yet, underneath these challenges, the Elfrida Society's charitable objectives remain constant: to provide services and support that help people with LDAD build connections, have happy and independent lives, whilst having fun in the process. Those we support continued to be at the heart of the organisation – whether it be through the design of our services or the employment of those with LDAD, we are led by their wishes and needs. As well as to prevent or relieve poverty or financial hardship through providing services and participating in co-production and research, to promote social inclusion, to advance education and awareness raising on the needs and barriers faced by people with LDAD, and to promote the conservation of the Elfrida Society for the benefit of the public.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Looking to the Future

Throughout 2022-2023, we continued to make significant progress expanding our work across London boroughs and beyond. Our strategy is to continue our expansion and growth, building on our strengths, providing increased and better-quality services for people with LDAD, their families and carers. During the last 12 months we have worked hard to reach more people than ever, with the aim of achieving the greatest possible impact, and we will keep driving change across the communities we support until it is fair for everyone.

Thus, over the past months we begun to mobilise our resources to meet this new crisis by restructuring the way we work and support our services and working with old and new partners to build support services to help the LDAD community cope with food and fuel poverty, poor health and social isolation. We do not have enough answers yet, not least because what people actually need is beyond our control - living incomes, affordable and secure housing, access to affordable healthy food and healthcare they trust and can access. So, while we will work hard to provide access to specialist advocacy, crisis support and a safe place to come to for help, we will also continue to press for social reform, in equal partnership with the LDAD communities we work alongside.

The coming months will require our best work yet, supporting people to get the right help at the point of crisis, and working collaboratively with communities, partners and policymakers to co-design sustainable solutions to enable people with LDAD to endure this new crisis. The work we have done in recent years and the priorities set in our strategic plan mean that we are well positioned to face the challenges ahead, make the most of opportunities and to pursue our ambitions with strength and commitment.

We hope that this report shows the potential that is possible and can evidence how the LDAD communities we support continue to be resilient, can make change together, and how the synergies with the LDAD community, Local Authorities, LDAD service providers and professionals continue to be valued and vital partners and collaborators in that process and key contributors to the progress made against our 3-5 years strategic ambitions.

Collaborations and Partnerships

We hope that this report shows the potential that is possible and can evidence how the LDAD communities we support continue to be resilient, can make change together, and how the synergies with the LDAD community, Local Authorities, LDAD service providers and professionals continue to be valued and vital partners and collaborators in that process and key contributors to the progress made against our 3-5 years strategic ambitions.

Following restrictions imposed by the pandemic lockdowns, in the last 12-months we were pleased to re-establish strong links with the LDAD community to ensure that our services and work priorities are designed with people with LDAD lived experience of exclusion and inequality, and our participatory action research and policy influencing ensures that people with LDAD have the opportunity to speak directly about the issues they care about to people with the power to make change happen.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Collaborations and Partnerships (continued)

As always, we are very grateful for the support of many generous and like-minded partners, community members, and funders with whom we collaborate, and who have invested and supported our projects and encouraged us to grow and broaden our vision of LDAD lived experience led local and national change, even when progress has been difficult. We know that our ability to survive the coming challenges is to a great part dependent on your continued support and trust, which will be vital as we navigate the coming year. We know that funding is scarce, as demand for services is increasing across the sector at a time when Covid-19 has depleted so many Trusts and Foundation balances. So, we are deeply grateful to all our supporters; with your help we have been able to continue our work of building a fairer and happier future for people with LDAD, their family and carers.

Our Staff and Volunteers

We also want to express our deep thanks to all our staff and volunteers, including our board of trustees' members, for the way in which we have continued to collectively step up to the challenges we have been facing. As always, we are awed of the resilience our team continues to show, and the strength and commitment displayed by our supported employees and volunteers, so we can continue to support people with LDAD and help them thrive. We won't forget the trials faced by everyone these last three years, and as we face new challenges, such as the cost-of-living crisis, their passion and commitment give us the reassurances that we are more than ready to face whatever challenges ahead.

We fully acknowledge the importance of fostering fairness and equality within our organisation. Recognising the pivotal role that competitive salaries play in attracting and retaining top talent, promoting employee satisfaction, and mitigating the risk of losing valuable team members, we have prioritised a comprehensive approach to salary structures. This year, we took a proactive step by conducting an independent market salary benchmark review. The aim was to ensure that our salary offerings align with industry standards. We are pleased to report that, while some salaries require reassessment, the benchmark findings affirm that, in general, our compensation packages reflect median market pay. It's noteworthy that our full-time contracts at the Elfrida Society encompass 35 hours per week, a distinction from the 37 or more hours per week applied by similar charities.

In light of the report, we anticipate a need to review a number of positions within the organisation to bring them in line with median market pay. This thorough process is scheduled to take place in the fiscal year 2023-24. Any adjustments to salaries resulting from these reviews will be retrospectively applied to April 2022. This decision was formally agreed upon by the Board of Trustees, recognising the significant delays to this process due to the challenges posed by the Covid-19 pandemic.

Our Space - Redevelopment Plans

We have set ourselves the aim to offer an accessible space and open facilities and support for a wide range of community activities, ranging from cultural to wellbeing activities to skills development, to participating and driving social change and inquiry. We want our programme of

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Our Space - Redevelopment Plans (continued)

events and activities – and our physical and online spaces - to be genuinely inclusive, and we want to further build our position and reputation as a place where people with LDAD and those that support them can come to promote and co-create socially valuable thinking and ideas, while at the same time generating revenues and partnership opportunities for the charity. Yet we have faced significant challenges with our plans to complete the renovation work at Purley Place, which has been unfortunately delayed first due to the Covid-19 pandemic and more recently because of planning permission restrictions. We will continue to work with LBI's Planning Teams to overcome outstanding hurdles and hopefully achieve planning permission during the next financial year. We are very grateful for the pro-bono support received from Irwin Mitchell LLP solicitors, which has been invaluable to the progress of our development plans.

Completing the redevelopment continues to be one of our key priorities as the proposed redevelopment plans to our spaces will allow us to broaden our offer to the community, and to diversify income streams from our assets, so it is our plan to complete this work by Dec 2024. To ensure the development of a fully inclusive and accessible space we have requested guidance from the Centre for Accessible Environments on how to improve our building's accessibility. To pay for and access their expert support we have applied for funding from the City Bridge Trust via their Access Audit funding programme - we hope to receive a positive response in the autumn of 2023.

Our Projects

For nearly 104 years, we have been seeking to eliminate the harm and causes of inequality, distress, poverty and ill health of people with LDAD and yet, as a result of extraordinary global events, new challenges mean that our organisation is as needed today as it has ever been. Having supported the communities we work alongside through the worst of the Covid-19 pandemic, including the disproportionate impact on people with disabilities, low-income and diverse communities arising from systemic inequality, we are now witnessing those same communities confronted with an impossible cost of living crisis caused by global events out of their control.

Evidence shows that people with a learning disability continue to experience significant health inequalities. The average age of death for women with a learning disability is up to 27 years below that of the general population; for men, it is up to 22 years below. Often, such deaths are from preventable and treatable causes. Understanding community needs, and our effectiveness in supporting them, is essential to improving healthcare outcomes for people with LDAD and our continued impact.

This year we have begun a number of new initiatives which we hope will help healthcare services and services supporting people with LDAD to address inequality, including: the reestablishment of our health access advocacy, thanks to funding received from Cloudesley; the development of our training offer for GPs, hospital staff and professionals; the launch of our easy read checking and production service; and significant growth of our consultation, co-production, participatory and peer research approaches to support LDAD community advocates to develop service feedback and outcome surveys, engage with professionals and decision makers and build relationships to help drive and influence their service design and delivery.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Our Projects (continued)

Such initiatives will aim our ambitions to find effective solutions to inequality by obtaining the input of those who directly experience it. The past year has seen our participatory research and policy work expand to cover issues faced by parents and parents to be with LDAD and access to healthcare support and relevant services. We have brought people with LDAD with lived experience of exclusion and inequality together with decision makers, to share their research findings and proposals for effective change. And our frontline advocacy and community services are increasingly decided on and led by the LDAD community and others who use our space and support. This report shows that our journey towards shifting power and putting our assets to work in the hands of those that we support is well underway.

The work of The Elfrida Society and charities alike has never been more important. During 2022-23, our work and support focused on delivering the following initiatives.

The Elfrida Society Parents Project (ESPP):

Our specialist advocates, support parents with LDAD through the complexities of parenting, supporting them with the comprehension and navigation of the complex child protection and child in need processes. We use a preventative model of intervention, but if it is too late for a prevention intervention, we advocate for parents facing care proceedings. We work leaving no stone unturned, in order to ensure the best chances of success are offered to the LDAD parents and their child/ren.

The Parents Peer Support Group is a group of mums and dads with LDAD, who come together to advocate for themselves, each other and on behalf of all parents with LDAD. The group is designed to promote independence, providing a 'safe space' to express their views. They come together weekly to share experiences, provide advice and learn good parenting and how to keep themselves and their children safe.

The ESPP has grown significantly during the last 3 years, and it is our priority to continue its expansion across all London Boroughs and beyond. During 2022/2023, the project provided specialist (holistic) advocacy to 50 parents with LDAD. Many of them are members of the Peer Support Group, benefiting from our weekly peer support sessions, led by LDAD parents and facilitated by one of our accredited parenting practitioners.

Referrals to the specialist advocacy provision for LDAD parents continued to increase over 2022/2023. We now have a constant flow of referrals and support queries from NHS services, local authority adult social services networks, barristers and legal representatives. It has been particularly encouraging to see more legal representatives making referrals to the service and applying for legal aid to fund the specialist advocacy for LDAD parents through the care proceedings process.

LDAD parents supported by the project achieved the following outcomes:

- * 39% parents maintained parental responsibility
- * 29% parents having regular contact with their children who are in long-term foster care arrangements
- * 11% sharing parental responsibility with family or friends and the Local Authority

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

The Elfrida Society Parents Project (ESPP) (continued):

Key development this year, include:

- * ESPP as a major contributor to research findings conducted in relation to LDAD parents. This not only contributes to raising awareness about the needs of LDAD parents, but to an understanding of the support that we offer, which result on increased referrals to the project.
- * ESPP continues to be a key partner in the development of the 'TOPSE Scale', a measuring tool for professionals working with LDAD parents to identify progress in specific areas, such as perinatal support, parenting development and parent child relationship, also approved by the Ethics council.
- * Further research in the area of mental health support for both LDAD mothers and fathers with a focus on the bond LDAD parents develop with their child/children from birth and the emotional resilience of the LDAD parents.
- * Increased awareness and acceptance of the value of in-court specialist advocacy for LDAD parents by the Central family courts.
- * The introduction of the maternity passport to support maternity services to be more accessible for LDAD pregnant parents. Our experts by experience parents with LDAD are working with Surrey University Professionals on the development and delivery of learning disability awareness training for midwives and to support professionals to recognise when a parent-to-be may have learning disabilities. This is part of the Together Project, supporting the delivery of good practice in maternity services for parents with learning disabilities - [The Together Project | University of Surrey - YouTube](#).
- * Our experts by experience LDAD parents continued working with the Clinical Quality and Improvement Team, Nursing Directorate NHS England Southeast Region to co-produce and support their Ready for Parenthood Campaign. [Ready for Parenthood Parent interviews: Richard and Sarah - YouTube](#)

Thanks to co-production work paid for by researchers and the increase in the specialist advocacy income, the work of the LDAD parents peer support group continues to develop, including their work in partnership with several prodigious universities. Despite the challenges presented by the cost-of-living crises on peer support group members, their passion and commitment has never been stronger and imperative to influence change and inform the development of statutory services to be more responsive and accessible and to implement reasonable adjustments when working with LDAD parents. Access to LDAD lived experiences, continues to be invaluable to inform and evidence research findings. All research conducted with the LDAD parents is approved by the 'Ethics Council', and it provides an invaluable resource to the Elfrida Society, not only to support the development of its services and fundraising priorities, but to also inform the Elfrida Society's strategic planning and its 'Story of change'.

LDAD Specialist Advocacy Projects

The community advocacy service, which incorporates community, specialist health and Care Act advocacy – LBI funded via a joint contract with POHWER -, continued to be successful in the first quarter of 2023-24 and was highly regarded by clients and professionals alike. Unfortunately, despite submitting a competitive bid in partnership with POHWER to LBI, when the contract was up for renewal in 2022, the project was forced to close in September 2023, as the tender was won by a national provider (Rethink).

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

LDAD Specialist Advocacy Projects (continued)

By October 4th, 2022, we successfully closed or smoothly transitioned all open cases handled by our advocates to Rethink. Despite the completion of the handover process, there was an unfortunate significant disruption to advocacy services within the borough.

In response to this challenge, we took proactive measures to address the situation. Recognising the crucial need for continuity and the unique expertise required for long-term and complex cases, we offered over 500 hours of advocacy provision to support Rethink. Our goal was to ensure the sustained support for the cases we previously managed and extend our assistance to new clients with learning disabilities who could benefit from our specific experience in the field. Our commitment to ensuring the well-being and rights of individuals with learning disabilities remains unwavering. By collaborating with Rethink and leveraging our expertise, we aimed to bridge the gap created by the transition, providing much-needed support to those who depend on our advocacy services. For 2023-24 we are pleased to have negotiated a sub-contract for 500 hours of advocacy and we hope the partnership working continues for the duration of the LBI contract term.

As a result of the unsuccessful bid one of our long-standing advocates, was transferred to Rethink under TUPE, but we are very pleased to be able to retain the expertise and experience of two advocates who have worked tirelessly to offer a seamless service during contract exchange. We would like to sincerely thank them for their professionalism, dedication, and patience over a difficult period for the advocacy team.

In March 2023, a successful bid was made to Cloudesley to reestablish their previously funded Health Advocacy Project which closed earlier in the year. Funding was agreed for 12 months beginning in April 2023 to offer support with health appointments, health checks and health professional liaison for all Islington residents with LDAD. This will be a significant addition to the borough's advocacy offer and allows The Elfrida Society to continue to offer support to clients already familiar to the organisation and welcome new individuals, which can also benefit from the other services we offer.

Consultation Projects – Funded by LBI, with the contract extended for 12 month – Jan 23 to Jan 24 -

LDAD User-Led Monitors Quality Checking

Our monitoring team of experts by experience consists of both family carers/parents and adults with learning disabilities who are contracted to report on the 26 different services that LBI commission for people with LDAD across Islington. These include supported living placements, respite provision, day services and outreach projects, serving clients with very different needs. The team grew over 2022, welcoming one more carer view monitor (CVM) - totalling three with one vacancy still to fill - and two more user-led monitors (ULM) employed on a bank contract to cover the long-term sickness of a long-standing employee. All three recruits were given a full introduction to the project and helped to shape a new induction process based on their own experiences. This included support sheets on health and safety and safeguarding advice during visits, writing successful reports and professional conduct.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

LDAD User-Led Monitors Quality Checking (continued)

ULM and CVM key achievements:

- * Due to a combination of Covid regulations delaying a return to face-to-face visits, and a change in the Elfrida Society's staffing structure, the schedule of visits was incomplete for 2021/22 and faced a lengthy backlog which did not fulfil the contractual obligations with LBI. Fortunately, due to the professionalism and resilience of the monitoring team, most of the remaining visits were completed by March 2022 and any remaining ones were delayed on the request of the LBI Contracts team.
- * Through regular feedback after each visit, both the CVMs and the ULMs made major contributions to the way the information was being documented and were able to streamline their work processes to ensure relevant information was captured for the Contracts team which really embodied the voices of the residents, service users and family carers being
- * An interim review of the service in January 2023, highlighted a huge improvement on the amount of topics being discussed, the wide-ranging safeguarding issues being raised and the number of people willing to share their views. This was aided by a poster of the monitoring team being distributed to the service managers before each visit to prepare residents for the monitors' arrival. The completing of the schedule meant that the monitors were able to plan for a 6-week training programme after the March deadline before they started the new programme for 2023/24.
- * One of the most successful elements of the monitoring team's work this year was the collaborative approach they took in working with the Power and Control (P&C) group to feedback their findings from visits. Many of the issues they raised in their reports related to housing, health, employment, and safety so it was crucial that action was taken to address their concerns. In addition to flagging up the issues with the Contracts team. The monitors regularly shared their reports with the P&C team and added the concerns to the feedback prepared for the quarterly subgroup meetings led by LBI commissioners. Many significant issues were raised in this way including difficulties in accessing timely housing repairs, bed-blocking in respite provisions by residents without long-term accommodation plans, lengthy waits for refurbishment in supported living placements and numerous breaches in fire safety regulations. P&C representatives understood the issues and ensured they were followed up by the subgroup chairs and the ILDP Board.
- * The monitoring team was also asked to provide feedback on service provision for the new LBI supported living placement opening in 2023. Rosehip House (previously Windsor Street) will be part of their monitoring schedule on completion but CMVs and ULMs provided a complex list of items they look for during their visits to ensure the properties are high-quality. The list was given to commissioners with the aim of making sure all elements were included at the start of the project this time, which was a much more favourable approach. Follow up on this service will continue in 2023/24.

Power & Control Group

The P&C team underwent several managerial changes this financial year which caused some disruption, which the team were able to overcome due to their professionalism and resilience. All disruptions were addressed in August when a permanent manager was recruited, and the project could be assessed holistically for any gaps in provision.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Power & Control Group (continued)

The P&C members were very clear in their motivation and direction and were keen to make improvements in their own personal development and the professionalism of the group and the way it is publicly perceived. During the winter months, the group took an active part in redefining their documentation and evidencing their work. They also made suggestions on the amendments needed to make information accessible to them which was able to be executed as a branding template for all internal paperwork, and as a toolkit for external organisations and LBI staff looking to make their own work accessible. Furthermore, their roles and responsibilities were readdressed, and the group were instrumental in creating new easy read recruitment and induction packs with relevant information and documentation for new supported employees and volunteers.

This not only ensured the group complied with the LBI contractual obligations, but also helped members reflect on their own practice to be able to support and mentor new LDAD live experience members joining the group.

P&C Group key achievement during 2022-23:

- * Following restrictions to wider LDAD consultation because of the Covid-19 lockdowns in 2021/22, the P&C were keen to resurrect public consultations in the form of open meetings. This was pursued and an initial event called On Your Marks took place in February 2023 in collaboration with Family Carers action Group (FCAG) with the aim to run it quarterly. The first session garnered a lot of great feedback, which was followed during community sessions to celebrate LD Week. The sessions will take place regularly, aiming to reach more people and new groups through the development of a new mailing list, and the input and support of the LDAD community to tailor future On Your Marks events.
- * After being involved in the original public consultation on LBI's new supported living placement for people with PMLD and complex needs, the P&C continued to contribute to the planning stages of Windsor Street. In February, they put forward several suggestions for a new name and Rosehip House was eventually selected by LBI. They also made recommendations and decision about the artwork on display outside the property and made regular requests for updates on the service at subgroups. They have been invited to visit the site in September 2023 to see the project in completion.
- * In October 2022, after being approached by four separate organisations asking for feedback from the P&C group on upcoming issues (such as voter ID, changes to bus routes, barriers to employment and accessible outreach services), it was clear that the level of work they were being asked to be involved in, far outweighed the time they were allocated by their contracts. To counteract this problem, they decided to develop a research project sideline where researchers could open the session to all Elfrida supported employees, volunteers, and support group members as well as the wider LDAD community where appropriate. This became known
- * A further initiative by the P&C was the formation of a financially viable easy read checking and production service which is now a thriving business with several large clients including NHS and LFB. This gave the group an opportunity to work with external stakeholders to review and advise on their current easy read documentation and also produce brand new accessible versions of existing paperwork.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Power & Control Group (continued)

P&C Group key achievement during 2022-23 (continued):

- * Collaboration with Photosymbols - Feedback from the group on the easy read projects included a lack of suitable imagery for some descriptions. As a result, the Operations Manager contacted Photosymbols directly on behalf of the P&C to suggest new images. In March 2023, this request was agreed, and an invitation was extended to the P&C to be further involved by arranging a day where they can model themselves for the new images and be part of the photo bank, they have which is used internationally. This relationship will progress into 2023/24 with other partnership work being negotiated.

Sports and Recreational Activities

The aim of the Sports project is to help people with LDAD live happier, healthier and more connected lives, by getting involved in fun filled sport and physical activities. During 2022-23, we continued to work with National Governing Bodies to plan how to make sessions safe, and we continued working with old and new partners to run, expand and engage more people with LDAD in our sessions.

2022-23 was a good year for our sports project, as we were able to secure new funding. Thanks to our partners Middlesex Cricket, the FA, LBI, the Big Lottery, Groundwork UK, Mencap's Together Fund, Sport England's Queen's Platinum Jubilee Activity Fund, Adidas Football Collective, UEFA Champions League, London Football Association - Just Play Football and LBI's Small Initiatives Fund, we have been able to pay for facility hire, qualified coaches, facilitators, equipment, training, kits and staff costs.

The Elfrida Society believes our sports project is invaluable to our members and routinely ranks as the service most people wish we could do more of, however it is one of the projects that has experienced underfunding for many years, needing an influx of funding from the charity reserves year on year. It is therefore one of our main priorities to ensure that we secure the necessary funding to sustain and develop our sports offer to the LDAD community for years to come. With the need for crisis support and other initiatives increasing, the ability to generate income is becoming more challenging and costly, and so our resources are under greater pressure than ever before. We will be undertaking a more innovative approach to deliver, co-produce and collaborate in the delivery of more sports and recreational activities for people with LDAD, with partner organisation making good use of existing, funded or affordable activities.

We will also continue our efforts to grow our annual sports days and awareness raising event and activities during and outside the Learning Disabilities Awareness Week. This year, we are particularly proud of the work we have been doing with the Mason Foundation Community Mile Programme - an innovative training programme delivered in partnership with grass roots organisations to support vulnerable communities. For many people with LDAD, for various reasons, they don't feel able to, or ready to participate in any physical activity.

The Community Mile helps to break down these barriers, providing that important first step and offering a nurturing, supportive and safe environment to help them get started on their physical activity journey. The Community Mile programme, successfully provided our sports project team with the necessary knowledge, skills, and empowerment to implement the Community Mile within our settings, supporting a number of our staff and volunteers to participate in the training. They

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Sports and Recreational Activities (Continued)

have now become active champions and motivators to their specific communities supporting them to adopt a supporting approach through handholding and signposting people within their networks to local LDAD support services and recreational activities.

