THE DISABILITIES TRUST

England & Wales · Charity number 800797

Details

Other names	DISABLED HOUSING TRUST
Status	Registered
Legal form	Charitable company
Company number	02334589
Registered	1989-01-23
Register	View on the Charity Commission register

Contact

Address	The Disabilities Trust 32 Market Place The Martlets Burgess Hill RH15 9NP
Phone	01444239123
Email	info@brainkind.org
Website	www.brainkind.org

Activities

Objects: To relieve the needs of people with developmental, learning, physical or acquired disabilities or conditions, in particular but not exclusively by the provisions of care, special housing units, facilities and supported living services.

Activities: The principal activities of Brainkind which is the operating name of the charity. This includes rehabilitation and support solutions for people with profound physical impairments, acquired brain injury and learning disabilities, as well as for children and adults with autism.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, Disability, Accommodation/housing
- **Who:** Children/young People, People With Disabilities

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Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£74,928,000	£81,667,000	£96,111,000	1800
2024-05-31	£61,140,000	£66,800,000	£102,916,000	1501
2023-05-31	£67,475,000	£55,380,000	£107,243,000	1261
2022-05-31	£53,039,000	£57,363,000	£95,957,000	1515
2021-05-31	£52,223,000	£50,960,000	£100,303,000	1576

Trustees

Name	Role	Appointed
Annabel Jane Elizabeth Bentley		2023-06-01
Britt Iversen		2023-06-01
Cara Elizabeth Bell		2025-02-26
Heather Eve Castel		2021-05-28
Jordan James Barry-Bayliss		2025-02-26
Kathryn Mary Greenberg		2021-09-27
Lynne Margaret Holmes		2025-02-26
Monica Arino Gutierrez		2025-02-26
Nathan Nicholas Windle		2025-02-26
Tom Warner		2023-06-01

Linked charities

- BRAIN INJURY REHABILITATION TRUST (800797-1)

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THE DISABILITIES TRUST

England & Wales - Charity number 800797

Accounts

Annual Report

Brainkind

2024-25

The Disabilities Trust (Company Registration number: 02334589)(T/A) Brainkind is a registered charity in England and Wales (800797) and in Scotland (SC038972).

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About Brainkind

We improve the lives of people with brain injuries and neurological conditions across the UK. Our two hospitals and 15 rehabilitation centres support people with brain injury, and neurological conditions to regain the skills they have lost through neurorehabilitation.

Brainkind's dedicated teams of specialists work closely with each person with a brain injury and neurological conditions to understand what they need, and how their long-term support can be shaped.

Our clinical teams use a range of therapies to respond to ongoing assessments of these skills, including physiotherapy, psychological therapy and occupational therapy.

We also have 32 services in the community.

From rehabilitation to long-term care, our brain injury and neurological condition services help people to move forward with their lives.

You can find out more about us at brainkind.org.

Meet Damien

After experiencing a stroke aged just 41, Damien had difficulty speaking and understanding verbal and written information.

He often knew what he wanted to say, but the words would not come out. Damien also experienced changes in the sensation in his right hand.

As a specialist gearbox engineer for rally cars, he was determined to recover and go back to work. Through his determination and our specialist support, he was able to develop his communication skills and sensations in his hand and begin a return-to-work plan with his Brainkind Occupational Therapist.

Step-by-step, he's now returned to working eight hours a day, three days a week. He plans to increase this to four days soon. We're delighted to have supported Damien to thrive after experiencing his stroke.

A message from our Chief Executive

The past year has been one of consolidation for our organisation, as we continued to embed our new identity as Brainkind and integrate new services into our organisation.

As the UK's leading charity supporting people with brain injuries and neurological conditions, we have continued to strengthen our impact and reach those who need us most.

I am proud to say that we have supported more people than ever over the past year, despite the challenging financial climate across health and social care. Our teams have embodied our core values, showing great agility, resourcefulness, and courage as we have reviewed our models of care to meet the needs of both the people we support and our commissioning partners.

We have continued to work in partnership with the people we support, embedding our approach to co-production which you can read about later in this report. Their engagement is helping us ensure we continue to deliver a person-centred model of care. From their response to our survey, the people we support tell us that they like the care and support they receive. But we will always strive to be better.

Our quality of care remains higher than average and, for much of this past year, we have been the number one provider as ranked by LaingBussion based on CQC ratings. We continue to focus on the quality and safety of our services. In that spirit, we have invested in the recruitment of industry experts and in enhancing our digital tools.

None of this would be possible without our colleagues across the organisation. I want to express my deepest gratitude to them all for their hard work, dedication, and commitment to Brainkind and the people we support.

Our colleagues' wellbeing remains a top priority, and we've introduced more benefits and support to make Brainkind a great place to work. I'm also grateful to our supporters, partners, trustees, and volunteers, whose contributions have been instrumental in our continued success.

Looking ahead, we remain committed to putting the needs of those with brain injuries and neurological conditions at the heart of everything we do. We will continue to enhance our services, advocate for sector-wide change, and work together to achieve our goals.

Thank you for being part of this journey. Together, we are Brainkind and we will continue to make a difference.

Irene Sobowale

Irene Sobowale
Chief Executive

A message from our Chair of Trustees

2024/25 was a challenging year for the Charity as we absorbed the government's mandated costs whilst maintaining the quality of service delivery. The Board recognises the considerable strategic progress made by the Leadership Team with the embedding of our new Brainkind identity and focus on those with brain injuries and neurological conditions. Nevertheless, it was a year for consolidation and reorganisation and we want to thank all those who contributed.

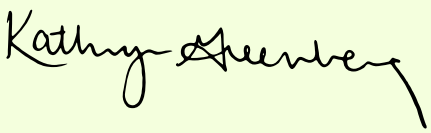
As long standing trustees ended their terms, the Board also saw a transformation and renewal as we welcomed five new professionals to support the organisation with their expertise. We are volunteers dedicated to compassionately strengthening the durability and good governance of Brainkind. Our ambition is to have our incredibly important services reach and support those who could benefit. We are immensely proud of the personalised care, the rehabilitation programmes, the community of activities, and the ground breaking research that our valued staff have delivered.

Brainkind is highly rated by our commissioners and regulators for many reasons but our people are at the core.

To continue this transformation through 2026 and beyond we shall welcome a new Chief Executive to the team, continuing the good work alongside our board and leadership team with the focus of developing the next phase of our organisational strategy. We want to thank Irene for her twelve years of service to the organisation and steering the initial phase. We wish her well on her next appointment.

We are confident that Brainkind will remain relevant and critical to the provision of care for those who lives change in an instant - from complex needs to supported living. We aspire to enable each to thrive. We are excited by the opportunities and future partnerships that await. By increasing awareness we invite the wider community and policy setters to acknowledge the scale of the need and the critical role that we as a not-for-profit play.

Kathryn M. Greenberg
Chair of the Board of Trustees



Our year in numbers

It's been a busy and productive year for Brainkind. We've expanded our services, welcomed new colleagues and supported many people. Here are some of our highlights:

242 people were admitted to our services and **257** were discharged

201 people were referred to the Linkworker service.

86% rated 'good' or 'outstanding'

86% of our services are now rated 'good', 'outstanding' or the equivalent rating, in England, Scotland and Wales.

82% of people needed less supervision when they were discharged from our services

58% More than half of people who were discharged took part in more social activities when they arrived.

753 supported

We provided innovative rehabilitation and ongoing care to **753** people in our brain injury and neurological care services.

87% Almost nine in ten people (87%) move to more independent accommodation following our support

76% of people in prison who engaged with the BIL Service reported an increased awareness of brain injury and how it might impact them.

85% of people we supported said they were better on discharge.

100% of family members said they thought the person was better.

Our achievements

Building positive, specialist, co-produced, and sustainable services to reach as many people as possible.

Brain injury services

Brainkind believes in providing positive, specialist and co-produced services, reaching as many people as possible.

Our aims

- Increase occupancy and sustainability of services
- Develop pathways, from acute placements to community settings
- Seek enterprising partnerships and design bespoke services

What we achieved

This year we focused on consolidation following the opening of our new hospital in York in early 2024 and our acquisition of a further three neurological services. Our priorities were integrating these new services and reviewing our models of care to meet the needs of the people we support and our partner agencies, enabling us to provide the highest quality of care.

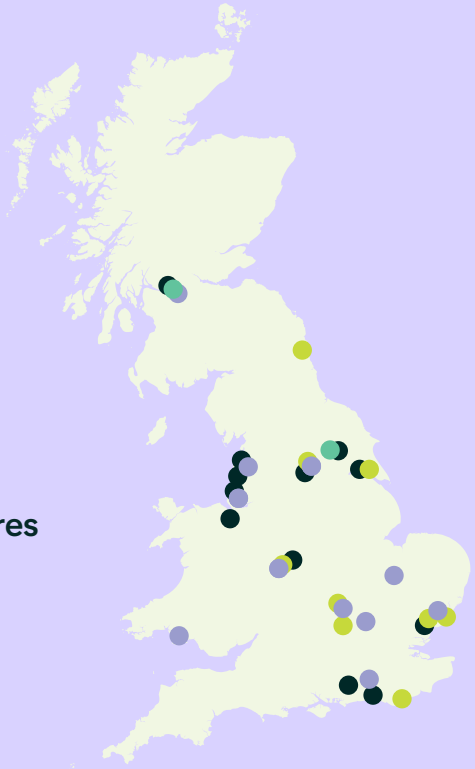
Given the continuing challenging financial climate, particularly within health and social care, our teams have worked hard to ensure our services are sustainable whilst always focusing on the quality of care we provide.

We were proud to offer specialist services to 54% more people this year, helping 753 people thrive after brain injury and supporting them to begin a more independent life.

We continue to place safety and quality at the heart of care delivery. We are committed to the Patient Safety Incident Response Framework (PSIRF) and the underpinning positive safety culture within our organisation. We are now developing a robust plan in partnership with key stakeholders and will begin to make these changes in April 2026.

This enabled us to maintain our position as one of the top ranked large specialist adult care providers based on CQC ratings, holding the number one spot for eight months during 2024 – 2025.

Growing our services



- Hospitals
- Neurological centres
- Residential homes
- Supported living

“Rehabilitation is highly individualised, taking into account each person’s specific needs, and their goals for improving their independence. Different people, including professionals, contribute to the process of rehabilitation. It can take place in a range of settings, for example a hospital, clinic, the community, or a person’s home.”

Dr Rudi Coetzer
Director of Clinical Services

Brainkind tops CQC ratings

We were pleased to announce in May 2025 that we had secured the top spot in the UK for our CQC (Care Quality Commission) ratings, in a league table comparing the largest, adult specialist care home providers. We achieved the highest ranking, with 86% of Brainkind services in England rated by CQC as either “good” or “outstanding” overall.

Quality has always been at the heart of Brainkind. Our values guide our approach to quality assurance, driving continuous improvement and delivering exceptional standards of care, support and treatment.

Following nominations by the people we support, the team at Jane Percy House won Specialist Care Provider of the Year at the National Care Awards in November 2024.

> “It’s an honour to be recognised. I am so lucky to have a fabulous team at Jane Percy House to work with every day, and we support such an amazing bunch of people”
>
> Lindsey, Service Manager

Co-production

Working together with those we support.

The people who use our services remain our focus and they continue to be involved in a variety of ways through co-production.

Every year, we run a ‘tell us what you think’ survey with the people we support and their families. This year, 94% of the people we support agreed or strongly agreed that they like the care and support they receive. This was an increase from 2023’s survey.

Our commitment to digital innovation continues. We evolved our digital care record to enable the people we support to update their own care plans and history as well as their preferences in an ‘all about me’ section.

People we support in Hull worked alongside staff to develop and deliver a workshop to respond to peoples’ experience of personal care.

This workshop explored what good personal care looks like and how poor personal care might feel. Everyone agreed it starts with what is important to and for the person.
The workshop explored choice and control, what self-neglecting behaviour might look like, and how can it be understood. It also looked at cultural and gender-sensitive care, empathetic and warm communication, the language we use to describe our bodies, how to feel safe whilst experiencing personal care, and how the most intimate care needs to be understood.

Clinical services

Brainkind is committed to delivering leading edge clinical practice, continuously improving delivery for ourselves and others.

Our aims

- Continuously refine and develop clinical expertise
- Build an energetic applied and clinical research programme
- Share our expertise and improve sector wide practice

What we achieved

Our approach to neurorehabilitation helps people to thrive after a brain injury, or while living with a neurological condition.
We expanded our referral criteria and supported more people this year, compared to the recent past, offering a wider range of care and treatment options. In hospitals and neurological centres, we offer rehabilitation – helping people to regain lost skills or to find new ways of compensating for lost abilities.

We also provide long-term care in our residential homes and supported living services, offering specialist services for people with complex nursing needs, including palliative care. With experts including nurses, occupational therapists, physiotherapists, psychologists, speech and language therapists, and others, our teams provide the care and treatment a person needs to achieve their goals and thrive.

Implementing a new competency framework for therapists of all disciplines, including re-defining the roles of our therapy assistants

We developed a new set of competencies for Therapy Assistants, and an associated workbook designed to help them build the necessary skills and knowledge to effectively support rehabilitation programmes. Next steps for this initiative involve the review and development of additional learning materials to create a comprehensive suite of learning resources that can support consistent high-quality service delivery across the whole organisation.

This work is underpinned by the organisation's continued commitment to the support and development of our clinical staff though our clinical leadership team. Clinical staff are key to delivering leading-edge clinical practice, including

supervision, training, and the ongoing development of leadership within the clinical team. Clinical vacancies and staff turnover figures are now substantially lower than in the previous four years, and we now have the depth of leadership to ensure the services have sustainable support.

Continuing use of clinical outcomes data to evaluate the effectiveness of our work and improve all of our services

We regularly collect data from our services to assess the impact that rehabilitation has for people with brain injuries. We look at two groups, people who have left our services, and those still using our services.

The outcome data continues to show that the majority of people (82%) need less supervision when they are discharged from our services, compared to when they arrived. And, importantly, the overwhelming majority (87%) moved on to more independent accommodation following their rehabilitation. Other developments in our impact reporting include a pilot to extend the routine measurement of clinical outcomes to support services, and to trial measures inclusive of those who have severe communication difficulties.

Sharing our clinical expertise with the wider community

Throughout 2024-25, we published eight articles in scientific journals. For example, in February 2025, we published a peer reviewed article describing the perspectives of rehabilitation professionals on the possible added benefits of psychological rehabilitation in combination with existing comprehensive rehabilitation in the scientific journal *Nordic Psychology*. This helped to raise awareness of the positive impacts of psychological rehabilitation in combination with comprehensive rehabilitation, raised awareness of the psychosocial consequences of ABI, and demonstrated the importance of psychological

interventions as an integral addition to existing rehabilitation programmes.

A number of colleagues from our Clinical Leadership and Policy and Social Change teams also presented at two major international conferences which took place in Portugal, the NR-SIG-WFNR Conference in Coimbra and the Global Neuropsychology Congress in Porto. In addition to this, several members of our Clinical Leadership Team continue to contribute as ad-hoc peer reviewers for international research journals.

These varying achievements ensured that we now have a highly skilled, stable team of clinicians, who are equipped with the leadership, talent, knowledge foundations, and clinical skills needed for future sustainability.

Our innovative, research-informed clinical pathways provide services for people from hospital to home, enabling us to support people to achieve the best outcomes following a brain injury. Increasingly, leading-edge clinical practice must also be affordable, to be accessible to more people in society. As a socially responsible organisation we recognise this.

Our clinical teams have demonstrated that they can meet this challenge, continuing to consistently achieve the same excellent outcomes as in previous years, despite the ongoing funding pressures impacting the sector as a whole.

> “My team of support workers are the best team I’ve ever had, and I wouldn’t change them for the world”
>
> Brainkind Resident

Meet Maciej

Maciej used to travel back to Poland from Blackpool often. But a hypoxic brain injury affected his ability to communicate, speak English, and remember details about his family.

After the end of free movement, Brainkind helped Maciej apply for residency, however his lost ID meant he was not entitled to financial support. So Maciej was unable to maintain contact with his family.

Over the last two years, Team Leader Jackie and her colleagues dedicated themselves to reuniting them.

In November, Maciej flew to Poland where he reunited with his family for the first time in four years. Now, they stay in regular contact, while our team continues to help Maciej to live independently in one of our assisted living services.

They chased up his settlement application, obtained copies of his birth certificate, and applied for his passport. Meanwhile, our Speech and Language team helped Maciej rehabilitate his communication skills.

Drive Social Action around brain injury

Brainkind is committed to driving social action around brain injury, to ensure more people have their needs met in a way of their choosing.

Our aims

- Amplify the voice of people with a brain injury
- Grow influencing and campaigning activities
- Define and build our fundraising approach

What we achieved

Strategic influence and policy engagement

We have made significant progress in influencing national policy and shaping the conversation around acquired brain injury (ABI). Despite political delays following the General Election, we remained actively engaged with the UK Acquired Brain Injury Forum (UKABIF) and other partners to advocate for the continuation of the ABI Strategy.

Collaboration has been central to our approach. We have built strong relationships with UKABIF, the Voluntary Organisations Disability Group (VODG), Women's Aid, and the National Care Forum, among others. For instance, together with Women's Aid and supported by the Domestic Abuse Commissioner, Nicole Jacobs, we integrated ABI-related questions into the On Track database.

Research and thought leadership

Our Too Many to Count report continues to generate national and international engagement.

With over 290 downloads and interest from local authorities across England and Wales, the report has also reached audiences in Australia, Austria, Berlin, Catalonia, Chicago, Canada, New Zealand, and Ohio. We delivered nearly 50 presentations to stakeholders including domestic abuse services, local authorities, Integrated Care Boards (ICBs), and voluntary sector organisations, reinforcing our position as a thought leader in the intersection of brain injury and domestic abuse.

The launch of *Complex Lives: Women, Brain Injury, and the Criminal Justice System in Wales* in November 2024 marked a major milestone in understanding the challenges faced by women in this area. This work has been included in the evidence base for criminal justice commissioning across Wales, demonstrating our growing impact in shaping systems that support survivors of domestic abuse with brain injuries.

Our staff have received notable recognition for their advocacy. Our Brain Injury and Domestic Abuse Researcher and Policy Officer were both nominated as Blooming Strong Champions by Standing Together Against Domestic Abuse (STADA), celebrating their commitment to raising awareness of survivors living with brain injury.

This work is central to Brainkind's mission to improve life after brain injury — not only through the services we deliver directly, but by shaping policy, professional practice, and public understanding at a national level.

Innovation and digital tools

We have been developing a web-based tool, Brainkind Adapt, to help professionals raise awareness and initiate conversations about brain injury in a domestic abuse context. The tool will be hosted on our website and accessible across all devices, offering guidance about how to adapt professional practice to meet individual needs. This innovation represents a major step forward in equipping frontline professionals with practical resources to support survivors.

Fundraising and financial sustainability

The launch of our fundraising strategy and toolkit in March 2024 was a key step for the organisation.

By April 2025, fundraising income had risen and we had growth in support from companies and individuals. The Trustee fundraising working group began exploring high-net-worth fundraising, patrons, and ambassadors along with developing regular, in memory, and legacy giving.

Impact

Over the past year, we have made exceptional progress across several areas — from policy influence and service delivery to fundraising and innovation. Despite external political challenges, we remained focused, adaptive, and impactful. Our work continues to shape national conversations, support survivors, and build sustainable models for growth.

These achievements reflect a year of strategic advancement, sector leadership, and meaningful change — positioning Brainkind as a driving force in the field of brain injury and social change.

Delivering and expanding the Brain Injury Linkworker Service

One of our most tangible achievements has been the expansion of the Brain Injury Linkworker Service (BILS). The service has grown steadily, with four prisons taking part in a pilot across the South East, including HMP Send, HMP Bullingdon, HMP Grendon and Springhill, and HMP Isle of Wight. These services transitioned from implementation to full delivery between November and December 2024.

In early 2025, we began to implement a regional BILS across parts of the North West, reflecting growing national interest in the model. BILS continues to go from strength to strength in its long-term locations in HMPPS North and South Wales, with strong evidence of positive impact captured through a two-year evaluation.

The Linkworker Team was awarded Research Project of the Year at the Neuro-rehab Times (NRT) awards in December 2024 — a prestigious accolade that highlights the impact and innovation of the service.

Our people

A great place to work

Working together effectively

Our people are the heart of our organisation. By ensuring Brainkind is a great place to work, we can provide the best care and support to those who need it – together we are Brainkind!

Across Brainkind, our colleagues embody our values throughout their work every day – from recruitment to throughout their careers with us. This year, we launched a new values-led competency framework to support our leaders across the organisation. Through our annual and pulse surveys, as well as our colleague forums, we actively gather and listen to staff feedback. For example, this year, we updated our appraisal system, 'being our best', following valuable colleague feedback.

To further support our colleagues, we have enhanced our benefits. First, we introduced 'wallet', our pay drawdown facility enabling colleagues greater access over accessing their earned pay. Second, staff can now buy and sell annual leave. Third, we also now offer a health cash plan which includes preventative health benefits and financial support.

We continue to invest in our people and actively seek opportunities for their development through our talent pipeline. We offer apprenticeships across a range of professions from Maintenance to Cleaning and Hygiene and from Business Administration to Health and Social Care from Levels 2 to 5. We also offer Clinical Apprenticeships at Level 6. This year we had achievements in Adult Care and Operations Management and expect achievements in our new clinical and accountancy apprenticeships in 2026.

We celebrate the achievements of our colleagues throughout the year and at our annual recognising excellence awards event. These awards highlight some of the many achievements of our colleagues in line with our organisational values. We introduced two new awards this year to also recognise excellence in co-production and the significant contribution that our volunteers make to Brainkind to whom we are very grateful. At these awards, we also celebrate the many staff members who have achieved long service with Brainkind. This year, we had a group whose combined service counted over 100 years.

Meet Jenny...

The recipient of our latest Chief Executive Award. Jenny has been with Brainkind for many years as a manager and, this year, was promoted to regional manager. Her team nominated her because they said: "Jenny has been super supportive and kind. It has really settled me into my role having someone like Jenny doing what she does. It has made me feel very welcome and connected to Brainkind." Irene added:

> **"Jenny is a highly visible leader and ambassador for Brainkind."**

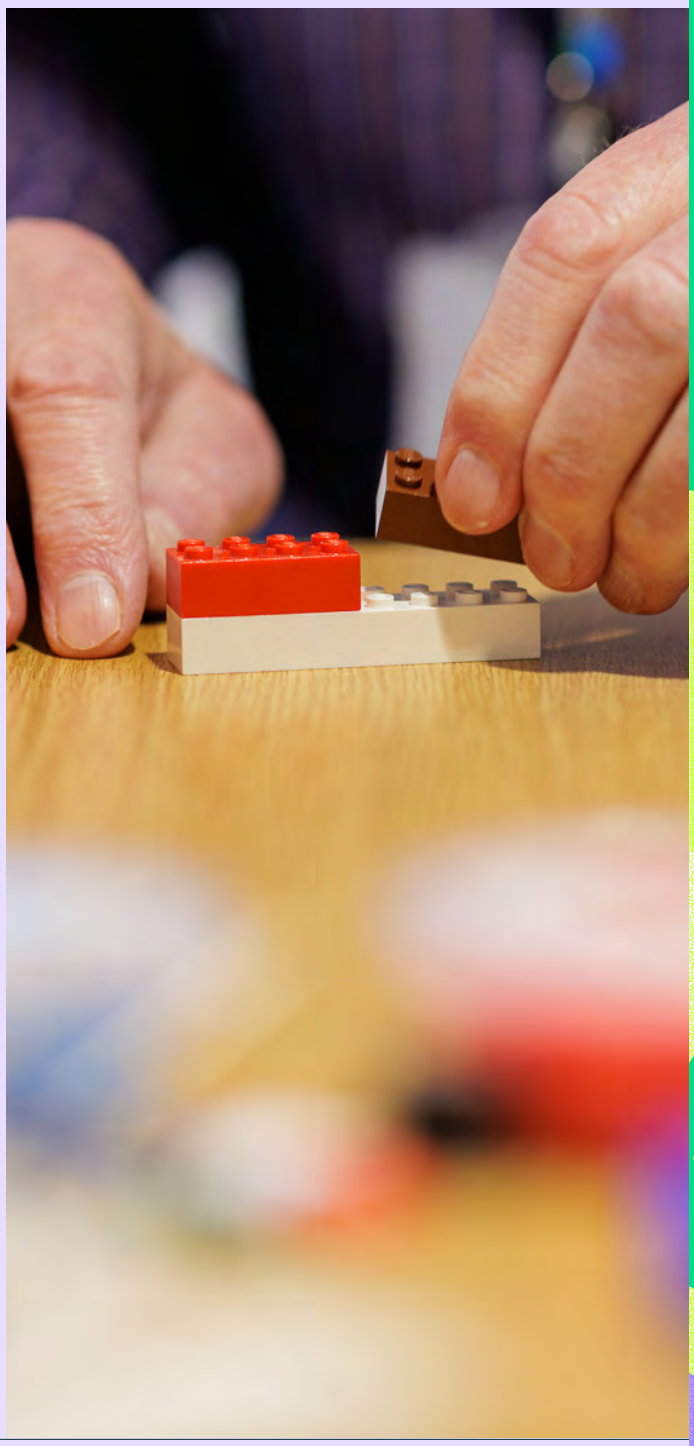
Organisational Learning

Brainkind has faced several challenges over the reporting period, including staff shortages, recruitment pressures, and difficulties in maintaining occupancy levels especially in neurological centres.

Market changes, such as shorter admission periods and more providers entering the sector, have increased competition and made it harder to achieve budgeted occupancy. We've learned that early planning and flexibility are essential.

Strong workforce planning and better recruitment strategies are needed to avoid service disruption. We've also seen the importance of reviewing our clinical structures to make sure services match commissioner demand. Finally, service integration projects have shown us the value of building in contingency plans and improving coordination across teams.

These lessons will help us stay competitive and deliver services more efficiently in the future.



Looking to the future

As we look ahead, our commitment to growing our reach, providing leading clinical expertise, and driving social action remains at the heart of what we do – as does our focus on both our people and digital innovation – as we continue to deliver exceptional, person-centred care.

Brainkind's success, and future, depends on the quality of our services. That can only be achieved by continuing to invest in our employees, infrastructure and facilities, and evolving our services to reflect the changing needs of the people we support and the wider sector. Our current strategy focusses on our four main priorities:

1. Build positive, specialist and co-produced sustainable services, reaching as many people as possible.

Our aims

- Grow our brain injury service offering
- Increase occupancy and sustainability of services
- Develop pathways, from acute placements to community settings
- Seek enterprising partnerships and design bespoke services

How we will do this

We will continue to work with our partners, including commissioners and local councils, to review our services and how we can continue to improve. Our priority remains the needs of the people we support, and we know that there is demand for longer-term, complex care services which we are well-placed to deliver. At the core of all this, however, is financial sustainability. That's why we continue to innovate and seek digital solutions to help make us more efficient and effective.

We will also continue to listen to our colleagues from across the organisation so that we continually improve in everything we do.

2. Deliver leading-edge clinical practice and thinking around brain injury, continuously improving delivery for ourselves and others.

Our aims

- Refine and develop our clinical expertise
- Build an energetic applied and clinical research programme
- Share our expertise and improve sector-wide practice
- Align clinical and thought leadership activity

How we will do this

We will continue to use clinical outcomes data to evaluate the effectiveness of our work and improve all of our services. The breadth, and depth of clinical staff across the organisation will support Brainkind to develop and review models of good practice and to share these across the wider sector.

Brainkind's commitment to research continues with a proposed expansion of the research group, supporting the ongoing development of links between both the applied and clinical research programmes.

3. Drive social action around brain injury and ensure that more people have their needs met, in a way of their choosing

Our aims

- Grow influencing and campaigning strategies
- Amplify the voice of people with a brain injury
- Build our fundraising approach

How we will do this

Our external affairs work will continue to position Brainkind as the UK's leading charity dedicated to helping individuals thrive after a brain injury and other neurological conditions.

We will be launching a national influencing campaign, developing new areas of research, and growing our fundraising footprint which will deliver vital funds to enhance the care we deliver. This underpinned by prioritising the development of enabling objectives, looking ahead for 2025 – 2026 Brainkind is focusing on supporting and enabling staff teams to be the best they can be.

4. Building a high-performance organisation – our people approach

Our aims

- Enable and build talent, skills and expertise
- Develop our leadership capability
- Develop the best organisation design to respond to internal and external drivers
- Become an employer of choice

How we will do this

Brainkind is a great place to work – our people tell us that! We want to showcase this so that others join us at Brainkind, where they can expect a supportive environment, good benefits, and career progression.

Meet Katie

A passionate festival-goer and horse rider, Katie's life changed when she suffered a serious accident.

Her horse escaped from the field and Katie was badly injured in the process. She was found on the ground an hour later before being rushed to hospital where she underwent emergency surgery and spent a month in a coma.

Over the past three years, Katie has learned to walk and talk again. With the support of her family, care staff, and therapies that tapped into her love of music, she has made remarkable progress.

"We'd have music videos up and Katie would be really fixated. With the words there, she would start singing along. At the time, she could say a few words. But it was hard to understand full sentences. With the singing, it just all came out and she would be able to sing along."

With the support of her family and Brainkind, Katie has regained much of her independence. She can now dress herself, feed herself, make her own breakfast, and walk around with her frame.

Katie has also taken on new roles at Stagenhoe. She helps to run activity groups, such as leading the book club, and enjoys baking. She has even returned to a past passion by re-learning French.

One of the most rewarding parts of Katie's journey was when she attended Glastonbury. With careful planning, we trained her husband Mark in safe transfers. Thanks to this, Katie was able to sleep in a tent, sit on the grass, and take part in activities she once thought impossible.

Now, Katie is working towards returning home. Her courage, determination, and the care she has received reflect Brainkind's belief that life after brain injury should be a life well-lived.

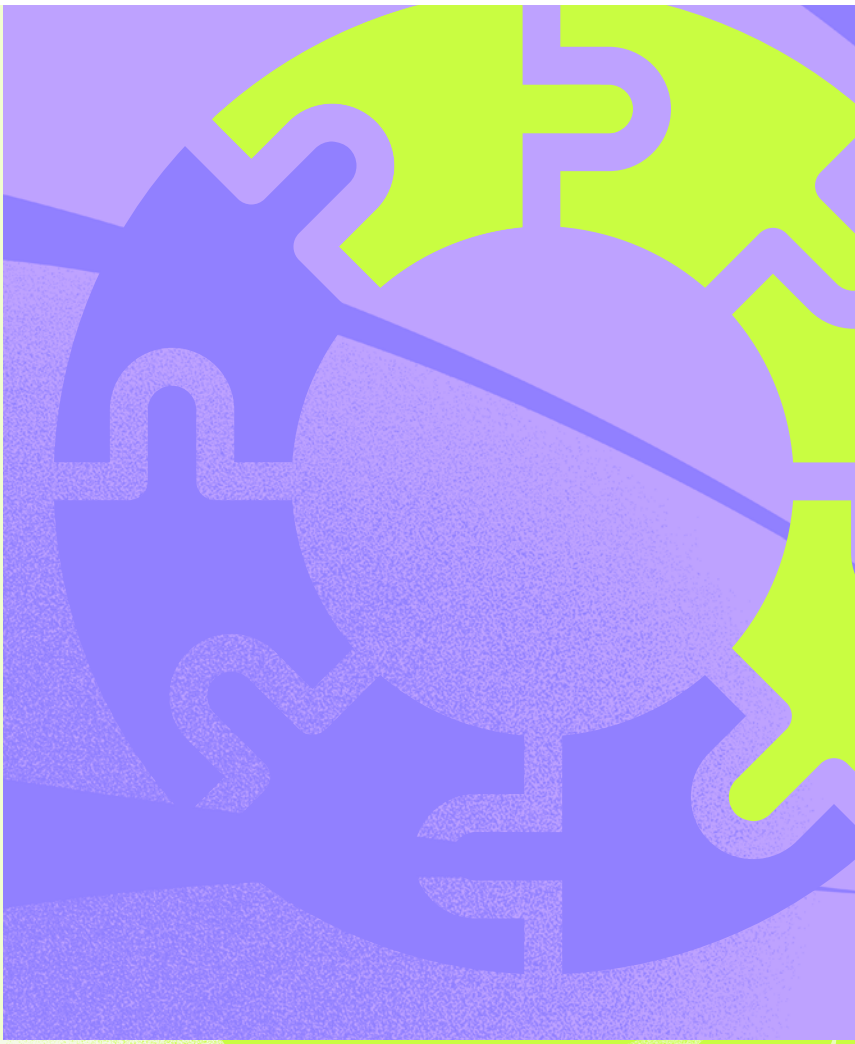
For Katie, this means getting back to her family. With the support of Stagenhoe and Mark, she is on well on her way.

Trustees' Annual Report

The Trustees present their report and the audited consolidated financial statements for the year ended 31 May 2025. The Trustees' Annual Report constitutes the annual accounts and the Directors' Report for Companies Act purposes.

These financial statements comply with the:

- Charities Act 2011 (as amended by Charities Act 2022)
- Companies Act 2006
- Charities and Trustee Investment (Scotland) Act 2005 (as amended by Charities (Regulation and Administration) (Scotland) Act 2023)
- Requirements of the Charity's governing document
- Accounting and Reporting by Charities: Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).



Financial review

Summary

Brainkind had a £6.8m deficit in the year, this is a £2.5m increase from the previous year

Following a challenging year, driven by the Government's mandated cost increases in National Living Wage and National Insurance as well as a period of consolidation from the previous year's investments, we have been focusing on our long term financial sustainability which will continue into 2025/26. We are actively focusing on:

- Improving revenues by working to agree fee uplifts as well as working on aligning all current fees to fully reflect the costs incurred in providing our care
- Working to reduce our agency expenditure by improving recruitment and retention
- Increasing occupancy levels within our current services
- Investing in acquiring new services and continuing to invest to improve our existing services.

In 2025 we saw a loss of £0.07 million (2024: gain of £1.2 million) in our financial investments.

The overall financial results have changed from the 2023/24 financial year to the 2024/25 financial year as follows:

- Total operating income increased from £61.1 million in 2024 to £74.9 million in 2025
- Total operating expenditure increased by £15.0 million from £66.7 million in 2024 to £81.7 million in 2025
- Total net assets of the Group on 31 May 2025 were £96.1 million, a decrease of £6.8 million from 31 May 2024.

Investments

Our investments were acquired in accordance with the powers available to the Trustees or by way of legacy. They are subject to an investment policy which is reviewed on an annual basis. The current policy delegates management of investments to investment managers within defined parameters. The Trustees also employ an independent investment consultant to assist with financial advice, select investment managers, as well as providing support to define the objectives that are set and monitor their performance.

The present investment managers for Brainkind are Rathbones Investment Management Limited and CCLA Fund Managers Limited. Each manager has specific investment objectives and a mandate in line with our investment strategy.

The overarching aim is to maximise returns whilst making sure the Charity's liquidity requirements are met. The Trustees also set what asset classes are permissible, the extent to which they are invested and the credit ratings in their selection.

We do not prescribe the nature of companies in which we invest through the stock market. The primary objective is to achieve optimal financial returns in order to deliver on our charitable objectives. In appointing investment managers, we have delegated ethically responsible investment so that we can best meet the needs of the people we support.

The value of the Charity's investment portfolios at the end of May 2025 was £8.2 million (2024: £9.7 million). Dividend and investment income from our financial investments, including cash on deposit, was £0.3 million, a decrease from £0.6m in the prior year. Losses on our financial investments were £0.07 million in the year (2024: gains of (£1.2million), this was due to volatile markets. This performance met the Board's objectives in relation to delivering returns.

Investments held by nominees

Our investments include:

- £2.5 million managed by Rathbone Investment Management Limited
- £5.7 million by CCLA Fund Managers Limited.

These investments are held on the Charity's behalf.

For investments managed by Rathbone Investment Management Limited, UK investments are registered in the name of Rathbone Nominees Limited and overseas investments are deposited with The Bank of New York Mellon as nominee.

Our investments managed by CCLA Fund Managers Limited are held on our behalf in a COIF Charities Ethical Investment Fund and are valued at a mid-market price.

No other people acted as nominee for the Charity this year.

Reserves

As a charity, our aim is to maximise our impact and the rehabilitation, care and support that we are able to provide to people with brain injuries and neurological conditions. In order to do this, current reserves must be sufficient to meet the start-up costs of new services or the expansion of existing services, agreed by Trustees. Reserves must be sufficient to ensure our existing services are financially viable and mitigate the crystallisation of a financial and reputational risk identified on our corporate risk register.

The Trustees continue to review the level of reserves, with the consideration of the difficulties in maintaining funding levels. They incorporate this into the strategy, which is regularly monitored and modified, as appropriate.

The current total level reserves amount to £96.1m, (2024: £102.9m) £199k (2024: £106k) of which is restricted and £95.9m (2024: £102.8m) is unrestricted (including designated funds).

Of the £95.9m which is unrestricted £91.2m is tied up in fixed assets.

Restricted reserves

Restricted funds arise as a result of specific stipulations as to how the funds may be used. This is often relating to a specific activity or grant that may fall over several years and therefore the balance carried forward at the year-end is committed for those activities.

Unrestricted reserves

Unrestricted funds arise when no restrictions are in place for their use. Trustees are responsible for ensuring these funds are spent in line with the Charity's objectives in a timely fashion.

The revaluation reserve represents the net gain or deficit that has been made on our investment portfolios.

Designated reserves are funds that the Trustees have set aside to reflect particular intentions for the use of those funds.

Designated funds

The total designated funds are currently £82.9 million (2024: £85.3 million). Further details are as below:

Fixed assets of £82.9m (2024: £85.2m)

Tangible assets include £25.6m relating to the Brainkind Neurological Centre York and £11m relating to the services purchased from Sue Ryder in 2023/24.

General funds

The general unrestricted reserves of 12.98m (2024: £17.5m) is regarded as being the Charity's level of free reserves.

The Charity has a target level of free reserves of £8 million and the Trustees consider that a minimum amount of immediately liquid reserves of £3 million is necessary. This is reviewed annually and is an amount that Trustees considers appropriate and prudent to maintain as a buffer against the risks and challenges faced by the Charity.

Trustees consider the assets of each fund (including the revaluation reserve) are sufficient to meet current and future commitments.

Funds held on behalf of others

At year end, Brainkind, as custodian Trustee, held a total sum of £233,000 in its bank accounts, compared to £245,000 at the end of the previous year.

This sum was held separately in identifiable bank accounts and was not included in the balance sheet.

Payments to suppliers

Settlement terms are agreed with suppliers as part of our contracts with them. It is the Charity's policy to pay in accordance with those terms.

Other creditors are paid in accordance with invoice terms.

Going concern

The Board has reviewed the Charity's activities and financial position, together with factors likely to affect our current strategy. After divesting our learning disability and autism services a few years ago to focus on brain injury rehabilitation and support, we have been investing our free cash in maintaining and developing our existing services.

With difficulties in both occupancy levels and staff shortages, which in turn is keeping agency costs high, we ended the financial year behind our budget by £4.2m.

The reductions in occupancy levels continue to be focused within a small number of key services, all of which are now undertaking work to improve their occupancy level.

Looking forward, we have strong plans in place to reduce the deficit and move to a surplus position over the next couple of financial years. We will continue to review these plans and take any necessary corrective actions to help to ensure this is the case.

Going concern

We have reviewed the reserve level, taking into account the impact of the agreed strategy to ensure that our reserves remain above the agreed level for the next five years.

The Board has concluded that the existing level of free reserves, available investment and cash balances, coupled with strong cost control and the continued implementation of our new strategy, is sufficient to ensure Brainkind has the resources to continue operating as a going concern, and to meet our obligations as they fall due.

Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

Fundraising

We support people and organisations to donate to Brainkind by promoting individual and regular giving, event fundraising, legacies and corporate support.

Our local services also carry out fundraising activities to raise money for our hospitals, neurological and rehabilitation centres, residential homes, and supported living accommodation.

We send application forms, fundraising packs and merchandise, and keep in regular contact with fundraisers. We write to supporters to thank them for their fundraising.

We are committed to The Code of Fundraising Practice which sets the standards for fundraising carried out by all charitable institutions and third-party fundraisers in the UK.

Brainkind is also an organisational member of the Institute of Fundraising, Fundraising Preference Service and Fundraising Regulator, as well as the Data & Marketing Association.

Complaint handling

We have not received any complaints in relation to our fundraising and do not undertake any third-party fundraising.

Safeguarding and vulnerable supporters

Our fundraising promise sets out our commitment to being honest, keeping contact details safe, and supporting donors. It also highlights our commitment to protecting vulnerable people and ensures that no donation is sought or gained from someone who may not have the capacity to make an informed or considered decision. This helps make sure supporters are not put under pressure to donate and know how to make a complaint.

Principal Risk Themes and Mitigations

How principal risks are managed

The Board of Trustees ("the Board") acknowledges its responsibility to ensure that the Charity's risk management framework is effective.

The Board regularly reviews the Charity's process for identifying, prioritising, escalating, and managing risks and, where applicable, the Charity's system of internal controls to manage these risks. The Board reviews the effectiveness of the Charity's approach to risk at least every year. The key principal organisational risks are set out below:

The Charity regularly monitors and reviews its risks at both a strategic and operational level via a risk management system with a mature risk matrix to determine those risks meeting the threshold for Board reporting. The significant risks to Brainkind are regularly reviewed by the Leadership Team and the Audit and Risk Committee on behalf of the Board. The Board has ultimate responsibility for Brainkind's principal organisational risks and the long-term consequence of decisions as well as the interests of all stakeholders.

Financial Sustainability and Sector Funding Pressures

Risk

Persistent underfunding in the social care sector, rising operational costs, and financial pressures on local authorities and the NHS contribute to service deficits and threaten long-term sustainability.

Mitigations

- Proactive engagement with commissioners to align services with demand
- Investment in CRM systems to improve referral and occupancy visibility
- Performance improvement plans and cost efficiency monitoring
- Strong financial reserves support short to medium-term resilience

Workforce Recruitment, Retention and Wellbeing

Risk

National shortages of skilled care staff, high turnover, and the impact of sector-wide burnout and low pay, compounded by upcoming legislative changes (e.g. Employment Rights Bill 2025).

Mitigations

- Enhanced recruitment and retention strategies
- Strengthened onboarding, probation, and performance management
- Investment in staff wellbeing, engagement, and feedback mechanisms
- Clear communication of expectations and career development pathways

Cybersecurity and Data Protection

Risk

Increasingly sophisticated cyber threats pose risks to data integrity, service continuity, and regulatory compliance.

Mitigations

- Cyber Essentials Plus certification achieved
- Ongoing investment in cybersecurity infrastructure and training
- Diversification of third-party IT dependencies
- Regular audits and access control reviews

Principal Risk Themes and Mitigations

Quality of Care and Patient Safety

Risk

Potential medication errors, infection control failures, safeguarding concerns, and challenges in managing complex care needs.

Mitigations

- Comprehensive policies and procedures for clinical safety
- Regular staff training and development
- Regular review and audit of practices through internal quality assurance
- Strengthened safeguarding protocols and incident reporting systems

Governance and Regulatory Compliance

Risk

Inadequate governance structures can lead to poor oversight, non-compliance with regulatory standards, and reputational damage.

Mitigations

- Development of a robust clinical governance framework
- Regular review of governance structures and meeting terms of reference
- Continuous monitoring of compliance with CQC and other regulatory bodies

Business Continuity and Pandemic Preparedness

Risk

The potential for future pandemics or other major disruptions remains a significant concern, particularly given the lessons from COVID-19.

Mitigations

- Ongoing monitoring of emerging public health risks
- Development of flexible service delivery models and contingency plans
- Integration of simulated business continuity scenarios into the business continuity planning process

Environmental and Operational

Risk

Physical risks such as falls, unsafe facilities, and environmental hazards can impact both service users and staff.

Mitigations

- Regular health and safety audits
- Maintenance of facilities and equipment
- Staff training in risk identification and response

Where risks have been assessed as exceeding our corporate risk appetite, Brainkind has implemented an action plan to strengthen mitigations. Our reserves policy has been set with consideration of the potential impact of these elevated risks during the remediation period.

Directors' Report

Constitution

In 2023 The Disabilities Trust relaunched itself as Brainkind, our new brand and trading name. Our legal name remains The Disabilities Trust.

As a registered charity, The Disabilities Trust is regulated by the Charity Commission (England and Wales) and the Office of the Scottish Charity Regulator (OSCR) in Scotland. The Charity is incorporated as a Company Limited by Guarantee and governed by a Memorandum and Articles of Association, which were last modified on 13 July 2020.

The Disabilities Trust owns two subsidiaries:

- The Brain Injury Rehabilitation Trust Limited which operates the activities of the Neurological Centre Lancashire and is governed under a separate board.
- York House Ventures Limited, which is dormant.

Public Benefit

The principal beneficiaries of the work of Brainkind are people living with a brain injury, supported in a variety of settings, from hospitals to community. Secondary beneficiaries of the work of Brainkind are families, people living with a brain injury beyond our services and those in particular populations, including offenders and survivors of domestic abuse who are disproportionately affected by brain injury, and the general public via our campaigning, training and innovation work and bespoke services.

Our research, policy and innovation work allows us to invest resources into improving the lives of people with a brain injury who may not have access to statutory-funded services. External grants support initiatives that would be difficult to attract mainstream or traditional sources of funding.

The Board of Trustees review the Charity's aims and objectives each year to make sure our purpose and activities are aligned. The Charity's achievements and activities are discussed in full in the Strategic Report.

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and planning future activities. In particular, the Board considered how planned activities contribute to Brainkind's aims and objectives. This includes:

- What we have achieved
- Outcomes of our work in the previous 12 months
- Success of each aspect of our work
- Benefits to, and impact on, the people we support.

All Trustees give their time voluntarily and receive no benefits from the Charity. Expenses claimed from the Charity are set out in Note 13 of the financial statements.

Section 172 (1) statement

The Trustees as Directors of Brainkind, are aware of their duty under s.172 of the Companies Act 2006 to act in the way which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole and, in doing so, to have regard (amongst other matters) to:

- The likely consequences of any decision in the long term
- The interests of the Company's employees
- The need to foster the Company's business relationships with suppliers, service users and others
- The impact of the Company's operations on the community and environment
- The desirability of the Company maintaining a reputation for high standards of business conduct
- The need to act fairly between members of the Company.

As a charitable company, the Directors of Brainkind promote the success of the Charity to achieve its charitable purposes:

To relieve the needs of people with developmental, learning, physical or acquired disabilities or conditions, in particular but not exclusively by the provision of care, special housing units, facilities and supported living services.

The Directors of Brainkind consider that they have fulfilled their duties in accordance with section 172(1) of the UK Companies Act 2006 and have acted in a way which is most likely to promote the success of the Charity for the benefit of its stakeholders as a whole in the following ways:

Communities

Brainkind works in partnership with communities, providing services for people with a brain injury and other neurological conditions, as well as through its campaigning work and research. The organisation works closely with Government partners, contributing to the imminent strategy on Acquired Brain Injury (ABI). We deliver training to staff within the prison services, helping them to recognise the signs of a brain injury. We are also carrying out new research into the prevalence of brain injury amongst domestic abuse survivors, to inform policy and practice in this area. We work in partnership with multiple organisations, including the NHS, commissioners, and other charities and voluntary membership organisations.