Key achievements this year:

- * Over 100 people with LDAD engaged in weekly tennis, cricket, fitness and football sessions.
- * Over 200 people with LDAD, carers, family members, friends, service providers and professionals attended and enjoyed multisport and fun activities during the Learning Disability Week 2023.
- * 6 supported employees and volunteers have completed the Community Mile training programme and are already using their newly gained skills and confidence as community champions to engage more people with LDAD in sports initiatives.
- * Everyone engaged in the sports activities, have reported feeling active, better able to make friends, included, confident, feeling good about themselves, more optimistic about the future and more independent.

This year we also begun working on the following priorities:

- * Engaging with LDAD special schools by encouraging participation in sports and recreational initiatives within their LDAD community, as well as promoting access to our sport activities and other activities.
- * Encouraging more individuals to take up sport and recreation and become actively involved in clubs.
- * Partnering with organisations supporting the LDAD community to promote greater understanding of the value of recreational sport and encouraging investment in LDAD accessible initiatives.
- * Supporting the development of champions and coaching skills to inspire others to engage and participate in sporting and recreational activities.

LDAD Training and Awareness Raising

This year our lived-experience experts continued to co-produce and deliver online interactive and face to face training sessions on Learning Disability and Autism to GP practice staff, NHS professionals and other professionals, on demand. It is our intention to continue to develop their skills and abilities as trainers, and to expand our training offer to as many healthcare professionals as possible; and to develop training programmes and engage other professionals such as the Police, the Fire Brigade, JobCentre Plus, Social Services, etc.

Easy Read and Accessible Information Checking and Production Service

This year marked the launch our Easy Read Checking and Production Service. A significant stride in advancing our mission to ensure that every piece of information is accessible for individuals with learning disabilities and/or autism or learning difficulties. At the core of this initiative is our exceptional team of staff with LDAD, collaborating with us to co-produce all our materials. This meticulous process ensures that our paperwork is fully accessible, featuring large, simple words, and complemented by visuals.

We're thrilled to announce that the success of this approach has empowered us to extend this

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Easy Read and Accessible Information Checking and Production Service (continued)

service beyond our organisation to assist other entities. Although the journey was gradual, the service has evolved into a thriving business, gaining recognition from several large clients, including the NHS and LBI. This expansion not only amplifies our impact but also reinforces our commitment to creating a more inclusive and accessible informational landscape for all.

Consultation and Co-production – Working closely with local communities

We aim to maintain and develop the important role we play representing the voice of the LDAD community in Islington and beyond, ensuring the experience of communities including those we work alongside are increasingly at the forefront of policy change. We hope this continues to lead us to further collaborative and participatory work, led by the LDAD community and those that support them.

Our reach as a community co-production hub for social reform continues to extend far beyond our immediate neighbourhoods, through our continued partnerships with decision makers and influencers. We want to make Islington and surrounding neighbourhoods a good place for people with LDAD to have happy healthy lives. We are pleased with the progress achieved this year following the launch of our quarterly run On Your Marks LDAD Open Forum, in collaboration with Family Carers action Group (FCAG). As well as the significant reach of our annual Learning Disability Week Sport Event, bringing together more than 200 people with LDAD, families, carers, professionals and partners, including Elfrida Rathbone Camden, the Mason Foundation and their partners and volunteer form Vinci Facilities Group, Peabody, LBI, Daylight, ILDP, Middlesex Cricket, SportWorks, the FA, Arsenal Football Club. We will continue our efforts during 2023-24 with the hope to achieve the investment and commitment necessary to continue to grow our reach and influence.

Community Living Magazine

The Elfrida Society remains as a loyal sponsor and supporter of the Community Living Magazine - www.cl-initiatives.co.uk - and an active member of its Editorial Board. We continue contributing with insight into the struggles and difficulties faced by people with a learning disability and/or a learning difficulty during and after Covid lockdown.

Management of Risk and Safeguarding

We maintain a comprehensive Risk Register which is reviewed and updated each quarter by our Board of Trustees. While overall accountability rests with the Chief Executive and senior managers, our aim is to maintain a culture of effective risk management and mitigation within the organisation.

Safeguarding the People We Work with and Our Team

The Board of Trustees is committed to promoting the welfare and wellbeing of adults at risk and makes sure there is the right level of protection and safeguarding for anyone who connects with the Elfrida Society. The Board of Trustees is ultimately responsible for safeguarding at the Elfrida Society, and makes sure incidents and allegations are handled with speed, efficiency and rigour. We have trained safeguarding leads, a programme of induction and training around safeguarding, as well as a clear and well understood process for referrals to expert and external agencies and support where needed. Policies on safeguarding, child protection and safeguarding vulnerable

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Safeguarding the People We Work with and Our Team (continued)

adults are regularly reviewed, kept up to date and scrutinised by the Board annually.

Operations managers lead on the health and safety of our staff and spaces, supported by an external agency, who provide our staff induction and focused health and safety training, and our site is protected by security. The Covid-19 pandemic created a range of additional health and safety needs and our approach to these are reviewed and implemented as necessary following NHS England and Government Guidance.

The wellbeing of our people is a major concern, and we carefully manage the risks that a challenging operating environment, and work with vulnerable people could bring. We have external dedicated independent and confidential employee support service/helpline; as well as specialist HR that offer support for managers, advice on individual issues, and provide employment law advice.

Risks around Governance

Risk around governance have been reviewed ensuring the level of skills exist at trustee level to steer and scrutinise the organisation effectively; and additionally, to ensure that the Board is better reflected and understand the needs and concerns of those we work with. The Board of Trustees members are able to attend training on relevant subject areas via The Elfrida Society on charity governance principles thanks to NCVO.

Risk around Finances and Financial Model, including Fundraising and Income Generation Performance

Our Finance Sub-Committee, a sub-committee of the full board- plays an active role in scrutinising our finances and performance; managers meet with the finance team regularly to look at budgets and reforecast; and we have a very strong and well adhered to set of financial procedures which govern how we use the charities resources.

Equality, Diversity and Inclusion

The Elfrida Society is committed to ensuring all people are treated fairly, whether they are staff, volunteers, people who use our services or people who come into contact with us for other reasons. We operate to clear policies on recruitment and training and strive to ensure that our organisation is able to reflect and respond to the diversity of the community around us and beyond and to continue to create equal opportunities for people with LDAD to live happy and fulfilling lives.

We are privileged to have a hugely talented, committed and diverse group of people who collectively make up our team at The Elfrida Society, including 15 people with a learning disability and/or a learning difficulty, and who each play a part in ensuring we fulfil that ambition. Our team is a hugely important asset, and the way we value our people is a constant consideration for our leadership and Trustees.

Board of Trustees

The Board of Trustees formally determines, in compliance with the Charity Commission rules, matters such as disposal or acquisition of property and approves the key operating policies of the charity. The Board is also responsible for the overall risk policy and for assessing the adequacy of the risk mitigation plans. Trustees give their time voluntarily and receive no personal benefit from

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Board of Trustees (continued)

the Elfrida Society.

They are a group with a diverse range of skills, a deep commitment to the Elfrida Society's values and mission, and throughout the last year have performed their duties - in terms of governance, and in terms of strategic oversight of the organisation – very effectively, enabling us to achieve so many positive outcomes in a context of so much uncertainty. The Board approves the strategic and operational plans for the Elfrida Society including the annual budget, and monitors progress for each of these throughout the year receiving quarterly reports from the Chief Executive summarising performance. The Board is supported by BoardLink, which is an advisory group of people with LDAD, who represent the views of the LDAD community, who are our beneficiaries. The Chief Executive and the Senior Management Team are hugely grateful for the level of support and commitment given by the trustees and the BoardLink advisory group members.

As we assembled this report, we must solemnly acknowledge the passing of Peter Wong, one of our most dedicated and longstanding Trustees. Peter not only held crucial roles as Vice-Chair and Treasurer for many years but was an unwavering pillar of commitment to the Elfrida Society. Even amid his prolonged illness, Peter's dedication remained palpable. He attended meetings, offering support with unwavering resilience, leaving an indelible mark on our organisation.

In honour of Peter's memory, his family set up an in-memory donation page to support the Elfrida Society. The response has been heartening, with contributions exceeding £1700. We extend our deepest gratitude not only to Peter for his invaluable support and commitment, but also to his family and friends. Peter's legacy lives on in the positive impact he made on the Elfrida Society, and we are profoundly thankful for the privilege of having had him as part of our community.

During this financial year, we also noted the departure of two Trustees, Fan Gu and Stephen William Humphrey, and the resignation of Persey Oliver James. However, we are delighted to announce the appointment of Alex Leeson-Mill in February 2023. Alex previously served as the Chair of the Board between 2019 and 2020, and we are pleased to welcome him back as a Trustee.

Fundraising and New Funding

The Elfrida Society is committed to fundraising best practice. We follow the Fundraising Regulator's Code of Fundraising Practice, which includes the General Data Protection Regulations, introduced in 2018. Our staff maintain a considerate and non-intrusive approach to fundraising. We do not undertake cold-calling or employ third parties to raise funds. We enjoy a very positive relationship with all our funders and supporters.

Like many charities we continue to work in a challenging and competitive fundraising environment, and the impact of the Covid pandemic and the cost-of-living crisis has been significant across the sector. Despite the challenges by the end of March 2023 the charity still had a pipeline of funding, which enable it to continue to achieve its charitable objectives. In contrast to the last financial year, when we faced a significant reduction of income, we managed to reduce our deficits by approximately 50%. Though to sustain service provision within crucial projects such as adults' advocacy, consultation and sports the Board continued their commitment to designate cash reserves to cover deficits within such project activities – as a result at the end of March 2023, we recorded a deficit on approximately £60k.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Fundraising and New Funding (continued)

With the need for our services increasing, the ability to generate income becoming more contested and costs increasing, our resources are under greater pressure than ever before. This means we have to be more strategically focussed and to simplify and better integrate all our activities. Central to this will be acceleration of our efforts to diversify our funding sources and to tightly control our costs in an inflationary environment. Looking to the future there are certainly great challenges ahead for communities and organisations like ours.

However, the commitment, understanding, and generosity of our funders and supporters makes us confident that together we can shape a fairer, happier future for the LDAD community we work alongside, and to help drive the sustainable recovery everyone in our community needs. We will continue to progress our plan for growth and sustainability focusing on diversifying our income streams to minimise reliance on one source of income. In addition to increasing our grant funding and funding from trust and foundations, we will build on our growing reputation to raise funds through regular donations.

Reserves Policy

The Board has reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. Every year the Board of Trustees reviews the reserves policy, considering how well we are delivering the strategy, the strength of our finances and other risks highlighted on the Organisation's Risk Register. As a result of challenges faced in the last two year and the significant new issues arising from the pandemic and the cost-of-living crisis the Board has reviewed the charities reserves policy and it is their believe and instruction that the Elfrida Society needs to achieve a sufficient level of reserves to enable normal operating activities to continue over a period of six months, this is to ensure that:

- * Because income fluctuation and level of debtors, due to the way our spot purchasing service works, in which we receive funding in arrears and in many instances after a long process of debt recovery measures, we need a good level of cash reserves to maintain and guarantee access to cash and a healthy cashflow.
- * We have protection against and the ability to continue operating despite catastrophic or lesser but damaging events, as well as protection against the volatile environment that charities operate under.
- * Reserves are also held to take advantage of strategic investment opportunities, should they arise, in furthering our mission.

Bringing Purley Place into full use has been one of key priorities since 2019, as it will represent a significant achievement, designed to equip the charity to be sustainable long into the future. Even though we have made significant progress the delays to the redevelopment have meant that the charity has not had the benefit of income from its investment and rental income for several years. As a result, we project ongoing deficits as income from unrestricted activities has not been sufficient to fund the operating deficits arising from our charitable work, which largely comprises restricted activities. This is something we are working hard to address as a key priority.

The £100k designated funds to contribute to the cost of the redevelopment of Purley Place will be carried forward to be use in 2023-24.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Financial Review

Our finances continued to be well managed throughout 2022/23, supporting the organisation through a time of significant change. We remain in a strong position to deliver our current plans and to keep investing in our long-term sustainability. Our fundraising efforts and reserves have enabled us to make sure we can reach and support more disabled people while keeping financial risks under control, including effectively navigating the impact of the pandemic and the cost-of-living crisis.

This financial year total income increased from £269,011 to £317,084 compared to 2021/22. Our income totals reflect new income gained for new projects as well as the loss of the Adults Advocacy contract from LBI via POhWER, partly offset by our new working arrangement with the new provider Rethink.

During the year we spent £365,106, which represents a significant reduction compared to 2021/22 when we spent £394,288 on charitable activities supporting our communities' programmes. This has been achieved through the implementation of robust sustainability strategies, improved service delivery models, competitive outsourcing and income generation efforts, which we will continue to implement and progress during 2023/24.

As mentioned above, in light of the independent salary benchmark report undertaken last year, we will be completing a review of a number of positions to bring them in line with median market pay. This process is scheduled to take place in the fiscal year 2023-24, with any adjustments to salaries resulting from these reviews retrospectively applied to April 2022. This decision was formally agreed upon by the Board of Trustees, recognising the significant delays to this process due to the challenges posed by the Covid-19 pandemic.

The Trustees

The trustees who are also directors under company law, who served during the year and up to the date of this report are as follows:

Patience Wilson	Chair
Martin Wallin	
Adrian Brown	
Inarm Osborn	
Paul James Bartram	Interim Treasurer
Samira Hotobah-During	
Victor Khureya	Resigned on 05/05/2023
Alex Leeson-Mill	Appointed 20/02/2023
Fan Gu	Removed on 20/02/2023
Peter Wong	Deceased - 28/04/2023
Stephen William Humphrey	Removed on 20/02/2023
Persey Oliver James	Resigned on 15/06/2022

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2023

Statement of Responsibilities of the Trustees

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charitable company and of its incoming resources and application of resources, including the net income and expenditure, for the period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 charity will continue in operation.

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

Statement of Disclosure of Information to Auditors

We, the trustees of the company who held office at the date of approval of these financial statements as set out above, each confirm, so far as we are aware, that:

- there is no relevant audit information (as defined by Section 418 of the Companies ACT 2006) of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as trustees in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.


The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective from 1st January 2015 – Charities SORP (FRS 102), and the Companies Act 2006.

Auditors

The auditors, Fawcetts LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the trustees on ~~14 December 2023~~..... and signed on their behalf by:

Ms Patience Anne Wilson

DocuSigned by:

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Independent Auditors' Report

To the Members of The Elfrida Society

We have audited the financial statements of The Elfrida Society for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, Cash Flow statement and notes to the financial statements, including a summary of 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 "including FRS102 "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 charitable company's affairs as at 31 March 2023, and of its 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 of Opinion

We conducted our audit in accordance with International Standards of Accounting (UK) (ISAs (UK)) and applicable law. Our responsibilities under these 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including 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 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 Report of the Trustees, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

Independent auditors' report

To the Members of the Elfrida Society

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.

Opinions on 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 Report of the Trustees, which includes the Report of the Directors prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors included within the Report of the Trustees have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Directors included within the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns;
- 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.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement as set out on page 11 the trustees (who are also the directors of the charitable company for the purposes of company law and trustees of the charity for the purposes of charity law) 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report

To the Members of the Elfrida Society

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors 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.

Identifying and Assessing Potential Risks Related to Irregularities

Irregularities, including fraud, are 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 extent to which are procedures are capable of detecting irregularities, including fraud, are detailed below:

In identifying and assessing risks of material misstatement in respect of irregularities,

- the nature of the charity sector, control environment and financial performance;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charity's documentation of their policies and procedures relating to:
 - * identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - * identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - * detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - * the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations
 - * the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following area: revenue and resource recognition. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

Audit Response to Risks Identified

We have also obtained an understanding of the legal and regulatory frameworks that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Charities Act and related legislation.

Independent auditors' report

To the Members of the Elfrida Society

Audit Response to Risks Identified (continued)

As a result of performing the above, we identified revenue and resource recognition as a key audit matter related to the potential risk of fraud. Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to compare against expectations and based on past experiences and management forecasts to identify any unusual or unexpected relationships that may indicate risk of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- enquiring of those charged with governance to confirm the charity's ability to remain a going concern for a period of not less than 12 months from the date of this audit report and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; applying parameters designed to identify entries that were not within our expectations; and evaluating the charity's rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

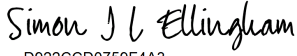
A further description of our responsibilities for the audit of the financial statements is located on The Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of the Report of the Auditors.

Independent auditors' report

To the members of The Elfrida Society

Use of Our Report

This report is made solely to the charity's members, 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 those matters we are required to state to them in an auditors' 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 and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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Simon J L Ellingham FCA DChA (Senior Statutory Auditor)

For and on behalf of Fawcetts LLP, Chartered Accountants & Statutory Auditors

Windover House, St Ann Street, Salisbury, SP1 2DR

Dated: 14 December 2023...

The Elfrida Society (Limited by Guarantee)**Statement of Financial Activities
(incorporating an income and expenditure account)****For the year ended 31 March 2023**


	Note	Restricted £	Designated £	Unrestricted £	2023 Total £	2022 Total £
Income and Endowments from:						
Donations and legacies	2	-	-	1,250	1,250	585
Charitable activities:						
Community services	3a	29,074	11,000	113,883	153,957	142,715
Parents Advocacy & other services	3b	-	-	128,024	128,024	92,319
Investments	3c	-	-	30,587	30,587	28,554
Other income		-	-	2,125	2,125	2,641
Total Income		29,074	11,000	275,869	315,943	266,814
Expenditure on:						
Charitable activities:						
Direct costs		18,921	3,377	194,254	216,552	214,850
Support costs		-	-	154,906	154,906	189,072
Total Expenditure	4	18,921	3,377	349,160	371,458	403,922
Net gains/(losses) on investments	9	-	-	-	-	-
Net Income/ (Expenditure)		10,153	7,623	(73,291)	(55,515)	(137,108)
Transfers between		-	678	(678)	-	(678)
Net movement in funds		10,153	8,301	(73,969)	(55,515)	(137,786)
Total funds at 1 April 2022		46,667	324,051	791,923	1,162,641	1,300,428
Total funds at 31 March 2023		56,820	332,352	717,954	1,107,126	1,162,642

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Elfrida Society (Limited by Guarantee)**Balance Sheet****As at 31 March 2023**

	Note	£	2023 £	2022 £
Fixed assets				
Tangible fixed assets	8	179,480		186,112
Investment property	9	750,000		750,000
			929,480	936,112
Current assets				
Debtors	10	48,628		59,693
Cash at bank and in hand		158,969		213,953
		207,597		273,646
Creditors: amounts due within 1 year	11	(29,951)		(47,117)
Net current assets/(liabilities)			177,646	226,529
Net assets	12		1,107,126	1,162,641
Funds				
Restricted funds			56,820	46,667
Unrestricted funds				
Non-distributable reserves			634,059	634,059
Designated funds			332,352	324,051
General funds			83,895	157,864
Total funds			1,107,126	1,162,641

The financial statements were approved and authorised for issue by members of the Board of Trustees on ~~..14..December..2023.....~~ and signed on their behalf by:

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 Patience Wilson
 Chair

DocuSigned by:

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 Paul James Bartram
 Treasurer

The Elfrida Society (Limited by Guarantee)**Statement of Cash Flows****As at 31 March 2023**

	Note	2023 £	2022 £
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	15a	<u>(85,571)</u>	<u>(152,873)</u>
Cash flows from investing activities:			
Interest income		30,587	28,554
Purchase of property and other fixed assets		-	(1,057)
Disposal proceeds from sale of investment property		-	-
Cash provided (used in)/by investing activities		<u>30,587</u>	<u>27,497</u>
Cash flows from financing activities:			
Repayment of borrowing		-	-
Cash inflows from new borrowing		-	-
Net cash provided by/(used in) financing activities		<u>-</u>	<u>-</u>
Decrease in cash and cash equivalents in the year		(54,984)	(125,376)
Cash and cash equivalents at the beginning of the year		213,953	339,329
Cash and cash equivalents at the end of the year	15b	<u><u>158,969</u></u>	<u><u>213,953</u></u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2023

1. Accounting policies

- a) These financial statements have been prepared in accordance with "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) effective from 1 April 2015 - Charities SORP (FRS102) and the Companies Act 2006. The financial statements have been prepared under the historical cost convention as modified by the revaluation of certain assets.
- b) As described in the report of the trustees, the Society was successful in securing additional income in the form of grants, donations and contracts from a wide range of sources. Despite the challenges faced in recent years because of the impact of the pandemic and the cost-of-living crisis, by the end of March 2023 we still had a pipeline of funding, which enable us to continue to achieve our charitable objectives. In contrast to the last financial year, when we faced a significant reduction of income, we managed to reduce our deficits by approximately 50%.

Looking further ahead, the Society will need to continually work at securing additional funding for 2023/24 in order to maintain and extend the services currently provided. The Society does have the option to utilise its assets to provide additional funding for service provision. As a consequence, the trustees consider that the Society is well placed to manage its financial risks despite the current uncertain economic environment.

After making enquiries, the trustees have a reasonable expectation that the Society has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

- c) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Intangible income is recognised as an incoming resource where the provider of the service has incurred a financial cost. Volunteer
- d) Grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless there are donor-imposed restrictions on the timing of the expenditure to a future period in which case they are deferred.
- e) Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.
- f) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Indirect costs are allocated to activities on the basis of staff time spent working on those activities.

	%
Community services	69
Parents Advocacy	31

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2023

1. Accounting policies (continued)

g) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as

Furniture and equipment	25% straight line basis
Freehold and long leasehold buildings and improvements	2% straight line basis

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

h) Investment property represents the charity's portfolio of properties. It is initially recognised at cost, which includes purchase cost and any directly attributable expenditure. Investment property whose fair value can be measured reliably is measured at fair value at each reporting date. Any fair value gains arising are not realised profits and therefore are transferred to a separately designated non-distributable reserve. Any loss arising from revaluation is also recognised in the non-distributable reserve unless it represents a loss below original cost, or its reversal, on an individual investment property is expected to be permanent, in which case it is recognised in the profit and loss account for the year.

i) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

j) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.

k) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.

l) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

m) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

2. Donations and legacies

	Restricted	Designated	Unrestricted	2023 Total	2022 Total
	£	£	£	£	£
Donations & similar incoming resources	-	-	1,250	1,250	585
	-	-	1,250	1,250	585

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023**

	Restricted £	Designated £	Unrestricted £	Total £	Total £
a. Community services					
London Borough of Islington	-	-	66,766	66,766	68,378
Pohwer	-	-	22,614	22,614	57,877
Re Think	-	-	15,347	15,347	-
Big Lottery	9,640	-	-	9,640	9,100
Queens Platinum Lottery	8,334	-	-	8,334	-
Arnold Clark Auto	-	-	-	-	500
Middlesex County Cricket Club	-	-	2,813	2,813	2,500
Tommy's Fund	-	-	-	-	225
The Football Foundation	-	-	-	-	600
Cripplegate	-	-	-	-	807
Just Play Football	-	-	300	300	-
London Catalyst - The Samaritans	1,100	-	-	1,100	-
Adidas Football Collective	-	-	863	863	-
Sports fb01	-	-	1,680	1,680	-
Ground Works UK – Tesco	-	-	500	500	-
No Room for Racism	-	-	3,000	3,000	-
Mencap The Together Fund	-	6,000	-	6,000	-
Screwfix	-	5,000	-	5,000	-
Richard Cloudesley's Charitable fund	10,000	-	-	10,000	-
Royal Mencap Southern Division-Let's Get Digital	-	-	-	-	2,728
	29,074	11,000	113,883	153,957	142,715

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023**

b.	Parents' Advocacy	-	-	123,809	123,809	91,561
	Elfrida Peer Support Group fund	-	-	-	-	-
	York University	-	-	3,000	3,000	-
	Surrey University	-	-	630	630	-
	Kingston University	-	-	225	225	-
	Kings College	-	-	225	225	-
	Royal Holloway University	-	-	135	135	-
	Individual Service Fund	-	-	-	-	758
		-	-	128,024	128,024	92,319
c.	<i>Investment Income</i>					
	Ambler tenants	-	-	29,900	29,900	28,486
	Bank Interest	-	-	687	687	68
		-	-	30,587	30,587	28,554

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023**

4 Total expenditure	Costs of generating funds £	Community services £	Individual Service Fund £	Parents Advocacy £	Support costs £	2023 Total £	2022 Total £
Staff costs (Note 6)	-	103,884	-	80,857	88,058	272,799	316,658
Sub-contractors	-	13,179	-	-	-	13,179	7,769
Individual Service Fund support fees	-	-	-	-	-	-	758
Staff training, supervision & recruitment	-	5,394	-	255	2,794	8,443	5,244
Office costs	-	936	-	1,619	10,476	13,031	17,397
Advertising and marketing	-	-	-	-	720	720	970
Travel	-	202	-	1,603	52	1,857	859
Premises costs	-	2,634	-	-	11,648	14,282	9,122
Insurance	-	57	-	-	5,572	5,629	5,243
Repairs and renewals	-	131	-	-	-	131	5,646
Food and provisions	-	44	-	-	72	116	105
Recreation and welfare	-	635	-	72	1,939	2,646	2,218
Education/tutor costs	-	4,747	-	-	-	4,747	2,732
Professional Fees	-	-	-	290	16,069	16,359	9,921
Depreciation	-	-	-	-	6,632	6,632	7,233
(Profit/(loss) on disposal of fixed assets	-	-	-	-	-	-	-
Equipment hire	-	-	-	-	4,581	4,581	5,308
Audit and accountancy	-	-	-	-	5,974	5,974	6,567
Bank charges	-	-	-	-	180	180	173
Bank interest Loan	-	-	-	-	-	-	-
Bad Debt	-	-	-	-	-	-	-
Sundry	-	13	-	-	139	152	-
	-	<u>131,856</u>	-	<u>84,696</u>	<u>154,906</u>	<u>371,458</u>	<u>403,923</u>
Support costs apportioned	-	<u>34,147</u>	-	<u>15,143</u>	<u>(49,290)</u>	-	-
	<u>-</u>	<u><u>166,003</u></u>	<u>-</u>	<u><u>99,839</u></u>	<u><u>105,616</u></u>	<u><u>371,458</u></u>	<u><u>403,923</u></u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2023

5. Net (Expenditure)/Income

This is stated after charging:	2023	2022
	£	£
Depreciation / Amortisation	6,632	7,233
Loss on disposal of fixed assets	-	-
Auditors' remuneration:		
audit - for current year	5,974	6,567
Operating lease rentals:		
equipment	4,581	5,308
	<u>4,581</u>	<u>5,308</u>

6. Staff costs and numbers

Staff costs were as follows:	2023	2022
	£	£
Salaries and wages	243,380	285,605
Social security costs	22,364	23,009
Other pension costs	4,962	5,280
	<u>270,706</u>	<u>313,894</u>
Agency staff	2,093	2,764
	<u>272,799</u>	<u>316,658</u>

One employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total remuneration of the key management personnel was £63,299 (2022: £62,930). The key management personnel also received pension contributions totalling £1,321 (2022: £1,321).

None of the trustees nor persons connected with them received any remuneration or other benefits from the charity.

The average weekly number of employees during the year was as follows:

	2023	2022
	No.	No.
Community services	18	17
Parents Advocacy	3	3
Support	2	3
	<u>23</u>	<u>23</u>

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023****7. Taxation**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

8. Tangible fixed assets

	Freehold land and buildings £	Long leasehold land and buildings £	Furniture and equipment £	Total £
Cost				
At the start of the year	195,000	100,000	25,509	320,509
Additions in year	-	-	-	-
Disposals	-	-	-	-
At the end of the year	<u>195,000</u>	<u>100,000</u>	<u>25,509</u>	<u>320,509</u>
Depreciation				
At the start of the year	59,045	54,800	20,552	134,397
Charge for the year	2,730	2,000	1,902	6,632
Eliminated on disposal	-	-	-	-
At the end of the year	<u>61,775</u>	<u>56,800</u>	<u>22,454</u>	<u>141,029</u>
Net book value				
At the end of the year	<u>133,225</u>	<u>43,200</u>	<u>3,055</u>	<u>179,480</u>
At the start of the year	<u>135,955</u>	<u>45,200</u>	<u>4,957</u>	<u>186,112</u>

All tangible fixed assets are used for charitable purposes.

Long leasehold land and buildings comprises one property which is the subject of a planning restriction imposed by the London Borough of Islington. Under the restriction, the property can only be used as the headquarters of the charitable organisation.

The company's freehold and long leasehold land and buildings were revalued by Currell & Co, Chartered Surveyors in March 1999 on the basis of open market value for the existing use. Following the revision of the SORP in 2000, a decision was made not to adopt a property revaluation policy. As such the 1999 valuations have been adopted and incorporated in these financial statements. The trustees are not aware of any material changes since the last valuation. Depreciation has been calculated to write off the value of the building over 50 years from this date.

If the freehold and long leasehold land and buildings had not been revalued, they would have been included on the historical cost basis (original NBV: freehold £32,837; leasehold £2,502).

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023**

9. Investment properties	2023	2022
	£	£
Movement in market/fair value:		
Fair value at the start of the year	750,000	750,000
Disposal proceeds	-	-
Realised gains/(losses) on disposals	-	-
Fair value at the end of the year	<u>750,000</u>	<u>750,000</u>
Historical cost	<u>200,369</u>	<u>200,369</u>

Investment property was valued at 16 February 2018 at fair value (open market basis) by Drivers & Norris, Chartered Surveyors. The valuation assumes that the property has been maintained in good order and there has not been any significant change.

10. Debtors	2023	2022
	£	£
Fees receivable	23,207	39,008
Other debtors	20,252	16,063
Prepayments	5,169	4,623
	<u>48,628</u>	<u>59,694</u>

11. Creditors	2023	2022
	£	£
Creditors: amounts due within 1 year		
Taxation and social security	6,826	5,590
Deferred income	241	4,091
Other creditors	4,772	15,365
Accruals	18,112	22,071
Bank loan	-	-
	<u>29,951</u>	<u>47,117</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2023

12. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	43,200	54,360	81,920	179,480
Investment properties	-	200,369	549,631	750,000
Net current assets	<u>13,620</u>	<u>77,623</u>	<u>86,403</u>	<u>177,646</u>
Net assets at the end of the year	<u><u>56,820</u></u>	<u><u>332,352</u></u>	<u><u>717,954</u></u>	<u><u>1,107,126</u></u>

Comparative analysis of net assets between funds for the year ended 31 March 2022:

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	45,200	54,360	86,552	186,112
Investment properties	-	200,369	549,631	750,000
Net current assets	<u>1,467</u>	<u>69,322</u>	<u>155,740</u>	<u>226,529</u>
Net assets at the end of the year	<u><u>46,667</u></u>	<u><u>324,051</u></u>	<u><u>791,923</u></u>	<u><u>1,162,641</u></u>

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023****13. Movements in funds**

	Balance at 01.04.22	Incoming resources	Outgoing resources	Transfers to/(from)	Balance at 31.03.23
	£	£	£	£	£
Restricted funds:					
Premises fund	45,200	-	(2,000)	-	43,200
The Sports Big Lottery	523	9,640	(9,620)	-	543
Cripplegate	-	-	-	-	-
Queens Platinum Lottery	-	8,334	(6,368)	-	1,966
Richard Cloudesley's Charitable fund	-	10,000	-	-	10,000
The Baily Thomas Charitable fund	833	-	(833)	-	-
London Catalyst The Samaritans	111	1,100	(100)	-	1,111
	<u>46,667</u>	<u>29,074</u>	<u>(18,921)</u>	<u>-</u>	<u>56,820</u>
Designated funds:					
Mencap The Together Fund	-	6,000	(2,727)	-	3,273
Siren	(678)	-	-	678	-
Ambler Redevelopment	200,369	-	-	-	200,369
Screwfix	-	5,000	(650)	-	4,350
Fixed assets	54,360	-	-	-	54,360
Purley Place	70,000	-	-	-	70,000
	<u>324,051</u>	<u>11,000</u>	<u>(3,377)</u>	<u>678</u>	<u>332,352</u>
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	157,864	275,869	(349,160)	(678)	83,895
	<u>791,923</u>	<u>275,869</u>	<u>(349,160)</u>	<u>(678)</u>	<u>717,954</u>
Total funds	<u>1,162,641</u>	<u>315,943</u>	<u>(371,458)</u>	<u>-</u>	<u>1,107,126</u>

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023****13. Movements in funds (continued)**

Comparative statement of funds for the year ended 31 March 2022:

	01.04.21	Incoming resources	Outgoing resources	Transfers to/(from)	31.03.22
	£	£	£	£	£
Restricted funds:					
Premises fund	47,200	-	(2,000)	-	45,200
The Sports Big Lottery	645	9,100	(9,222)	-	523
Cripplegate	9,576	807	(10,383)	-	-
Covid 19 Response	-	-	-	-	-
The Bailey Thomas Charitable Fund	10,000	-	(9,167)	-	833
London Catalyst The Samaritans	322	-	(211)	-	111
	<u>67,743</u>	<u>9,907</u>	<u>(30,983)</u>	<u>-</u>	<u>46,667</u>
Designated funds:					
Power and Control Group	763	-	(763)	-	-
Siren	-	-	-	(678)	(678)
Ambler Redevelopment	200,369	-	-	-	200,369
Richard Cloudsley's Charitable Fund	10,000	-	(10,000)	-	-
Fixed assets	55,417	-	(1,057)	-	54,360
Purley Place	70,000	-	-	-	70,000
	<u>336,549</u>	<u>-</u>	<u>(11,820)</u>	<u>(678)</u>	<u>324,051</u>
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	262,077	256,907	(361,119)	-	157,865
	<u>896,136</u>	<u>256,907</u>	<u>(361,119)</u>	<u>-</u>	<u>791,924</u>
Total funds	<u>1,300,428</u>	<u>266,814</u>	<u>(403,922)</u>	<u>(678)</u>	<u>1,162,642</u>

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023**

13. Movements in funds (continued)**Purposes of restricted funds****Premises fund**

This is 34 Islington Park Street, which has a restriction placed upon it that it must be used as the headquarters of the charity. The fund represents the net book value of the building.

The Sports Big Lottery

Funding received in the Previous year from Big Lottery for work with Sports. Balance carried forward for the hire of tennis courts.

Queens Platinum Lottery

Funding received in Previous year for the Sport Project, fitness sessions. Balance carried forward to cover the cost of the sessions to cover the period April to Oct 2023.

Richard Cloudesley's Charitable fund

Funding received in the Previous year for a Drop-in and Health Advocacy Project for people with learning disabilities and/or autism or learning difficulties. 100% of the funding to be used during 2023-24.

The Baily Thomas Charitable fund

Fund balance brought forward the Senior Operations Manager Position ending in May 2022.

London Catalyst The Samaritans

Additional Funding received to assist people in need through the provision of emergency hardship payments; balance carried forward to use in 2023-24.

Purposes of designated funds**Mencap The Together Fund**

Mencap and the Elfrida Society wish to work together to get people with a learning disability engaged in getting active through the Together Fund.

Ambler Redevelopment

This represents the amortised cost of the re - development of the properties in Ambler Rd.

Richard Cloudesley's Charitable fund

Funding received last year for Health advocacy for people with learning disabilities.

Fixed assets

This represents the value of general funds invested in fixed assets and therefore not readily available for other purposes.

Purley Place

To redevelop Purley Place to make it fully accessible and to bring the first and loft floors back in use. Amount C/F as this work was delayed due to Covid-19 and planning permission complications. This work will be completed in 2023/24.

The Elfrida Society (Limited by Guarantee)**Notes to the financial statements****For the year ended 31 March 2023****14. Operating lease commitments**

As at 31 March the charity had total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 £	2022 £
Equipment:		
Less than 1 year	4,220	5,308
Between 2 and 5 years	2,584	10,958
	<u>6,804</u>	<u>16,266</u>

15. a) Reconciliation of income/(expenditure) to net cash from operating activities

	2023 £	2022 £
Net movement in funds for the year before revaluation	(55,515)	(137,787)
Depreciation charges	6,632	7,233
Profit/(loss) on disposal of fixed assets	-	-
Interest on investments	(30,587)	(28,554)
Gain/(loss) on disposal of investments	-	-
(Increase)/decrease in debtors	11,065	(22,072)
Increase/(decrease) in creditors	(17,166)	28,307
Net cash provided by/(used in) operating activities	<u>(85,571)</u>	<u>(152,873)</u>

b) Analysis of cash and cash equivalents

	2023 £	2022 £
Cash at bank and in hand	<u>158,969</u>	<u>213,953</u>

16. Company status

The company is limited by guarantee and does not have a share capital. The liabilities of the members in the event of a winding up is limited by guarantee to an amount not exceeding £1 per member. At the balance sheet date there were 6 members (2022: 6).

17. Related party transactions

There are no related party transactions (2022: none).

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2023

18. Prior year statement of financial activities

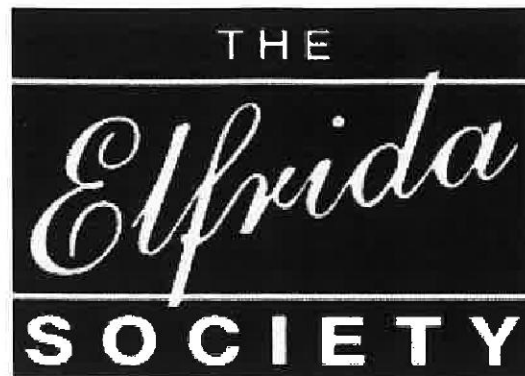
		Restricted	Designated	Unrestricted	2022 Total
	Note	£	£	£	£
Income and Endowments from:					
Donations and legacies	2	-	-	585	585
Investments		-	-	28,554	28,554
<i>Charitable activities</i>					
Community services	3a	9,907	-	132,808	142,715
Parents and other services	3c	-	-	92,319	92,319
Other income		-	-	2,641	2,641
Total Income and Endowments		9,907	-	256,907	266,814
Expenditure on:					
<i>Charitable activities</i>					
Direct costs		30,983	11,820	172,047	214,850
Support costs		-	-	189,072	189,072
Total Expenditure	4	30,983	11,820	361,119	403,922
Net Expenditure	5	(21,076)	(11,820)	(104,212)	(137,108)
Net gains/losses on investments		-	-	-	-
Transfer between funds		-	(678)	-	(678)
Net movement in funds		(21,076)	(12,498)	(104,212)	(137,786)
Total Funds brought forward at 1 April 2021		67,743	336,549	896,136	1,300,428
Total Funds carried forward at 31 March 2022		46,667	324,051	791,924	1,162,642

THE ELFRIDA SOCIETY

England & Wales - Charity number 282716

Accounts

Company no. 1559198
Charity no. 282716



**The Elfrida Society
(Limited by Guarantee)**

Report and Financial Statements

**For the year ended
31 March 2022**

The Elfrida Society (Limited by Guarantee)
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The Elfrida Society (Limited by Guarantee)
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For the year ended 31 March 2022

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The Elfrida Society (Limited by Guarantee)

Legal and administrative details

For the year ended 31 March 2022

Status The organisation is a charitable company limited by guarantee, incorporated on 1 May 1981 and amended to change the name on 12 March 1990 and 31 December 1996, and registered as a charity on 6 July 1981.

Governing document The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Company number 1559198

Charity number 282716

Registered office and operational address 34 Islington Park Street
London
N1 1PX

Honorary officers

Patience Wilson	Chair	
Peter Wong	Treasurer/Vice-Chair	Resigned as Treasurer on 03/02/22
Martin Wallin		
Adrian Brown		
Inarm Osborn		
Victor Khureya		
Paul James Bartram		Appointed on 05/05/2021 Appointed Interim Treasurer on 03/02/22
Fan Gu		Appointed on 05/05/2021
Samira Hotobah-During		Appointed on 05/05/2021
Stephen William Humphrey		Appointed on 05/05/2021
Persey Oliver James		Appointed on 05/05/2021 Resigned on 15/06/2022

Principal staff Maria Dolly Galvis Zapata

Bankers CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

National Westminster Bank plc
Highbury and Islington Branch
11 Upper Street
London
N1 0PQ

Auditors Fawcetts LLP
Chartered Accountants and Statutory Auditors
Windover House
St Ann Street
Salisbury
SP1 2DR

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

The Board of Trustees present their report and the audited financial statements for the year ended 31 March 2022.

Legal and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities - Charities SORP 2015.

Objects of the charity

The objects for which the Society is established are:-

- (1) To promote and advance the welfare, education, training in the lives of people with learning difficulties and/or learning difficulties (the beneficiaries) so as to ensure that so far as possible they may develop as individuals and members of society and that their disabilities may be relieved;
- (2) To provide in the interests of social welfare facilities for the recreation and other leisure-time occupation of beneficiaries so as to develop their mental, physical and spiritual capacities and improve their conditions of life by ensuring we follow our ethics of offering choice and empowerment, opportunity, trust and care;
- (3) To relieve poverty, distress and sickness among beneficiaries and their families.

Public Benefit

The Elfrida Society Trustees have taken note of the Charity Commission guidance on Public Benefit. All The Elfrida Society project activities are undertaken with the aim of benefiting people with a learning difficulty and/or learning difficulties (our beneficiaries).

The Elfrida Society is committed to Equal Opportunities and Diversity; our activities are open to adults with a learning disability and/or learning difficulties regardless of gender, race, faith, or personal circumstances etc. The Elfrida Society is committed to Equal Opportunities and Diversity; our activities are open to adults with a learning disability and/or learning difficulties regardless of gender, race, faith or personal circumstances etc.

All our activities are free to those using our services.

The Elfrida Society has a proud history, dating back to 1919 of tackling the barriers which limit the life chances of those with a learning disability and/or learning difficulties. The Elfrida Society works with people with a learning disability and/or learning difficulties in North London. Throughout 2020, we continued to make significant progress expanding our work across London boroughs. and beyond. Our aim is to provide services and support that help people with a learning disability and/or learning difficulties build connections, have happy and independent lives, whilst having fun in the process. Those we support are at the heart of the organisation – whether it be through the design of our services or the employment of those with a learning disability and/or learning difficulties, we are led by the wishes and needs of our beneficiaries.

Looking to the future

The strategy for the organisation is to continue to build on our strengths, providing increased and better-quality services for people with a learning disability and/or learning difficulties, their families, and carers. During the last 12 months we have worked hard to reach more people than ever, with the aim of achieving the greatest possible impact, and we will keep driving change across the society until it is fair for everyone. While much has been achieved, there is still more to do: whereas the last 2 years have been very difficult on everyone, it has been especially difficult for some people with a learning disability – even though no one would have wished for a world-wide pandemic, it has shown the significant inequalities faced by people with a learning disability. This has demonstrated how much harder we must continue to work to challenge injustice, change attitudes and ensure people with a learning disability and/or learning difficulties have a stronger voice and the power to make changes at home, within their community and within the Elfrida Society.

In October 2021 we engaged our staff team, our Board and service user representatives in some exciting thinking about our strategy and future ambition, and together formed a clear view that our relationship to the communities around us, and our ability to let those communities shape and lead our priorities, were going to be central to achieving our ambitions.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Looking to the future (continued)

Some of Elfrida's key aims for the next 3-5 years, include:

- Continue to be a reliable and trusted place for people with a learning disability and/or learning difficulties in Islington
- Maintain a good reputation within Islington and surrounding Boroughs so that we can work with them to ensure provision of good quality services for people with a learning disability and/or learning difficulties.
- Develop sustainable funding streams for the organisation, including the redevelopment of Purley Place to bring in an additional regular income stream .
- Improve our brand through website redevelopment and through social media in order that we reach more people who would benefit from our services.
- Through our training, raising awareness amongst healthcare professionals of the needs and communications requirements of those with a learning disability, so that outcomes for them in the healthcare system can be improved.
- Develop our parents support offer so that more parents with a learning disability and/or learning difficulties and their children receive the right early support.
- Promoting the digital inclusion of those with a learning disability and/or learning difficulties to overcome the barriers and inequalities highlighted by the Covid-19 pandemic.

Perhaps the most significant challenge that we will continue to face will be our plans to complete the renovation work at Purley Place, which has been unfortunately delayed due to the Covid-19 pandemic. It is however important to highlight that during the last 6 months we have made great progress with our planning application, and we hope to receive final approval by July 2022. Completing the redevelopment continues to be one of our key priorities as the proposed redevelopment plans to our spaces will allow us to broaden our offer to the community, and to diversify income streams from our assets, so it is our plan to complete this work by March 2023.