Engagement with stakeholders

As part of our annual cycle, we have produced a satisfaction survey for people who use our services. Over 80% of the people we support took part in the survey with contributions from people across all of our services. The report will help inform how we improve delivery and develop our services, which ultimately enables us to focus on what's important to and for people and shape the way we prioritise and improve the way we deliver services.

The report will be made accessible to all people we support in a range of formats and our colleagues.

The stakeholder feedback process, which includes capturing compliments, concerns, complaints, and whistleblowing reports is continually reviewed and developed in response to feedback received.

We welcome this as it provides evidence of increased awareness and confidence in the feedback processes. We have continued to improve the process by enhancing colleagues' abilities to identify, capture, investigate and respond effectively to improve stakeholders experience and support a customer focussed process. This provides assurance to the Executive/Senior Leadership Teams (SLT), and the Board as we continue to capture and monitor stakeholder views to identify themes and trends and respond to these effectively.

The Trustees consider and discuss information from across the organisation to understand the impact of Brainkind's operations and the interests and views of key stakeholders. The Trustees also review financial, clinical, and operational performance, as well as information covering areas such as key risks, quality assurance and regulatory compliance. This information is provided to the Board of Trustees through regular performance reports within meeting packs circulated in advance of each Board of Trustees meeting and via leadership team presentations.

The Board therefore possess an overview of the organisation's engagement with stakeholders enabling them to comply collectively with their duties under section 172 of the Companies Act 2006.

Engagement with employees

The long-term success and performance of Brainkind is directly linked to the talent, skills and engagement of our colleagues, and we understand the importance of developing a high performing organisation through our people to benefit the people we support. We recognise the contribution of our dedicated workforce who work hard to support people with complex needs, and we continue to review and improve the experience our employees have working for Brainkind.

We want to ensure that our workforce is connected, and we aim to have a two-way dialogue with our people by keeping them appraised of what is happening across the organisation, as well as seeking their feedback and input on a variety of topics, from our new strategy to the culture we want to build.

This is done using a variety of channels, including team meetings, our magazine and newsletters, digital channels such as Connect - our intranet - and our Colleague Forum which enables us to seek the views of a cross section of our workforce who represent colleagues' ideas and suggestions for improving Brainkind. Our annual employee engagement survey also provides people with the opportunity to have a voice and provide feedback on a range of topics.

Brainkind operates across England, Scotland and Wales so it is important that all colleagues feel connected. We use a range of online and face to face events, including CEO updates and our annual Managers' Conference, to share the latest news, but also to engage colleagues in aspects of strategy, culture and delivery. We also engage colleagues in specific projects, alongside the people we support.

The Trustees receive regular qualitative and quantitative updates on employee matters from the Executive Director of People and Organisational Development including analysis received through the employee engagement surveys, regular EDI updates and quarterly performance reports on a number of people metrics to understand any workforce trends.

This provides the Board with assurance that there are effective mechanisms to link engagement and performance and the continued strength of Brainkind's culture.

Governance and decision making

Brainkind's objective is to support people with a Brain Injury (BI) to lead their best lives. This objective is delivered, but not exclusively, through the provision of high-quality rehabilitation, care and support, specialised homes for people and community based supported living services.

Brainkind continues to adopt and apply the principles of the Code of Governance for larger charities, updated in December 2020 supporting the Board's aim to develop high standards of governance.

The Charity is governed by a Board of Trustees which meets at least four times a year and is supported by several Board Committees to provide assurance and dedicated oversight to the matters for which is it responsible. As well as Board meetings, all Trustees are expected to contribute to those committees where their individual skills can be of most benefit, in discussion with the Chair. The Trustees have delegated the day-to-day management of the Charity to the Chief Executive Officer (CEO) who is supported by the leadership team in delivering the agreed strategic objectives.

The Trustees have several committees with specific areas of focus and who each review their scope and Terms of Reference annually:

Committee	Focus	Members	Meetings per year
Audit & Risk Committee	• Internal Audit • External Audit • Annual Report & Accounts • Financial compliance • Internal controls • Risk management • Business Continuity	• Cara Bell (Chair) • Nathan Windle • Eve Castel • Jordan Barry-Bayliss • Kathryn Greenberg • Richard Wilson (Chair (until 15 May 2025)	4
Finance & Investment Committee	• Financial performance • Capital Investment • Investment Fund management • Reserves & cashflow • Property & Estates • Fundraising	• Eve Castel (Chair) • Matt James (until 8 October 2025) • Tom Billington (until 2 December 2025) • Dr Annabel Bentley • Kathryn Greenberg • Cara Bell • Richard Wilson (until 15 May 2025)	4
Quality & Governance Committee	• Quality Assurance • Clinical effectiveness • User outcomes • User experience and engagement • Safeguarding • Regulatory reporting and compliance • Health & Safety • Information governance • Whistleblowing	• Dr Annabel Bentley (Chair) • Caroline Reid MBE • Matt James (until 8 October 2025) • Britt Iversen • Tom Billington (until 2 December 2025) • Cara Bell • Kathryn Greenberg • Stephen Waring (until 2 December 2024)	4
Remunerations & Nominations Committee	• CEO & ELT remuneration • Staff pay awards • Employee benefits structures • Board composition • Trustee recruitment • Succession planning	• Kathryn Greenberg (Chair) • Lynne Holmes (SG Lead) • Jordan Barry-Bayliss • Caroline Reid MBE • Stephen Waring (until 2 December 2024) • Richard Wilson (until 15 May 2025)	3
Research Development Policy & Influencing Committee	• Clinical and applied research • Research development • Research governance framework • Partnership and funding opportunities • National and local influencing and campaigning opportunities	• Professor Tom Warner (Chair) • Matt James (until 8 October 2025) • Britt Iversen • Nathan Windle • Monica Arino • Kathryn Greenberg • Stephen Waring (until 2 December 2024)	3

Trustee recruitment and term of office

Trustees are a critical resource and give their time freely in support of Brainkind. They are elected to the Board by Trustees for a term of three years. Each Trustee may serve an expected maximum of two terms. Recruitment of new Trustees is overseen by the Remuneration and Nominations Committee who undertake an open recruitment process, recommending new candidates for appointment when necessary and ensuring appropriate recruitment and succession plans are in place for elected Trustees.

On appointment, each Trustee agrees to comply with a Code of Conduct and the Fit and Proper Person Policy and declares any interests which are held within a register of interests, and which is monitored and updated on a regular basis and reviewed annually.

Once appointed, Trustees undertake a comprehensive onboarding and induction programme led by the Chair and CEO and take part in a colleague buddying system. New Trustees are provided with key information about Brainkind and its strategic objectives, corporate policies and copies of the Code of Governance for larger charities and the independent guidance from the Charity Commission, and other regulatory bodies on trustee duties.

Equality statement

We are proud of our diverse workforce which reflects the breadth of people we support. We work with colleagues to support their wellbeing and managers to support their understanding of individual needs to ensure that we can empower colleagues in the workplace who may have, or develop, a disability, including those which may be unseen. Brainkind's EDI committee meets regularly to discuss and review Brainkind's EDI agenda with the aim of making our organisation one that is fully inclusive, and which celebrates our diversity. There are a number of activities and actions that seek to encourage inclusivity and diversity across Brainkind, including being Disability Confident and a member of the Employers Network for Equality and Inclusion.

Remuneration policy

The Remuneration & Nominations Committee meet at least twice a year and is responsible for overseeing the Charity's pay and reward structures, approving budgets for the annual pay uplifts for the workforce and to review the remuneration package for the CEO.

The Chief Executive is responsible for setting the remuneration packages for other ELT members, subject to a maximum increase of 10% (for over 10% the CEO requires Committee approval) of salary in any financial year. ELT remuneration packages are reviewed formally every two years to ensure they remain competitive with external benchmarks.

Trustees

Kathryn Greenberg (Chair)

Monica Arino

Jordan Barry-Bayliss

Cara Bell

Dr Annabel Bentley

Tom Billington
(until 2 December 2025)

Eve Castel

Lynne Holmes

Britt Iversen

Matthew James
(until 8 October 2025)

Caroline Reid MBE
(until 25 January 2026)

Professor Tom Warner

Richard Wilson
(until 14 May 2025)

Nathan Windle

Stephen Waring
(until 2 December 2024)

BIRT Trustees

The Brain Injury Rehabilitation Trust is a wholly owned subsidiary of the Disabilities Trust trading as Brainkind.

Nicola Adamson
(until 27 January 2026)

Michael Green

Richard Wilson
(until 18 June 2025)

Irene Sobowale
(until 16th January 2026)

Rudi Coetzer

Annabel Bentley

Leadership Team

The Trustees have delegated the day-to-day management of the Charity to the Chief Executive Officer who appoints the Senior Leadership Team:

Claire Aylott
Head of Finance

Vicki Bennett
Director of Operations (North)

Jenny Bray
Head of People Business Partners, ER & Reward (until 4 April 2025)

Naomi Carey
Executive Director of People and Organisational Development (until 6th February 2026)

Helen Casson
Head of People Services Business Partnering

Rudi Coetzer
Director of Research

Keeley Cremona
Director of Brain Injury Operations (until 25 June 2025)

Pieter Du Toit
Director of Clinical Services Director

Judith Field
Head of Finance (until 31 March 2025)

Graham Fisher
Director of Digital (until 31 March 2025)

Clynton Hall
Executive Director Finance and Business

Gail Hawthorne
General Counsel and Company Secretary.

Richard Jane
Director of External Affairs (until 5 May 2025)

Sarah McHugh
Director of Operations (until 13 December 2024)

Shelagh Murphy
Head of Quality Assurance, Compliance & Safeguarding

Lee Richards
Director of Operations (South)

Lynsey Robertson
Director of Business Development and Programme Management (until 17 January 2025)

Irene Sobowale
Chief Executive Officer (until 16th January 2026)

Emma Thayre
Head of Legal, Company Secretary and DPO (until 30 September 2024)

Ayesha Trott
Executive Director Service Delivery

Dale Ward
Head of Business Development

Chris Walsh
Executive Director Service Delivery (until 13 December 2024)

Streamlined energy and carbon reporting

Energy consumption

Streamlined Energy and Carbon Reporting (SECR) is the new legislative reporting requirement in the financial review for the year ending on or after 31 March 2020. It mandates that all large organisations must report on the operational energy consumption and associated emissions. The high-level breakdown is as follows:

2025	Gas	Electricity	Transport	Total
kWh	8,553,561	1,646,428	671,424	10,871,413
Mileage			542,923	542,923
kgCO2e	1,564,959	291,417	89,774	1,946,152
tCO2e	1,564	291	90	1,945
2024	**Gas**	**Electricity**	**Transport**	**Total**
kWh	10,263,390	703,439	1,095,377	12,062,206
Mileage			905,365	905,365
kgCO2e	1,877,174	145,647	115,312	2,138,133
tCO2e	1,877	146	115	2,138

Energy and associated carbon emissions

Brainkind's total CO2 emission from grid electricity is 291 tCO2e (2024: 146 tCO2e) and 1,564 tCO2e (2024: 1,877 tCO2e) for emissions from natural gas. This is used for operational buildings and care homes. There were higher emissions over the winter months which is due to increased heating demands. Electricity usage has increased in 2025, however that was expected and due to the increase in services following the full year impact of the new services acquired the previous year.

Intensity metric

An intensity metric gives Brainkind an indicator of carbon performance based on an operational figure. In this case, we have used the number of people we support to indicate this performance with 506 people (2024: 473) we support emitting an average of 3,848.34 kgCO2e each (2024: 4,522.40, 7kgCO2e). This will be measured annually and compared against previous years. The 2023/2024 figures for energy and carbon emissions have been restated due to an error identified while preparing the 2024/2025 calculation. They have been restated in line with 2024/25 figures.

	2025	2024
Number of people we support	506	473
kgCO2e	1,946,152	2,138,133
KgCO2e per person	3,848.34	4,522.40

Initiatives

This section highlights energy and carbon improvement projects undertaken during the year and those that are currently underway:

Smart meters: In order to obtain an accurate and detailed picture of each building's consumption, we are changing all of our meters to smart ones.

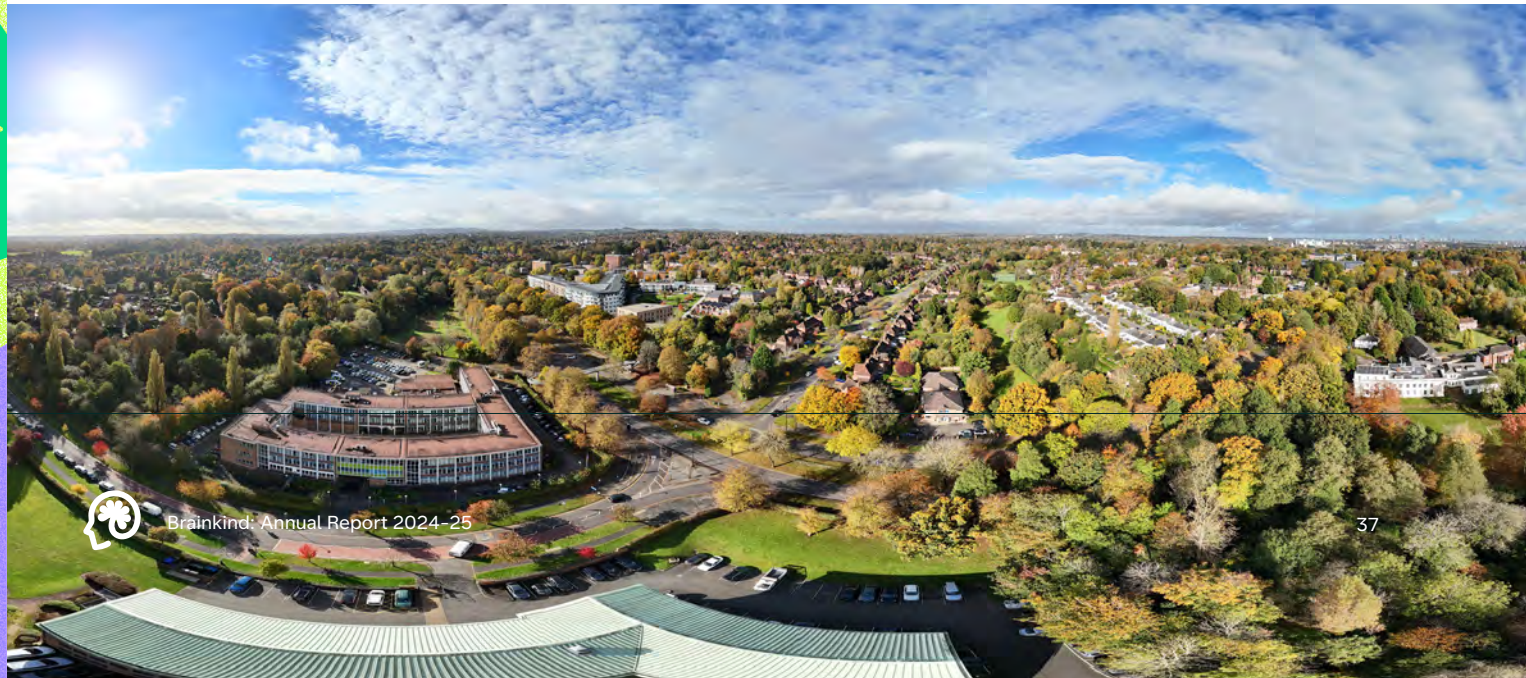
Calculations

The following figures were used to convert energy to CO2 figures:

Energy sources

We are measuring the scope one and two emissions. All energy data was collated by our main energy suppliers SSE and E.ON. Transport data and the number of people we support was collated internally. We obtained energy usage for a number of sites for cold and warm months. These figures were extrapolated over the year for all of our services. The number of people we support at each service was used as the basis for calculating the energy usage for services.
Scope one: Transport and vehicles.
Scope two: Electricity and gas supply.

	Litre	kWh	Co2e
Gas	N/A	1.00	0.18
Electricity	N/A	1.00	0.18
Petrol	2.07	9.49	0.22
Diesel	2.57	10.67	0.24



Legislative and administration information

Legal name of the charity:

The Disabilities Trust

Trading name:

Brainkind

Company registration number:

02334589

Country of incorporation:

United Kingdom

Charity registration number:

England and Wales: 800797
Scotland: SCO38972

Registered office:

First Floor, 32 Market Place,
Burgess Hill, West Sussex, RH15 9NP

Auditors:

Crowe U.K. LLP, 55 Ludgate Hill,
London, EC4M 7JW

Bankers:

Barclays Bank plc, Level 28,
1 Churchill Place, London, E14 5HP

Solicitors:

DAC Beachcroft LLP,100
Fetter Lane, London, EC4A 1BN

Trowers & Hamlins LLP,
3 Bunhill Road, London, EC1Y 8YZ

Investment Managers:

Rathbone Investment Management Limited,
8 Finsbury Circus, London, EC2M 7AZ

CCLA Investment Management,
Senator House, 85 Queen Victoria
St, London, EC4V 4ET

Trustees' responsibilities statement

The Trustees (who are also Directors of Brainkind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company of the incoming resources and application of resources for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles set out in the Charities SORP (FRS 102)
- Make judgments and accounting estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. The Trustees 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.

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

Each of the Trustees confirm that:

- So far, as each Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have each taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees' Report (including the Strategic Report) has been approved by the Board of Trustees of Brainkind on 1st December 2025 and signed on their behalf by:

Kathryn Greenberg, Chair of Trustee Board

Auditor's Report

Independent Auditor's Report to the Members and the Trustees of The Disabilities Trust (trading as Brainkind)

Opinion

We have audited the financial statements of The Disabilities Trust (trading as Brainkind) (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 May 2025 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows and the related notes, 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 '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 Group's and of the parent charitable company's affairs as at 31 May 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 to going concern

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

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

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

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' 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.

Opinion 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 Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of 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 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 Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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 Auditors' 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 is detailed here:

We obtained an understanding of the legal and regulatory frameworks within which the group and parent charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS102) 2019. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the group and parent charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the group and parent charitable company for fraud. The laws and regulations we considered in this context for the UK operations were CQC Regulations for service providers and managers, taxation legislation, employment legislation and General Data Protection Regulation (GDPR).

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be in the following areas: timing of recognition of contract income; recording the impact of the CQC regulatory review and the override of controls by management, including posting of unusual journals; inappropriate treatment of non-routine transactions and areas of estimation uncertainty.

Our audit procedures to respond to these risks included enquiries of management and the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading regulatory reports and minutes of meetings of those charged with governance.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 group and parent 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 group and parent charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Dipesh Chhatralia
Senior Statutory Auditor
For and on behalf of Crowe U.K. LLP
Statutory Auditor London

20 February 2026

Financial Statements

For the year ended 31 May 2025

Consolidated statement of financial activities (incorporating income and expenditure account)

For the year ended 31 May 2025

Income from:	Note	2025 Unrestricted Funds £000	2025 Restricted Funds £000	2025 Total Funds £000	2024 Total Funds £ £000
Donations and legacies	4	27	94	121	187
Charitable activities	5	73,420	-	73,420	60,080
Investments	6	282	-	282	610
Other income	7	1,105	-	1,105	263
Total income		74,834	94	74,928	61,140
Expenditure on:					
Raising funds	8	159	-	159	113
Charitable activities	9	81,508	-	81,508	66,601
Total expenditure		81,667	-	81,667	66,714
Net (expenditure) before net (losses)/gains on investments		(6,833)	94	(6,739)	(5,574)
Net (losses)/gains on investments		(66)	-	(66)	1,248
Net (expenditure) carried forward		(6,899)	94	(6,805)	(4,326)
Transfers between funds	22	-	-	-	
Net movement in funds		(6,899)	94	(6,805)	(4,326)
Reconciliation of funds:					
Total funds brought forward		102,810	106	102,916	107,242
Net movement in funds		(6,899)	94	(6,805)	(4,326)
Total funds carried forward		95,911	200	96,111	102,916

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 49 – 73 form part of these financial statements.

Consolidated balance sheet

As at 31 May 2025

	Note	2025		2024	
		£000	£000	£000	£000
Fixed assets					
Intangible fixed assets	14	-	2,045	-	1,871
Tangible assets	15	-	80,885	-	83,394
Investments	17	-	8,213	-	9,687
Investment property	16	-	50	-	50
		-	91,193	-	95,002
Current assets:					
Debtors	18	11,726	-	15,010	-
Cash at bank and in hand		4,017	-	3,067	-
		15,743	-	18,077	-
Creditors: Amounts falling due within one year	19	(10,004)	-	(9,500)	-
Net current assets:		-	5,739	-	8,577
Total assets less current liabilities		-	96,932	-	103,579
Provisions for liabilities	20	-	(821)	-	(663)
Total net assets		-	96,111	-	102,916
Charity funds					
Restricted funds	22	-	200	-	106
Unrestricted funds	22	-	95,911	-	102,810
Total funds		-	96,111	-	102,916

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The notes on pages 49 – 73 form part of these financial statements.

The financial statements were approved and authorised for issue by the Board of Trustees on 1st December 2025 and signed on their behalf by:

Kathryn Greenberg, Chair of Trustee Board

Company number: 02334589

The Disabilities Trust (T/A) Brainkind is a registered charity in England and Wales (800797) and in Scotland (SC038972)

Charity balance sheet

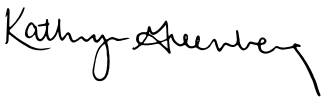
As at 31 May 2025

	Note	£000	2025 £000	£000	2024 £000
Fixed assets					
Intangible fixed assets	14		2,045		1,871
Tangible assets	15		80,844		83,359
Investments	17		8,213		9,687
Investment property	16		50		50
			91,152		94,967
Current assets:					
Debtors	18	11,646		14,960	
Cash at bank and in hand		4,015		3,067	
		15,661		18,027	
Creditors: Amounts falling due within one year	19	(9,511)		(9,271)	
Net current assets:			6,150		8,756
Total assets less current liabilities			97,302		103,723
Provisions for liabilities	20		(821)		(663)
Total net assets			96,481		103,060
Charity funds					
Restricted funds			10		10
Unrestricted funds			96,471		103,050
Total funds			96,481		103,060

The Charity's net movement in funds for the year was £(6,579k) 2024 - £(4,182k).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.
The notes on pages 49 – 73 form part of these financial statements.
The financial statements were approved and authorised for issue by the Board of Trustees on 1st December 2025 and signed on their behalf by:

Kathryn Greenberg, Chair of Trustee Board



Company number: 02334589

The Disabilities Trust (T/A) Brainkind is a registered charity in England and Wales (800797) and in Scotland (SC038972)

Consolidated statement of cash flows

For the year ended 31 May 2025

	Note	2025 £000	2024 £000
Cash flows from operating activities			
Net cash used in operating activities	24	847	(8,023)
Cash flows from investing activities			
Dividends, interests and rents from investments		282	610
Proceeds from the sale of tangible fixed assets		-	4
Purchase of intangible assets		(698)	(471)
Purchase of tangible fixed assets		(888)	(11,500)
Proceeds from sale of investments		1,787	19,121
Purchase of investments		(340)	(8,116)
Movement in cash within investment portfolio		-	10,500
Purchase of neurological care division of Sue Ryder		-	(11,614)
Net cash acquired on purchase of Sue Ryder care division		-	58
Net cash provided/(used in) by investing activities		143	(1,408)
Change in cash and cash equivalents in the year		990	(9,431)
Cash and cash equivalents at the beginning of the year		3,109	12,540
Cash and cash equivalents at the end of the year	25	4,099	3,109

1. General information

The Disabilities Trust trading as Brainkind (02334589) is registered with the Charity Commission for England and Wales.
The Charity registration number is 800797.

The Charity is also registered with the Office of the Scottish Charity Regulator. The Charity registration number is SC038972.

The registered office is 32 Market Place, Burgess Hill, West Sussex, RH15 9NP.

2. Accounting policies

2.1. Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Disabilities Trust (trading as Brainkind) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

2.2. Going concern

The Board has reviewed the Charity's activities and financial position, together with factors likely to affect our current strategy. We have invested in acquiring neurorehabilitation services and continuing to invest in our existing services.

It was understood that the financial results for the 2024/25 financial year would fluctuate as we progressed through the different strategy phases.

With difficulties in both occupancy levels and labour costs, as staff shortages continued to limit admissions in some services, as well as keeping agency costs high, we ended the financial year behind budget.

The reductions in occupancy levels continue to be focused within a small number of key services, all of which are now undertaking work to improve their occupancy level.

Looking forward, a detailed five-year forecast and recovery plan was undertaken, in line with the proposed plan, outlining how we plan to reduce the deficit to and move to a surplus within that period.

We have reviewed the reserve level, taking into account the impact of the agreed strategy to ensure that our reserves remain above the agreed level for the next five years. Within this review, we have looked at a low and high scenario of the impact on the reserves once all agreed and proposed investments / divestments are undertaken.

The Board has concluded that the existing level of free reserves, available investment and cash balances, coupled with strong cost control and the implementation of our new strategy, are sufficient to ensure Brainkind has the resources to continue operating as a going concern, and to meet our obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

2.3. Income

Voluntary income including donations, gifts, legacies and grants, is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The donor specified that the grant or donation must only be used in future accounting periods, or
- the donor has imposed conditions which must be met before the Charity has unconditional entitlement.

The following specific policies apply to certain categories of income:

- Income from fees is recognised as services are provided. Any amount received in advance of services being provided is included as deferred income. The majority of our funding is received from local authorities.
- Donated goods or services are included in the financial statements at an estimate based on the value of the donation to the Charity.
- Grants are included in the statement of financial activities when the conditions for receipt have been complied with.
- Investment income is included in the statement of financial activities when receivable, including recoverable tax.

2.4. Expenditure

Expenditure has been charged to the statement of financial activities on an accrual basis. Costs are shown inclusive of any related value added tax.

Expenditure categories noted below are analysed in the various notes to the financial statements:

Raising funds

Costs of raising funds are the costs incurred in attracting voluntary income.

Charitable activities

These are the costs involved in activities where the aim is the objectives of the Charity. They include direct costs, support costs and governance costs as detailed below.

Direct costs

These include the cost of direct service delivery including all staff and other directly attributable costs.

Support costs

Support costs include the costs of the central support office functions such as central management, financial administration, human resources, information systems and finance costs. They have generally been allocated to cost categories on the basis of staff costs and staff numbers, which, in turn, is judged to allocate costs on a reasonable basis consistent with the activity's use.

Governance costs

Governance costs include those incurred in the governance of the Charity and its assets and are primarily associated with constitutional and statutory requirements.

2.5. Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6. Intangible fixed assets and amortisation

Intangible fixed assets represent development costs capitalised in accordance with FRS 102. These are stated at historical cost and amortised on a straight line basis over their useful lives (four years).

Goodwill is amortised on a straight line basis over its useful life of 10 years.

Negative goodwill is assessed annual for impairment and amortisation, amortisation is credited to the profit and loss account in the periods in which the non-monetary assets acquired are recovered.

Amortisation is recognised in the statement of financial activities under expenditure on charitable activities.

2.7. Tangible fixed assets and depreciation

Tangible fixed assets are capitalised at cost at the acquisition date.

Depreciation is charged so as to allocate the cost less their residual value over their estimated useful lives of all tangible fixed assets other than freehold land by equal annual installments over their expected useful lives.

Depreciation is provided on the following bases:

Freehold buildings - 2% per annum
Short leasehold improvements - over period of lease
Motor vehicles - 33.3% per annum on high mileage vehicles and 15% per annum on people carriers
Fixtures and fittings - 15% per annum
Computer equipment - 25% per annum

No depreciation is provided on freehold land.

Impairment reviews are only carried out if there is an indication that the recoverable amount of a tangible fixed asset is below its net book value.

Properties under construction are stated at cost. Cost comprises directly attributable costs and borrowing costs. Such properties are not depreciated until they are reclassified after completion.

There is a de minimis capitalisation limit of £5,000.

2.8. Investments

Investment properties:

Investment properties for which fair value can be measured reliably without undue cost or effort on an ongoing basis are measured at fair value annually with any change recognised in the Statement of Financial Activities. The valuations are estimated by appropriately qualified professional valuers. No depreciation or amortisation is provided in respect of freehold or leasehold investment properties.

Investment funds:

Investments are stated in the balance sheet using the mid-price at market value. All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in "(losses) / gains" on investment assets". Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

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

2.9. Debtors

Trade and other debtors are recognised at the transaction amount, net of trade discounts and are reduced by amounts which are not considered to be recoverable.

2.10. Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11. Current asset investments

Current asset investments include investment funds which are held for resale or pending their sale and cash on deposit with a maturity date of less than one year held for short-term investment purposes rather than cashflow. Current asset investment funds are stated in the balance sheet using the mid-price at market value.

All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in "(losses)/gains on investment assets". Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

2.12. Creditors

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

2.13. Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are earned.

Redundancy costs are recognised as an expense in the period in which the Charity becomes irrevocably committed to incurring the costs and the main features of the plans have been announced to affected employees.

2.14. Foreign currency

Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities in foreign currencies are translated at the rates of exchange prevailing at the balance sheet date. Exchange differences are included in the consolidated statement of financial activities for the period in which they are incurred.

2.15. Operating leases

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight-line basis over the lease term.

2.16. Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

2.17. Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgement

In preparing these financial statements, the Trustees have made the following judgements:

Impairment

The determination of whether there are any indicators of impairment applicable to the Charity's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash generating service, the viability and expected future performance of that service.

Tangible fixed assets

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Dilapidation provisions

Dilapidation provisions have been provided in these financial statements to reflect the Charity's estimate of repair costs which will need to be carried out when returning leased properties back to their original state. The provisions are based on the average provision required for each property leased.

Payroll accruals

Payroll accruals have been provided in these financial statements as the compensation owed to employees to the end of the period, plus any payroll taxes related to those unpaid wages.

The May payroll is used and any salaries for the month of May are removed (because these are actuals) along with any backpay, stakeholder or oneoff payments are removed, leaving those elements that would be characteristic of the May pay. These are divided by 31 and multiplied by 26 days which were the remaining days after the cut-off date. A provision is made for National Insurance and Pension.

Provision for bad and doubtful debts

To determine an appropriate level of bad and doubtful debt provision, we regularly review the total level of debt, age of debts and known risks that may impact recoverability, both for individual debts and for total amounts owed by funders.

4. Income from donations and legacies

For the year ended 31 May 2025

	2025 Unrestricted funds	2025 Restricted funds	2025 Total
	£000	£000	£000
Other donations and gifts	27	94	121
Grants	-	-	-
Total 2025	27	94	121

	2024 Unrestricted funds	2024 Restricted funds	2024 Total
	£000	£000	£000
Other donations and gifts	40	77	117
Grants	12	58	70
Total 2024	52	135	187

5. Income from charitable activities

For the year ended 31 May 2025

	2025 Unrestricted funds	2025 Total
	£000	£000
Physical disabilities	7,960	7,960
Brain injury	49,639	49,639
Community services	9,493	9,493
Brain Injury Rehabilitation Trust	6,328	6,328
Total 2025	**73,420**	**73,420**

	2024 Unrestricted funds	2024 Total
	£000	£000
Physical disabilities	7,501	7,501
Brain injury	40,379	40,379
Community services	9,134	9,134
Brain Injury Rehabilitation Trust	3,066	3,066
Total 2024	60,080	60,080

6. Investment income

	2025 Unrestricted funds	2025 Total
	£000	£000
Dividend income from listed investments	117	117
Bank deposit interest receivable	165	165
Total 2025	**282**	**282**

	2024 Unrestricted funds	2024 Total
	£000	£000
Dividend income from listed investments	288	288
Bank deposit interest receivable	322	322
Total 2024	610	610

7. Other incoming sources

	2025 Unrestricted funds	2025 Total
	£000	£000
Other income	1,103	1,103
Surplus on sale of fixed assets	2	2
Total 2025	**1,105**	**1,105**

	2024 Unrestricted funds	2024 Total
	£000	£000
Other income	259	259
Surplus on sale of fixed assets	4	4
Total 2024	263	263

8. Expenditure on raising funds

	2025 Unrestricted funds	2025 Restricted funds	2025 Total
	£000	£000	£000
Fundraising costs	137	-	137
Investment management costs	22	-	22
Total 2025	159	-	159

	2024 Unrestricted funds	2024 Restricted funds	2024 Total
	£000	£000	£000
Fundraising costs	59	-	59
Investment management costs	54	-	54
Total 2024	113	-	113

9. Analysis of expenditure on charitable activities

	2025 Unrestricted funds	2025 Restricted funds	2025 Total
	£000	£000	£000
Physical disabilities	8,895	-	8,895
Brain injury	57,458	-	57,458
Community services	7,903	-	7,903
The Brainkind Foundation	708	-	708
Brain Injury Rehabilitation Trust	6,544	-	6,544
Total 2025	81,508	-	81,508

	2024 Unrestricted funds	2024 Restricted funds	2024 Total
	£000	£000	£000
Physical disabilities	8,102	143	8,245
Brain injury	40,914	-	40,914
Community services	10,380	-	10,380
The Brainkind Foundation	398	-	398
Brain Injury Rehabilitation Trust	6,664	-	6,664
Total 2024	66,458	143	66,601

10. Analysis of expenditure by activities

	Activities undertaken directly 2025	Support costs 2025	Total
	£000	£000	£000
Physical disabilities	7,631	1,264	8,895
Brain injury	50,018	7,439	57,457
Community services	6,393	1,510	7,903
The Brainkind Foundation	614	96	710
Brain Injury Rehabilitation Trust	5,375	1,168	6,543
Total 2025	70,031	11,477	81,508

	Activities undertaken directly 2024	Support costs 2024	Total
	£000	£000	£000
Physical disabilities	6,863	1,383	8,246
Brain injury	33,955	6,959	40,914
Community services	8,614	1,765	10,379
The Brainkind Foundation	331	68	399
Brain Injury Rehabilitation Trust	5,530	1,133	6,663
Total 2024	55,293	11,308	66,601

Analysis of support costs

2025	Physical disabilities	Brain injury	Community services
	£000	£000	£000
Staff and training	568	3,341	678
Other	666	3,918	795
Governance	31	180	37
Total 2025	1,265	7,439	1,510

2025	The Brainkind Foundation	Brain Injury Rehabilitation Trust	Total
	£000	£000	£000
Staff and training	43	525	5,154
Other	50	615	6,044
Governance	2	28	279
Total 2025	95	1,168	11,477

2024	Physical disabilities	Brain injury	Community services
	£000	£000	£000
Staff and training	707	3,557	902
Other	665	3,345	849
Governance	11	57	14
Total 2024	1,383	6,959	1,765

2024	The Brainkind Foundation	Brain Injury Rehabilitation Trust	Total
	£000	£000	£000
Staff and training	34	579	5,779
Other	33	545	5,437
Governance	1	9	92
Total 2024	68	1,133	11,308

11. Auditor's remuneration

Auditors remuneration for statutory audit services after Taxation.

	2025	2024
	£000	£000
- Parent	73	59
- Subsidiaries	4	-
Taxation compliance services - Albert Goodman LLP	37	9
All assurance services not included above	8	1

12. Staff costs

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Wages and salaries	45,250	37,992	40,826	35,862
Social security costs	4,879	3,570	4,433	3,369
Contribution to defined contribution pension schemes	2,043	1,738	1,909	1,689
Other employee benefits	2,533	69	2,393	69
Payments made to independent third parties for the provision of staff	8,335	7,555	7,746	7,220
Total	**63,040**	**50,924**	**57,307**	**48,209**

Payments made to independent third parties for providing staff are costs incurred as a result of staff vacancies and cover being required while recruitment takes place. They also include costs arising of finding cover while staff are on holiday or off sick.

Included within wages and salaries are redundancy and termination payments of £31k (2024: £101k). These payments were made in light of a review of the resources required to deliver our five-year strategy.

The average number of persons employed by the Charity during the year was as follows:

	Group 2025	Group 2024	Charity 2025	Charity 2024
	No.	No.	No.	No.
Provision of care	1,576	1,418	1,423	1,271
Support	224	211	205	194
Total	1,800	1,629	1,628	1,465

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2025	Group 2024
	No.	No.
In the band £60,001 - £70,000	14	8
In the band £70,001 - £80,000	7	7
In the band £80,001 - £90,000	5	5
In the band £90,001 - £100,000	2	2
In the band £100,001 - £110,000	1	2
In the band £110,001 - £120,000	2	3
In the band £120,001 - £130,000	2	1
In the band £130,001 - £140,000	-	1
In the band £140,001 - £150,000	1	-
In the band £150,001 - £160,000	-	-
In the band £160,001 - £220,000	-	-
In the band £220,001 - £230,000	1	1

The Trustees consider that, along with themselves, members of the Senior Leadership Team (who are listed in the Trustees' Report) are the Charity's key management personnel. The total amount of employee benefits paid to members of the Senior Leadership Team in respect of their services to Brainkind (including remuneration, employer's pension contributions, employers National Insurance and other benefits) was £1,533,902 (2024: £1,569,311) for the Charity.

13. Information regarding Trustees

No Trustees received any form of remuneration during the year (2024: Nil).
Travel Expenses of £1,825 (2024: £1,426) were reimbursed to four Trustees during the year (2024: 3).

The cost of Trustees' meetings amounted to £Nil (2024: £Nil) in the year.

During the year, we spent £19,200 on recruitment and retainer fees (2024: £Nil) as a result of a Board recruitment phase for five new Trustees (2024: no new Trustees).

The Trustees have used funds of the Charity to purchase Directors and Office Liability and Corporate Legal Liability Insurance at a cost of £5,010 (2024: £4,384).

14. Intangible assets

Group

	Software work in progress	Computer software	Goodwill	Negative goodwill	Total
Cost	£000	£000	£000	£000	£000
At 1 June 2024	397	4,759	555	(21)	5,690
Additions	698	-	-	-	698
Disposals	-	-	-	-	-
Revaluations	-	-	-	-	-
Transfers between classes	(1,095)	1,095	-	-	-
At 31 May 2025	-	5,854	555	(21)	6,388
Amortisation	-	-	-	-	-
At 1 June 2024	-	3,784	56	(21)	3,819
Charge for the year	-	496	28	-	524
Impairment charge	-	-	-	-	-
At 31 May 2025	-	4,280	84	(21)	4,343
Net book value	-	-	-	-	-
At 31 May 2025	-	1,574	471	-	2,045
At 31 May 2024	397	975	499	-	1,871

Charity

	Software work in progress	Computer software	Goodwill	Total
Cost	£000	£000	£000	£000
At 1 June 2024	397	4,759	555	5,711
Additions	698	-	-	698
Disposals	-	-	-	-
Revaluations	-	-	-	-
Transfers between classes	(1,095)	1,095	-	-
At 31 May 2025	-	5,854	555	6,409
Amortisation	-	-	-	-
At 1 June 2024	-	3,784	56	3,840
Charge for the year	-	496	28	524
Impairment charge	-	-	-	-
At 31 May 2025	-	4,280	84	4,364
Net book value	-	-	-	-
At 31 May 2025	-	1,574	471	2,045
At 31 May 2024	397	975	499	1,871

15. Tangible fixed assets

Group

	Freehold property	Short leasehold improvements	Motor vehicles	Fixtures and fittings	Computer equipment	Total
Cost or valuation	£000	£000	£000	£000	£000	£000
At 1 June 2024	94,161	130	201	8,690	1,481	104,663
Additions	-	-	-	775	113	888
On acquisition of subsidiaries	-	-	-	-	-	-
Disposals	(969)	-	(32)	(383)	-	(1,384)
Transfers between classes	-	-	-	-	-	-
At 31 May 2025	93,192	130	169	9,082	1,594	104,167
Depreciation						
At 1 June 2024	15,980	130	127	4,269	763	21,269
Charge for the year	1,246	-	17	827	284	2,374
On disposals	(109)	-	(32)	(220)	-	(361)
At 31 May 2025	17,117	130	112	4,876	1,047	23,282
Net book value						
At 31 May 2025	76,075	-	57	4,206	547	80,885
At 31 May 2024	78,181	-	74	4,421	718	83,394

Charity

	Freehold property	Short leasehold improvements	Motor vehicles	Fixtures and fittings	Computer equipment	Total
Cost or valuation	£000	£000	£000	£000	£000	£000
At 1 June 2024	94,161	130	200	8,652	1,481	104,624
Additions	-	-	-	761	-	761
On acquisition of subsidiaries	-	-	-	-	-	-
Disposals	(969)	-	(32)	(383)	-	(1,384)
Transfers between classes	-	-	-	-	113	113
At 31 May 2025	93,192	130	168	9,030	1,594	104,114
Depreciation						
At 1 June 2024	15,980	130	127	4,265	763	21,265
Charge for the year	1,246	-	17	821	284	2,368
On disposals	(109)	-	(32)	(222)	-	(363)
At 31 May 2025	17,117	130	112	4,864	1,047	23,270
Net book value						
At 31 May 2025	76,075	-	56	4,166	547	80,844
At 31 May 2024	78,181	-	73	4,387	718	83,359

16. Investment property

Group and Charity

Freehold investment property	£000
Valuation	
At 1 June 2024	50
At 31 May 2025	50

17. Fixed asset investments

Group and Charity

	Listed investments	Cash on deposit	Total
	£000	£000	£000
Cost or valuation			
At 1 June 2024	9,644	43	9,687
Additions	340	-	340
Disposals	(1,787)	-	(1,787)
Net gains	(66)	-	(66)
Movement in cash held as part of investment portfolio	-	39	39
At 31 May 2025	8,131	82	8,213
Net book value			
At 31 May 2025	8,131	82	8,213
At 31 May 2024	9,644	43	9,687

Investment portfolio

	2025	2024
Investment portfolio	£000	£000
Market value		
Listed securities	6,144	7,502
Fixed interest investments	688	661
Infrastructure, alternatives and operating assets	646	829
Other	528	523
Cash and Near Cash	207	172
Total	8,213	9,687

Principal subsidiaries

The following were subsidiary undertakings of the Charity:

Names	Company number	Registered office or principal place of business	Principal activity
Brain Injury Rehabilitation Trust Limited ('BIRT'')	02863860	First Floor, 32 Market Place, Burgess Hill, West Sussex, RH15 9NP	Residential care and social work activities for the elderly and disabled
York House Ventures Limited ('YHV')	04735561	First Floor, 32 Market Place, Burgess Hill, West Sussex, RH15 9NP	Dormant

The financial results of the subsidiaries for the year were:

Names	Income £000	Expenditure £000	Profit/(Loss) for the year £000	Net liabilities £000
Brain Injury Rehabilitation Trust Limited ('BIRT'')	6,331	(6,555)	(224)	(371)

During the year expenses of £Nil (2024 - £Nil) were recharged by the Charity to BIRT.
At the year end BIRT owed £691k (2024: £1,316).

18. Debtors

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Due within one year				
Trade debtors	10,259	13,477	9,703	12,206
Amounts owed by group undertakings	-	-	524	1,316
Other debtors	428	203	404	131
Prepayments and accrued income	1,039	1,330	1,015	1,307
Total	**11,726**	**15,010**	**11,646**	**14,960**

19. Creditors: Amounts falling due within one year

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Bank overdrafts	-	1,331	-	1,326
Trade creditors	1,310	1,681	1,098	1,614
Other taxation and social security	3,564	1,008	3,527	1,008
Other creditors	1,495	1,157	1,565	1,156
Accruals and deferred income	3,635	4,323	3,321	4,167
Total	**10,004**	**9,500**	**9,511**	**9,271**

Accruals and deferred income include deferred income for 2025 and 2024, as follows:

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Fees received for care to be provided after 31 May 2025	2,194	900	156	897
Deferred grants	164	164	164	164
Total	**2,358**	**1,064**	**320**	**1,061**

The deferred income, income invoiced prior to the 31st May 2025 in respect of June 2025 will be credited to the 2026 Statement of Financial Activities.

Accruals and other creditors include pension contributions of £263,528 (2024: £177,000).

20. Provisions

Group and Charity

	Dilapidations provision	Retentions provision	Total
	£000	£000	£000
At 1 June 2025	376	287	663
Additions	159	31	190
Amounts used	-	(32)	(32)
At 31 May 2025	**535**	**286**	**821**

21. Statement of funds

Current year

	Balance at 1 June 2024	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 May 2025
	£000	£000	£000	£000	£000	£000
Designated funds						
Investment in intangible and tangible fixed assets	85,267	-	-	(2,337)	-	82,930
Unrestricted funds	17,543	74,834	(81,667)	2,337	(66)	12,981
Total Unrestricted funds	102,810	74,834	(81,667)	-	(66)	95,911
Restricted funds	106	94	-	-	-	200
Total of funds	102,916	74,928	(81,667)	-	(66)	96,111

Designated fund

The purpose of the designated funds is explained in the accounting policies.

The investment in intangible and tangible fixed assets represents funds spent on capitalised assets, as disclosed in notes 14 and 15.

The transfers shown above are as follows:

- Transfers from fixed asset general fund to unrestricted general funds - £2,337k (2024: £4,321k)
- Transfers from Brainkind Neurological Centre in York (formerly “Investment in Chocolate Works”) designated fund to fixed asset designated fund - £0 (2024: £5,204k)
- Transfers from restricted funds to unrestricted general funds of amounts not restricted in nature of £0 (2024 – £113k)

Restricted fund

Restricted funds are comprised of grants and donations made covering projects for spend at services.