Report of the Trustees

In introducing this year's Trustees Report, it is important to acknowledge that despite the uncertainty of the past two years, we have continued to look forward, with the excellent progress made this year with our new 3-5 Years Strategic Plan, which will certainly present us with a worthy challenge. The crisis clearly showed us how much work there is to do to ensure that the learning disability community we support can live happy and healthier lives. The crisis also showed how important digital inclusion of those with learning disabilities is. Particularly, the significant changes needed to the social care system and the healthcare inequalities that need to be tackled. As the constraints of Covid diminish, and central and local Government focus their efforts on building back, providing us with opportunities to push for the change and reform that is badly needed. The work we have done in recent years and the priorities set in our new strategic plan mean that we are well positioned to make the most of opportunities and to pursue our ambitions with strength and commitment.

We hope that this report shows the potential that is possible, and the hope that our communities can be resilient, can make change together, and that organisations like the Elfrida Society can be valued and vital partners and collaborators in that process.

As always we want to express our deep thanks to all our funders and partners and to our staff and volunteers, including our board of trustees' members, for the way in which we have collectively stepped up to the challenges we have faced. The resilience our team continues to show, and the strength and commitment displayed by our supported employees in continuing to be there for communities around us while dealing with their individual challenges during Covid and post Covid are remarkable and inspiring.

Our Staff and Volunteers

During 2021-2022, we continued to grow the team, largely thanks to new funding secured through government schemes and trust and foundations, as well as the continued expansion of our Parents Project sport purchasing, as noted below. We won't forget the trials of these last two years, and as we face new challenges, such as the cost-of-living crisis, their passion and commitment give us the reassurances that we are more than ready to face whatever challenges ahead.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Our Staff and Volunteers (continued)

We continue to work closely with the Trade Union, to give a stronger voice to staff, and remain committed to a stronger focus on diversity and inclusion: we are a very diverse staff group, in a hugely diverse community; but we know we can always learn and improve, ensuring that we are really engaging as widely as we can and living our values of inclusion and equity.

Thanks to the commitment and hard work of our staff and volunteers, and the huge contribution our trustees have made, we have been able to stay sustainable and together meet our charitable aims and objectives. The charity remains financially secure, yet we face a significant challenge to grow to support the demands that people with a learning disability and/or a learning difficulty will continue to face in the years ahead. This will require a robust and innovative approach from the Elfrida Society, something we have been working hard to achieve and will continue to strive for and build on.

Our Projects

The Covid pandemic exposed many problems in society which people with a learning disability have experienced for years. Every day, people with a learning disability and their families have to deal with negative attitudes, higher costs of living, prejudice from employers, barriers to entering employment and difficulties using public transport and the impact of Covid-19 has significantly exacerbated such challenges and everyday barriers. People with a learning disability and their families experienced anxiety and confusion during the early stages of the pandemic; they were worried about access to food and medicines, scared to leave the house and found it difficult to follow the rules. Many have felt like an afterthought from Government and decision makers when decisions were being made on how best to keep the public safe. There was a shocking vacuum of information on the impact of the virus in mental health and learning disability settings, and it was concerning to learn that the Care Quality Commission, who monitor deaths and inspect and regulate health services, only started asking whether people had died from Covid-19, weeks after the UK-wide lockdown.

Throughout the period Elfrida continued to work with people with a learning disability representatives and advocates, partners and the local authority to call for greater transparency around the deaths of people in mental health, learning disability and autism care settings amidst COVID-19. Hence, the work of the Elfrida Society and charities alike has never been more important.

During 2021, we have continued to address these challenges through the following initiatives:

Advocacy Project

This service provides primarily community advocacy which incorporates generic advocacy, Care Act advocacy, specialist health advocacy and health promotion. The service is currently funded by the London Borough of Islington (LBI) Social services / CCG joint funded via POHWER (sub-contracted). Currently in a retendering process and an area of high priority for development and fundraising, in particular health advocacy and health promotion.

Our work during 2021-2022 directly impacted 250+ people, many of whom were at risk of financial crisis or at risk of mental health crisis. Without the trusted advocacy partner relationship, these individuals may not have accessed these vital services and secured positive outcomes including 'soft outcomes', such as referrals to psychology, bereavement or social groups. Coming out of the pandemic seems to be harder than going in for many people including people with a learning disability, who need access to mental health services as well as community support. Even when restrictions were lifted many people with a learning disability were left behind as there were too afraid to start the journey back to normality and those that ventured out found that many of the services they relied on and trusted were no longer available. As a result referrals to our advocacy services continued to rise, in key areas such as safeguarding enquiries and crisis support. Highlighting the value of issue-led community advocacy and health advocacy input and preventative approach to ensure access to support and pre-empt emergent situations or safeguarding concerns.

The Advocacy service entered its fifth year in partnership with POHWER, and we are very grateful to their continued support. We are also very grateful to Cloudsley for their funding to the health advocacy project and for the work we have been able to complete with the Burdett Project led by Ambitious about Autism. This project has enabled us to improve accessibility for patients with a learning disability at the Whittington Hospital and community health services and to focus our LBI funded advocacy, through POHWER, on other priorities, increasing our health delivery across the borough. Including offering one-to-one health advocacy support and the delivery of Hospital Passport drop ins at The Whittington Hospital, Mencap MeTime's drop-in and at the Elfrida offices.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Advocacy Project (continued)

What people have said about our advocacy provision:

“Worked very well and helped create a wonderfully positive atmosphere”

“With the advocate contribution, my client was supported throughout with moving out to the community. My client's wish and view were well advocated throughout....”

“Their help and support makes a significant difference in getting positive benefit outcomes.”

“The Elfrida Society is a specialist organisation in working with people who have a learning disability and they frequently advocate successfully for Islington residents who have a learning disability.”

“Elfrida provides very skilled advocacy using visual aids & social storymaking every effort to increase P's understanding of issue under discussion. taking time to take into account P's communication needs s using visual aids”

Consultation Project

The Consultation Project has two parts - Power and Control (P&C) Group - This service aims to support and empower people with a learning disability and/or autism to have the power and control as decision makers to shape the services and products that enable people with a learning disability to be safe, happy and thriving. Quality Checking Project – Made up of the User Led Monitor (ULM) Project and the Carers View (CV) Projects. Our ‘user-led monitors’ group use their knowledge and lived experiences to assess residential and other services for people with learning disabilities in Islington. We achieve this through the provision of training, skills and support based on lived experience to skill up and employ people with a learning disability and/or autism and family members in co-production. The service is currently funded by LBI.

Power & Control Group - People with a learning disability already experience isolation and loneliness more than the rest of the population, and the pandemic has made this more acute. This is not different to the experiences faced by our supported employees. Even though we made a priority to help everyone to get online and stay connected online, many felt left behind, confused and anxious, and for many this had a negative impact on their mental health.

Here are some reflections from P&C and ULM employees:

“During the height of the pandemic, I was nervous about getting Covid-19 because of the information coming through was confusing.”

“When Covid-19 first started I was very worried and scared. At first, I did not know anything about it but it is very serious and it does not discriminate its effect on everyone, I was very worried for my family.”

“Covid 19 has done me no favours my wife spent new year's eve and day 2022 in hospital she is stuck in a hospital bed and it's not all the time the hospital charged and turn on her phone and put it near her. I have to adhere to the NHS no visitor policy so to be polite I refrain from attending the NHS Covid-19 circus unnecessarily. Covid-19 has left the bitter and utterly rude with the way the business companies used Covid not to do their job properly meanwhile we had to work on through it without excuses. It has had a negative impact on my families' health and mental health over 2 years.”

“I had Covid-19 in June 2020 before the vaccines came out and I was in ICU I was scared, I witnessed two people dying I thought I was going to die, my parents had Covid at the same time, didn't think I was going to see my Mum and Dad again, my niece died from Covid aged 52 years old, it has been the worse two years of my life.”

“My family's health and my Mum's health was not good and not been able to see my sisters and the grandchildren during 2020-21 and not being able to visit people or go out for something to eat. My physical health was okay, but it placed a lot on my mental health I felt frustrated, sad and suicidal. I couldn't see my Dad as he passed away with Covid-19 in 2020 in the ICU unit at the hospital.”

“It was a very stressful and depressing time overall.”

“No support from GP's no facilities for sport, unable to socialise and when you live alone it is important. I was feeling suicidal and depressed.”

“It was positive to gain greater understanding re: IT but it was frustrating with no face-to-face interactions.”

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Consultation Project (Continued)

Throughout 2021, the P&C Group have been proactively working on identifying key issues that affect people with a learning disability and/or a learning difficulty in Islington and setting up their priorities on the different Sub-Group subject areas, as well as presenting on those at relevant sub-group meetings. Throughout the year, the group continued to promote equality for all, and to provide advice to LBI, ILDP, NHS staff and relevant services, to make sure that any practices and legislative changes do not unintentionally disadvantage people with a learning disability or their families. Despite the challenges the team continued to develop their reach and representative powers to ensure that the rights and dignity of people with a learning disability are respected, and that everyone feel valued and protected, and happy and proud of who they are and the things they can do.

As mentioned earlier, there are significant changes needed to the social care and health care systems and significant inequalities that need to be tackled to ensure that people with a learning disability are able to access appropriate and timely support. As such the P&C Group have been working hard on their strategies to increase awareness and understanding of learning disabilities amongst healthcare professionals, so that health outcomes for people with a learning disability improve. They are particularly proud of their work with Islington Mencap, Centre 404 and Family Carers' Action Group to develop a Learning Disability and Autism Awareness training programme for GP Practices' health care professionals and staff, which include a training video with an illustration of case scenarios and best practice recommendations from people with lived experience of a learning disability and/or autism. The creation of the training programme was completed in March 2022, and the first training session delivered in June 2022, with follow up sessions offered on demand.

Quality Checking - User-Led and Carers View Monitors: Because of Covid, the group had to change the way they worked overnight – from meeting in person to meeting online, and to change the way they undertook quality checking visits – visits had to stop for a while, but with training and access to IT equipment and ongoing support, they were able to undertake visits online, throughout 2021. This brought its own challenges, for instance remote delivery included video tours of the people's homes filmed by the residents, which brought about key challenges such as people not having access to devices and the right IT equipment; not being able to hear people if lots of people using one computer; difficult to communicate as you can't see body language or build a connection with people; lots of visits that were organised had to be cancelled because of the lockdowns, illness and restrictions.

As soon as restriction were lifted the team was able to undertake visits in person, though allowing flexibility for those that prefer interviews online to engage in the quality checking process. One key outcome achieved by the group during 2021, was that by the end of March 2022 they completed all the visits scheduled by commissioners, and they even had the capacity to undertake a couple of additional visits, with very positive outcomes and feedback received from providers. The group was also happy to witness the implementation of remedial measures adopted by LBI following the Covid-19 Survey they carried out with 28 providers late 2020/early 2021, including expanding their welfare calls to people living in supported living; accessible information about Covid-19 and vaccines sent to everyone who is on the global learning disability database in Islington; as well efforts to increase activities for people who do not have a Care Package.

Parent Project

This project supports parents with a learning disability and/or a learning difficulty through child in need and child protection issues, working with both the parents with a learning disability and/or learning difficulties and the children's social service teams, schools and solicitors delivering in court support and offering a regular peer support group. This is a spot purchase provision, which Boroughs in and around London purchase on a case-by-case basis. This service has grown significantly during the last two years, and it is our priority to continue its expansion across all London Boroughs and beyond.

During 2021/2022, the Elfrida Society Parents Project (ESPP) provided a specialist (holistic) advocacy provision for many parents with a learning disability and/or a learning difficulty (LDD). As well as a safe space in the form of a weekly peer support group for LDD parents led by LDD parents. As one of our members Adrian says, "A learning disability does not mean a loving disability"

Specialist Parents Advocacy - Referral to the specialist advocacy provision for LDD parents continued to increase over 2021/2022. With the income generated from the spot purchased advocacy provision trebling from the previous year. The ESPP employed 2 additional sessional advocates to address the increase in demand for the specialist advocacy. The pandemic restrictions put upon family life resulted in further advocacy requests from the various LA children's social work teams in and around London. The end of the pandemic lockdown restrictions has not affected the number of referrals ESPP currently receives, on the contrary there has been extensive progress in the acceptance of the in-court specialist advocacy for LDD parents by the Central family courts, which is positive. It has also been encouraging to see more legal representatives making referrals and applying for legal aid to fund the specialist advocacy for LDD parents through the care proceedings process.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Parent Project (Continued)

Key development this year, include:

- Establishing the LDD advocates role in court hearings alongside the Communicate intermediary roles.
- A constant flow of referrals and outreach via social media, barristers and legal representatives, LDD parents via word of mouth, social workers via developing professional relationships with the ESPP advocates, and via internal referrals from other Elfrida projects.
- Developments in relation to research, in the form of research papers referring to the ESPP as a major contributor to research findings conducted in relation to LDD parents. This not only contributes to raising awareness about the needs of LDD parents, but to an understanding of the support that we offer, which result on increased referrals to the project. For instance, ESPP has been key partners in the development of the 'TOPSE Scale', A measuring tool for professionals working with LDD parents to identify progress in specific areas, such as perinatal support, parenting development and parent child relationship, also approved by the Ethics council. Further research in the area of mental health support for both LDD mothers and LDD fathers with a focus on the bond LDD parents develop with their child/children from birth and the emotional resilience of the LDD parents.
- The introduction and trial of the maternity passport to support maternity services to be further accessible for LDD pregnant parents has been trialled by the ESPP advocates.

The Parents Project Peer Support Group – Thanks to funding received from the Cripplegate Foundation in 2021, the work of the LDD parents peer support group continues to develop, including their work in partnership with several prodigious universities. LDD parents continued to share experiences and learning good parenting skills from the ESPP accredited parenting practitioner as well as learning group/self-advocacy and co-production via consultation and research opportunities. They have also benefit from one-to-one support via the ESPP specialist advocates. The ESPP Peer support group also function as a self-advocacy for the parents with LDD community and they speak up and get involved in local consultations such as the Islington 'Fairer together' developmental work. routinely, local children's services are invited to consult with the ESPP peer support group to develop a more inclusive provision for LDD parents and their children. They also inform the improvement of legal processes incorporating the rights of the disabled person when entering care proceedings.

Despite the challenges presented by the pandemic and as we return to a new normal the peer support group members passion and commitment to influence change and the development of statutory services to be accessible and adopt reasonable adjustments when working with LDD parents, has never been stronger and imperative. The access to the ESPP peer support group, which offers the lived experiences, continues to be invaluable to inform and evidence research findings. All research conducted with the LDD parents is approved by the 'Ethics Council', and it provides an invaluable resource to Elfrida, not only to support the development of the service and funding applications, but to also inform Elfrida's strategic planning and its 'theory of change'.

A key highlight for this year, has been the continued close working with Baroness Hollins, as a great supporter of the ESPP. The Baroness came to visit the ESPP peer support group, to conduct a consultation for the second book called 'becoming a parent'. After the first book was finally launched with a special invitation to the book launch for the ESPP parents peer support group <https://booksbeyondwords.co.uk/about>.

Sports Project

The aim of the Sports project is to help people with a learning disability live happier, healthier and more connected lives, by getting involved in fun filled sport and physical activities. During 2021-2022, we continued to work with National Governing Bodies to plan how to make sessions safe, and we worked with our partners to restart our sessions as soon as restrictions were lifted. Thanks to our partners Middlesex Cricket, the FA and Sports England, we have been able to pay for facility hire, equipment, training, kits and staff costs. Even though the project is not fully funded the Elfrida Trustees, have agreed to match fund projects to ensure that we are able to sustain the provision of a safe pathway in which people with a learning disability and/or learning difficulties can feel included. Interacting with peers, working together for common goals as a team, and providing an important tenet to a healthy life, which many people with a learning disability and/or learning difficulties struggle to get, and have particularly been missing during the pandemic. Elfrida believes our sports project is invaluable to our members and routinely ranks as the service most people wish we could do more of, so it is one of our main priorities to ensure that we secure the necessary funding to sustain and develop our sports offer to the learning disability and/or learning difficulties community for years to come.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Sports Project (Continued)

People engaged in the sports activities we provided throughout the period, have reported feeling active, better able to make friends, included, confident, feeling good about themselves, more optimistic about the future and more independent. This year we are also happy to have secured our first sponsorship with Moosey Art, to support Elfrida's Football Club, and it is our plan to continue to build on this work in 2022-23 along with other key priorities such as to continue to offer and deliver cricket, football and tennis sessions to people with a learning disability in Islington and to fundraise for their sustainability and development of new activities. As well as to deliver, co-produce and collaborate in the delivery of more annual sports days and awareness raising sports event and activities during and outside the Learning Disabilities Awareness Week.

Visibility, media and working closely with local communities

We want to make Islington and surrounding neighbourhoods a good place for people with a learning disability to have happy healthy lives. Unfortunately due to the pandemic our traditional community engagement and broader consultation with the LDD community was restricted. This year we have worked hard to re-establish engagement with the LDD community in Islington and this is one of our key priorities for 2022-2023. Our key aim is to continue to put the LDD community at the heart of everything we do, in particular we will be focusing our efforts on working with individuals with a learning disability in the local community to support them to make the change they want to see. We know that we cannot do this on our own so we will continue to build on our collaborative and partnership working with a broad range of stakeholders: LDD self-advocate groups, family members, carers, experts on social care, health and employment, local authority leads, community groups, local business and public sector bodies.

In 2021 we established a Fundraising, Marketing and Communications Board Sub-Committee to assist in the planning, coordination and implementation of fundraising/income generation, marketing and communications at the Elfrida Society. All activities of the group are carried out in the context of the charity's strategic plan and monitor and support progress towards the Elfrida Society's charitable objectives. The Sub-Committee consists of seven members of the Board of Trustees, as well as the CEO Dolly Galvis. Regarding social media, this year we set up new Facebook and Instagram accounts, linked to Elfrida's website. Content continues to be shared on Twitter, but this is still on an ad hoc basis. It is crucial that Elfrida develops a social media strategy that is manageable and sustainable given the limited resources available to dedicate to this area of work, and this is a work priority during the next 3 years.

We also launched an Elfrida FC Instagram account (@ElfridaFootballClub). It was felt that it was best for Elfrida FC to have its own accounts so that content can be shared between this account and the main Elfrida account. It also allows Elfrida FC to develop its own identity. Since launching, they have posted regularly (pictures and videos) and have 150+ followers. The team are keen to also use other platforms like Facebook and Twitter. This is certainly something that we will look into going forward.

During the Learning Disability Awareness Week 2021, we were delighted to work with partners to deliver a Sports Tester Day, which was well attended by many people with a learning disability, their family, friends, carers and organisations that support them. For many this was the first outdoor event that they attended since the start of the lockdown. The event was aimed at providing an opportunity through sports and fun activities to explore connections, to highlight the importance of friendship and to tackle isolation and exclusion and we were delighted with the high attendance and the positive feedback received by everyone that took part in the event.

The Wild Bunch Club

The club has been closed since 2019, the committee is keen to restart activities and fundraising efforts, but this has not been possible due to financial and capacity constraints. We are exploring partnership options with other local organisation, that could be better placed to support the reopening and development of the club as a long-term alternative.

Community Living Magazine

The Elfrida Society remains as a loyal sponsor and supporter of the Community Living Magazine - www.cl-initiatives.co.uk - and an active member of its Editorial Board. We continue contributing with insight into the struggles and difficulties faced by people with a learning disability and/or a learning difficulty during and after Covid lockdown.

Management of Risk and Safeguarding

We maintain a comprehensive Risk Register which is reviewed and updated each quarter by our Board or Trustees. While overall accountability rests with the Chief Executive and senior managers, our aim is to maintain a culture of effective risk management and mitigation within the organisation.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Safeguarding the people, we work with and our team - The Board of Trustees is committed to promoting the welfare and wellbeing of adults at risk and makes sure there is the right level of protection and safeguarding for anyone who connects with the Elfrida Society. The Board of Trustees is ultimately responsible for safeguarding at the Elfrida Society, and makes sure incidents and allegations are handled with speed, efficiency and rigour. We have trained safeguarding leads, a programme of induction and training around safeguarding; as well as a clear and well understood process for referrals to expert and external agencies and support where needed. Policies on safeguarding, child protection and safeguarding vulnerable adults are regularly reviewed, kept up to date and scrutinised by the Board annually.

The health and safety of our team and our spaces - Operations managers lead on the health and safety of our staff and spaces, supported by an external agency, who provide our staff induction and focused health and safety training, and our site is protected by security. The Covid-19 pandemic created a range of additional health and safety needs and our approach to these are set out below. The wellbeing of our people is a major concern, and we carefully manage the risks that a challenging operating environment, and work with vulnerable people could bring. We have external dedicated independent and confidential employee support service/helpline; as well as specialist HR that offer support for managers, lead on training and work on individual issues, and provide employment law advice.

Risks around governance – Risk around governance have been reviewed ensuring the level of skills exist at trustee level to steer and scrutinise the organisation effectively; and additionally, to ensure that the Board is better reflected and understand the needs and concerns of those we work with. The Board of Trustees members are able to attend training on relevant subject areas via the Elfrida Society's training portal and on charity governance principles thanks to NCVO.

Risk around finances and financial model, including fundraising and income generation performance - Our finance committee - a subcommittee of the full board- plays an active role in scrutinising our finances and performance; managers meet with the finance team regularly to look at budgets and reforecast; and we have a very strong and well adhered to set of financial procedures which govern how we use the charities resources.

Covid-19 related risks - The other set of risks we have had to manage are those specific to the pandemic. These have been moving at a rapid pace, as guidance has continued to change; and as the crisis has come to an end, the need for us to maintain services and operations has meant regular reappraisal. We established new – safe – operating procedures; training and induction for staff; provided guidance and support around home working; and – crucially – provided a constant flow of information to the team and partner organisations to ensure that everyone understood what we were doing – and what was required of them to stay safe. As a result, we have managed to continue our operations and keep our spaces open and have not encountered many cases of transmission due to our activities to date, and have a workforce who feel safe and supported, while able to do their jobs as best they can.