Statement of funds - prior year

	Balance at 1 June 2023	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 May 2024
	£000	£000	£000	£000	£000	£000
Unrestricted funds	-	-	-	-	-	-
Designated funds	64,313	-	-	20,954	-	85,267
Investment in intangible and tangible fixed assets	5,204	-	-	(5,204)	-	-
Investment in Brainkind Neurological Centre in York (formerly "Investment in Chocolate Works")	17,000	-	-	(17,000)	-	-
Investment in neurological rehabilitation services	86,517	-	-	(1,250)	-	85,267
General funds - all funds	20,449	61,005	(66,571)	1,412	1,248	17,543
Total Unrestricted funds	106,966	61,005	(66,571)	162	1,248	102,810
Restricted Funds - all funds	276	135	(143)	(162)	-	106
Total of funds	**107,242**	**61,140**	**(66,714)**	**-**	**1,248**	**102,916**

22. Summary of funds

Current year

	Balance at 1 June 2024	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 May 2025
	£000	£000	£000	£000	£000	£000
Designated funds	85,267	-	-	(2,337)	-	82,930
General funds	17,543	74,834	81,667	2,337	(66)	12,981
Restricted funds	106	94	-	-	-	200
Total	**102,916**	**74,928**	**81,667**	**-**	**(66)**	**96,111**

Prior year

	Balance at 1 June 2023	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 May 2024
	£000	£000	£000	£000	£000	£000
Designated funds	86,517	-	-	(1,250)	-	85,267
General funds	20,449	61,005	(66,571)	1,412	1,248	17,543
Restricted funds	276	135	(143)	(162)	-	106
Total	**107,242**	**61,140**	**(66,714)**	**-**	**1,248**	**102,916**

23. Analysis of net assets between funds

Current period	2025 Unrestricted funds	2025 Restricted funds	2025 Total
	£000	£000	£000
Tangible fixed assets	80,885	-	80,885
Intangible fixed assets	2,045	-	2,045
Fixed asset investments	8,213	-	8,213
Investment property	50	-	50
Current assets	15,543	200	15,743
Creditors due within one year	(10,004)	-	(10,004)
Provisions for liabilities and charges	(821)	-	(821)
Total 2025	95,911	200	96,111

Prior period	2024 Unrestricted funds	2024 Restricted funds	2024 Total
	£000	£000	£000
Tangible fixed assets	83,394	-	83,394
Intangible fixed assets	1,871	-	1,871
Fixed asset investments	9,687	-	9,687
Investment property	50	-	50
Current assets	17,971	106	18,077
Creditors due within one year	(9,500)	-	(9,500)
Provisions for liabilities and charges	(663)	-	(663)
Total 2024	**102,810**	**106**	**102,916**

24. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2025	Group 2024
	£000	£000
Net expenditure for the period (as per Statement of Financial Activities)	(6,805)	(4,326)
Adjustments for:		
Depreciation charges	2,898	2,530
Losses/(gains) on investments	66	(1,248)
Dividends, interests and rents from investments	(282)	(610)
Loss on the sale of fixed assets	1,024	21
Decrease in debtors	3,284	(5,761)
Increase in creditors	504	1,669
Increase/(decrease) in provisions	158	(298)
Net cash used in operating activities	**847**	**(8,023)**

25. Analysis of cash and cash equivalents

	Group 2025	Group 2024
	£000	£000
Cash in hand	4,017	3,067
Cash held in investments	82	42
Total cash and cash equivalents	**4,099**	**3,109**

26. Analysis of changes in net debt

	At 1 June 2024	Cash flows	At 31 May 2025
	£000	£000	
Cash at bank and in hand	3,067	950	4,017
Bank overdrafts repayable on demand	(1,661)	1,661	-

27. Capital commitments

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Contracted for but not provided in these financial statements	-	-	-	-

28. Pension commitments

The Charity makes payments to individual employees' personal pension plans. There is also a defined contribution pension scheme for the benefit of employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

There were no prepaid contributions at either the beginning or the end of the financial year.

Contributions amounted to £2,027,616 (2024: £1,689,000) during the year of which £263,528 (2024: £222,000) had not been paid at the year end.

29. Funds held as custodian Trustees

At the year end, the Charity held monies totalling £233,000 (2024: £245,000) on behalf of its clients. These monies are not included within the balance sheet and are held separately in clearly identifiable bank accounts.

30. Operating lease commitments

At 31 May 2025 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Not later than one year	342	258	342	258
Later than one year and not later than five years	187	148	187	148
Total	529	406	529	406

The following lease payments have been recognised as an expense in the Statement of financial activities:

	Group 2025	Group 2024	Company 2025	Charity 2024
	£000	£000	£000	£000
Operating lease charges	784	1,058	780	1,035

31. Related party transactions

Information regarding Trustees transactions and balances have been disclosed separately in note 13. Transactions and balances with the subsidiary company, Brain Injury Rehabilitation Trust, are disclosed in note 17.

There were no other related party transactions in the year.

32. Post Balance sheet events

On 31 October 2025 the decision was made by the Board of Trustees to close The Chantry service in Ipswich. Despite our best efforts, the service remains financially and operationally unsustainable. This has been communicated to all stakeholders including employees.

Brainkind is working with the local authorities and ICB's as part of this transition.
The current planned date of closure is the 30 April 2026. Costs are unknown at this stage.

About Brainkind

We are the UK's leading charity helping people to thrive after a brain injury and to live with other neurological conditions.

Our services include neurological centres, rehabilitation and supported living. We provide innovative, personalised and compassionate rehabilitation and ongoing support to people with brain injuries and other neurological conditions.

Find out more at **brainkind.org**

Brainkind,
32 Market Place, Burgess Hill,
West Sussex,
RH15 9NP

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Brainkind

The Disabilities Trust (T/A) Brainkind is a registered charity in England and Wales (800797) and in Scotland (SC038972). A company limited by guarantee 2334589. © 2025 Brainkind.

THE DISABILITIES TRUST

England & Wales - Charity number 800797

Accounts

Brainkind

Annual Report

2023–24

The Disabilities Trust (Company Registration number: 02334589)(T/A) Brainkind is a registered charity in England and Wales (800797) and in Scotland (SC038972).

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About Brainkind

We are the UK's leading charity dedicated to helping individuals thrive after a brain injury and other neurological conditions. Our services include hospitals, neurological centres, residential homes, and community-based support. We deliver innovative, personalised, and compassionate rehabilitation alongside ongoing support.

With decades of experience in delivering top-quality neurorehabilitation, we recognise the profound impact a brain injury or neurological condition can have on every aspect of a person's life. That is why we offer comprehensive care and support, ranging from immediate rehabilitation after hospital discharge to long-term support aimed at enhancing quality of life.

Our clinical experts work together to assess how a brain injury or neurological condition affects an individual's cognitive, emotional, physical, and social abilities. Our multidisciplinary teams include physiotherapists, speech and language therapists, occupational therapists, psychologists, psychiatrists and nurses. Together, they help individuals work toward greater independence and achieve their unique rehabilitation goals – whatever they might be.

Find out more at brainkind.org

A message from our Chief Executive

The past year has been a transformative one for our organisation, as we embraced our new identity as Brainkind. As the UK's leading charity supporting people with brain injuries and neurological conditions, we have made significant strides in strengthening our impact and reaching those who need us most.

A proud highlight of 2024 was the opening of our sustainable, state-of-the-art hospital in York. After years of planning, collaboration, and construction, this purpose-built facility is already revolutionising the brain injury rehabilitation we provide and is having a significant positive impact on the people receiving support there. With its innovative technology and welcoming design, it sets a benchmark for future service developments.

In addition, we expanded our reach by acquiring three neurological centres from Sue Ryder. This enabled us to welcome 380 new colleagues and support a further 121 people, with conditions such as Huntington's disease, Parkinson's, and multiple sclerosis.

Earlier in the year, we launched our impactful report, Too Many to Count, which sheds light on the critical link between domestic abuse and brain injury. The report sparked vital conversations and new partnerships, and aims to drive systemic change, enabling staff and volunteers to better identify and support those affected.

All these achievements have been underpinned by our new brand identity, reflecting the modern, compassionate, and optimistic organisation that we are. This rebranding, coupled with a renewed focus on brain injury and neurological care, has propelled us forward and positioned us for continued growth despite a challenging external environment.

Post-pandemic pressures, including funding shortages, rising inflation, and an ageing population, have highlighted the fragility of our sector and the urgent need for reform. In these testing times, collaboration and rethinking the way we work is essential.

I want to express my deepest gratitude to our employees for their dedication and compassion. Their wellbeing remains a top priority, and we've introduced initiatives to support their mental health and make Brainkind a great place to work. I'm also thankful to our supporters, partners, trustees, and volunteers, whose contributions have been instrumental in our success.

Looking ahead, we remain committed to putting the needs of those with brain injuries and neurological conditions at the forefront of everything we do. We will continue to enhance our services, advocate for sector-wide change, and work together to achieve our goals.

Thank you for being part of this journey. Together, we will continue to make a difference.

Irene Sobowale

Irene Sobowale
Chief Executive

Welcome message from our Chair of Trustees

Over the past year, Brainkind has continued to grow and evolve. We have expanded our services, strengthened our team and renewed our focus on providing the highest quality care.

Our mission remains the same: to support people living with brain injuries and neurological conditions, helping them to thrive and live fulfilling lives.

A key priority has been our work to create new care pathways that provide the right support, at the right time and in a cost-effective way. Wojciech, who suffered a brain injury in 2022, is a great example of how this approach works. (You can read more about Wojciech's story on page 18 of this report.)

After hospital treatment, Wojciech moved to our neurological centre in Milton Keynes. There, he worked with our multi-disciplinary team to receive cognitive rehabilitation. Then, as he became more independent, he was able to transition to one of our nearby supported living services. By investing in the whole pathway, we have been able to deliver and personalise care plans enabling flexibility and better outcomes.

Living more independently, Wojciech now has more control over his life. At the same time, we have been able to reduce his overall care costs and ease the pressure on the NHS.

Being a charity means we can do more. We continue to focus on clinical excellence and advocate for better policies and practices for people with brain injuries and neurological conditions. We also push for increased funding and improvements in the wider social care sector. We collaborate and persevere.

Looking ahead, we're optimistic about the positive impact we can continue to have. Brain injury can affect anyone, and when it does, we're here to provide support. The people we support deserve the very best.

I want to thank all our employees and volunteers for their hard work and dedication. Your commitment to improving people's lives makes a real difference.

We're also grateful to our supporters, fundraisers, Trustees and partners who have made our success possible. We look forward to continuing to work together.

Thank you to everyone who has helped us over the past year, I want to acknowledge your effort in delivering our mission.

Yours sincerely

Kathryn Greenberg

Kathryn Greenberg
Chair of Trustees

Our year in numbers

It's been a busy and productive year for Brainkind. We've expanded our services, welcomed new colleagues and supported many people. Here are some of our highlights:

489
supported

We provided innovative rehabilitation and ongoing care to 489 people in our brain injury and neurological care services.

314
people supported through our Brain Injury Linkworker service.

94%
rated 'good' or 'outstanding'

94% of our services are now rated 'good', 'outstanding' or the equivalent rating, in England, Scotland and Wales.

1,884
colleagues continued to provide excellent support to people who use our services.

76
volunteers work across our services, in a range of roles.

235
people were admitted to our services and

202
were discharged.

81%
of people needed less supervision when they were discharged from our services.

86%
Almost nine in ten people (86%) moved to more independent accommodation following our support.

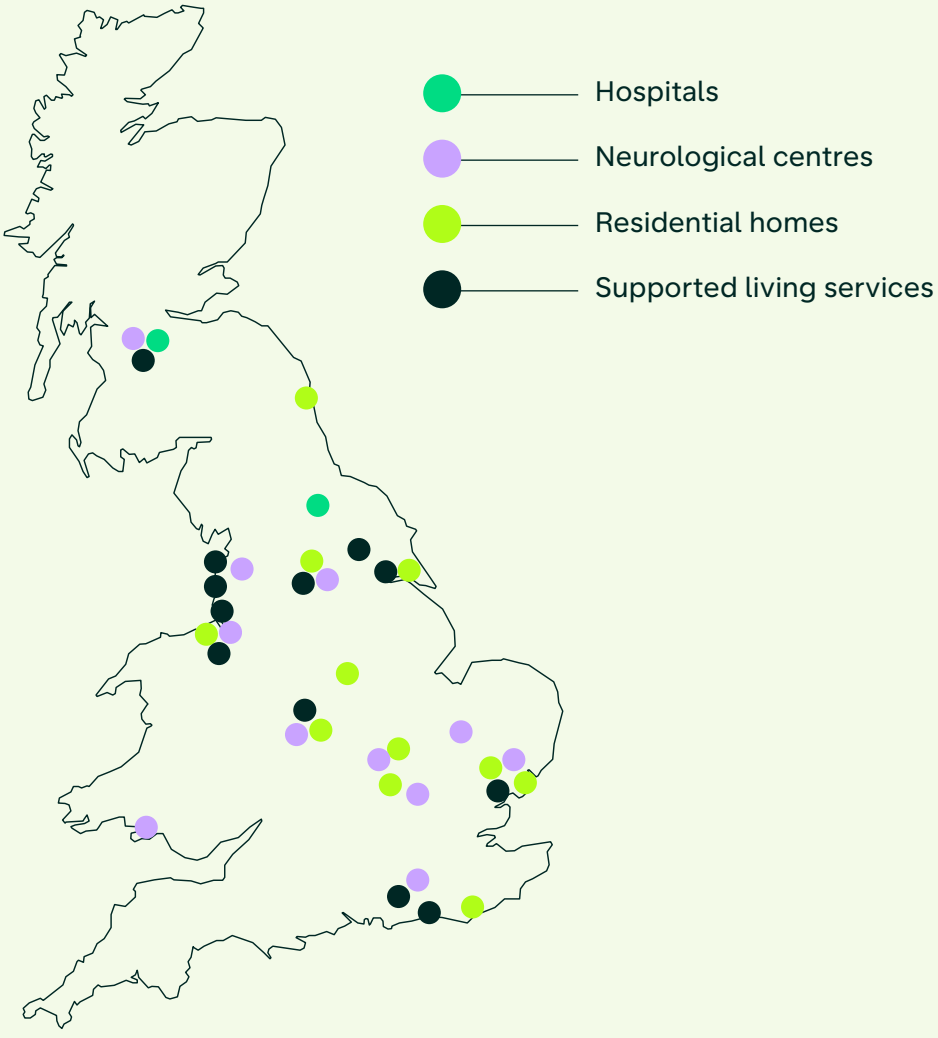
69%
Over two thirds of people who were discharged took part in more social activities than before.

Our achievements

Here's what we have achieved this year for people with brain injuries or other neurological conditions ...

Growing our services

We want to provide the right services in the right places to help people thrive after a brain injury or after being diagnosed with a neurological condition. This means we are committed to developing our offer to meet people's needs, and to support them to live independently.



Our flagship neurological hospital opens

The Brainkind Neurological Centre York officially opened in Spring 2024, providing high-quality rehabilitation for people with acquired brain injuries. The state-of-the-art hospital enables people from Yorkshire – and further afield - to recover and access rehabilitation tailored to their needs.

The people we support were involved in its development and design to ensure it met their needs. The building is designed to be fully accessible, incorporating a range of assistive technologies that support people to lead more independent lives.

From wearable devices that control doors to power-assisted access points, the hospital is committed to breaking down physical barriers. Personalised smart TVs, integrated with platforms like Amazon Alexa, provide daily reminders and act as a central hub for other technological advancements.

Colleagues successfully moved everyone we supported at our previous site at York House to the brand-new building in February, so that everyone can benefit from our state-of-the-art facility.

Rachael Maskell, MP for York Central, was invited to officially open the hospital. She said:

> *Having worked as a physiotherapist, I know the huge benefits of physical rehabilitation, so it is really interesting for me to see that a gym, sensory room and accessible gardens are part of the state-of-the-art facilities here.*

> *I am really pleased that this service is based in York and is already forging partnerships in the local community. This hospital will benefit people in York, and nationally, who have an acquired brain injury or other neurological conditions."*

Dr Miles Rogish,
Consultant Clinical Psychologist, said:

> *I am so impressed by the finer details of this building. The behavioural architects have done a really good job. Everything from the acoustics to the inside and outside spaces have really been thought about to foster a sense of community."*

The new hospital was shortlisted for an award by the Royal Institute of Chartered Surveyors (RICS). Their awards showcase the most inspirational initiatives and developments in land, real estate, construction and infrastructure, and our building was shortlisted in the Community Benefit Project category.

Acquiring new services

In November 2023, we acquired three complex neurological care centres in Lancashire, Hertfordshire and Suffolk from the charity Sue Ryder. The purchase represents a substantial expansion of our operational capacity, adding 121 registered beds.

These services provide rehabilitation and specialist nursing care to people with neurological conditions including Huntington's disease, Parkinson's and multiple sclerosis. These three locations are a natural extension of the existing services we provide, and the acquisition consolidates our position as the leading charitable provider of brain injury care in the UK.

> **"The acquisition of the Sue Ryder neurological services enables us – together with our new experienced colleagues – to provide support and rehabilitation to more people, but also give compassionate care to a wider group of people with a range of neurological conditions. We are excited to be able to expand our services and expertise, to help us care for more people with neurological conditions and brain injuries."**
>
> Dr Rudi Coetzer,
> Director of Clinical Services, Brainkind

Developing new services to support our clinical pathway

Our care pathway, which you can read more about below, helps to ensure that we provide the right care and support when people need it – whether at a neurological care centre, at a residential rehabilitation service or in the community.
This pathway will influence the development of new services, with the following planned over the coming years:

- a new supported living offering in Glasgow, providing a pathway from our brain injury hospital in the city, Graham Anderson House, and our neurological care centre, Eastfields
- a new residential service in Essex to grow our care pathway in this area
- a new neurological care centre in Hertfordshire, which will strive to meet the highest standards of accessible design, creating a tailored service.

A community-driven landscape project

The Brainkind Neurological Centre Lancashire is based in the Fulwood area of Preston and is committed to involving people supported onsite in key decisions.

One such project is the ongoing redesign of the outdoor space, to encourage exercise and connections with nature. The project is led by the Service Director, alongside Steve, a resident and retired graphic artist.

Residents will help to choose the final design and are actively involved in fundraising to support the garden's development.

Working together with those we support

Our personalisation programme aims to change the relationship between people, professionals and the health and care system. Personalisation recognises the expertise, capabilities and potential of individuals, families and communities to deliver better health and wellbeing outcomes.

The programme provides a shift in power and decision-making to one of co-production that enables people to have more choice and control.

Listening to the views of those we support, and acting on them is important to us. This year, our survey of people we support told us:

- **Satisfaction**
  91% of respondents expressed satisfaction with the care and support provided
- **Positive experiences**
  94% felt treated kindly, and 90% felt treated with dignity and respect
- **Encouraging feedback**
  Comments included, “My support team is fantastic,” and “The service exceeded my expectations”.

While the survey results were highly positive, we also identified areas for improvement, including respondents who reported feeling bored or lonely, or uninvolved in their service planning. We are committed to addressing these concerns and are working with those we support to implement necessary changes.

Golden Whisk winners share best practice

Jane Percy House, our residential home in Northumberland, won Brainkind’s inaugural Golden Whisk Award for excellence in catering services. The award recognises commitment to person-centred care and to providing delicious, nutritious food.

The idea for the Golden Whisk Award came from feedback from services, and the competition was co-produced and co-judged with people we support.

Jane Percy House impressed the judges with their collaborative approach to menu planning. The team worked closely with residents to develop menus that were both enjoyable and nutritious. They also considered dietary needs, environmental impact through using home grown produce and local suppliers, and the overall dining experience.

To share best practice and continue to improve, we’ve launched a new Golden Whisk Best Practice forum online, to bring together chefs, people we support and speech and language therapists to discuss and share ideas.

> “I am really proud of this result, which is real recognition of all the hard work, passion and great colleagues we have at Brainkind. I’d like to say a huge thank you to everyone who runs the services, everyone who works in the services and also those of us who support our services behind the scenes. Together we can achieve so much.”
>
> Irene Sobowale, Chief Executive

Brain Injury Linkworker service expands

Brainkind plays a vital role in supporting people with brain injuries within the prison system. Our Brain Injury Linkworkers work closely with prison staff to provide people who may have sustained brain injuries with tailored support. This includes assessment and diagnosis, advocacy, education and post-release support.

The Linkworker service engages with people who may have otherwise disengaged from previous support available in prison.

This year, the team has focused on assessing the impact the programme has on the mental health of people in prison. The findings indicate that taking part in the Linkworker service reduced symptoms related to anxiety and depression.

Evalution published in the Journal of Men’s Health in August 2023 showed that at the start of the intervention, 32 (64%) individuals were classed as having severe anxiety, in comparison to only 17 (34%) individuals by the end of intervention.

The service expanded to His Majesty’s Prison (HMP) Berwyn in January 2024, and now offers coverage for all His Majesty’s Prison and Probation Services (HMPPS) in Wales. The service continues to operate at a high level, with a positive response from people in prison or on probation, and the staff in HMPPS settings who the service supports.

This year, we have also continued to offer training as part of the service to HMPPS staff teams in Cardiff, Swansea and North Wales, including 175 staff at the annual HMPPS Insights Festival in October 2023.

Brainkind tops CQC ratings

We were pleased to announce in May 2024 that we had secured the top spot in the UK for our CQC (Care Quality Commission) ratings, in a league table comparing the largest, adult specialist care home providers. We achieved the highest ranking, with 94% of Brainkind services in England rated by CQC as either “good” or “outstanding” overall.

Quality has always been at the heart of Brainkind. Our values guide our approach to quality assurance, driving continuous improvement and delivering exceptional standards of care, support and treatment.

Delivering leading-edge clinical practice around brain injury

This year, our research showed the breadth of our work and strengthened our position as a voice of influence. These efforts enhance our understanding of brain injury, enabling us to better support the people who use our services through innovative research and thought leadership.

Sharing our clinical expertise

We aim to be a leader in clinical practice and research. To achieve this, it is important to have a strong reputation in the academic world. We do this by carrying out research, publishing papers, presenting at conferences and building relationships with universities and professional groups.

We work to align the research we carry out with the broader strategic goals of Brainkind - for example, by placing an emphasis on outcomes-derived research and exploring new technology.

Our annual conference was launched back onto the conference circuit after a very successful event in York in September 2023 for the first time since 2017.

The event, “Every Interaction is Rehab”, brought together a diverse group of professionals from the field of neurorehabilitation, including clinicians, researchers and practitioners, with keynote speakers and interactive workshops discussing the latest research and new approaches to support people with brain injuries. The conference helped cement our reputation as the leading charity working in this space.

Our clinical pathway

Delivering excellent care and support for people with brain injuries or other neurological conditions is central to our mission, and our care pathway is a route through rehabilitation, designed to guide people from diagnosis to recovery. The pathway helps ensure that people receive the right care at the right time.

This year, we worked to refine our offering nationwide to provide the best care pathways for people we support. Step-down support is a crucial part of this journey. It involves gradually reducing the intensity of support a person receives as their condition improves. This might involve someone moving from one of our hospitals to a neurological centre, or from a residential home to one of our supported living services. The aim is to help people regain their independence and reintegrate into their daily lives.

By providing each of the different stages of the pathway under the Brainkind umbrella, we are able to improve outcomes and simplify the process for the people we support.

Wojciech's steps to recovery

At 40, Wojciech knew only a handful of people in the UK, and due to the Covid pandemic he was cut off from his family in Poland. Then he suffered a ruptured aneurysm, and his life changed forever.

Despite being in good health, in October 2021 Wojciech's flatmate came home from work, to find him unconscious, and called an ambulance.

Wojciech says:

> *I have no memory of that day; I don't know what happened. I just woke up in the hospital a few weeks later.*

> *I was unsteady on my feet and felt really uncoordinated; my memory was full of holes, I struggled to remember basic things about my life, but I could still speak English. After a few weeks, my childhood memories started to return, but the present was still a mystery.*

First steps to recovery

Wojciech's ruptured aneurysm resulted in a haemorrhagic stroke, which caused a severe brain injury. Although physically well, Wojciech was still suffering from severe cognitive and memory impairment and was moved to one of Brainkind's neurorehabilitation centres – Thomas Edward Mitton House in Milton Keynes - for further cognitive rehab to develop his insight and independence.

Wojciech says: "The people at Thomas Edward Mitton house have been brilliant and helped me recover. I learnt English at school back in Poland. However, when I woke up it felt like everyone was talking so fast, I couldn't keep up.

"With my memory problems and sight issues, I had to work really hard with the physiotherapist, occupational therapists, care team and speech and language team. Everyone worked so hard to help me."

Towards the end of 2022, a place became free at Brainkind's supported living service in Twyford Lane, Milton Keynes. Wojciech explains how moving to this service has helped with his recovery: "All the hard work paid off, and I moved to a supported living house in November 2022. The house at Twyford Lane is part of the Brainkind services, and it's just down the road from Thomas Edward Mitton House, so all the teams know me.

> **It gives me a chance to go back and volunteer once a week at Thomas Edward Mitton house which is really important to me; I want to give something back and help others like me so that they can see with hard work, they too can recover."**

What the future holds

Although he has recovered physically from the stroke, Wojciech faces many cognitive challenges. He explains: "I struggle to follow movies now, and my memory problems make it hard to keep long stories straight in my head, but I love watching stand-up comedy and always enjoy comedy specials."