Equality, Diversity and Inclusion

The Elfrida Society is committed to ensuring all people are treated fairly, whether they are staff, volunteers, people who use our services or people who come into contact with us for other reasons. We operate to clear policies on recruitment and training and strive to ensure that our organisation is able to reflect and respond to the diversity of the community around us and beyond and to continue to create equal opportunities for people with a learning disability and/or learning difficulties to live happy and fulfilling lives. We are privileged to have a hugely talented, committed and diverse group of people who collectively make up our team at The Elfrida Society, including 15 people with a learning disability and/or a learning difficulty, and who each play a part in ensuring we fulfil that ambition. Our team is a hugely important asset, and the way we value our people is a constant consideration for our leadership and Trustees.

Board of Trustees

The Board of Trustees formally determines, in compliance with the Charity Commission rules, matters such as disposal or acquisition of property and approves the key operating policies of the charity. The Board is also responsible for the overall risk policy and for assessing the adequacy of the risk mitigation plans. Trustees give their time voluntarily and receive no personal benefit from The Elfrida Society. They are a group with a diverse range of skills, a deep commitment to the Elfrida Society's values and mission, and throughout the last year have performed their duties - in terms of governance, and in terms of strategic oversight of the organisation – very effectively, enabling us to achieve so many positive outcomes in a context of so much uncertainty. The Board approves the strategic and operational plans for the Elfrida Society including the annual budget, and monitors progress for each of these throughout the year receiving quarterly reports from the Chief Executive summarising performance. The Chief Executive and the Senior Management Team are hugely grateful for the level of support and commitment given by the trustees.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Fundraising and new funding

The Elfrida Society is committed to fundraising best practice. We follow the Fundraising Regulator's Code of Fundraising Practice, which includes the General Data Protection Regulations, introduced in 2018. Our staff maintain a considerate and non-intrusive approach to fundraising. We do not undertake cold-calling or employ third parties to raise funds. We enjoy a very positive relationship with all our funders and supporters.

Like many charities we continue to work in a challenging and competitive fundraising environment, and the impact of the Covid pandemic has been significant across the sector. By the end of the year, despite the challenges the charity still had a pipeline of funding, which enable it to continue to achieve its charitable objectives. But in contrast to the last financial year, Elfrida faced a significant reduction of income, and so to sustain service provision within crucial projects such as adults' advocacy, consultation and sports the Board decided to designate cash reserves to cover deficits within such project activities. As a result our accounts recorded a deficit on approximately £125k at the end of March 2022. Thanks to the judicious work completed during 2019-2021 to secure the financial stability and sustainability of the Elfrida Society, the charity has the right resources to compensate for the loss of income budgeted for the year; to ensure an effective response to increased demand and the provision of the much-needed support to the local LDD community, during these challenging and extraordinary times.

Our plan for growth and sustainability relies on a diversified range of income streams which ensures that we are never reliant on one source of income. In addition to increasing our grant funding and funding from trust and foundations, we will build on our growing reputation to raise funds through regular donations.

Reserves Policy

The Board has reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. Every year the Board of Trustees reviews the reserves policy, considering how well we are delivering the strategy, the strength of our finances and other risks highlighted on the Organisation's Risk Register. As a result of challenges faced in the last two year and the significant new issues arising from Covid-19 the Board has reviewed the charities reserves policy and it is their believe and instruction that Elfrida needs to achieve a sufficient level of reserves to enable normal operating activities to continue over a period of six months, this is to ensure that:

- Because income fluctuation and level of debtors, due to the way our spot purchasing service works, in which we receive funding in arrears and in many instances after a long process of debt recovery measures, we need a good level of cash reserves to maintain and guarantee access to cash and a healthy cashflow.
- We have protection against and the ability to continue operating despite catastrophic or lesser but damaging events, as well as protection against the volatile environment that charities operate under.
- Reserves are also held to take advantage of strategic investment opportunities, should they arise, in furthering our mission.

Therefore, our reserves policy is to hold unrestricted funds equivalent to the value of six-month's expenditure. Currently, this would equate to the charity having unrestricted funds of approximately £197,144.

Bringing Purley Place into full use has been one of key priorities since 2019, at it will represent a significant achievement, designed to equip the charity to be sustainable long into the future. Even though we have made significant progress with our planning application for change of use of the building, the delays to the redevelopment have meant that the charity has not had the benefit of income from its investment and rental income for several years. As a result, the income from unrestricted activities has not been sufficient to fund the operating deficits arising from our charitable work, which largely comprises restricted activities. For this work and taking full consideration of increases in building cost and materials in the last 2-years, the charity has put aside £100k as designated funds, which we have forecasted will be used in 2023/24.

Financial Review

Our finances continued to be well managed throughout 2021/22, supporting the organisation through a time of significant change. We remain in a strong position to deliver our current plans and to keep investing in our long-term sustainability. Our fundraising efforts and reserves have enabled us to make sure we can reach and support more disabled people while keeping financial risks under control, including effectively navigating the effects of coronavirus.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2022

Financial Review (Continued)

Economic challenges such as reduced government funding, Brexit, and reputational risk are now compounded by the financial and ongoing global impact of coronavirus and the cost of living crisis. This is a difficult environment, in which all charities and service providers will find it increasingly difficult to thrive. All of us, at The Elfrida Society share a vision of equality and independence empowerment for people with a learning disability and/or learning difficulties and we will not stop until we get there. Our partnership and co-production agendas feel ever more relevant in the current climate as we seek to expand our impact whilst managing our costs of direct delivery.

Total income decreased from £324,398 to £266,814 compared to 2020/21. Our income totals reflect reduced income within our Adults Advocacy services and Sports Projects as well as less funding secured from trust and foundations and individual donations.

During the year we spent £403,922 on charitable activities supporting our communities' programmes. This reflects a deficit of - £137,109, which has been covered by our unrestricted cash reserves, to sustain service provision, within crucial projects such as adults' advocacy, consultation and sports.

The Trustees

The trustees who are also directors under company law, who served during the year and up to the date of this report are as follows:

Patience Wilson	Chair		
Peter Wong	Treasurer/Vice-Chair		Resigned as Treasurer on 03/02/22
Martin Wallin			
Adrian Brown			
Inarm Osborn			
Victor Khureya			
Paul James Bartram	Appointed on	05/05/2021	Appointed Interim Treasurer on 03/02/22
Fan Gu	Appointed on	05/05/2021	
Samira Hotobah-During	Appointed on	05/05/2021	
Stephen William Humphrey	Appointed on	05/05/2021	
Persey Oliver James	Appointed on	05/05/2021	Resigned on 15/06/2022

Statement of responsibilities of the trustees

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charitable company and of its incoming resources and application of resources, including the net income and expenditure, for the period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 charity will continue in operation.

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

Statement of disclosure of information to auditors

We, the trustees of the company who held office at the date of approval of these financial statements as set out above, each confirm, so far as we are aware, that:

- there is no relevant audit information (as defined by Section 418 of the Companies ACT 2006) of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as trustees in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective from 1st January 2015 – Charities SORP (FRS 102), and the Companies Act 2006.

The Elfrida Society (Limited by Guarantee)

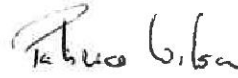
Report of the Trustees

For the year ended 31 March 2022

Auditors

The auditors, Fawcetts LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the trustees on 01/12/2022..... and signed on their behalf by:



Ms Patience Anne Wilson

Independent auditors' report

To the members of The Elfrida Society

We have audited the financial statements of The Elfrida Society for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, Cash Flow statement and notes to the financial statements, including a summary of 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 "including FRS102 "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 charitable company's affairs as at 31 March 2022, and of its 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 of opinion

We conducted our audit in accordance with International Standards of Accounting (UK) (ISAs (UK)) and applicable law. Our responsibilities under these 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including 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 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 Report of the Trustees, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

Independent auditors' report

To the members of The Elfrida Society

Opinions on 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 Report of the Trustees, which includes the Report of the Directors prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors included within the Report of the Trustees have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Directors included within the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement as set out on page 11 the trustees (who are also the directors of the charitable company for the purposes of company law and trustees of the charity for the purposes of charity law) 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 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 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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors 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.

Identifying and assessing potential risks related to irregularities

Irregularities, including fraud, are 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 extent to which our procedures are capable of detecting irregularities, including fraud, are detailed below:

Independent auditors' report

To the members of The Elfrida Society

Identifying and assessing potential risks related to irregularities (continued)

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations we consider the following:

- the nature of the charity sector, control environment and financial performance;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charity's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following area: revenue and resource recognition. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We have also obtained an understanding of the legal and regulatory frameworks that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Charities Act and related legislation.

Audit response to risks identified

As a result of performing the above, we identified revenue and resource recognition as a key audit matter related to the potential risk of fraud. Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to compare against expectations and based on past experiences and management forecasts to identify any unusual or unexpected relationships that may indicate risk of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- enquiring of those charged with governance to confirm the charity's ability to remain a going concern for a period of not less than 12 months from the date of this audit report and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; applying parameters designed to identify entries that were not within our expectations; and evaluating the charity's rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Independent auditors' report

To the members of The Elfrida Society

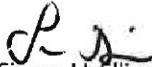
Audit response to risks identified (continued)

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on The Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of the Report of the Auditors.

Use of our report

This report is made solely to the charity's members, 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 those matters we are required to state to them in an auditors' 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 and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.


Simon J L Ellingham FCA DChA (Senior Statutory Auditor)
for and on behalf of Fawcetts LLP, Chartered Accountants & Statutory Auditors
Windover House, St Ann Street, Salisbury, SP1 2DR

Dated: 16 December 2012

The Elfrida Society (Limited by Guarantee)

Statement of Financial Activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Restricted £	Designated £	Unrestricted £	2022 Total £	2021 Total £
Income and Endowments from:						
Donations and legacies	2	-	-	585	585	7,001
Charitable activities:						
Community services	3a	9,907	-	132,808	142,715	243,462
Parents Advocacy & other services	3c	-	-	92,319	92,319	42,954
Investments	3d	-	-	28,554	28,554	25,889
Other income		-	-	2,641	2,641	5,092
Total Income		9,907	-	256,907	266,814	324,398
Expenditure on:						
Charitable activities:						
Direct costs		30,983	11,820	172,047	214,850	162,935
Support costs		-	-	189,072	189,072	179,572
Total Expenditure	4	30,983	11,820	361,119	403,922	342,507
Net gains/(losses) on investments	9	-	-	-	-	-
Net Income/(Expenditure)		(21,076)	(11,820)	(104,213)	(137,109)	(18,109)
Transfers between funds		-	(678)	-	(678)	-
Net movement in funds		(21,076)	(12,498)	(104,213)	(137,787)	(18,109)
Total funds at 1 April 2021		67,743	336,549	896,136	1,300,428	1,318,537
Total funds at 31 March 2022		46,667	324,051	791,923	1,162,641	1,300,428

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.


The Elfrida Society (Limited by Guarantee)

Balance Sheet

As at 31 March 2022

	Note	£	2022 £	2021 £
Fixed assets				
Tangible fixed assets	8	186,112		192,288
Investment property	9	<u>750,000</u>		<u>750,000</u>
			<u>936,112</u>	942,288
Current assets				
Debtors	10	59,693		37,621
Cash at bank and in hand		<u>213,953</u>		<u>339,329</u>
		273,646		376,950
Creditors: amounts due within 1 year	11	<u>(47,117)</u>		<u>(18,810)</u>
Net current assets/(liabilities)			<u>226,529</u>	358,140
Net assets	12		<u><u>1,162,641</u></u>	<u><u>1,300,428</u></u>
Funds				
Restricted funds			46,667	67,743
Unrestricted funds				
Non-distributable reserves			634,059	634,059
Designated funds			324,051	336,549
General funds			<u>157,864</u>	<u>262,077</u>
Total funds			<u><u>1,162,641</u></u>	<u><u>1,300,428</u></u>

The financial statements were approved and authorised for issue by members of the Board of Trustees on 04/12/2022..... and signed on their behalf by:


Patience Wilson
Chair


Paul James Bartram
Treasurer

The Elfrida Society (Limited by Guarantee)

Statement of Cash Flows

As at 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	15a	<u>(152,873)</u>	<u>(55,884)</u>
Cash flows from investing activities:			
Interest income		28,554	25,889
Purchase of property and other fixed assets		(1,057)	(6,552)
Disposal proceeds from sale of investment property		-	-
Cash provided (used in)/by investing activities		<u>27,497</u>	<u>19,337</u>
Cash flows from financing activities:			
Repayment of borrowing		-	-
Cash inflows from new borrowing		-	-
Net cash provided by/(used in) financing activities		<u>-</u>	<u>-</u>
Decrease in cash and cash equivalents in the year		(125,376)	(36,547)
Cash and cash equivalents at the beginning of the year		339,329	375,876
Cash and cash equivalents at the end of the year	15b	<u><u>213,953</u></u>	<u><u>339,329</u></u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies

- a) These financial statements have been prepared in accordance with "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) effective from 1 April 2015 - Charities SORP (FRS102) and the Companies Act 2006. The financial statements have been prepared under the historical cost convention as modified by the revaluation of certain assets.
- b) As described in the report of the trustees, the Society was successful in securing additional income in the form of grants, donations and contracts from a wide range of sources. Our continued ability to provide clear evidence of outcomes and impact led to an offer of grant funding from Arsenal in the Community and Middlesex County Cricket Club. This funding allows us to further consolidate and extend our sport and physical activity programme. We have secured sufficient funding for 2022/23 to continue developing our services and activities.

Looking further ahead, the Society will need to continually work at securing additional funding for 2022/23 in order to maintain and extend the services currently provided. The Society does have the option to utilise its assets to provide additional funding for service provision. As a consequence, the trustees consider that the Society is well placed to manage its financial risks despite the current uncertain economic position.

The Coronavirus outbreak has so far not had a material impact on this assessment and, based on their current knowledge, they do not expect it to do so going forward.

After making enquiries, the trustees have a reasonable expectation that the Society has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

- c) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Intangible income is recognised as an incoming resource where the provider of the service has incurred a financial cost. Volunteer time is not included in the financial statements.
- d) Grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless there are donor-imposed restrictions on the timing of the expenditure to a future period in which case they are deferred.
- e) Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.
- f) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Indirect costs are allocated to activities on the basis of staff time spent working on those activities.

	%
Community services	72
Parents Advocacy	28

- g) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Furniture and equipment	25% straight line basis
Freehold and long leasehold buildings and improvements	2% straight line basis

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies (continued)

- h) Investment property represents the charity's portfolio of properties. It is initially recognised at cost, which includes purchase cost and any directly attributable expenditure. Investment property whose fair value can be measured reliably is measured at fair value at each reporting date. Any fair value gains arising are not realised profits and therefore are transferred to a separately designated non-distributable reserve. Any loss arising from revaluation is also recognised in the non-distributable reserve unless it represents a loss below original cost, or its reversal, on an individual investment property is expected to be permanent, in which case it is recognised in the profit and loss account for the year.
- i) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.
- j) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- k) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- l) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- m) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

2. Donations and legacies

	Restricted	Designated	Unrestricted	2022 Total	2021
	£	£	£	£	£
Donations & similar incoming resources	-	-	585	585	7,001
	-	-	585	585	7,001

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

3. Charitable activities

	Restricted £	Designated £	Unrestricted £	2022 Total £	2021 Total £
a. Community services					
London Borough of Islington	-	-	68,378	68,378	61,000
Pohwer	-	-	57,877	57,877	53,996
Big Lottery	9,100	-	-	9,100	-
Arnold Clark Auto	-	-	500	500	-
Middlesex County Cricket Club	-	-	2,500	2,500	750
Tommy's Fund	-	-	225	225	-
The Football Foundation	-	-	600	600	1,200
Cripplegate	807	-	-	807	20,000
Covid 19 Response	-	-	-	-	60,002
London Catalyst - The Samaritans	-	-	-	-	1,000
Artemis Foundation	-	-	-	-	10,000
Charities Aid Foundation	-	-	-	-	10,000
HMRC JRS Grant	-	-	-	-	3,514
The Baily Thomas Charitable fund	-	-	-	-	10,000
Richard Cloudesley's Charitable fund	-	-	-	-	10,000
Royal Mencap Southern Division-Let's Get Digital	-	-	2,728	2,728	2,000
	<u>9,907</u>	<u>-</u>	<u>132,808</u>	<u>142,715</u>	<u>243,462</u>
b. The Reach Fund	-	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
c. Parents' Advocacy	-	-	91,561	91,561	41,679
Individual Service Fund	-	-	758	758	1,275
	<u>-</u>	<u>-</u>	<u>92,319</u>	<u>92,319</u>	<u>42,954</u>
d. Investment Income					
Ambler tenants	-	-	28,486	28,486	25,696
Bank Interest	-	-	68	68	193
	<u>-</u>	<u>-</u>	<u>28,554</u>	<u>28,554</u>	<u>25,889</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

	Costs of generating funds	Community services		Individual Service Fund		Parents Advocacy		Support costs	2022 Total		2021 Total	
		£	£	£	£	£	£		£	£	£	£
4 Total expenditure									316,658	7,769	235,839	7,995
Staff costs (Note 6)	-	121,441	-	-	73,650	-	121,567	-	316,658	7,769	235,839	7,995
Sub-contractors	-	7,769	-	-	-	-	-	-	758	-	758	-
Individual Service Fund support fees	-	-	758	-	-	-	-	-	-	-	-	-
Staff training, supervision & recruitment	-	1,296	-	-	339	-	3,609	-	5,244	-	8,597	-
Office costs	-	1,431	-	-	1,557	-	14,409	-	17,397	-	32,967	-
Advertising and marketing	-	-	-	-	-	-	970	-	970	-	900	-
Travel	-	282	-	-	512	-	65	-	859	-	325	-
Premises costs	-	1,415	-	-	-	-	7,707	-	9,122	-	11,687	-
Insurance	-	502	-	-	-	-	4,741	-	5,243	-	4,666	-
Repairs and renewals	-	-	-	-	-	-	5,646	-	5,646	-	8,334	-
Food and provisions	-	12	-	-	-	-	93	-	105	-	40	-
Recreation and welfare	-	209	-	-	35.00	-	1,974	-	2,218	-	1,267	-
Education/tutor costs	-	2,732	-	-	-	-	-	-	2,732	-	1,558	-
Professional Fees	-	-	-	-	910.00	-	9,011	-	9,921	-	8,088	-
Depreciation	-	-	-	-	-	-	7,233	-	7,233	-	7,974	-
(Profit/(loss) on disposal of fixed assets	-	-	-	-	-	-	-	-	-	-	-	-
Equipment hire	-	-	-	-	-	-	5,308	-	5,308	-	5,160	-
Audit and accountancy	-	-	-	-	-	-	6,567	-	6,567	-	4,219	-
Bank charges	-	-	-	-	-	-	173	-	173	-	133	-
Bank interest Loan	-	-	-	-	-	-	-	-	-	-	-	-
Bad Debt	-	-	-	-	-	-	-	-	-	-	-	2,000
Sundry	-	-	-	-	-	-	-	-	-	-	-	-
	-	137,089	758	77,003	189,072				403,922		342,507	
	-	38,146	-	14,541	(52,687)				-		-	
Support costs apportioned	-	175,235	758	91,545	136,385				403,922		342,507	

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

5. Net (Expenditure)/Income

This is stated after charging:	2022	2021
	£	£
Depreciation / Amortisation	7,233	7,974
Loss on disposal of fixed assets	-	-
Auditors' remuneration:		
audit - for current year	6,567	4,219
Operating lease rentals:		
equipment	5,308	5,160

6. Staff costs and numbers

Staff costs were as follows:	2022	2021
	£	£
Salaries and wages	285,605	212,547
Social security costs	23,009	17,291
Other pension costs	5,280	4,241
	313,894	234,079
Agency staff	2,764	1,760
	316,658	235,839

One employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total remuneration of the key management personnel was £62,930 (2021: £57,575). The key management personnel also received pension contributions totalling £1,321 (2021: £1,286).

None of the trustees nor persons connected with them received any remuneration or other benefits from the charity.

The average weekly number of employees during the year was as follows:

	2022	2021
	No.	No.
Community services	17	16
Parents Advocacy	3	3
Support	3	4
	23	23

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

8. Tangible fixed assets

	Freehold land and buildings £	Long leasehold land and buildings £	Furniture and equipment £	Total £
Cost				
At the start of the year	195,000	100,000	24,452	319,452
Additions in year	-	-	1,057	1,057
Disposals	-	-	-	-
At the end of the year	<u>195,000</u>	<u>100,000</u>	<u>25,509</u>	<u>320,509</u>
Depreciation				
At the start of the year	56,315	52,800	18,049	127,164
Charge for the year	2,730	2,000	2,503	7,233
Eliminated on disposal	-	-	-	-
At the end of the year	<u>59,045</u>	<u>54,800</u>	<u>20,552</u>	<u>134,397</u>
Net book value				
At the end of the year	<u>135,955</u>	<u>45,200</u>	<u>4,957</u>	<u>186,112</u>
At the start of the year	<u>138,685</u>	<u>47,200</u>	<u>6,403</u>	<u>192,288</u>

All tangible fixed assets are used for charitable purposes.

Long leasehold land and buildings comprises one property which is the subject of a planning restriction imposed by the London Borough of Islington. Under the restriction, the property can only be used as the headquarters of the charitable organisation.

The company's freehold and long leasehold land and buildings were revalued by Currell & Co, Chartered Surveyors in March 1999 on the basis of open market value for the existing use. Following the revision of the SORP in 2000, a decision was made not to adopt a property revaluation policy. As such the 1999 valuations have been adopted and incorporated in these financial statements. The trustees are not aware of any material changes since the last valuation. Depreciation has been calculated to write off the value of the building over 50 years from this date.

If the freehold and long leasehold land and buildings had not been revalued, they would have been included on the historical cost basis (original NBV: freehold £35,053; leasehold £3,733).

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

9. Investment properties	2022 £	2021 £
Movement in market/fair value:		
Fair value at the start of the year	750,000	750,000
Disposal proceeds	-	-
Realised gains/(losses) on disposals	-	-
Fair value at the end of the year	<u>750,000</u>	<u>750,000</u>
Historical cost	<u>200,369</u>	<u>200,369</u>

Investment property was valued at 16 February 2018 at fair value (open market basis) by Drivers & Norris, Chartered Surveyors. The valuation assumes that the property has been maintained in good order and there has not been any significant change.