Being supported at Twyford Lane helps Wojciech to focus on the things he enjoys. He says: "I live with two other people in supported living who I get on well with; we do some things together, but we have 24-hour support if we need it. The staff who support us here are great. They help me to do things that I find difficult, like shopping, long journeys, those kinds of things.

> "I am unsure if I will ever be able to live independently again, which makes me sad. Still, the thought of being alone is pretty scary. What's great about our place is that we can get help when needed, and the staff are just like friends who are here if we need them, but they leave us be if we don't."

> "My rehabilitation and recovery have been challenging and sometimes very lonely without my family, but the staff and my flatmates have become a family to me, and I am strong now."

How technology supports our clinical model

We recently partnered with SyncVR to test how VR (virtual reality) could support people with a brain injury. A trial at Redford Court aimed to understand whether apps could help people manage their anger and anxiety, while at Kerwin Court we tested whether VR could help improve the value of physiotherapy.

Senior Research Fellow, Sara da Silva Ramos, said: "We are confident that having VR headsets will be of benefit to many and are hoping to be able to implement this technology across Brainkind, not only to improve the experience that the people we support have while in our services, but also to use research to further our quest towards understanding exactly who benefits most from which VR environments."

Telling our story: driving social action around brain injury

We want brain injury to be part of everyday conversations. We also want to improve policy, practice and funding for people with brain injuries. This will help us to find new ways to reach the people we support.

Groundbreaking report launch

In January 2024, Brainkind published “Too Many to Count”, our report which revealed that one in two people who have experienced domestic abuse in England and Wales may be living with a brain injury.

The report was the first of its kind to explore this link and was the result of months of research by our Policy, Influence and Social Change team.

Stephanie Bechelet, Domestic Abuse and Brain Injury Researcher at Brainkind, conducted over 60 interviews with women who had experienced domestic abuse as part of the research. Stephanie said: “Our research findings highlight the complexities faced by people who have experienced domestic abuse. These issues are compounded by our evidence that reveals one in two people who have experienced domestic abuse may be living with brain injury. Our recommendations focus on how we can work together to close the gaps in knowledge and practice around domestic abuse and brain injuries.”

The report revealed significant overlap between brain injury and mental health symptoms, highlighting not only the risk of incorrect diagnosis, but also the complexity of accurately identifying brain injury in this group.

Stephanie Bechelet appeared on BBC Woman’s Hour with Dr Annmarie Burns, Consultant Clinical Neuropsychologist, to discuss the report, which was the lead story on the programme. It also featured in The Independent and sector press.

Connecting through our brand

In September 2023, we unveiled a new brand identity to promote our position as the UK's leading charity dedicated to brain injury support. The rebranding reflects our commitment to providing compassionate, person-centred care and showcases our expertise in the field.

Our new brand's empathetic, optimistic tone and accessible language resonate with our audiences. They underscore our partnership with those we support, conveying a message of hope and resilience. We've developed comprehensive guidance to equip our teams with the tools to effectively communicate using our brand.

This year, our brand has been introduced to key stakeholders, including commissioners and healthcare professionals, the media, fundraisers and the general public. It has featured prominently at conferences, in the media, on new signage and digitally via our new website and social channels.

A new approach to fundraising

As a charity supporting people with brain injuries, we provide therapies and equipment that are often not covered by the NHS or local authorities. To continue offering these vital services, we rely on an effective fundraising programme.

Historically, our fundraising efforts have been largely at a local level, with individual services taking responsibility for securing donations. While this approach has been valuable, we recognise the need for a more centralised and strategic approach. This year, we have established a dedicated fundraising team and developed a new strategy to better embed fundraising into our organisational culture.

Our new fundraising strategy aims to develop new fundraising proposals to attract donations from individuals, businesses and trusts. Our fundraising team will provide local services with high-quality content and materials, along with guidance and compliance advice, so they can engage potential donors.

In addition to local fundraising, we will focus on securing grants, establishing larger scale corporate partnerships and collaborating with like-minded organisations. Recent successes include a generous donation from the Kirby Foundation to fund a sensory room at our new York hospital. We have also been named charity of the year by York Racecourse, a significant milestone in our fundraising journey.

To ensure that donations are used effectively, we have formed a fundraising steering committee which evaluates funding applications and determines how best to allocate resources. By drawing on the expertise of our clinical teams and the buying power we have nationally, we can maximise the impact of our fundraising efforts.

Case study: Bel learns to walk again

Bel is supported at Brainkind's West Heath House in Birmingham. When she arrived in January, she used a wheelchair but recently she's made a massive step forward in her rehab journey. For the first time, she's been able to go out into the community without her wheelchair.

This wouldn't have been possible without the care and hard work of Brainkind's staff. We spoke to Bel to hear more about her experience. Bel told us: "I'm happy. The team have always praised me and congratulated me when I have achieved something. I've worked hard daily and not given up. I couldn't have done it without my physio support and my therapy assistant, Kim. I can't imagine life in the wheelchair now."

Bel had physio sessions four times a week with specialist physio, Anisha, and Kim helped her with exercises for her arms and legs. She also used an exercise bike regularly. Bel started by practising walking with support bars, then progressed to using the treadmill and even climbing stairs.

After building up her strength inside the service, Bel started trying longer distances outdoors with her walker. She gradually needed less and less support.

When we asked Bel about her future goals, she said:

"I want to be able to walk with a walking stick. When I'm discharged, I'd ideally like to be able to do more for myself and complete daily tasks independently."

Bel also had some advice for staff who are helping people reach their goals: "Staff need to push the people they support to their limits, to be respectful of people they support, be consistent and work hard."

"I want to be able to walk with a walking stick. When I'm discharged, I'd ideally like to be able to do more for myself and complete daily tasks independently."

Working together effectively

Our people are the heart of our organisation, and by ensuring Brainkind is a great place to work, we can provide the best care and support for those who need it.

EDI activity: a year of progress

This year has seen us take significant strides with our Equality, Diversity and Inclusion (EDI) initiatives, driven by our commitment to create a more inclusive environment – making Brainkind a community where everyone feels they belong.

We are working to deliver an EDI plan, built on our values and based on the data and input we receive from colleagues and people we support. Our EDI group, formed in 2023, is a committee of Brainkind community representatives interested in positive change. They meet regularly to plan and monitor EDI activity and share their thoughts, experiences and ideas.

Our new LGBTQIA+ Group is our first Employee Resource Group at Brainkind. The groups have been created to give colleagues opportunities to raise awareness and provide resources around a specific interest or protected characteristic.

Recognising excellence

Our Recognising Excellence Awards are awarded every six months to people or teams who have excelled in their work and who live Brainkind's values: agile, resourceful, courageous, connected and heart.

The awards are important to us, and all our winners are selected from nominations made by our employees. Once a year, our winners are invited to come together and celebrate their achievements at a ceremony.

Meet Jean-Michel: award-winning support worker

In 2024, Jean-Michel was recognised for his outstanding work by winning the Operational Employee of the Year category at Brainkind's Recognising Excellence Awards. He was also shortlisted for the Specialist Carer of the Year award at the National Care Awards.

Jean-Michel joined Brainkind in 2021 as a support worker at Shinewater Court, a residential home in Eastbourne that supports people with brain injuries and other neurological conditions.

Jean-Michel says: "About 15 years ago, I moved to the UK from France. Before working in care, I had a very different career — I was a butcher! But I started working for Brainkind and my first care work experience was here."

Anita Cobb, Manager at Shinewater Court, says: "Jean-Michel is an exceptional member of our team. He consistently goes above and beyond for the people we support, whether it's working extra shifts or accompanying residents to social events. His positive and enthusiastic attitude is invaluable."

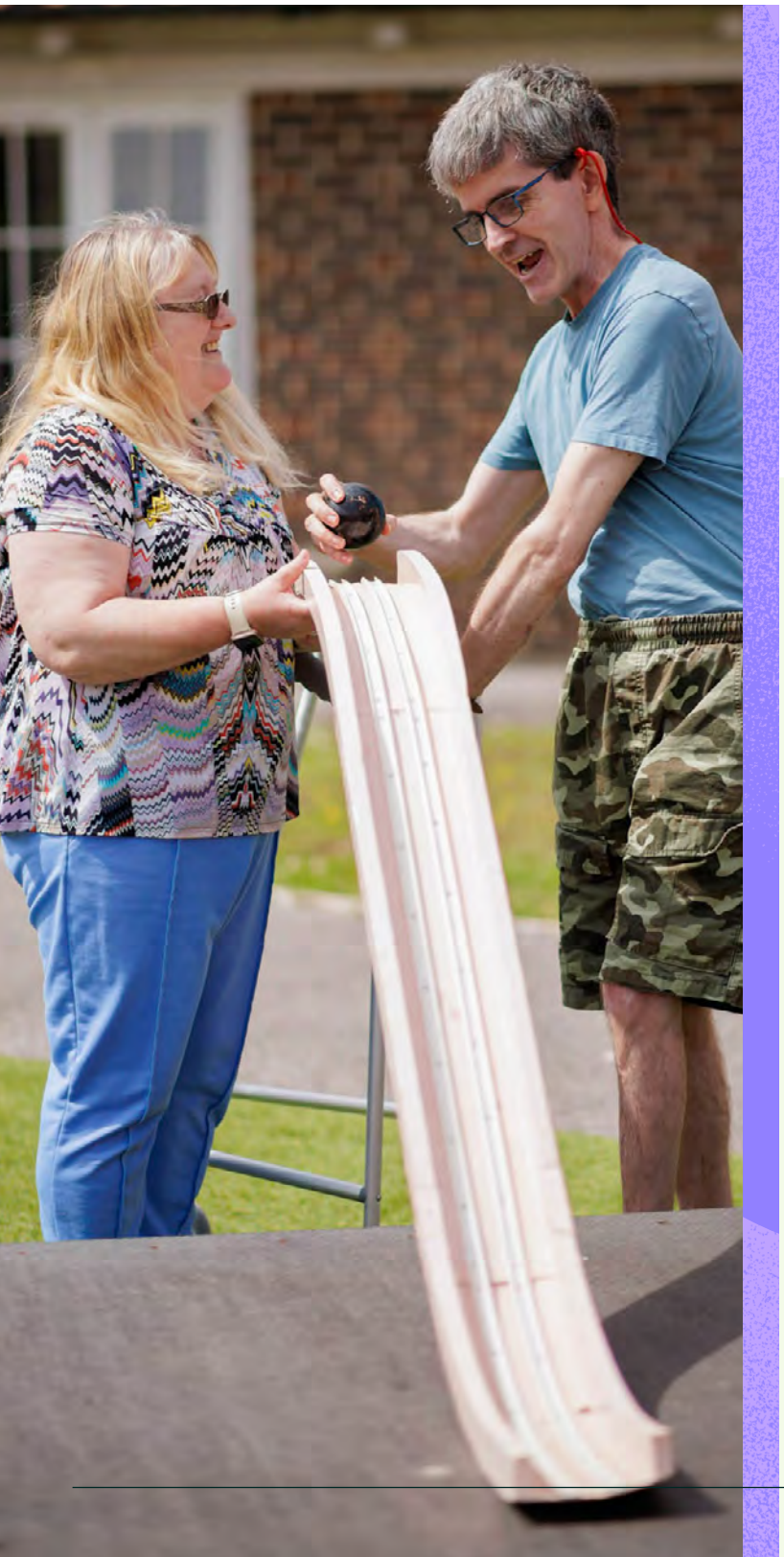
James, one of the people we support at Shinewater Court, has formed a close bond with Jean-Michel. James's brother says: "Jean-Michel takes James out for a monthly haircut, something which is important to James and his pride in his appearance. Recently Jean-Michel has been encouraging James to do his regular physio exercises, to help build his strength and support him in his walking."

"I know that when Jean-Michel is on his days off or on holiday, James misses Jean-Michel, and looks forward to his return and tales of adventure. They are definitely firm friends, and Jean-Michel is someone who James can confidently rely on and trust."

Jean-Michel is thrilled to have received this recognition. He says: "I've built more relationships in this job than in any other one across my career. A support worker job is more person-centred and so working with people closely gives me a lift. I have a feeling that I am doing good."

"I was supposed to retire next year, but I've decided to stay on for a few more years. I'm not ready to leave yet. This job gives me a sense of purpose. It's hard to explain, but it's something I'm really proud of."

Looking to the future



As we look toward the future, our commitment to growing our reach, providing leading clinical expertise, and driving social action remains at the heart of what we do - as does our focus on both our people and digital innovation, as we seek to deliver exceptional, person-centred care.

Growing our reach

Following a period of expansion and acquisition, we are now looking to focus on growing the number of people we support in our existing services, allowing us to reach more people and provide high quality care and support for people living with brain injury and neurological conditions.

Leading-edge clinical expertise

Providing leading clinical expertise remains at the centre of what Brainkind does as an organisation. This commitment to clinical excellence enables us to provide higher quality care, evidence-based practices and improved outcomes for the people we support. Our aim is to establish our organisation as a leader in best practices, setting a benchmark for quality and compassion in social care.

Championing social action

Our mission goes beyond just delivering excellent care - we are dedicated to driving positive social change. By advocating for policies and initiatives that benefit vulnerable people, we aim to address systemic inequalities and improve access to care for all.

Our people approach

Our people are our greatest asset, and their dedication and passion drive everything we do. We are committed to fostering a workplace culture that values and supports each team member, investing in their growth and wellbeing. By creating opportunities for career advancement, encouraging innovation, and providing a supportive work environment, we enable our team to thrive.

Digital innovation

In an evolving world, innovation is key to staying responsive to the needs of our colleagues and the people we support. We are embracing new technologies and care models that improve efficiency, enhance service delivery, and expand our impact. We will continue to explore ways to enhance the quality of our services while maintaining the personal touch that defines our care. Innovation empowers us to adapt, respond, and ultimately provide a higher standard of support.

As we look ahead, we remain steadfast in our commitment to growing our reach, advancing our clinical excellence and advocating for social action. Together, we are building a future where our services provide excellent care for more people with brain injuries and neurological conditions.

Trustees' Annual Report

The Trustees present their report and the audited consolidated financial statements for the year ended 31 May 2024. The Trustees' Annual Report constitutes the annual accounts and the Directors' Report for Companies Act purposes.

These financial statements comply with the:

- Charities Act 2011
- Companies Act 2006
- Charities and Trustee Investment (Scotland) Act 2005
- Requirements of the Charity's governing document
- Accounting and Reporting by Charities: Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Financial review

Summary

Brainkind has moved from a £11.3 million net surplus in 2023 to a £4.3 million net deficit in 2024, a decrease of £15.6 million. This is substantially due to the surplus on sale of fixed assets in 2023 and a planned deficit following the divestment of services in 2023.

Following a challenging year in 2022/23, to improve our financial sustainability in 2023/24, we actively focused on:

- improving revenues by working to agree fee uplifts as well as working on aligning all current fees to fully reflect the costs incurred in providing our care
- working to reduce our agency expenditure by improving recruitment and retention
- increasing occupancy levels within our current services
- investing in acquiring new services and continuing to invest to improve our existing services.

In 2024 we saw a gain of £1.2 million (2023: loss of £0.8 million) in our financial investments. The UK economy is recovering faster than expected. The euro area is also starting to bounce back after a year of near stagnation. Meanwhile global markets have continued to soar.

The overall financial results have changed from the 2022/23 financial year to the 2023/24 financial year as follows:

- total operating income decreased from £67.5 million in 2023 to £61.1 million in 2024
- total operating expenditure increased by £11.4 million from £55.4 million in 2023 to £66.8 million in 2024
- the total net assets of the Group on 31 May 2024 were £102.9 million, a decrease of £4.3 million from 31 May 2023.

Investments

Our investments have been acquired in accordance with the powers available to the Trustees or by way of legacy. They are subject to an investment policy which is reviewed on an annual basis. The current policy delegates management of investments to firms of investment managers within defined parameters. The Trustees also employ an independent investment consultant to assist with financial advice, select investment managers, as well as providing support to define the objectives that are set and monitor their performance.

The present investment managers for Brainkind are Rathbones Investment Management Limited and CCLA Fund Managers Limited. Each manager has specific investment objectives and a mandate in line with our investment strategy. The overarching aim is to maximise returns whilst making sure the Charity's liquidity requirements are met. The Trustees also set what asset classes are permissible, the extent to which they are invested and the credit ratings in their selection.

We do not prescribe the nature of companies in which we invest through the stock market. The primary objective is to achieve optimal financial returns in order to deliver on our charitable objectives. In appointing investment managers, we have delegated ethically responsible investment so that we can best meet the needs of the people we support.

The value of the Charity's investment portfolios at the end of May 2024 was £9.7 million (2023: £32.2 million). Dividend and investment income from our financial investments, including cash on deposit, was £0.6 million, a decrease from £0.8m in the prior year. Gains on our financial investments were £1.2 million in the year (2023: losses of £0.8 million). This performance met the Board's objectives in relation to delivering returns.

Investments held by nominees

Our investments include:

- £4 million managed by Rathbone Investment Management Limited
- £5.7 million by CCLA Fund Managers Limited.

These investments are held on the Charity's behalf.

For investments managed by Rathbone Investment Management Limited, UK investments are registered in the name of Rathbone Nominees Limited and overseas investments are deposited with The Bank of New York Mellon as nominee.

Our investments managed by CCLA Fund Managers Limited are held on our behalf in a COIF Charities Ethical Investment Fund and are valued at a mid-market price.

No other people acted as nominee for the Charity this year.

Reserves

As a charity, our aim is to maximise our impact and the rehabilitation, care and support that we are able to provide to people with brain injuries and neurological conditions. In order to do this, current reserves must be sufficient to meet the start-up costs of new services or the expansion of existing services, agreed by Trustees. Reserves must be sufficient to ensure our existing services are financially viable and mitigate the crystallisation of a financial and reputational risk identified on our corporate risk register.

The Trustees continue to review the level of reserves, with the consideration of the difficulties in maintaining funding levels. They incorporate this into the strategy, which is regularly monitored and modified, as appropriate. The reserves policy is derived from the five-year strategic review and reflects the Charity's future plans and financial commitments.

The current total level reserves amount to £102.9m, (2023: £107.2m) £106k of which is restricted and £102.8m (2023: £107m) is unrestricted (including designated funds).

Restricted reserves

Restricted funds are currently £106k (2023: £276k).

Restricted funds arise as a result of specific stipulations as to how the funds may be used. This is often relating to a specific activity or grant that may fall over several years and therefore the balance carried forward at the year-end is committed for those activities.

Unrestricted reserves

Unrestricted funds arise when no restrictions are in place for their use. Trustees are responsible for ensuring these funds are spent in line with the Charity's objectives in a timely fashion.

The revaluation reserve represents the net gain or deficit that has been made on our investment portfolios.

Designated reserves are funds that the Trustees have set aside to reflect particular intentions for the use of those funds.

Reserves

Revaluation reserve

The total revaluation reserve is £9.7 million (2023: £9.4 million), reflecting a net gain in the year of £1.2 million (2023: net deficit of £0.8 million).

Designated funds

The total designated funds are currently £85.3 million (2023: £86.5 million). Further details are as below:

Investment in intangible and tangible fixed assets: £85.2m (2023: £64.3m)

Representing the amount invested in the net book value of long-term assets.

Investment in Brainkind Neurological Centre in York (formerly "Investment in Chocolate Works"): £0m (2023: £5.2m)

These are funds were set aside to develop a new, purpose-built site for York House Hospital and this project had a total commitment of £24.8m. The final cost to develop the York House Hospital was £25.6m.

Investment in neurological rehabilitation services £0m (2023: £17m)

Funds were designated as Brainkind agreed in principle to purchase four neurological care services, currently operated by the charity Sue Ryder, for an expected consideration of £17m. The final Purchase price of £11m was paid for three of these services which completed in November 2023.

General funds

The general unrestricted reserves of £8.7m is regarded as being the Charity's level of free reserves.

The Charity has a target level of free reserves of £8 million and the Trustees consider that a minimum reserve of £3 million is necessary, an amount that it considers appropriate and prudent to maintain as a buffer against the risks and challenges faced by the Charity.

Trustees consider the assets of each fund (including the revaluation reserve) are sufficient to meet current and future commitments.

Funds held on behalf of others

At year end, Brainkind, as custodian Trustee, held a total sum of £245,000 in its bank accounts, compared to £190,000 at the end of the previous year. This sum was held separately in identifiable bank accounts and was not included in the balance sheet.

Payments to suppliers

Settlement terms are agreed with suppliers as part of our contracts with them. It is the Charity's policy to pay in accordance with those terms. Other creditors are paid in accordance with invoice terms.

Going concern

The Board has reviewed the Charity's activities and financial position, together with factors likely to affect our current strategy. After divesting our learning disability and autism services to focus on brain injury rehabilitation and support, we are investing free cash in acquiring neurorehabilitation and neurological services and continuing to invest in our extant services.

With difficulties in both occupancy levels and labour costs, as staff shortages continued to limit admissions in some services, as well as keeping agency costs high, we ended the financial year behind budget.

The reductions in occupancy levels continue to be focused within a small number of key services, all of which are now undertaking work to improve their occupancy level.

Looking forward, in 2022/23 a detailed five-year forecast and recovery plan was undertaken, in line with the proposed plan, outlining how we plan to reduce the deficit and move to a surplus within that period. This is continuing to be reviewed and necessary corrective actions will be taken.

We have reviewed the reserve level, taking into account the impact of the agreed strategy to ensure that our reserves remain above the agreed level for the next five years. Within this review, we have looked at a low and high scenario of the impact on the reserves once all agreed and proposed investments/divestments are undertaken.

The Board has concluded that the existing level of free reserves, available investment and cash balances, coupled with strong cost control and the implementation of our new strategy, are sufficient to ensure Brainkind has the resources to continue operating as a going concern, and to meet our obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

Fundraising

We support people and organisations to donate to Brainkind by promoting individual and regular giving, event fundraising, legacies and corporate support.

Our local services also carry out fundraising activities to raise money for our assessment and rehabilitation centres, residential and care homes, and supported living accommodation.

We send application forms, fundraising packs and merchandise, and keep in regular contact with fundraisers. We write to supporters to thank them for their fundraising.

We are committed to The Code of Fundraising Practice which sets the standards for fundraising carried out by all charitable institutions and third-party fundraisers in the UK. The Board is satisfied that there have been no failures to comply with The Code of Fundraising Practice.

Brainkind is also an organisational member of the Institute of Fundraising, Fundraising Preference Service and Fundraising Regulator, as well as the Data & Marketing Association.

Complaint handling

We have not received any complaints in relation to our fundraising and do not undertake any third-party fundraising.

Safeguarding and vulnerable supporters

Our fundraising promise sets out our commitment to being honest, keeping contact details safe, and supporting donors. It also highlights our commitment to protecting vulnerable people and ensures that no donation is sought or gained from someone who may not have the capacity to make an informed or considered decision. This helps make sure supporters are not put under pressure to donate and know how to make a complaint.

How principle risks are managed

The Board of Trustees ("the Board") acknowledges its responsibility to ensure that the Charity's risk management framework is effective. The Board regularly reviews the Charity's process for identifying, prioritising, escalating, and managing risks and, where applicable, the Charity's system of internal controls to manage these risks. The Board reviews the effectiveness of the Charity's approach to risk at least every year.

The Charity regularly monitors and reviews its risks at both a strategic and operational level via a risk management system with a mature risk matrix to determine those risks meeting the threshold for Board reporting. The significant risks to Brainkind are regularly reviewed by the Senior Leadership Team and the Audit and Risk Committee on behalf of the Board. The Board has ultimate responsibility for Brainkind's principle organisational risks and the long-term consequence of decisions as well as the interests of all stakeholders.