10. Debtors	2022 £	2021 £
Fees receivable	39,008	17,582
Other debtors	16,063	13,960
Prepayments and accrued income	4,623	6,079
	<u>59,693</u>	<u>37,621</u>

11. Creditors	2022 £	2021 £
Creditors: amounts due within 1 year		
Taxation and social security	5,590	5,341
Deferred income	4,091	1,057
Other creditors	15,365	8,185
Accruals	22,071	4,227
Bank loan	-	-
	<u>47,117</u>	<u>18,810</u>

12. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	45,200	54,360	86,552	186,112
Investment properties	-	200,369	549,631	750,000
Net current assets	1,467	69,322	155,740	226,529
Net assets at the end of the year	<u>46,667</u>	<u>324,051</u>	<u>791,923</u>	<u>1,162,641</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

12. Analysis of net assets between funds (continued)

Comparative analysis of net assets between funds for the year ended 31 March 2021:

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	47,200	55,417	89,671	192,288
Investment properties	-	200,369	549,631	750,000
Net current assets	20,543	80,763	256,834	358,140
Net assets at the end of the year	67,743	336,549	896,136	1,300,428

13. Movements in funds

	Balance at 1.04.21 £	Incoming resources £	Outgoing resources £	Transfers to/(from) £	Balance at 31.03.22 £
Restricted funds:					
Premises fund	47,200	-	(2,000)	-	45,200
The Sports Big Lottery	645	9,100	(9,222)	-	523
Cripplegate	9,576	807	(10,383)	-	-
Covid 19 Response	-	-	-	-	-
The Baily Thomas Charitable fund	10,000	-	(9,167)	-	833
London Catalyst The Samaritans	322	-	(211)	-	111
	<u>67,743</u>	<u>9,907</u>	<u>(30,983)</u>	<u>-</u>	<u>46,667</u>
Designated funds:					
Power and Control Group	763	-	(763)	-	-
Siren	-	-	-	(678)	(678)
Ambler Redevelopment	200,369	-	-	-	200,369
Richard Cloudesley's Charitable fund	10,000	-	(10,000)	-	-
Fixed assets	55,417	-	(1,057)	-	54,360
Purley Place	70,000	-	-	-	70,000
	<u>336,549</u>	<u>-</u>	<u>(11,820)</u>	<u>(678)</u>	<u>324,051</u>
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	262,077	256,907	(361,119)	-	157,864
	<u>896,136</u>	<u>256,907</u>	<u>(361,119)</u>	<u>-</u>	<u>791,923</u>
Total funds	1,300,428	266,814	(403,922)	(678)	1,162,641

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

13. Movements in funds (continued)

Comparative statement of funds for the year ended 31 March 2021:

	1.04.20 £	Incoming resources £	Outgoing resources £	Transfers to/(from) £	31.03.21 £
Restricted funds:					
Premises fund	49,200	-	(2,000)	-	47,200
The Sports Big Lottery	9,940	-	(9,295)	-	645
Cripplegate	-	20,000	(10,424)	-	9,576
Covid 19 Response	-	60,002	(60,002)	-	-
The Bailey Thomas Charitable Fund	-	10,000	-	-	10,000
London Catalyst The Samaritans	-	1,000	(678)	-	322
	<u>59,140</u>	<u>91,002</u>	<u>(82,399)</u>	<u>-</u>	<u>67,743</u>
Designated funds:					
Power and Control Group	307	587	(131)	-	763
Parents' Project	2,035	-	(2,035)	-	-
Ambler Redevelopment	201,790	-	-	(1,421)	200,369
Richard Cloudsley's Charitable Fund	-	10,000	-	-	10,000
The Reach Fund	6,326	-	(6,326)	-	-
Fixed assets	58,661	-	(3,244)	-	55,417
Purley Place	70,000	-	-	-	70,000
	<u>339,119</u>	<u>10,587</u>	<u>(11,736)</u>	<u>(1,421)</u>	<u>336,549</u>
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	285,763	223,396	(248,503)	1,421	262,077
	<u>919,822</u>	<u>223,396</u>	<u>(248,503)</u>	<u>1,421</u>	<u>896,136</u>
Total funds	<u><u>1,318,081</u></u>	<u><u>324,985</u></u>	<u><u>(342,638)</u></u>	<u><u>-</u></u>	<u><u>1,300,428</u></u>

Purposes of restricted funds

Premises fund

This is 34 Islington Park Street, which has a restriction placed upon it that it must be used as the headquarters of the charity. The fund represents the net book value of the building.

The Sports Big Lottery

Funding received in Previous year from Big Lottery for work with Sports ; Balance carried forward for the hire of tennis courts.

Cripplegate

Cripplegate Fund Balance brought forward to continue to Support families by providing peer support activities - and new fund for Digital Inclusion

The Baily Thomas Charitable fund

Fund balance carried forward to cover the Senior Operations Manager Position ending in May 2022

London Catalyst The Samaritans

Funding received to assist people in need through the provision of emergency hardship payments; balance carried forward to use in 2022-23

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

13. Movements in funds (continued)

Purposes of designated funds

Power and Control Group

The group's own money which is spent on activities to benefit group members-used up

Ambler Redevelopment

This represents the amortised cost of the re - development of the properties in Ambler Rd.

Richard Cloudesley's Charitable fund

Funding received last year for Health advocacy for people with learning disabilities

Fixed assets

This represents the value of general funds invested in fixed assets and therefore not readily available for other purposes.

Purley Place

To redevelop Purley Place to make it fully accessible and to bring the first and loft floors back in use. Amount C/F as this work was delayed due to Covid-19 and planning permission complications. This work will be completed in 2023/24.

14 Operating lease commitments

As at 31 March the charity had total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Equipment:		
Less than 1 year	5,308	5,160
Between 2 and 5 years	10,598	9,958
	<u>15,906</u>	<u>15,118</u>

15 a) Reconciliation of income/(expenditure) to net cash from operating activities

	2022 £	2021 £
Net movement in funds for the year before revaluation	(137,787)	(18,109)
Depreciation charges	7,233	7,974
Profit/(loss) on disposal of fixed assets	-	-
Interest on investments	(28,554)	(25,889)
Gain/(loss) on disposal of investments	-	-
(Increase)/decrease in debtors	(22,072)	(2,942)
Increase/(decrease) in creditors	28,307	(16,918)
Net cash provided by/(used in) operating activities	<u>(152,873)</u>	<u>(55,884)</u>

b) Analysis of cash and cash equivalents

	2022 £	2021 £
Cash at bank and in hand	<u>213,953</u>	<u>339,329</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2022

16 Company status

The company is limited by guarantee and does not have a share capital. The liabilities of the members in the event of a winding up is limited by guarantee to an amount not exceeding £1 per member. At the balance sheet date there were 6 members (2020: 6).

17 Related party transactions

There are no related party transactions (2021: none).

18 Prior year statement of financial activities

	Note	Restricted £	Designated £	Unrestricted £	2021 Total £
Income and Endowments from:					
Donations and legacies	2	-	-	7,001	7,001
Investments		-	-	25,889	25,889
Charitable activities					
Community services	3a	91,002	10,000	142,460	243,462
Parents and other services	3c	-	-	42,954	42,954
Other income		-	-	5,092	5,092
Total Income and Endowments		91,002	10,000	223,396	324,398
Expenditure on:					
<i>Charitable activities</i>					
Direct costs		82,399	10,610	69,926	162,935
Support costs		-	995	178,577	179,572
Total Expenditure	4	82,399	11,605	248,503	342,507
Net Expenditure	5	8,603	(1,605)	(25,107)	(18,109)
Net gains/losses on investments		-	-	-	-
Transfer between funds		-	(1,421)	1,421	-
Net movement in funds		8,603	(3,026)	(23,686)	(18,109)
Total Funds brought forward at 1 April 2020		59,140	339,575	919,822	1,318,537
Total Funds carried forward at 31 March 2021		67,743	336,549	896,136	1,300,428

THE ELFRIDA SOCIETY

England & Wales - Charity number 282716

Accounts

Company no. 1559198
Charity no. 282716

**The Elfrida Society
(Limited by Guarantee)**

Report and Financial Statements

**For the year ended
31 March 2021**

The Elfrida Society (Limited by Guarantee)
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For the year ended 31 March 2021

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The Elfrida Society (Limited by Guarantee)

Legal and administrative details

For the year ended 31 March 2021

Status The organisation is a charitable company limited by guarantee, incorporated on 1 May 1981 and amended to change the name on 12 March 1990 and 31 December 1996, and registered as a charity on 6 July 1981.

Governing document The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Company number 1559198

Charity number 282716

Registered office and operational address 34 Islington Park Street
London
N1 1PX

Honorary officers

Alexander Leeson-Mill	Chair	Resigned on 31/07/2020
Patience Wilson	Chair	Appointed on 25/02/2021
Peter Wong	Treasurer/Vice-Chair	
Martin Petry	Interim Chair	Appointed on 01/07/2020 Resigned on 25/02/2021
Martin Wallin		
Adrian Brown		
Inarm Osborn		
Victor Khureya	Board Member	Appointed on 22/04/2020
Paul James Bartram		Appointed on 05/05/2021
Fan Gu		Appointed on 05/05/2021
Samira Hotobah-During		Appointed on 05/05/2021
Stephen William Humphrey		Appointed on 05/05/2021
Persey Oliver James		Appointed on 05/05/2021

Principal staff Maria Dolly Galvis Zapata

Bankers CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

National Westminster Bank plc
Highbury and Islington Branch
11 Upper Street
London
N1 0PQ

Auditors Fawcetts LLP
Chartered Accountants and Statutory Auditors
Windover House
St Ann Street
Salisbury
SP1 2DR

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2021

The Board of Trustees present their report and the audited financial statements for the year ended 31 March 2021.

Legal and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities - Charities SORP 2015.

Objects of the charity

The objects for which the Society is established are:-

- (1) To promote and advance the welfare, education, training in the lives of people with learning difficulties and/or learning difficulties (the beneficiaries) so as to ensure that so far as possible they may develop as individuals and members of society and that their disabilities may be relieved;
- (2) To provide in the interests of social welfare facilities for the recreation and other leisure-time occupation of beneficiaries so as to develop their mental, physical and spiritual capacities and improve their conditions of life by ensuring we follow our ethics of offering choice and empowerment, opportunity, trust and care;
- (3) To relieve poverty, distress and sickness among beneficiaries and their families.

Public Benefit

The Elfrida Society Trustees have taken note of the Charity Commission guidance on Public Benefit. All The Elfrida Society project activities are undertaken with the aim of benefiting people with learning difficulties and/or learning difficulties (our beneficiaries).

The Elfrida Society is committed to Equal Opportunities and Diversity; our activities are open to adults with learning disabilities and/or learning difficulties regardless of gender, race, faith, or personal circumstances etc... The Elfrida Society is committed to Equal Opportunities and Diversity; our activities are open to adults with learning disabilities and/or difficulties regardless of gender, race, faith or personal circumstances etc.

All our activities are free to those using our services.

The Elfrida Society has a proud history, dating back to 1919 of tackling the barriers which limit the life chances of those with learning disabilities. The Elfrida Society works with people with learning disabilities and/or learning difficulties in North London. Throughout 2020, we continued to make significant progress expanding our work across London boroughs. and beyond. Our aim is to provide services and support that help people with learning disabilities and/or difficulties build connections, have happy and independent lives, whilst having fun in the process. Those we support are at the heart of the organisation – whether it be through the design of our services or the employment of those with learning disabilities and/or difficulties, we are led by the wishes and needs of our beneficiaries.

Looking to the future

The strategy for the organisation is to continue to build on our strengths, providing increased and better quality services for people with learning disabilities and/or learning difficulties, their families, and carers. During the last 12 months we have worked hard to reach more people than ever, with the aim of achieving the greatest possible impact, and we will keep driving change across the society until it is fair for everyone. While much has been achieved, there is still more to do: we must challenge injustice, change attitudes and ensure people with learning disabilities and/or learning difficulties have a stronger voice and the power to make changes at home, within their community and within The Elfrida Society. We will continue to work hard to challenge and change attitudes so that people with learning disabilities and/or learning difficulties can fulfil their aspirations.

Over the next twelve months, we will continue extending our range of employment opportunities for people with learning disabilities and/or learning difficulties. We will continue to strengthen our infrastructure, focusing on the effective promotion of our services and the work that we do to ensure our beneficiaries and their families are empowered by the best possible advocacy, information and support. Due to the pandemic, our operating model became one that was underpinned by digital technology.

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2021

Looking to the future (continued)

Over the past year, we have shown we are a charity with the courage to move on from those services we have traditionally provided, to a new range of digital services and innovative solutions, shaped to meet the needs of people with learning disabilities and/or learning difficulties and their families. This is an area we will continue to develop in the year ahead. We will continue to work with government, local businesses and partner organisations to influence change in attitudes, policies and behaviour on the biggest possible scale.

Perhaps the most significant challenge that we continue to face will be our plans to complete the renovation work at Purley Place, which has been unfortunately put on hold due to the Covid-19 pandemic, delay to our planning permission and use of site registration complications. This continues to be one of our key priorities as the proposed redevelopment plans to our spaces will allow us to broaden our offer to the community, and to diversify income streams from our assets, so it is our plan to complete this work in 2021-2022.

During 2021, we will be focusing on formulating our next 3-5years strategy and future direction - although given the events of the last 18 month, we will naturally be cautious about making too many firm predictions. The everyday experiences of the learning-disabled community we serve underpin everything we do, including how our strategy develops. This first-hand, lived experience informs our service design, influencing and campaigning work, and makes us an effective organisation.

In introducing this year's Trustees Report, it is a challenge to remember back to the world before the Covid-19 pandemic struck, which is the entirety of the period covered. Much has changed since 2019, with many of our basic assumptions about what 'normal life' means having been overturned, in the global effort to protect people and counter the impact of the pandemic. In years to come, we will be able to reflect better on what was learned, and what kind of platform the responding energies and innovations have led to. It is difficult right now to have that perspective, or to evaluate the response. But as a charity which has been around throughout the social and economic changes of a century, we have done our best to be of most value to the community around us through these difficult and challenging times, as we have always strived to do.

We want to express our deep thanks to all our funders and partners, and in particular our staff and volunteers, for the way in which we have collectively stepped up to the challenges we have faced. The resilience our team has shown, and the strength and commitment displayed by our supported employees in continuing to be there for communities around us while dealing with all the challenges that the pandemic has caused in their own lives has been tremendous and inspiring.

I hope that this report shows the potential that is possible, and the hope that our communities can be resilient, can make change together, and that organisations like The Elfrida Society can be valued and vital partners and collaborators in that process.

Challenges and Achievements

During the last 18 months we have witnessed the disproportionate impact of Covid-19 on the learning disabilities communities we serve. For The Elfrida Society this has required us to think harder about the role we need to play and more fundamentally how our organisation needs to be in this context. It has been hard at times through this period to remain positive – in the face of widespread anxiety, illness, fear and disruption, but there have been many instances of kindness, of collaboration and of mutuality of support which have given communities something significant to build on. Because so much of our work involves supporting people with learning disabilities and/or learning difficulties to access crucial services and strengthening connections between people and within communities, historically our work has mostly been delivered through face-to-face interactions. The pandemic and lockdown forced us to rapidly rethink, adapt and reconfigure.

To the huge credit of our team – and our partners including IT and telephone support providers – we moved our services to telephone and online channels, setting phone access points and triaging - ensuring continuity of service. We reached out to all of those currently working with us, as well as referral partners, to ensure they knew we were still available to help them. Similarly, we knew that the principles underpinning our community-based services – of tackling isolation, creating connections and ensuring people can navigate often complicated systems – were going to be even more essential through the crisis, but would have to be done differently.

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Challenges and Achievements (continued)

We therefore reconfigured our services and partnership working to ensure we kept regular contact with our communities, ensuring essential supplies of foods and medicines and linking into local community support networks.

By August 2020, we were once again ready to begin running some face-to-face services, alongside our online and phone-based offer. Starting with small group sessions, giving people the chance to have conversations and connect with others again. By the autumn of 2020, we welcomed small groups back to our office – in line with government guidelines, social distancing rules and our Covid-19 risk assessment. Looking back, it is hard to believe in some ways that we were able to make the transitions that we did. But as we write this review, it does feel like we have genuinely demonstrated our value to the communities around us and beyond. There are many challenges still; and like almost every charity, our financial situation is going to need huge focus, care and attention over the coming years if we are to maintain and sustain our work. The fundraising landscape is getting fiercer, so we are constantly working on strategies to remain ahead of the crowd and proactively exploring ways to monitor impact and measure change we make to the lives of the learning-disabled community we serve and their families, so we keep improving.

Our staff and volunteers

As noted earlier, our team have proved incredibly skilled and dedicated – not only in delivering and shaping our broad, exciting and vital range of work; but also in their response to the lockdown and Covid-19 crisis. During 2020-2021, we grew the team, largely thanks to new funding secured through government schemes and trust and foundations, as well as the expansion of our Parents Project, as noted below. We have managed to build a strong, committed, happy and inclusive culture. All our teams were involved in our Covid-19 response strategy, development process, enjoying and responding well to the challenge of helping shape the future. One of the outcomes of our last 18 month strategy was a recognition that a stronger focus on staff wellbeing was needed, and we are happy to report that despite the challenges we had a year with minimum staff absences and only one staff member being furlough and subsequently made redundant.

We continue to work closely with the Trade Union, to give a stronger voice to staff, and remain committed to a stronger focus on diversity and inclusion: we are a very diverse staff group, in a hugely diverse community; but we know we can learn and improve, ensuring that we are really engaging as widely as we can and living our values of inclusion and equity.

Finally, the huge contribution our trustees have made, both those newly appointed and those more established, has been vital in helping us stay sustainable, meet need and together meet our charitable aims and objectives.

The charity remains financially secure despite the coronavirus crisis, yet we face a significant challenge to grow to support the demands that people with learning disabilities and/or learning difficulties will face in the years ahead. This will require a resilient and innovative approach from The Elfrida Society, a challenge we intend to meet.

Our Projects

Whilst we know that the short-term outlook will be challenging, the last 18-months has demonstrated how critical and valuable our work is to those we support. The wider community and the help we have received from a range of funders provides us with the confidence that we will be able to continue building on the achievements of the past year. Every day, people with learning disabilities and/or learning difficulties and their families have to deal with negative attitudes, higher costs of living, prejudice from employers, barriers to entering employment and difficulties using public transport and the impact of Covid-19 has significantly exacerbated such challenges and everyday barriers. Therefore, the work of The Elfrida Society and charities alike has never been more important.

We address these challenges through the following initiatives:

Specialist Advocacy

Parents Project – Providing support to parents with learning disabilities and/or learning difficulties, including specialist advocacy for parents facing child in need and/or child protection issues, in court advocacy and support on all legal matters relating to the family courts. We also facilitate a peer support group for parents who have learning disabilities and/or learning difficulties to come together and share experiences, information and advice with others in similar situations.

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Community and Care Act Advocacy – Supporting people with learning disabilities navigate their day to day lives covering issues such as benefits, housing and care.

Health Advocacy – Supporting those with learning disabilities with their health needs, including accessing health support, advocacy at hospital appointments and reading letters from healthcare providers.

Consultation Services - To support and empower people with learning disabilities and/or difficulties to have their say and convey their first-hand experience of services in Islington. This project consists of two groups:

- **Power and Control** – A group of eight supported employees and three volunteers who speak up to decision makers about issues that impact people with learning disabilities and/or learning difficulties in Islington. The group covers issues such as jobs and employment, council services, housing, education, leisure facilities and access to health services. They also speak up about community safety, bullying and hate crime.

- **User Led Monitors** – A group of five supported employees and two carers of people with learning disabilities and/or learning difficulties who monitor services commissioned by Islington council including residential services and projects for those with learning disabilities and/or learning difficulties. The group meets with residents and service users about the service they receive and report back to the council on how the service is performing.

Sports and Recreation Activities - To help people with learning disabilities live happier, healthier, and more connected lives. Currently, we run the following activities:

- **Cricket** – We partner with A Middlesex Cricket Club coach to deliver weekly Cricket sessions every Friday.

- **Tennis** – We partner with Sport Works Ltd to deliver weekly Tennis sessions.

- **Football** – Elfrida FC is coached and managed by an FA qualified experienced coach who also has learning disabilities and learning difficulties.

Parents Projects

Specialist Advocacy - During 2020/2021, The Elfrida Society Parents Project continued to work with parents with learning disabilities and/or learning difficulties who face child in need, or a child protection issues. The Covid-19 pandemic and lockdown brought in higher level of referrals from across London, as well as two referrals from outside of London. The constraints placed on social workers and professionals face to face activity increased the need for independent specialist advocacy to ensure communication between parents with learning disabilities and/or learning difficulties and professionals was effectively maintained for the benefit of their children. As a result, our spot purchase income increased significantly, with a favourable reduction of deficits within the Parents Project. Our work continues to be primarily with children's teams and the parents legal representatives, barristers, and the family courts, and we continue our efforts to increase our work with schools and colleges with particular focus on early intervention as well as timely engagement with young people transitioning into adulthood.

Parents Peer Support Group - During 2020-21, to ensure that the group was able to continue to meet and support each other, throughout the lockdown the project maintained its work via remote meeting platforms and peer to peer support telephone calls. However, participation was limited due to a lack of digital skills and access to digital devices in the family homes. Despite the challenges, community supporters and key services were keen to consult with parents with learning disabilities and/or learning difficulties on service development during lockdown. Parents with learning disabilities and/or learning difficulties were asked to be involved in developing a presentation with Public Health England (PHE) for their screening inequalities conference, hosted by Baroness Hollins - <https://phescreening.blog.gov.uk/2021/02/24/more-please-praise-for-phe-screening-inequalities-conference/>. The group provided feedback and advised on the best video format to ensure accessible information for screening tests.

The Peer Support Group also worked in partnership with Baroness Sheila Hollins to develop the book 'Beyond Words' for pregnant parents in partnership with Surrey University: <https://www.surrey.ac.uk/research-projects/together-project-supporting-delivery-good-practice-maternity-services-parents-learning-disabilities>. Parents with learning disabilities and/or learning difficulties continue working in close collaboration with the Royal University of Holloway and are regularly consulted on new research to develop better therapeutic intervention for parents with learning disabilities and/or learning difficulties. In particular, mental health has had a huge focus due to the impact of the pandemic, not only related to parents with learning disabilities and/or learning difficulties, but also their children.

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Parent Peer Support Group (continued)

Funding for the Peer Support Group ended in August 2020, and in recognition of the valuable work and positive impact that the project has on parents with learning disabilities and/or learning difficulties, the Board decided to continue to fund the project until we were able to secure alternative funding. Thanks to the support of Cripplegate Foundation and Islington Giving, we now have funding to run and expand the project until February 2022.