The key principle organisational risks are set out below:

Financial Sustainability

Risk

As with many other organisations in the health and social care sector, funding is always a challenge but particularly now with local authorities and the NHS having their own financial challenges. Coupled with this, high-cost inflation is also making financial sustainability in our sector a challenge. As a consequence, a number of our services are currently making deficits, hence leading to the overall deficit for the organisation in the year.

Mitigations

As an organisation we are therefore reviewing our costs to make sure they are sustainable and fit for purpose for the future organisational needs. We are also working closely with commissioners to ensure our services meet their needs and in doing so will create a stronger occupancy pipeline. We are fortunate enough to have a strong financial backing which ensures the organisation is sustainable in the short to medium term and we believe we have strong plans in place that will also ensure the organisation is sustainable in the longer term.

Agency Spend

Risk

As is typical in the sector, agency spend is a particular challenge for us as an organisation, not just because of the financial cost of this but also to ensure that agency workers provide the same great quality of care and support as our internal team.

Mitigations

We believe we have a strong reputation and brand and that the organisation values its people. In addition to this we are undertaking several projects that will improve our employee experience and encourage people to work for Brainkind all of which we believe will help with attracting and retaining people in the organisation going forward.

Local Authority Financial Health

Risk

Given a significant proportion of our funding comes from local authorities, challenges around local authority health has the potential to have a knock-on impact to Brainkind.
A number of local authorities have already declared bankruptcy or issued financial distress signals. Some of which have issued Section 114 notices, effectively meaning they can't balance their budgets. This is therefore a risk to our organisation.

Mitigations

We work across a diverse range of funders which therefore should spread our risk.
We are also looking to contract with a number of new funders and look at opportunities in the private pay market which should further diversify our risk.

Business Continuity and Disaster Recovery

Risk

Particularly given the ever-sophisticated methods of trying to hack organisations, the risk of cyber-attacks and the consequence this would have on our organisation from a business continuity perspective is always a risk.

Mitigations

We have a proactive approach to cyber security, the key being not to be complacent and continually improving our controls.
We also diversify our risk by not being reliant on one single third party and have attained Cyber Essentials plus certification, which is a government backed cybersecurity accreditation that amongst other things ensures we have robust cybersecurity measures in place tested through a rigorous, hands-on, technical audit by an external accredited assessor.

Directors' Report

Constitution

In 2023 The Disabilities Trust relaunched itself as Brainkind, our new brand and trading name. Our legal name remains The Disabilities Trust.

As a registered charity, The Disabilities Trust is regulated by the Charity Commission (England and Wales) and the Office of the Scottish Charity Regulator (OSCR) in Scotland. The Charity is incorporated as a Company Limited by Guarantee and governed by a Memorandum and Articles of Association, which were last modified on 13 July 2020.

The Disabilities Trust owns two subsidiaries:

- The Brain Injury Rehabilitation Trust Limited which operates the activities of the Neurological Centre Lancashire and is governed under a separate board.
- York House Ventures Limited, which is dormant.

Public Benefit

The principal beneficiaries of the work of Brainkind are people living with a brain injury, supported in a variety of settings, from hospitals to community. Secondary beneficiaries of the work of Brainkind are families, people living with a brain injury beyond our services and those in particular populations, including offenders and survivors of domestic abuse who are disproportionately affected by brain injury, and the general public via our campaigning, training and innovation work and bespoke services.

Our research, policy and innovation work allows us to invest resources into improving the lives of people with a brain injury who may not have access to statutory-funded services. External grants support initiatives that would be difficult to attract mainstream or traditional sources of funding.

The Board of Trustees review the Charity's aims and objectives each year to make sure our purpose and activities are aligned. The Charity's achievements and activities are discussed in full in the Strategic Report.

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and planning future activities. In particular, the Board considered how planned activities contribute to Brainkind's aims and objectives. This includes:

- what we have achieved
- the outcomes of our work in the previous 12 months
- the success of each aspect of our work
- the benefits to, and impact on, the people we support.

All Trustees give their time voluntarily and receive no benefits from the Charity. Expenses claimed from the Charity are set out in Note 10 of the financial statements.

Section 172 (1) statement

The Trustees as Directors of Brainkind, are aware of their duty under s.172 of the Companies Act 2006 to act in the way which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole and, in doing so, to have regard (amongst other matters) to:

- The likely consequences of any decision in the long term
- The interests of the Company's employees
- The need to foster the Company's business relationships with suppliers, service users and others
- The impact of the Company's operations on the community and environment
- The desirability of the Company maintaining a reputation for high standards of business conduct
- The need to act fairly between members of the Company.

As a charitable company, the Directors of Brainkind promote the success of the Charity to achieve its charitable purposes:

To relieve the needs of people with developmental, learning, physical or acquired disabilities or conditions, in particular but not exclusively by the provision of care, special housing units, facilities and supported living services.

The Directors of Brainkind consider that they have fulfilled their duties in accordance with section 172(1) of the UK Companies Act 2006 and have acted in a way which is most likely to promote the success of the Charity for the benefit of its stakeholders as a whole in the following ways:

Communities

Brainkind works in partnership with communities, providing services for people with a brain injury and other neurological conditions, as well as through its campaigning work and research. The organisation works closely with Government partners, contributing to the imminent strategy on Acquired Brain Injury (ABI). We deliver training to staff within the prison services, helping them to recognise the signs of a brain injury. We are also carrying out new research into the prevalence of brain injury amongst domestic abuse survivors, to inform policy and practice in this area. We work in partnership with multiple organisations, including the NHS, commissioners, the police and other charities and voluntary membership organisations.

Engagement with stakeholders

As part of our annual cycle, we have produced a satisfaction survey for people who use our services. Over 80% of the people we support took part in the survey with contributions from people across all of our services. The report will help inform how we improve delivery and develop our services, which ultimately enables us to focus on what's important to and for people and shape the way we prioritise and improve the way we deliver services.

The report will be made accessible to all people we support in a range of formats and our colleagues.

The stakeholder feedback process, which includes capturing compliments, concerns, complaints, and whistleblowing reports is continually reviewed and developed in response to feedback received. We continue to see an overall increase in all feedback captured since a new process was implemented in 2023.

We welcome this as it provides evidence of increased awareness and confidence in the feedback processes. We have continued to improve the process by enhancing colleagues' abilities to identify, capture, investigate and respond effectively to improve stakeholders experience and support a customer focussed process. Since Autumn 2022, we have rolled out feedback/complaints management training via workshops with Regional Operational teams, to offer advice, guidance, and support, which encourages and acts on feedback and demonstrates learning. This provides assurance to the Executive/Senior Leadership Teams (SLT), and the Board as we continue to capture and monitor stakeholder views centrally to identify themes and trends and respond to these effectively.

The Trustees consider and discuss information from across the organisation to understand the impact of Brainkind's operations and the interests and views of key stakeholders. The Trustees also review financial, clinical, and operational performance, as well as information covering areas such as key risks, quality assurance and regulatory compliance. This information is provided to the Board of Trustees through regular performance reports within meeting packs circulated in advance of each Board of Trustees meeting and via SLT presentations.

The Board therefore possess an overview of the organisation's engagement with stakeholders enabling them to comply collectively with their duties under section 172 of the Companies Act 2006.

Engagement with employees

The long-term success and performance of Brainkind is directly linked to the talent, skills and engagement of our colleagues, and we understand the importance of developing a high performing organisation through our people to benefit the people we support. We recognise the contribution of our dedicated workforce who work hard to support people with complex needs, and we continue to review and improve the experience our employees have worked for Brainkind.

We want to ensure that our workforce is connected, and we aim to have a two-way dialogue with our people by keeping them appraised of what is happening across the organisation, as well as seeking their feedback and input on a variety of topics, from our new strategy to the culture we want to build. This is done using a variety of channels, including team meetings, our magazine and newsletters, digital channels such as Connect - our intranet - and our Colleague Forum which enables us to seek the views of a cross section of our workforce who represent colleagues' ideas and suggestions for improving Brainkind. Our annual employee engagement survey also provides people with the opportunity to have a voice and provide feedback on a range of topics.

Brainkind operates across England, Scotland and Wales so it is important that all colleagues feel connected. We use a range of online and face to face events, including CEO and SLT webinars and our annual Managers' Conference, to share the latest news, but also to engage colleagues in aspects of strategy, culture and delivery. We also engage colleagues in specific projects, alongside the people we support. For instance, someone we support at our brain injury service, Victoria House, sat alongside members of the SLT and the Board, as well as their Support Worker, on a Steering Group to feed into the process to deliver a new brand. Their input is absolutely invaluable.

The Trustees receive regular qualitative and quantitative updates on employee matters from the Executive Director of People and Organisational Development including analysis received through the employee engagement surveys, regular EDI updates and quarterly performance reports on a number of people metrics to understand any workforce trends. This provides the Board with assurance that there are effective mechanisms to link engagement and performance and the continued strength of Brainkind's culture.

Governance and decision making

Brainkind's objective is to support people with a Brain Injury (BI) to lead their best lives. This objective is delivered, but not exclusively, through the provision of high-quality rehabilitation, care and support, specialised homes for people and community based supported living services.

Brainkind continues to adopt and apply the principles of the Code of Governance for larger charities, updated in December 2020 supporting the Board's aim to develop high standards of governance. The Charity is governed by a Board of Trustees which meets at least four times a year and is supported by several Board Committees to provide assurance and dedicated oversight to the matters for which is it responsible. As well as Board meetings, all Trustees are expected to contribute to those committees where their individual skills can be of most benefit, in discussion with the Chair. The Trustees have delegated the day-to-day management of the Charity to the Chief Executive Officer (CEO) who is supported by the SLT in delivering the agreed strategic objectives.

The Trustees have several committees with specific areas of focus and who each review their scope and Terms of Reference annually:

Committee	Focus	Members	Meetings per year
Audit & Risk Committee	• Internal Audit • External Audit • Annual Report & Accounts • Financial compliance • Internal controls • Risk management • Business Continuity	• Richard Wilson (Chair) • Tom Billington • Heather Eve Castel • Britt Iversen • Kathryn Greenberg • Dr Annabel Bentley	4
Finance & Investment Committee	• Financial performance • Capital Investment • Investment Fund management • Reserves & cashflow • Property & Estates • Fundraising	• Heather Eve Castel (Chair) • Richard Wilson • Matt James • Tom Billington • Dr Annabel Bentley • Kathryn Greenberg	4
Quality & Governance Committee	• Quality Assurance • Clinical effectiveness • User outcomes • User experience and engagement • Safeguarding • Regulatory reporting and compliance • Health & Safety • Information governance • Whistleblowing	• Matthew James (Chair) • Stephen Waring (SG Lead) • Caroline Reid MBE • Dr Annabel Bentley • Britt Iversen • Tom Billington • Kathryn Greenberg	4
Remunerations & Nominations Committee	• CEO & SLT remuneration • Staff pay awards • Stakeholder awards • Employee benefits structures • Board composition • Trustee recruitment • Succession planning	• Kathryn Greenberg (Chair) • Richard Wilson • Stephen Waring • Caroline Reid MBE	2
Research Development Policy & Influencing Committee	• Clinical and applied research • Research development • Research governance framework • Partnership and funding opportunities • National and local influencing and campaigning opportunities	• Stephen Waring (Chair) • Professor Tom Warner • Britt Iversen • Matthew James • Kathryn Greenberg	3

Trustee recruitment and term of office

Trustees are a critical resource and give their time freely in support of Brainkind. They are elected to the Board by Trustees for a term of three years. Each Trustee may serve a maximum of three terms. Recruitment of new Trustees is overseen by the Remuneration and Nominations Committee who undertake an open recruitment process, recommending new candidates for appointment when necessary and ensuring appropriate recruitment and succession plans are in place for elected Trustees.

On appointment, each Trustee agrees to comply with a Code of Conduct and the Fit and Proper Person Policy and declares any interests which are held within a register of interests, and which is monitored and updated on a regular basis and reviewed annually.

Once appointed, Trustees undertake a comprehensive onboarding and induction programme led by the Chair and CEO and take part in a colleague buddying system. New Trustees are provided with key information about Brainkind and its strategic objectives, corporate policies and copies of the Code of Governance for larger charities and the independent guidance from the Charity Commission on trustee duties. Any training needs are identified through the annual effectiveness reviews so that Trustees are able to successfully discharge their duties.

Equality statement

We are proud of our diverse workforce which reflects the breadth of people we support. We work with colleagues to support their wellbeing and managers to support their understanding of individual needs to ensure that we can support colleagues in the workplace who may have or develop a disability, including those which may be unseen. Brainkind's EDI committee meets regularly to discuss and review Brainkind's EDI agenda with the aim of making our organisation one that is fully inclusive, and which celebrates our diversity. There are a number of activities and actions that seek to encourage inclusivity and diversity across Brainkind, including being Disability Confident and a member of the Employers Network for Equality and Inclusion.

Remuneration policy

The Remuneration & Nominations Committee meet at least once a year and are responsible for overseeing the Charity's pay and reward structures, approving budgets for the annual pay uplifts for the workforce and to review the remuneration package for the CEO. The Chief Executive is responsible for setting the remuneration packages for other SLT members, subject to a maximum increase of 10% (for over 10% the CEO requires Committee approval) of salary in any financial year. SLT remuneration packages are reviewed every two years to ensure they remain competitive with external benchmarks.

Trustees

Kathryn Greenberg

Heather Eve Castel

Matthew James

Caroline Reid MBE

Marianne Waite
resigned 27 September 2023

Stephen Waring
resigned 3 December 2024

Richard Wilson

Professor Tom Warner
appointed 31 July 2023

Tom Billington
appointed on 2 August 2023

Britt Iversen
appointed on 31 July 2023

Dr Annabel Bentley
appointed on 31 July 2023

The Brain Injury Rehabilitation Trust is a wholly owned subsidiary of the Disabilities Trust trading as Brainkind

Trustees

Rudi Coetzer
appointed 9 November 2023

Irene Sobowale

Richard Wilson

Michael Green
appointed 9 November 2023

Michelle Tempest
appointed 9 November 2023, resigned 18 April 2024

Senior Leadership Team

The Trustees have delegated the day-to-day management of the Charity to the Chief Executive Officer who appoints the Senior Leadership Team:

Irene Sobowale
Chief Executive Officer

Naomi Carey
Executive Director of People and Organisational Development

Graham Fisher
Director of Digital

Lynsey Robertson
Director of Business Development and Programme Management

Rudi Coetzer
Director of Clinical Services Director of Clinical Services

Keeley Cremona
Director of Brain Injury Operations

Kimberly Shields
Director of Legal
(Resigned 31 January 2024)

Richard Jane
Director of External Affairs

Shirley Rowe
Executive Director of Service Delivery
(Resigned 19 January 2024)

Clynton Hall
Executive Director Finance and Business
(Appointed 11 September 2023)

Emma Thayre
Head of Legal, Company Secretary and DPO
(Appointed 26 February 2024)

Shelagh Murphy
Head of Quality Assurance, Compliance & Safeguarding (Appointed 1 March 2024)

Jenny Bray
Head of People Business Partners, ER & Reward
(Appointed 1 March 2024)

Streamlined energy and carbon reporting

Energy consumption

Streamlined Energy and Carbon Reporting (SECR) is the new legislative reporting requirement in the financial review for the year ending on or after 31 March 2020. It mandates that all large organisations must report on the operational energy consumption and associated emissions. The high-level breakdown is as follows:

2024	Gas	Electricity	Transport	Total
kWh	33,313,639	3,087,635	1,095,377	37,496,651
Mileage			905,365	905,365
kgCO2e	6,093,065	639,295	115,312	6,847,671
tCO2e	6,093	639	115	6,848

2023	Gas	Electricity	Transport	Total
kWh	8,826,146	3,231,949	614,131	12,672,226
Mileage			508,773	508,773
kgCO2e	1,614,557	669,254	61,596	2,345,407
tCO2e	1,615	669	62	2,346

Energy and associated carbon emissions

Brainkind's total CO2 emission from grid electricity is 639 tCO2e (2023: 669 tCO2e) and 6,093 tCO2e (2023: 1,615 tCO2e) for emissions from natural gas. This is used for operational buildings and care homes. There were higher emissions over the winter months which is due to increased heating demands.

We divested 11 learning disability and autism services four months into the year and sold Heathermount School one month later. This led to expected decreases in energy consumption.

Intensity metric

An intensity metric gives Brainkind an indicator of carbon performance based on an operational figure. In this case, we have used the number of people we support to indicate this performance with 473 people (2023: 456) we support emitting an average of 14,483.6 kgCO2e each (2023: 5,143.7 kgCO2e). This will be measured annually and compared against previous years.

	2024	2023
Number of people we support	473	456
kgCO2e	6,847,671	2,345,407
KgCO2e per person	14,483.6	5,143.7

Initiatives

This section highlights energy and carbon improvement projects undertaken during the year and those that are currently underway:

Smart meters: In order to obtain an accurate and detailed picture of each building's consumption, we are changing all of our meters to smart ones.

Energy sources

We are measuring the scope one and two emissions. All energy data was collated by our main energy suppliers SSE and E.ON. Transport data and the number of people we support was collated internally. We obtained energy usage for a number of sites for cold and warm months. These figures were extrapolated over the year for all of our services. The number of people we support at each unit was used as the basis for calculating the energy usage for units. Scope one: Transport and vehicles Scope two: Electricity and gas supply.

Calculations

The following figures were used to convert energy to CO2 figures:

	Litre	kWh	Co2e
Gas	N/A	1	0.182900
Electricity	N/A	1	0.207050
Petrol	2.08	9.5	0.22
Diesel	2.51	10.5	0.24

Legislative and administration information

Legal name of the charity:

The Disabilities Trust

Trading name:

Brainkind

Company registration number:

2334589

Country of incorporation:

United Kingdom

Charity registration number:

England and Wales: 800797
Scotland: SCO38972

Registered office:

First Floor, 32 Market Place,
Burgess Hill, West Sussex, RH15 9NP

Auditors:

Crowe U.K. LLP, 55 Ludgate Hill, London, EC4M 7JW

Bankers:

Barclays Bank plc,
Level 28, 1 Churchill Place, London, E14 5HP

Solicitors:

DAC Beachcroft LLP,
100 Fetter Lane, London, EC4A 1BN

Trowers & Hamlins LLP,
3 Bunhill Road, London, EC1Y 8YZ

Investment Managers:

Rathbone Investment Management Limited,
8 Finsbury Circus, London, EC2M 7AZ

Cazenove Capital,
1 London Wall Place, London Wall, Barbican,
London, EC2Y 5AU

CCLA Investment Management,
Senator House, 85 Queen Victoria St, London, EC4V 4ET

Trustees' responsibilities statement

The Trustees (who are also Directors of Brainkind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company of the incoming resources and application of resources for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles set out in the Charities SORP (FRS 102)
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

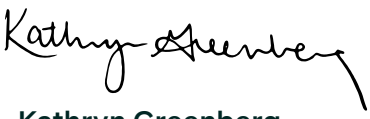
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. The Trustees 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.

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

Each of the Trustees confirm that:

- so far, as each Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware
- the Trustees have each taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees' Report (including the Strategic Report) has been approved by the Board of Trustees of Brainkind on 26 February 2025 and signed on their behalf by:



Kathryn Greenberg,
Chair of Trustee Board

Auditor's Report

Independent Auditor's Report to the Members and the Trustees of The Disabilities Trust (trading as Brainkind)

Opinion

We have audited the financial statements of The Disabilities Trust (trading as Brainkind) (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 May 2024 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows and the related notes, 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 '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 Group's and of the parent charitable company's affairs as at 31 May 2024 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' 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.

Opinion 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 Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees Report including the Strategic Report.

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

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

Responsibilities of 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 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 Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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 Auditors' 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 is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS102) 2019. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were CQC Regulations for service providers and managers, taxation legislation, employment legislation and General Data Protection Regulation (GDPR).

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be in the following areas: timing of recognition of contract income; recording the impact of the CQC regulatory review

and the override of controls by management, including posting of unusual journals; inappropriate treatment of non-routine transactions and areas of estimation uncertainty.

Our audit procedures to respond to these risks included enquiries of management and the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading regulatory reports and minutes of meetings of those charged with governance.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Dipesh Chhatralia
(Senior statutory auditor)

for and on behalf of Crowe U.K. LLP
Statutory Auditor

55 Ludgate Hill, London, EC4M 7JW

Date: 27 February 2025

Financial Statements

Consolidated statement of financial activities (incorporating income and expenditure account)

For the year ended 31 May 2024

Income from	Note	Unrestricted funds 2024	Restricted funds 2024	Continuing operations 2024	Total funds 2024	Continuing operations 2023	Discontinued operations 2023	Total funds 2023
		£000	£000	£000	£000	£000	£000	£000
Donations and legacies	4	52	135	187	187	161	273	434
Charitable activities	5	60,080	-	60,080	60,080	44,637	3,485	48,122
Investments	6	610	-	610	610	833	-	833
Other income	7	263	-	263	263	458	17,628	18,086
Total income		61,005	135	61,140	61,140	46,089	21,386	67,475
Expenditure on:								
Raising funds	8	113	-	113	113	107	-	107
Charitable activities	9	66,458	143	66,601	66,601	51,647	3,313	54,960
Other expenditure		-	-	-	-	44	269	313
Total expenditure		66,571	143	66,714	66,714	51,798	3,582	55,380
Net (expenditure)/ income before net gains/ (losses) on investments		(5,566)	(8)	(5,574)	(5,574)	(5,709)	17,804	12,095
Net gains/(losses) on investments		1,248	-	1,248	1,248	(810)	-	(810)
Net (expenditure)/ income carried forward		(4,318)	(8)	(4,326)	(4,326)	(6,519)	17,804	11,285
Transfers between funds	23	162	(162)	-	-	-	-	-
Net movement in funds		(4,156)	(170)	(4,326)	(4,326)	(6,519)	17,804	11,285
Reconciliation of funds:								
Total funds brought forward		106,966	276	107,242	107,242	95,957	-	95,957
Net movement in funds		(4,156)	(170)	(4,326)	(4,326)	(6,519)	17,804	11,285
Total funds carried forward		102,810	106	102,916	102,916	89,438	17,804	107,242

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 59 to 86 form part of these financial statements.

Consolidated balance sheet

As at 31 May 2024

	Note		2024 £000		2023 £000
Fixed assets					
Intangible fixed assets	14		**1,871**		1,466
Tangible assets	15		**83,394**		62,847
Investments	17		**9,687**		18,187
Investment property	16		**50**		50
			95,002		**82,550**
Current assets					
Debtors	18	**15,010**		9,226	
Investments	19	-		14,000	
Cash at bank and in hand		**3,067**		10,257	
		18,077		**33,483**	
Creditors: amounts falling due within one year	20	**(9,500)**		(7,831)	
Net current assets			**8,577**		**25,652**
Total assets less current liabilities			**103,579**		**108,202**
Provisions for liabilities	21		(663)		(960)
Total net assets			**102,916**		**107,242**
Charity funds					
Restricted funds	23		106		276
Unrestricted funds	23		102,810		106,966
Total funds			**102,916**		**107,242**

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Board of Trustees and signed on their behalf by:

Kathryn Greenberg
Chair

Date: 26/2/25

Company number: 2334589
The notes on pages 59 to 86 form part of these financial statements.