Specialist Community, Health Access and Care Act Advocacy

The Advocacy service entered its fourth year in partnership with POhWER delivering advocacy in Islington, funded by Islington Council. 20/21 also marked our first calendar year using our new service model, following a 40% reduction to our community advocacy budget in December 2019. Funding reduction had a significant impact on our capacity to provide community advocacy particularly health advocacy. This has had a negative impact on the people with learning disabilities the project aims to support, as they are too often failed by services because they do not understand the systems or information provided. Perhaps unsurprisingly, this has been worse during the Covid-19 emergency. It is our aim to break down the barriers to equal healthcare, ensuring healthcare is accessible for people with learning disabilities, and have been fortunate to secure funding from Cloudesley, through their Small Grants Fund programme, to provide health advocacy to support people to navigate these systems, understand information given, facilitate informed decisions and support people to feel confident to request help. This new funding will also allow us to work in close collaboration with The Whittington Hospital and Islington Learning Disability Services to share best practice, improve services, accessibility, and health outcomes for people with learning disabilities.

This year we have focused on making sure that adults with learning disabilities received timely, relevant advocacy, information and support. We built a robust model of emergency response and support based on what people have told us they needed, we helped more people keep in touch with services and each other and we made sure more people with learning disabilities were able to access our advocacy and support services at the point of need. We temporarily remodelled the service to meet Covid-19 demands and ensure we could continue to deliver our vital service. This included setting up staff remotely, reviewing all open cases and where necessary putting cases on-hold to prioritise initial crisis prevention work. The team risk assessed all office and off-site visits, keeping up to date with government and NHS England advice, including attendance at monthly provider briefings led by London Borough of Islington (LBI) staff.

- In 2020/21 we received 198 referrals compared to 181 in 2019/20. We worked on 238 and closed 193 cases. The increase in outputs, Covid-19 delivery challenges and a full year of reduced hours meant it was a very busy year for our small advocacy team.

- Q1 was primarily focused on Covid-19 response work. We worked on 33 referrals directly related to Covid-19. These ranged from access to food banks, emergency financial support, and accessing local authority services. We also delivered welfare checks, as requested by Islington Learning Disability Partnership (ILDLP) and our contracts team at Islington Council.

- In 20/21 we worked on 34 cases due to financial crisis, 18 cases linked to mental health crisis and 11 cases working directly cases linked to homelessness prevention.

- Whilst welfare calls do not strictly come under our community advocacy work criteria, we felt it important to ensure residents weren't further isolated and that their needs were met.

- The advocacy team were asked by the ILDP health team to support them to design and deliver Covid-19 awareness workshops and to assist with their specialist Covid-19 vaccination program. The team marketed and facilitated the Covid-19 workshops, enabling people with learning disabilities to directly engage with a specialist pharmacist, psychiatrist, and a psychologist. The team provided volunteers to welcome, and support people to attend vaccination clinics for people with learning disabilities.

- Covid-19 had a drastic impact on how ILDP delivered their Care Act assessments, reviews, and safeguarding processes, especially at the start of the year. In Q1, many of our Care Act cases were put on-hold as ILDP's resources went on Covid-19. Our Care Act advocate remotely supported clients to prepare for and engage in assessments, reviews, and safeguarding referrals. This has been particularly challenging when working with people with moderate and profound learning disabilities, and those who either did not have the skills or access to Teams or Zoom.

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Specialist Community, Health Access and Care Act Advocacy (continued)

- Our team continued to raise concerns with social services including the lack of Care Act referrals in the first two quarters, the Local Authority not providing fully accessible information about types of care and support, the lack of access to indicative budgets and people's access to their own reports/reviews in a way that they could understand them.

- Advocacy trends this year include a stark rise in referrals to access services. Welfare benefits continue to be a big issue for people in Islington due to the Government freeze on benefit reassessments. People required support to understand and engage with the welfare benefit processes as it moved to remote delivery, support to understand and manage the appeals system, and for an increasing amount of people; support to understand how Universal Credit works. We continue to be very proud to have never worked with an individual who has been financially worse off following a welfare benefit referral.

Throughout our service provision we continued keeping up to date with Covid-19 Government, NHS, and Local Authority guidance and the Coronavirus Act, which has had a big impact on the Care Act. We proactively monitor impact and challenges faced by service users, such as the increase on our work on benefits and welfare system, because of issues related to Universal Credit, Personal Independence Payment and the Work Capability Assessment so, we can continue to push local government to guarantee disabled people get the financial support they need to live independently.

Over the course of the year, we have been working in close partnership with the Whittington Hospital. We supported them to engage with patients to complete their NHS learning disability benchmark. We informed their design of the Burdett Project in partnership with Ambitious about Autism. In 2021/22 we will continue working with them to deliver focus groups aimed at improving how the hospital communicates with people who have learning disabilities. We continue to sit on the Whittington Hospital Learning Disability Steering Group and facilitate service users' participation.

Consultation Services

We know that to achieve everyday equality, people with learning disabilities need to feel independent, confident and connected. It is vital that people with disabilities have a voice and are included. Yet there are many areas where this is not happening, for example, when products and services are not accessible. Therefore, the work of the Consultation Service is more important than ever, to support and empower people with learning disabilities and/or learning difficulties to have their say and convey their first-hand experience of services in Islington. However, during 2020 and first part of 2021, Covid-19 restrictions meant removing much of the direct, face to face method of delivery we usually offer through our Consultation Services, and our greatest focus was on keeping the people we employ and support safe and well. This involved making sure that all our hard-working colleagues with learning disabilities and/or learning difficulties, received the right welfare support to keep them safe and healthy.

As Covid-19 continues to disrupt our normal service delivery, we have been working with our supported employees and volunteers to equip them with appropriate digital skills, devices and ongoing training and support to use technology, so that they can continue to carry out their work online and keep pace with the rapid digital transformation which is happening in wider society. We are delighted and inspired by the resilience and commitment shown by our supported employees and volunteers and even though they have been unable to carry out their usual activities, wider consultation and quality monitoring checks, they have been fully engaged with the organisation throughout the pandemic. The focus of the project was shifted to the development and design of a new model of working based on fully accessible questionnaires and reports, that can be easily used online and over the phone. By January 2021 the Power & Control Group, the User Led Monitors (ULM) and the Carers View Monitors, had adjusted their delivery models, focusing on how to support people to engage and stay in touch virtually. This included ULM and Carers View delivering quality checks and monitoring virtual visits through MS Teams and Zoom sessions and by phone.

User Led Monitors and Carers View Project

- Our work designing and training the team to deliver visits over Teams, Zoom, phone calls and to use new accessible questionnaires meant we were able to successfully complete six quality checks and monitoring visits in Q4. Remote delivery included video tours of the people's homes filmed by the residents.

User Led Monitors and Carers View Project (continued)

-The team redesigned several areas including booking systems, tracking systems, marketing information and key templates. This ensured the project manager could work with all five monitors to take on additional work outside monitoring visits. The team also designed a fully accessible questionnaire to support people to feedback how they were being supported and how they felt during the pandemic. We gained feedback from 105 people living in Islington, using multiple methods. A full summary and easy read report were compiled and shared with key teams across Islington. We were asked to present the findings at the Providers Forum and the Partnership Board. Key findings included a lack of IT equipment, people not having accessible information about Covid-19, people not being supported to speak to healthcare teams, and people frustrated with a lack of activities. Key outcomes included LBI expanding their welfare calls to people living in supported living, accessible information about Covid-19 sent to everyone who has a global learning disability living in Islington, and an increase in online activities for people who do not have a Care Package.

Power & Control Group Project

- Since August last year, the team has been able to participate in meetings and consultation events, including sub-group meetings - Housing, Employment, Health & Wellbeing and Keeping Safe -, as well as the Learning Disabilities Partnership Board meetings through Zoom and MS Teams.

- Since January 2021, the team has been working on identifying key issues that affect the learning disability and/or learning difficulty community in Islington and setting up their priorities on the different Sub-Group subject areas, as well as presenting at the relevant sub-group meetings.

- Throughout the year, they continued to promote equality for all, and to provide advice to LBI, ILDP, NHS staff and relevant services, to make sure that any practices and legislative changes do not unintentionally disadvantage people with a learning disability or their families.

Sports and Recreational Activities

The Sport Project worked in conjunction with our partners Middlesex County Cricket Club and Sport Works, local authorities, and the national governing bodies to deliver a safe service across the financial year. Activities returned from September to December but were then postponed again until April 2021. Activities were risk assessed, redesigned and delivered within Covid-19 restrictions. We used our sessions as an opportunity to promote LBI vaccine opportunities and to signpost people onto different services, including our advocacy project.

- The Sport Project continued to deliver a fully accessible cricket session with our partners Middlesex County Cricket Club. This year marked eight years partnership of this partnership. The session is fully funded by Middlesex County Cricket Club. The sessions deliver opportunities that cater for beginners or experienced cricketers, including people who need one-to-one support to engage. Unfortunately, Middlesex were unable to run any North London cricket competitions this year.

- We collated feedback from participants using an accessible star chart questionnaire. We learnt that cricket helps people feel confident, active, good about themselves, feel independent and able to make friends. Participants requested more competitions, access to level one coaching qualifications and more sessions.

- We continued to run Elfrida FC, funded by the FA's Grow the Game fund. Elfrida FC is a men's football team who train and play at the FA North London Special League. We continued to have a soft partnership with Hendon FC who provide additional training session and educational opportunities for the squad. Covid-19 has meant we were not able to deliver training sessions for most of the year, but the squad have kept in touch throughout lockdown using Zoom and a Whatsoever group. The squad has grown, enabling us to enter an A and B team to multiple competitions including warm up tournaments with Tottenham FC, Hendon FC and West Ham FC.

- We postponed the start of our National Lottery Awards to All funded tennis session to October 2020. We partnered with Sport Works to deliver weekly sessions. 26 people have attended at least one session.

The Wild Bunch Club

Even though the club was only able to host a celebratory event for Halloween 2019, and has been closed since, the committee is keen to restart activities and fundraising efforts as soon as it is safe to do so. The Elfrida Society will continue to work closely with the committee formed by 15 people with learning difficulties, who plan, promote, and staff events.

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Community Living Magazine

The Elfrida Society remains as a loyal sponsor and supporter of the Community Living Magazine - www.cl-initiatives.co.uk - and an active member of its Editorial Board. During the last 18-months, we have been contributing with insight into people with learning disabilities and/or learning difficulties struggling with lockdown life, including a publication of an article focusing on parents in the Autumn of 2020 <https://www.cl-initiatives.co.uk/parents-struggle-with-lockdown-life/>.

Management of Risk and Safeguarding

We maintain a comprehensive Risk Register which is reviewed and updated each quarter by our Board of Trustees. While overall accountability rests with the Chief Executive and senior managers, our aim is to create a culture of effective risk management and mitigation within the organisation.

Safeguarding the people, we work with and our team - The Board of Trustees is committed to promoting the welfare and wellbeing of adults at risk and makes sure there is the right level of protection and safeguarding for anyone who connects with The Elfrida Society. The Board of Trustees is ultimately responsible for safeguarding at The Elfrida Society, and makes sure incidents and allegations are handled with speed, efficiency and rigour. We have trained safeguarding leads, a programme of induction and training around safeguarding; as well as a clear and well understood process for referrals to expert and external agencies and support where needed. Policies on safeguarding, child protection and safeguarding vulnerable adults are regularly reviewed, kept up to date and scrutinised by the Board annually.

The Health and Safety of our Team and our Spaces - Operations managers lead on the health and safety of our staff and spaces, supported by an external agency, who provide our staff induction and focused health and safety training, and our site is protected by security. The Covid-19 pandemic created a range of additional health and safety needs and our approach to these are set out below. The wellbeing of our people is a major concern, and we carefully manage the risks that a challenging operating environment, and work with vulnerable people could bring. We have external dedicated independent and confidential employee support service/helpline; as well as specialist HR that offer support for managers, lead on training and work on individual issues, and provide employment law advice.

Risks around Governance – Risk around governance have been reviewed ensuring the level of skills exist at trustee level to steer and scrutinise the organisation effectively; and additionally, to ensure that the Board is better reflected and understand the needs and concerns of those we work with. The Board has been through a period of change with seven new trustees joining in 2020. The Board has spent more time in induction and learning sessions with the team, had more regular meetings and have been able to attend training on relevant subject areas via The Elfrida Society's training portal and on charity governance principles thanks to NCVO.

Risk around finances and financial model, including fundraising and income generation performance - Our finance committee - a subcommittee of the full board- plays an active role in scrutinising our finances and performance; managers meet with the finance team regularly to look at budgets and re-forecast; and we have a very strong and well adhered to set of financial procedures which govern how we use the charities resources.

Covid-19 related risks - The other set of risks we have had to manage are those specific to the pandemic. These have been moving at a rapid pace, as guidance has continued to change; and as the crisis has continued, the need for us to maintain services and operations has meant regular reappraisal. We established new – safe – operating procedures; training and induction for staff; provided guidance and support around home working; and – crucially – provided a constant flow of information to the team and partner organisations to ensure that everyone understood what we were doing – and what was required of them – to stay safe. As a result, we have managed to continue our operations and keep our spaces open and have not encountered any cases of transmission due to our activities to date – and have a workforce who feel safe and supported, while able to do their jobs as best they can.

Equality and Diversity

The Elfrida Society is committed to ensuring all people are treated fairly, whether they are staff, volunteers, people who use our services or people who come into contact with us for other reasons. 'We operate to clear policies on recruitment and training and strive to ensure that our organisation is able to reflect and respond to the diversity of the community around us and beyond and to continue to create equal opportunities for people with learning disabilities and/or learning difficulties to live happy and fulfilling lives.

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Equality and Diversity (continued)

We are privileged to have a hugely talented, committed and diverse group of people who collectively make up our team at The Elfrida Society, including 15 people with learning disabilities and/or learning difficulties, and who each play a part in ensuring we fulfil that ambition. Our team is a hugely important asset, and the way we value our people is a constant consideration for our leadership and Trustees.

Our Board of Trustees

The Board of Trustees formally determines, in compliance with the Charity Commission rules, matters such as disposal or acquisition of property and approves the key operating policies of the charity. The Board is also responsible for the overall risk policy and for assessing the adequacy of the risk mitigation plans. Trustees give their time voluntarily and receive no personal benefit from The Elfrida Society. They are a group with a diverse range of skills, a deep commitment to The Elfrida Society's values and mission, and throughout the last year have performed their duties - in terms of governance, and in terms of strategic oversight of the organisation – very effectively, enabling us to achieve so many positive outcomes in a context of so much uncertainty. The Board approves the strategic and operational plans for The Elfrida Society including the annual budget, and monitors progress for each of these throughout the year receiving quarterly reports from the Chief Executive summarising performance. The executive team are hugely grateful for the level of support and commitment given by the trustees.

Following on from a successful recruitment campaign at the end of 2020, we welcomed five new trustees, having already recruited two at the beginning of 2020. We were delighted with the success of the recruitment and the diverse and talented range of applicants who came forward. The new appointments were aimed at strengthening our connections and governance, and we are grateful for their insights, passion and experience. Our board is now an energised and determined group with a commitment to ensuring The Elfrida Society fulfils its potential. Our new trustees are Stephen Humphre, Paul Bartram, Samira Hotobah-During, Oliver Persey and Fan Gu. They joined us in December 2020, have completed a probation period, had a full induction and are already making a positive impact. Throughout the Covid-19 crisis the Board has met much more regularly, offering very effective support and stewardship – with the new trustees rapidly learning about the organisation in some depth.

We also said goodbye to two of one of our long-standing Board members, Martin Petry and the Chair of the Board Alex Leeson-Mill, having each made an outstanding contribution during their five and two year involvement, respectively. Alex had been the Chair of the Board since 2019, but had to stand down due to a conflict of interest after taking up a senior position with the London Borough of Islington. Fortunately, Martin Petry was happy to step into the interim position as Chair of the Board, until we were able to recruit for the position. Patience Wilson, one of our new trustees was successfully recruited into the Chair position, but unfortunately her appointment was followed by the resignation of Martin Petry, who felt that after being a Trustee for five years he had served his time. We are very grateful for all Martin's and Alex's support and commitment helping us navigate the most interesting and challenging of periods and emerge in a much stronger place.

New Funding

By the end of the year, despite the challenges with the outbreak of Covid-19, the Charity had a substantial pipeline of funding, which enable it to achieve its charitable objectives and achieve an almost break-even budget. As a result of the important work that was completed during 2019-2020 to secure the financial stability and sustainability of the Elfrida Society, the Charity had the right resources and fundraising expertise in place to be successful in obtaining emergency Covid-19 grants that have substantially compensated for the loss of income budgeted for the year. We were therefore able to react immediately to respond to increased demand and provided much needed support to the local community during these challenging and unprecedented times.

Between April 2020 and March 2021 Elfrida secured £130k+ of new funding taking advantage of government schemes and other cost savings to help offset income reduction in the short term. The impact on fundraising will continue into future periods and a high level of uncertainty remains, but we have clear fundraising and income generation plans in place and we also have a dedicated Project Board Sub-Committee focusing on this area of work. Very importantly, we have the right level of reserves to ensure that the Elfrida Society can continue to operate and deliver its services and activities in the event of an unexpected or sudden reduction in income or increase in costs.

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Reserve Policy

We hold free reserves to ensure that we have enough money to keep operating should our income fall or costs unexpectedly increase, as has happened through the coronavirus pandemic. Reserves are also held to take advantage of strategic investment opportunities, should they arise, in furthering our mission. Every year the Board of Trustees reviews the reserves policy, taking into account how well we are delivering the strategy, the strength of our finances and other risks highlighted on the Organisation's Risk Register.

Our reserves policy is to hold unrestricted funds equivalent to the value of three month's expenditure. Currently, this would equate to the charity having unrestricted funds of approximately £85,627 (2019/20 £103,916).

Bringing Purley Place into full use has been one of key priorities since 2019, as it will represent a significant achievement, designed to equip the charity to be sustainable long into the future. The delays to the redevelopment have meant that the charity has not had the benefit of income from its investment and rental income for several years. As a result, the income from unrestricted activities has not been sufficient to fund the operating deficits arising from our charitable work, which largely comprises restricted activities. For this work the charity has put aside £70k as designated funds, which we have forecasted to be used in 2021-2022, as it is our plan to complete the redevelopment during that financial year.

Financial Review

Our finances continued to be well managed throughout 2020/21, supporting the organisation through a time of significant change. We remain in a strong position to deliver our current plans and to keep investing in our long-term sustainability. Our fundraising efforts and reserves have enabled us to make sure we can reach and support more disabled people while keeping financial risks under control, including effectively navigating the effects of coronavirus.

Economic challenges such as reduced government funding, Brexit, and reputational risk are now compounded by the financial and ongoing global impact of coronavirus. This is a difficult environment, in which all charities and service providers will find it increasingly difficult to thrive. All of us at The Elfrida Society share a vision of equality and independence empowerment for people with learning disabilities and/or learning difficulties and we will not stop until we get there. Our partnership and co-production agendas feel ever more relevant in the current climate as we seek to expand our impact whilst managing our costs of direct delivery.

Total income increased by £37,886 to £324,398 compared with 2019/20. Despite the increase, our income totals also reflects reduced income within our Adults Advocacy services and Sports Projects.

During the year we spent £342,507 on charitable activities supporting our communities programmes. This reflects a £73,155 decrease on 2019/20, as a result of an organisational restructure, that started in early 2020 and continued during 2020/21 to better balance the size and shape of The Elfrida Society over time. This comprises an operational deficit of £18,109 compared with 2019/20 £190,150.

The Trustees

The trustees who are also directors under company law, who served during the year and up to the date of this report are as follows:

Alexander Leeson-Mill	Chair	Resigned on	31/07/2020	
Patience Wilson	Chair	Appointed on	25/02/2021	
Peter Wong	Treasurer/Vice-Chair			
Martin Petry	Interim Chair	Appointed on	01/07/2020	Resigned on 25/02/2021
Martin Wallin				
Adrian Brown				
Inarm Osborn				
Victor Khureya	Board Member	Appointed on	22/04/2020	
Paul James Bartram		Appointed on	05/05/2021	
Fan Gu		Appointed on	05/05/2021	
Samira Hotobah-During		Appointed on	05/05/2021	
Stephen William Humphrey		Appointed on	05/05/2021	
Persey Oliver James		Appointed on	05/05/2021	

The Elfrida Society (Limited by Guarantee)

Report of the Trustees

For the year ended 31 March 2021

Statement of responsibilities of the trustees

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charitable company and of its incoming resources and application of resources, including the net income and expenditure, for the period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 charity will continue in operation.

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

Statement of disclosure of information to auditors

We, the trustees of the company who held office at the date of approval of these financial statements as set out above, each confirm, so far as we are aware, that:

- there is no relevant audit information (as defined by Section 418 of the Companies ACT 2006) of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as trustees in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective from 1st January 2015 – Charities SORP (FRS 102), and the Companies Act 2006.

Auditors

The auditors, Fawcetts LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the trustees on 18/11/2021 and signed on their behalf by:

Ms Patience Anne Wilson



Independent auditors' report

To the members of The Elfrida Society

We have audited the financial statements of The Elfrida Society for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, Cash Flow statement and notes to the financial statements, including a summary of 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 "including FRS102 "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 charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources 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 of opinion

We conducted our audit in accordance with International Standards of Accounting (UK) (ISAs (UK)) and applicable law. Our responsibilities under these 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Report of the Trustees, other than the financial statements and our Report of the Auditors 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. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions on 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 Report of the Trustees, which includes the Report of the Directors prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors included within the Report of the Trustees have been prepared in accordance with applicable legal requirements.

Independent auditors' report

To the members of The Elfrida Society

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Directors included within the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement as set out on page 14 the trustees (who are also the directors of the charitable company for the purposes of company law and trustees of the charity for the purposes of charity law) 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 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 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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors 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.

Identifying and assessing potential risks related to irregularities

Irregularities, including fraud, are 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 extent to which our procedures are capable of detecting irregularities, including fraud, are detailed below:

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations we consider the following:

- the nature of the charity sector, control environment and financial performance;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charity's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

independent auditors' report

To the members of The Elfrida Society

Identifying and assessing potential risks related to irregularities (continued)

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following area: revenue and resource recognition. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We have also obtained an understanding of the legal and regulatory frameworks that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Charities Act and related legislation.

Audit response to risks identified

As a result of performing the above, we identified revenue and resource recognition as a key audit matter related to the potential risk of fraud. Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to compare against expectations and based on past experiences and management forecasts to identify any unusual or unexpected relationships that may indicate risk of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- enquiring of those charged with governance to confirm the charity's ability to remain a going concern for a period of not less than 12 months from the date of this audit report and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; applying parameters designed to identify entries that were not within our expectations; and evaluating the charity's rationale of any significant transactions that are unusual or outside the normal course of business.


We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on The Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of the Report of the Auditors.

Use of our report

This report is made solely to the charity's members, 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 those matters we are required to state to them in an auditors' 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 and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.


Simon J L Ellingham FCA DChA (Senior Statutory Auditor)
for and on behalf of Fawcetts LLP, Chartered Accountants & Statutory Auditors
Windover House, St Ann Street, Salisbury, SP1 2DR

Dated: 9 December 2021

The Elfrida Society (Limited by Guarantee)

Statement of Financial Activities
(incorporating an income and expenditure account)

For the year ended 31 March 2021

		Restricted	Designated	Unrestricted	2021 Total	2020 Total
	Note	£	£	£	£	£
Income and Endowments from:						
Donations and legacies	2	-	-	7,001	7,001	1,101
Charitable activities:						
Community services	3a	91,002	10,000	142,460	243,462	190,663
The Reach Fund	3b	-	-	-	-	11,188
Homelink support & other services	3c	-	-	42,954	42,954	36,744
Investments	3d	-	-	25,889	25,889	43,440
Other income		-	-	5,092	5,092	3,376
Total Income		91,002	10,000	223,396	324,398	286,512
Expenditure on:						
Charitable activities:						
Direct costs		82,399	10,610	69,926	162,935	213,877
Support costs		-	995	178,577	179,572	201,785
Total Expenditure	4	82,399	11,605	248,503	342,507	415,662
Net gains/(losses) on investments	9	-	-	-	-	(61,000)
Net Income/(Expenditure)		8,603	(1,605)	(25,107)	(18,109)	(190,150)
Transfers between funds		-	(1,421)	1,421	-	-
Net movement in funds		8,603	(3,026)	(23,686)	(18,109)	(190,150)
Total funds at 1 April 2020		59,140	339,575	919,822	1,318,537	1,508,687
Total funds at 31 March 2021		67,743	336,549	896,136	1,300,428	1,318,537

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Elfrida Society (Limited by Guarantee)

Balance Sheet

As at 31 March 2021

	Note	£	2021 £	2020 £
Fixed assets				
Tangible fixed assets	8	192,288		193,710
Investment property	9	<u>750,000</u>		<u>750,000</u>
			<u>942,288</u>	943,710
Current assets				
Debtors	10	37,621		34,679
Cash at bank and in hand		<u>339,329</u>		<u>375,876</u>
		376,950		410,555
Creditors: amounts due within 1 year	11	<u>(18,810)</u>		<u>(35,728)</u>
Net current assets/(liabilities)			<u>358,140</u>	<u>374,827</u>
Net assets	12		<u><u>1,300,428</u></u>	<u><u>1,318,537</u></u>
Funds				
Restricted funds			67,743	59,140
Unrestricted funds				
Non-distributable reserves			634,059	634,059
Designated funds			336,549	339,575
General funds			<u>262,077</u>	<u>285,763</u>
Total funds			<u><u>1,300,428</u></u>	<u><u>1,318,537</u></u>

The financial statements were approved and authorised for issue by members of the Board of Trustees on 18/11/2021 and signed on their behalf by:



Patience Wilson
Chair



Peter Wong
Vice Chair

The Elfrida Society (Limited by Guarantee)

Statement of Cash Flows

As at 31 March 2021

	Note	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	15a	<u>(55,884)</u>	<u>(149,460)</u>
Cash flows from investing activities:			
Interest income		25,889	43,426
Purchase of property and other fixed assets		(6,552)	-
Disposal proceeds from sale of investment property		-	639,000
Cash provided (used in)/by investing activities		<u>19,337</u>	<u>682,426</u>
Cash flows from financing activities:			
Repayment of borrowing		-	(216,170)
Cash inflows from new borrowing		-	-
Net cash provided by/(used in) financing activities		<u>-</u>	<u>(216,170)</u>
Decrease in cash and cash equivalents in the year		(36,547)	316,796
Cash and cash equivalents at the beginning of the year		375,876	59,080
Cash and cash equivalents at the end of the year	15b	<u><u>339,329</u></u>	<u><u>375,876</u></u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

1. Accounting policies

a) These financial statements have been prepared in accordance with "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) effective from 1 April 2015 - Charities SORP (FRS102) and the Companies Act 2006. The financial statements have been prepared under the historical cost convention as modified by the revaluation of certain assets.

b) As described in the report of the trustees, the Society was successful in securing additional income in the form of grants, donations and contracts from a wide range of sources. Our continued ability to provide clear evidence of outcomes and impact led to an offer of grant funding from Arsenal in the Community and Middlesex County Cricket Club. This funding allows us to further consolidate and extend our sport and physical activity programme. We have secured sufficient funding for 2021/22 to continue developing our services and activities.

Looking further ahead, the Society will need to continually work at securing additional funding for 2021/22 in order to maintain and extend the services currently provided. The Society does have the option to utilise its assets to provide additional funding for service provision. As a consequence, the trustees consider that the Society is well placed to manage its financial risks despite the current uncertain economic position.

The Coronavirus outbreak has so far not had a material impact on this assessment and, based on their current knowledge, they do not expect it to do so going forward.

After making enquiries, the trustees have a reasonable expectation that the Society has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

c) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Intangible income is recognised as an incoming resource where the provider of the service has incurred a financial cost. Volunteer time is not included in the financial statements.

d) Grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless there are donor-imposed restrictions on the timing of the expenditure to a future period in which case they are deferred.

e) Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.

f) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Indirect costs are allocated to activities on the basis of staff time spent working on those activities.

	%
Community services	96
Homelink support services	4

g) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Furniture and equipment	25% straight line basis
Freehold and long leasehold buildings and improvements	2% straight line basis

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Notes to the financial statements

For the year ended 31 March 2021

1. Accounting policies continued

- h) Investment property represents the charity's portfolio of properties. It is initially recognised at cost, which includes purchase cost and any directly attributable expenditure. Investment property whose fair value can be measured reliably is measured at fair value at each reporting date. Any fair value gains arising are not realised profits and therefore are transferred to a separately designated non-distributable reserve. Any loss arising from revaluation is also recognised in the non-distributable reserve unless it represents a loss below original cost, or its reversal, on an individual investment property is expected to be permanent, in which case it is recognised in the profit and loss account for the year.
- i) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.
- j) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- k) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- l) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- m) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

2. Donations and legacies

	Restricted	Designated	Unrestricted	2021 Total	2020
	£	£	£	£	£
Donations & similar incoming resources	-	-	7,001	7,001	1,101
	-	-	7,001	7,001	1,101

3. Charitable activities

	Restricted	Designated	Unrestricted	2021 Total	2020 Total
	£	£	£	£	£
a. Community services					
London Borough of Islington	-	-	61,000	61,000	72,249
Pohwer	-	-	53,996	53,996	96,834
Big Lottery	-	-	-	-	9,940
Arsenal Football Club	-	-	-	-	-
Middlesex County Cricket Club	-	-	750	750	3,750
Map Squad	-	-	-	-	2,040
Women'sVote Centenary Fund	-	-	-	-	-
The Football Foundation	-	-	1,200	1,200	850
Mr. & Mrs. Smith	-	-	-	-	5,000
Cripplegate	20,000	-	-	20,000	-
Covid 19 Response	60,002	-	-	60,002	-
London Catalyst - The Samaritans	1,000	-	-	1,000	-
Artemis Foundation	-	-	10,000	10,000	-
Charities Aid Foundation	-	-	10,000	10,000	-
HMRC JRS Grant	-	-	3,514	3,514	-
The Baily Thomas Charitable fund	10,000	-	-	10,000	-
Richard Cloudesley's Charitable fund	-	10,000	-	10,000	-
Royal Mencap Southern Division-Let's Get Digital	-	-	2,000	2,000	-
	91,002	10,000	142,460	243,462	190,663
b The Reach Fund	-	-	-	-	11,188
	-	-	-	-	11,188
c Homelink support & Other services					
Fees	-	-	-	-	12,807
Individual Service Fund	-	-	1,275	1,275	1,423
Parents' Advocacy & Parent Link	-	-	41,679	41,679	22,514
	-	-	42,954	42,954	36,744
d Investment Income					
Ambler tenants	-	-	25,696	25,696	43,426
Bank Interest	-	-	193	193	14
	-	-	25,889	25,889	43,440

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

4 Total expenditure	Costs of generating funds	Community services		Individual Service Fund		Homelink support services		Support costs	2021 Total	2020 Total
		£	£	£	£	£	£			
Staff costs (Note 6)	-	133,584	-	-	-	-	-	102,255	235,839	281,655
Sub-contractors	-	7,995	-	-	-	-	-	-	7,995	7,501
Individual Service Fund support fees	-	-	758	-	-	-	-	-	758	1,423
Staff training, supervision & recruitment	-	330	-	-	-	-	-	8,267	8,597	8,338
Office costs	-	13,580	517	-	-	-	-	18,870	32,967	15,719
Advertising and marketing	-	-	-	-	-	-	-	900	900	2,740
Travel	-	271	-	-	-	-	-	54	325	1,617
Premises costs	-	878	-	-	-	-	-	10,809	11,687	12,090
Insurance	-	23	-	-	-	-	-	4,643	4,666	3,895
Repairs and renewals	-	-	-	-	-	-	-	8,334	8,334	4,458
Food and provisions	-	5	-	-	-	-	-	35	40	765
Recreation and welfare	-	656	-	-	-	-	-	611	1,267	2,792
Education/tutor costs	-	1,558	-	-	-	-	-	-	1,558	18,217
Professional Fees	-	780	-	-	-	-	-	7,308	8,088	24,426
Depreciation	-	-	-	-	-	-	-	7,974	7,974	7,109
(Profit)/(loss) on disposal of fixed assets	-	-	-	-	-	-	-	-	-	2,340
Equipment hire	-	-	-	-	-	-	-	5,160	5,160	3,560
Audit and accountancy	-	-	-	-	-	-	-	4,219	4,219	3,872
Bank charges	-	-	-	-	-	-	-	133	133	172
Bank interest Loan	-	-	-	-	-	-	-	-	-	12,926
Bad Debt	-	2,000	-	-	-	-	-	-	2,000	-
Sundry	-	-	-	-	-	-	-	-	-	47
	-	161,660	1,275	-	-	-	-	179,572	342,507	415,662
	-	35,250	-	-	-	-	-	(35,250)	-	-
Support costs apportioned	-	196,910	1,275	-	-	-	-	144,322	342,507	415,662

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

5. Net (Expenditure)/Income

This is stated after charging:	2021	2020
	£	£
Depreciation / Amortisation	7,974	7,109
Loss on disposal of fixed assets	-	2,340
Auditors' remuneration:		
audit - for current year	4,219	3,872
Operating lease rentals:		
equipment	5,160	3,560

6. Staff costs and numbers

Staff costs were as follows:	2021	2020
	£	£
Salaries and wages	212,547	253,742
Social security costs	17,291	18,713
Other pension costs	4,241	4,603
	234,079	277,058
Agency staff	1,760	4,597
	235,839	281,655

No employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total remuneration of the key management personnel was £57,575 (2020: £46,293). The key management personnel also received pension contributions totalling £1,286 (2020: £1,204).

None of the trustees nor persons connected with them received any remuneration or other benefits from the charity.

The average weekly number of employees during the year was as follows:

	2021	2020
	No.	No.
Community services	19	19
Homelink support services	-	2
Support	4	5
	23	26

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

8. Tangible fixed assets

	Freehold land and buildings	Long leasehold land and buildings	Furniture and equipment	Total
	£	£	£	£
Cost				
At the start of the year	195,000	100,000	17,900	312,900
Additions in year	-	-	6,552	6,552
Disposals	-	-	-	-
At the end of the year	195,000	100,000	24,452	319,452
Depreciation				
At the start of the year	53,585	50,800	14,805	119,190
Charge for the year	2,730	2,000	3,244	7,974
Eliminated on disposal	-	-	-	-
At the end of the year	56,315	52,800	18,049	127,164
Net book value				
At the end of the year	138,685	47,200	6,403	192,288
At the start of the year	141,415	49,200	3,095	193,710

All tangible fixed assets are used for charitable purposes.

Long leasehold land and buildings comprises one property which is the subject of a planning restriction imposed by the London Borough of Islington. Under the restriction, the property can only be used as the headquarters of the charitable organisation.

The company's freehold and long leasehold land and buildings were revalued by Currell & Co, Chartered Surveyors in March 1999 on the basis of open market value for the existing use. Following the revision of the SORP in 2000, a decision was made not to adopt a property revaluation policy. As such the 1999 valuations have been adopted and incorporated in these financial statements. The trustees are not aware of any material changes since the last valuation. Depreciation has been calculated to write off the value of the building over 50 years from this date.

If the freehold and long leasehold land and buildings had not been revalued, they would have been included on the historical cost basis (original NBV: freehold £35,053; leasehold £3,733).

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

9. Investment properties	2021 £	2020 £
Movement in market/fair value:		
Fair value at the start of the year	750,000	1,450,000
Disposal proceeds	-	(639,000)
Realised gains/(losses) on disposals	-	(61,000)
Fair value at the end of the year	<u>750,000</u>	<u>750,000</u>
Historical cost	<u>200,369</u>	<u>200,369</u>

Investment property was valued at 16 February 2018 at fair value (open market basis) by Drivers & Norris, Chartered Surveyors. The valuation assumes that the property has been maintained in good order and there has not been any significant change.

10. Debtors	2021 £	2020 £
Fees receivable	17,582	19,435
Other debtors	13,960	4,490
Prepayments and accrued income	<u>6,079</u>	<u>10,754</u>
	<u>37,621</u>	<u>34,679</u>

11. Creditors	2021 £	2020 £
Creditors: amounts due within 1 year		
Taxation and social security	5,341	5,616
Deferred income	1,057	3,767
Other creditors	8,185	21,630
Accruals	4,227	4,715
Bank loan	-	-
	<u>18,810</u>	<u>35,728</u>

12. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	47,200	55,417	89,671	192,288
Investment properties	-	200,369	549,631	750,000
Net current assets	<u>20,543</u>	<u>80,763</u>	<u>256,834</u>	<u>358,140</u>
Net assets at the end of the year	<u>67,743</u>	<u>336,549</u>	<u>896,136</u>	<u>1,300,428</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

12. Analysis of net assets between funds (continued)

Comparative analysis of net assets between funds for the year ended 31 March 2020:

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	49,200	60,082	84,428	193,710
Investment properties	-	200,369	549,631	750,000
Net current assets	9,940	79,124	285,763	374,827
Net assets at the end of the year	59,140	339,575	919,822	1,318,537

13. Movements in funds

	Balance at 1.04.20 £	Incoming resources £	Outgoing resources £	Transfers to/(from) £	Balance at 31.03.21 £
Restricted funds:					
Premises fund	49,200	-	(2,000)	-	47,200
The Sports Big Lottery	9,940	-	(9,295)	-	645
Cripplegate	-	20,000	(10,424)	-	9,576
Covid 19 Response	-	60,002	(60,002)	-	-
The Baily Thomas Charitable fund	-	10,000	-	-	10,000
London Catalyst The Samaritans	-	1,000	(678)	-	322
	<u>59,140</u>	<u>91,002</u>	<u>(82,399)</u>	<u>-</u>	<u>67,743</u>
Designated funds:					
Power and Control Group	763	-	-	-	763
Parents' Project	2,035	-	(2,035)	-	-
Ambler Redevelopment	201,790	-	-	(1,421)	200,369
Richard Cloudesley's Charitable fund	-	10,000	-	-	10,000
The Reach Fund	6,326	-	(6,326)	-	-
Fixed assets	58,661	-	(3,244)	-	55,417
Purley Place	70,000	-	-	-	70,000
	<u>339,575</u>	<u>10,000</u>	<u>(11,605)</u>	<u>(1,421)</u>	<u>336,549</u>
Unrestricted funds:					
Non-distributable reserves	634,059	-	-	-	634,059
General funds	285,763	223,396	(248,503)	1,421	262,077
	<u>919,822</u>	<u>223,396</u>	<u>(248,503)</u>	<u>1,421</u>	<u>896,136</u>
Total funds	<u>1,318,537</u>	<u>324,398</u>	<u>(342,507)</u>	<u>-</u>	<u>1,300,428</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

13. Movements in funds (continued)

Comparative statement of funds for the year ended 31 March 2020:

	Balance at 1.04.19 £	Incoming resources £	Outgoing resources £	Transfers to/(from) £	Balance at 31.03.20 £
Restricted funds:					
Premises fund	51,200	-	(2,000)	-	49,200
The Sports Big Lottery	-	9,940	-	-	9,940
	<u>51,200</u>	<u>9,940</u>	<u>(2,000)</u>	<u>-</u>	<u>59,140</u>
Designated funds:					
Power and Control Group	307	587	(131)	-	763
Parents' Project	-	5,000	(2,965)	-	2,035
Ambler Redevelopment	222,684	-	(3,031)	(17,863)	201,790
Map Squad	960	2,040	(3,000)	-	-
The Reach Fund	-	11,188	(4,862)	-	6,326
Fixed assets	55,117	-	(3,159)	6,703	58,661
Purley Place	-	-	-	70,000	70,000
	<u>279,068</u>	<u>18,815</u>	<u>(17,148)</u>	<u>58,840</u>	<u>339,575</u>
Unrestricted funds:					
Non-distributable reserves	1,312,331	-	(1,622)	(676,650)	634,059
General funds	(133,912)	257,757	(394,892)	556,810	285,763
	<u>1,178,419</u>	<u>257,757</u>	<u>(396,514)</u>	<u>(119,840)</u>	<u>919,822</u>
Total funds	<u>1,508,687</u>	<u>286,512</u>	<u>(415,662)</u>	<u>(61,000)</u>	<u>1,318,537</u>

Purposes of restricted funds

Premises fund

This is 34 Islington Park Street, which has a restriction placed upon it that it must be used as the headquarters of the charity. The fund represents the net book value of the building.

The Sports Big Lottery

Funding received in Previous year from Big Lottery for work with Sports ; Balance carried forward for the hire of tennis courts.

Cripplegate

2 Separate Fundings were received from Cripplegate for COVID 19 Crises, including Digital Inclusion and funding to Support families by providing peer support activities - balance remaining is to fund the Peer Group's activities in 2021-22.

Covid 19 Response

Funds to cover IT and overheads costs, to offset loss in income due to covid-19

The Baily Thomas Charitable fund

Funding to be used to partly cover the Senior Operations Manager Position in 2021-22.

London Catalyst The Samaritans

Funding received to assist people in need through the provision of emergency hardship payments; balance carried forward to use in 2021-22

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

13. Movements in funds (continued)

Purposes of designated funds

Power and Control Group

The group's own money which is spent on activities to benefit group members.

Parents' Project

This is part of the Mr and Mrs Smith fund for the Peer Support Group, funding to cover activities to the end of August 2020.

Ambler Redevelopment

This represents the amortised cost of the re - development of the properties in Ambler Rd.

Richard Cloudesley's Charitable fund

Funding received to be used next year for Health advocacy for people with learning disabilities

The Reach Fund balance of grant awarded to the Project Support team (Core) used up

Fixed assets

This represents the value of general funds invested in fixed assets and therefore not readily available for other purposes.

Purley Place

To redevelop Purley Place to make it fully accessible and to bring the first and loft floors back in use. Amount C/F as this work was delayed due to Covid-19 to be completed in 2021-22

14 Operating lease commitments

As at 31 March the charity had total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	£
Equipment:		
Less than 1 year	5,160	3,992
Between 2 and 5 years	9,958	7,630
	<u>15,118</u>	<u>11,622</u>

15 a) Reconciliation of income/(expenditure) to net cash from operating activities

	2021	2020
	£	£
Net movement in funds for the year before revaluation	(18,109)	(190,150)
Depreciation charges	7,974	7,109
Profit/(loss) on disposal of fixed assets	-	2,340
Interest on investments	(25,889)	(43,426)
Gain/(loss) on disposal of investments	-	61,000
(Increase)/decrease in debtors	(2,942)	3,634
Increase/(decrease) in creditors	(16,918)	10,033
Net cash provided by/(used in) operating activities	<u>(55,884)</u>	<u>(149,460)</u>

b) Analysis of cash and cash equivalents

	2021	2020
	£	£
Cash at bank and in hand	<u>339,329</u>	<u>375,876</u>

The Elfrida Society (Limited by Guarantee)

Notes to the financial statements

For the year ended 31 March 2021

16 Company status

The company is limited by guarantee and does not have a share capital. The liabilities of the members in the event of a winding up is limited by guarantee to an amount not exceeding £1 per member. At the balance sheet date there were 6 members (2020: 6).

17 Related party transactions

There are no related party transactions (2020: none).

18 Prior year statement of financial activities

	Note	Restricted £	Designated £	Unrestricted £	2020 Total £
Income and Endowments from:					
Donations and legacies	2	-	-	1,101	1,101
Investments		-	-	14	14
Charitable activities					
Community services	3a	9,940	18,815	173,096	201,851
Ambler tenants	3b	-	-	43,426	43,426
Homelink support & Other services		-	-		
Services	3c	-	-	36,744	36,744
Other income		-	-	3,376	3,376
Total Income and Endowments		9,940	18,815	257,757	286,512
Expenditure on:					
<i>Charitable activities</i>					
Direct costs		(7,940)	14,531	207,286	213,877
Support costs		9,940	2,617	189,228	201,785
Total Expenditure	4	2,000	17,148	396,514	415,662
Net Expenditure	5	7,940	1,667	(138,757)	(129,150)
Net gains/losses on investments		-	-	(61,000)	(61,000)
Transfer between funds		-	58,840	(58,840)	-
Net movement in funds		7,940	60,507	(258,597)	(190,150)
Total Funds brought forward at 1 April 2019		51,200	279,068	1,178,419	1,508,687
Total Funds carried forward at 31 March 2020		59,140	339,575	919,822	1,318,537