Charity balance sheet

As at 31 May 2024

	Note	2024 £000	2023 £000
Fixed assets			
Intangible assets	14	1,871	1,466
Tangible assets	15	83,359	62,847
Investments	17	9,687	18,187
Investment property	16	50	50
		94,967	**82,550**
Current assets			
Debtors	18	14,960	9,226
Investments	19	-	14,000
Cash at bank and in hand		3,067	10,257
		18,027	**33,483**
Creditors: amounts falling due within one year	20	(9,271)	(7,831)
Net current assets		8,756	25,652
Total assets less current liabilities		**103,723**	**108,202**
Provisions for liabilities		(663)	(960)
Total net assets		**103,060**	**107,242**
Charity funds			
Restricted funds	23	10	276
Unrestricted funds	23	103,050	106,966
Total funds		**103,060**	**107,242**

The Charity's net movement in funds for the year was £(4,182k) (2023 - £11,285k).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Board of Trustees and signed on their behalf by:

Kathryn Greenberg
Chair

Date: 26/2/25

Company number: 2334589
The notes on pages 59 to 86 form part of these financial statements.

Consolidated statement of cash flows

For the year ended 31 May 2024

	Note	2024 £000	2023 £000
Cash flows from operating activities			
Net cash used in operating activities	26	**(8,023)**	**(5,719)**
Cash flows from investing activities			
Dividends, interests and rents from investments		**610**	833
Proceeds from the sale of intangible assets		**-**	24,432
Proceeds from the sale of tangible fixed assets		**4**	-
Purchase of intangible assets		**(471)**	(367)
Purchase of tangible fixed assets		**(11,500)**	(20,881)
Proceeds from sale of investments		**19,121**	8,300
Purchase of investments		**(8,116)**	(2,481)
Movement in cash within investment portfolio		**10,500**	-
Purchase of neurological care division of Sue Ryder		**(11,614)**	-
Net cash acquired on purchase of Sue Ryder care division		**58**	-
Net cash (used in)/provided by investing activities		**(1,408)**	**9,836**
Change in cash and cash equivalents in the year		**(9,431)**	4,117
Cash and cash equivalents at the beginning of the year		**12,540**	8,423
Cash and cash equivalents at the end of the year	27	**3,109**	**12,540**

The notes on pages 59 to 86 form part of these financial statements.

1. General information

The Disabilities Trust trading as Brainkind is registered with the Charity Commission for England and Wales. The Charity registration number is 800797.

The Charity is also registered with the Office of the Scottish Charity Regulator. The Charity registration number is SC038972.

The registered office is 32 Market Place, Burgess Hill, West Sussex, RH15 9NP.

2. Accounting policies

2.1. Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Disabilities Trust (trading as Brainkind) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

2.2. Going concern

The Board has reviewed the Charity's activities and financial position, together with factors likely to affect our current strategy. We have invested in acquiring neurorehabilitation services and continuing to invest in our existing services.

It was understood that the financial results for the 2023/24 financial year would fluctuate as we progressed through the different strategy phases.

With difficulties in both occupancy levels and labour costs, as staff shortages continued to limit admissions in some services, as well as keeping agency costs high, we ended the financial year behind budget.

The reductions in occupancy levels continue to be focused within a small number of key services, all of which are now undertaking work to improve their occupancy level.

Looking forward, a detailed five-year forecast and recovery plan was undertaken, in line with the proposed plan, outlining how we plan to reduce the deficit to and move to a surplus within that period.

We have reviewed the reserve level, taking into account the impact of the agreed strategy to ensure that our reserves remain above the agreed level for the next five years. Within this review, we have looked at a low and high scenario of the impact on the reserves once all agreed and proposed investments/divestments are undertaken.

The Board has concluded that the existing level of free reserves, available investment and cash balances, coupled with strong cost control and the implementation of our new strategy, are sufficient to ensure Brainkind has the resources to continue operating as a going concern, and to meet our obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

2.3. Income

Voluntary income including donations, gifts, legacies and grants, is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specified that the grant or donation must only be used in future accounting periods, or
- the donor has imposed conditions which must be met before the Charity has unconditional entitlement.

The following specific policies apply to certain categories of income:

- Income from fees is recognised as services are provided. Any amount received in advance of services being provided is included as deferred income. The majority of our funding is received from local authorities.
- Donated goods or services are included in the financial statements at an estimate based on the value of the donation to the Charity.
- Grants are included in the statement of financial activities when the conditions for receipt have been complied with.
- Investment income is included in the statement of financial activities when receivable, including recoverable tax.

2.4. Expenditure

Expenditure has been charged to the statement of financial activities on an accrual basis. Costs are shown inclusive of any related value added tax.

Expenditure categories noted below are analysed in the various notes to the financial statements:

Raising funds

Costs of raising funds are the costs incurred in attracting voluntary income.

Charitable activities

These are the costs involved in activities where the aim is the objectives of the Charity. They include direct costs, support costs and governance costs as detailed below.

Direct costs

These include the cost of direct service delivery including all staff and other directly attributable costs.

Support costs

Support costs include the costs of the central support office functions such as central management, financial administration, human resources, information systems and finance costs. They have generally been allocated to cost categories on the basis of staff costs and staff numbers, which, in turn, is judged to allocate costs on a reasonable basis consistent with the activity's use.

Governance costs

Governance costs include those incurred in the governance of the Charity and its assets and are primarily associated with constitutional and statutory requirements.

2.5. Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6. Intangible fixed assets and amortisation

Intangible fixed assets represent development costs capitalised in accordance with FRS 102. These are stated at historical cost and amortised on a straight line basis over their useful lives (four years).

Goodwill is amortised on a straight line basis over its useful life of 10 years.

Negative goodwill is assessed annual for impairment and amortisation, amortisation is credited to the profit and loss account in the periods in which the non-monetary assets acquired are recovered.

Amortisation is recognised in the statement of financial activities under expenditure on charitable activities.

2.7. Tangible fixed assets and depreciation

Tangible fixed assets are capitalised at cost at the acquisition date.

Depreciation is charged so as to allocate the cost less their residual value over their estimated useful lives of all tangible fixed assets other than freehold land by equal annual installments over their expected useful lives.

Depreciation is provided on the following bases:

Freehold buildings - 2% per annum

Short leasehold improvements - over period of lease

Motor vehicles - 33.3% per annum on high mileage vehicles and 15% per annum on people carriers

Fixtures and fittings - 15% per annum

Computer equipment - 25% per annum

No depreciation is provided on freehold land.

Impairment reviews are only carried out if there is an indication that the recoverable amount of a tangible fixed asset is below its net book value.

Properties under construction are stated at cost. Cost comprises directly attributable costs and borrowing costs. Such properties are not depreciated until they are reclassified after completion.

There is a de minimis capitalisation limit of £5,000.

2.8. Investments

Investment properties:

Investment properties for which fair value can be measured reliably without undue cost or effort on an ongoing basis are measured at fair value annually with any change recognised in the Statement of Financial Activities. The valuations are estimated by appropriately qualified professional valuers. No depreciation or amortisation is provided in respect of freehold or leasehold investment properties.

Investment funds:

Investments are stated in the balance sheet using the mid-price at market value. All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in “(losses)/gains” on investment assets”. Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

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

2.9. Debtors

Trade and other debtors are recognised at the transaction amount, net of trade discounts and are reduced by amounts which are not considered to be recoverable.

2.10. Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11. Current asset investments

Current asset investments include investment funds which are held for resale or pending their sale and cash on deposit with a maturity date of less than one year held for short-term investment purposes rather than cashflow. Current asset investment funds are stated in the balance sheet using the mid-price at market value. All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in "(losses)/ gains on investment assets". Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

2.12. Creditors

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

2.13. Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are earned.

Redundancy costs are recognised as an expense in the period in which the Charity becomes irrevocably committed to incurring the costs and the main features of the plans have been announced to affected employees.

2.14. Foreign currency

Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities in foreign currencies are translated at the rates of exchange prevailing at the balance sheet date. Exchange differences are included in the consolidated statement of financial activities for the period in which they are incurred.

2.15. Operating leases

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight-line basis over the lease term.

2.16. Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

2.17. Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgement

In preparing these financial statements, the Trustees have made the following judgements:

Impairment

The determination of whether there are any indicators of impairment applicable to the Charity's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash generating service, the viability and expected future performance of that service.

Tangible fixed assets

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Dilapidation provisions

Dilapidation provisions have been provided in these financial statements to reflect the Charity's estimate of repair costs which will need to be carried out when returning leased properties back to their original state. The provisions are based on the average provision required for each property leased.

Payroll accruals

Payroll accruals have been provided in these financial statements as the compensation owed to employees to the end of the period, plus any payroll taxes related to those unpaid wages.

The May payroll is used and any salaries for the month of May are removed (because these are actuals) along with any backpay, stakeholder or oneoff payments are removed, leaving those elements that would be characteristic of the May pay. These are divided by 31 and multiplied by 26 days which were the remaining days after the cut-off date. A provision is made for National Insurance and Pension.

Provision for bad and doubtful debts

To determine an appropriate level of bad and doubtful debt provision, we regularly review the total level of debt, age of debts and known risks that may impact recoverability, both for individual debts and for total amounts owed by funders.

4. Income from donations and legacies

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£000	£000	£000
Other donations and gifts	40	77	117
Grants	12	58	70
Total 2024	**52**	**135**	**187**

	Restricted funds 2023	Total funds 2023
	£000	£000
Other donations and gifts	44	44
Grants*	390	390
Total 2023	**434**	**434**

*£273k of Grants income relates to discontinued operations.

5. Income from charitable activities

	Unrestricted funds 2024 £000	Total funds 2024 £000
Physical disabilities	7,501	7,501
Autism	-	-
Brain injury	40,379	40,379
Education	-	-
Community services	9,134	9,134
Brain Injury Rehabilitation Trust	3,066	3,066
Total 2024	**60,080**	**60,080**

	Unrestricted funds 2023 £000	Total funds 2023 £000
Physical disabilities	5,990	5,990
Autism*	1,322	1,322
Brain injury	30,107	30,107
Education*	2,163	2,163
Community services	8,540	8,540
Total 2023	**48,122**	**48,122**

*All of the Autism income and Education income relates to discontinued operations.

6. Investment income

	Unrestricted funds 2024 £000	Total funds 2024 £000
Dividend income from listed investments	288	288
Bank deposit interest receivable	322	322
Total 2024	**610**	**610**

	Unrestricted funds 2023 £000	Total funds 2023 £000
Dividend income from listed investments	467	467
Bank deposit interest receivable	366	366
Total 2023	**833**	**833**

7. Other incoming resources

	Unrestricted funds 2024	Total funds 2024
	£000	£000
Other income	259	259
Surplus on sale of fixed assets	4	4
Total 2024	**263**	**263**

Other income is comprised of various sources including rent and service charges receivable, external clinical supervision services, profit on the disposal of fixed assets and sundry income.

	Unrestricted funds 2023	Total funds 2023
	£000	£000
Other income	311	311
Surplus on sale of fixed assets	17,775	17,775
Total 2023	**18,086**	**18,086**

*£17,628k of the surplus on the sale of fixed assets relates to discontinued operations in 2023.
Other income is comprised of various sources including rent and service charges receivable, insurance claim settlements, external clinical supervision services, profit on the disposal of fixed assets and sundry income.

8. Expenditure on raising funds

	Unrestricted funds 2024	Total funds 2024
	£000	£000
Fundraising costs	59	59
Investment management costs	54	54
Total 2024	**113**	**113**

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023
	£000	£000	£000
Fundraising costs	27	8	35
Investment management costs	72	-	72
Total 2023	**99**	**8**	**107**

9. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£000	£000	£000
Physical disabilities	8,102	143	8,245
Brain injury	40,914	-	40,914
Community services	10,380	-	10,380
The Brainkind Foundation	398	-	398
Brain Injury Rehabilitation Trust	6,664	-	6,664
Total 2024	**66,458**	**143**	**66,601**

	Unrestricted funds 2023	Total 2023
	£000	£000
Physical disabilities	8,535	8,535
Autism*	1,768	1,768
Brain injury	33,947	33,947
Education*	1,545	1,545
Community services	8,656	8,656
The Brainkind Foundation	509	509
Total 2023	**54,960**	**54,960**

*All of the Autism and Education expenditure on charitable activities relates to discontinued operations.

10. Analysis of expenditure by activities

	Activities undertaken directly 2024	Support costs 2024	Total funds 2024
	£000	£000	£000
Physical disabilities	6,863	1,383	8,246
Brain injury	33,955	6,959	40,914
Community services	8,614	1,765	10,379
The Brainkind Foundation	331	68	399
Brain Injury Rehabilitation Trust	5,530	1,133	6,663
Total 2024	**55,293**	**11,308**	**66,601**

	Activities undertaken directly 2023	Support costs 2023	Total funds 2023
	£000	£000	£000
Physical disabilities	7,233	1,302	8,535
Autism*	1,422	346	1,768
Brain injury	28,005	5,942	33,947
Education*	1,313	232	1,545
Community services	6,930	1,726	8,656
The Brainkind Foundation	435	74	509
Total 2023	**45,338**	**9,622**	**54,960**

*All of the Autism and Education expenditure on charitable activities relates to discontinued operations.

Analysis of support costs

	Physical disabilities 2024 £000	Autism 2024 £000	Brain injury 2024 £000	Education 2024 £000	Community services 2024 £000
Staff and training	707	-	3,557	-	902
Other	665	-	3,345	-	849
Governance	11	-	57	-	14
Total 2024	**1,383**	**-**	**6,959**	**-**	**1,765**

	The Brainkind Foundation 2024 £000	Brain Injury Rehabilitation Trust 2024 £000	Total funds 2024 £000
Staff and training	34	579	5,779
Other	33	545	5,437
Governance	1	9	92
Total 2024	**68**	**1,133**	**11,308**

	Physical disabilities 2023 £000	Autism 2023 £000	Brain injury 2023 £000	Education 2023 £000	Community services 2023 £000
Staff and training	588	156	2,682	105	779
Other	702	187	3,204	125	931
Governance	12	3	56	2	16
Total 2023	**1,302**	**346**	**5,942**	**232**	**1,726**

	The Brainkind Foundation 2023 £000	Brain Injury Rehabilitation Trust 2023 £000	Total funds 2023 £000
Staff and training	33	-	4,343
Other	40	-	5,189
Governance	1	-	90
Total 2023	**74**	**-**	**9,622**

11. Auditor's remuneration

Auditors remuneration for statutory audit services:

- Parent	73	59
- Subsidiaries	4	-
Taxation compliance services	37	9
All assurance services not included above	8	1

12. Staff costs

	Group	Group	**Charity**	Charity
	2024	2023	**2024**	2023
	£000	£000	**£000**	£000
Wages and salaries	**37,992**	28,447	**35,862**	28,447
Social security costs	**3,570**	2,715	**3,369**	2,715
Contribution to defined contribution pension schemes	**1,738**	1,408	**1,689**	1,408
Other employee benefits	**69**	46	**69**	46
Payments made to independent third parties for the provision of staff	**7,555**	9,045	**7,220**	9,045
	50,924	41,661	**48,209**	41,661

Payments made to independent third parties for providing staff are costs incurred as a result of staff vacancies and cover being required while recruitment takes place. They also include costs arising of finding cover while staff are on holiday or off sick.

Included within wages and salaries are redundancy and termination payments of £101k (2023: £95k). These payments were made in light of a review of the resources required to deliver our five-year strategy.

The average number of persons employed by the Charity during the year was as follows:

	Group	Group	**Charity**	Charity
	2024	2023	**2024**	2023
	No.	No.	**No.**	No.
Provision of care	**1,418**	1,088	**1,271**	1,088
Support	**211**	173	**194**	173
	1,629	1,261	**1,465**	1,261

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	8	10
In the band £70,001 - £80,000	7	4
In the band £80,001 - £90,000	5	2
In the band £90,001 - £100,000	2	1
In the band £100,001 - £110,000	2	2
In the band £110,001 - £120,000	3	2
In the band £120,001 - £130,000	1	1
In the band £130,001 - £140,000	1	-
In the band £190,001 - £200,000	-	1
In the band £200,001 - £210,000	1	-

The Trustees consider that, along with themselves, members of the Senior Leadership Team (who are listed in the Trustees' Report) are the Charity's key management personnel. The total amount of employee benefits paid to members of the Senior Leadership Team in respect of their services to Brainkind (including remuneration, employer's pension contributions, employers National Insurance and other benefits) was £1,569,311 (2023: £1,257,521) for the Charity.

13. Information regarding Trustees

No Trustees received any form of remuneration during the year (2023: Nil). Travel expenses of £1,426 (2023: £3,590) were reimbursed to three Trustees during the year (2023: 3).

The costs of Trustees' meetings amounted to £Nil (2023: £7,922) in the year.

During the year, we spent £Nil on recruitment and retainer fees (2023: £9,600) as a result of a Board recruitment phase for no new Trustees (2023: four new Trustees).

The Trustees have used funds of the Charity to purchase Directors and Office Liability and Corporate Legal Liability insurance at a cost of £4,384 (2023: £4,534).

14. Intangible assets

Group

	Software work in progress	Computer software	Goodwill	Negative goodwill	Total
	£000	£000	£000	£000	£000
Cost					
At 1 June 2023	262	5,803	-	-	6,065
Additions	285	186	555	(21)	1,005
Disposals	-	(1,380)	-	-	(1,380)
Revaluations	(150)	150	-	-	-
At 31 May 2024	**397**	**4,759**	**555**	**(21)**	**5,690**
Amortisation					
At 1 June 2023	-	4,599	-	-	4,599
Charge for the year	-	540	56	(21)	575
Impairment charge	-	(1,355)	-	-	(1,355)
At 31 May 2024	**-**	**3,784**	**56**	**(21)**	**3,819**
Net book value					
At 31 May 2024	**397**	**975**	**499**	**-**	**1,871**
At 31 May 2023	262	1,204	-	-	1,466

Charity

	Software work in progress	Computer software	Goodwill	Total
	£000	£000	£000	£000
Cost				
At 1 June 2023	262	5,803	-	6,065
Additions	285	186	555	1,026
Disposals	-	(1,380)	-	(1,380)
Revaluations	(150)	150	-	-
At 31 May 2024	**397**	**4,759**	**555**	**5,711**
Amortisation				
At 1 June 2023	-	4,599	-	4,599
Charge for the year	-	540	56	596
Impairment charge	-	(1,355)	-	(1,355)
At 31 May 2024	**-**	**3,784**	**56**	**3,840**
Net book value				
At 31 May 2024	**397**	**975**	**499**	**1,871**
At 31 May 2023	262	1,204	-	1,466

15. Tangible fixed assets

Group

	Freehold property	Short leasehold improvements	Motor vehicles	Fixtures and fittings	Computer equipment	Assets under construction	Total
	£000	£000	£000	£000	£000	£000	£000
Cost or valuation							
At 1 June 2023	57,733	222	169	4,974	1,161	18,434	82,693
Additions	1,696	-	38	3,797	599	5,371	11,501
On acquisition of subsidiaries	10,927	-	8	65	-	-	11,000
Disposals	-	(92)	(14)	(146)	(279)	-	(531)
Transfers between classes	23,805	-	-	-	-	(23,805)	-
At 31 May 2024	**94,161**	**130**	**201**	**8,690**	**1,481**	**-**	**104,663**
Depreciation							
At 1 June 2023	14,717	193	129	3,979	827	-	19,845
Charge for the year	1,263	29	12	436	215	-	1,955
On disposals	-	(92)	(14)	(146)	(279)	-	(531)
At 31 May 2024	**15,980**	**130**	**127**	**4,269**	**763**	**-**	**21,269**
Net book value							
At 31 May 2024	**78,181**	**-**	**74**	**4,421**	**718**	**-**	**83,394**
At 31 May 2023	43,015	29	40	995	334	18,434	62,847

Charity

	Freehold property	Short leasehold improvements	Motor vehicles	Fixtures and fittings	Computer equipment	Assets under construction	Total
	£000	£000	£000	£000	£000	£000	£000
Cost or valuation							
At 1 June 2023	57,733	222	169	4,974	1,161	18,434	82,693
Additions	1,696	-	38	3,797	599	5,371	11,501
Transfers intra group	-	-	(1)	(38)	-	-	(39)
On acquisition of subsidiaries	10,927	-	8	65	-	-	11,000
Disposals	-	(92)	(14)	(146)	(279)	-	(531)
Transfers between classes	23,805	-	-	-	-	(23,805)	-
At 31 May 2024	**94,161**	**130**	**200**	**8,652**	**1,481**	**-**	**104,624**
Depreciation							
At 1 June 2023	14,717	193	129	3,979	827	-	19,845
Charge for the year	1,263	29	12	432	215	-	1,951
On disposals	-	(92)	(14)	(146)	(279)	-	(531)
At 31 May 2024	**15,980**	**130**	**127**	**4,265**	**763**	**-**	**21,265**
Net book value							
At 31 May 2024	**78,181**	**-**	**73**	**4,387**	**718**	**-**	**83,359**
At 31 May 2023	43,015	29	40	995	334	18,434	62,847

16. Investment property

Group and Charity

	Freehold investment property
	£000
Valuation	
At 1 June 2023	50
At 31 May 2024	**50**

17. Fixed asset investments

Group and Charity

	Listed investments	Cash on deposit	Total
	£000	£000	£000
Cost or valuation			
At 1 June 2023	15,904	2,283	18,187
Additions	8,115	-	8,115
Disposals	(5,121)	-	(5,121)
Net gains	1,246	-	1,246
Movement in cash held as part of investment portfolio	(10,500)	(2,241)	(12,741)
At 31 May 2024	9,644	42	9,686
Net book value			
At 31 May 2024	**9,644**	**42**	**9,686**
At 31 May 2023	15,904	2,283	18,187

Investment portfolio

Investment portfolio

	2024	2023
	£000	£000
Market value		
Listed securities	7,502	24,467
Fixed interest investments	661	1,075
Infrastructure, alternatives and operating assets	829	1,213
Other	523	2,328
Cash and Near Cash	172	3,104
	9,687	**32,187**

Principal subsidiaries

The following were subsidiary undertakings of the Charity:

Names	Company number	Registered office or principal place of business	Principal activity
Brain Injury Rehabilitation Trust Limited ('BIRT'')	02863860	First Floor, 32 Market Place, Burgess Hill, West Sussex, RH15 9NP	Residential care and social work activities for the elderly and disabled
York House Ventures Limited ('YHV')	04735561	First Floor, 32 Market Place, Burgess Hill, West Sussex, RH15 9NP	Dormant

The financial results of the subsidiaries for the year were:

Names	Income £000	Expenditure £000	Profit/(Loss) for the year £000	Net assets £000
Brain Injury Rehabilitation Trust Limited ('BIRT'')	3,065	(3,179)	(114)	(114)

During the year expenses of £Nil (2023 - £Nil) were recharged by the Charity to BIRT.
At the year end BIRT owed £1,316k (2023: £Nil).

18. Debtors

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Due within one year				
Trade debtors	13,477	7,922	12,206	7,922
Amounts owed by group undertakings	-	-	1,316	-
Other debtors	203	59	131	59
Prepayments and accrued income	1,330	1,245	1,307	1,245
	15,010	**9,226**	**14,960**	**9,226**

19. Current asset investments

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Listed investments	-	14,000	-	14,000

During the year, the Charity liquidated £14m of investment funds to pay for the acquisition of four rehabilitation services from another charity. It was considered that £14m of the portfolio was held specifically for sale and had therefore been presented within current asset investments.

20. Creditors: Amounts falling due within one year

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Bank overdrafts	1,331	492	1,326	492
Trade creditors	1,681	1,532	1,614	1,532
Other taxation and social security	1,008	654	1,008	654
Other creditors	1,157	959	1,156	959
Accruals and deferred income	4,323	4,194	4,167	4,194
	9,500	**7,831**	**9,271**	**7,831**

Accruals and deferred income include deferred income as follows:

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Fees received for care to be provided after 31 May 2023	900	729	897	729
Deferred grants	164	164	164	164
	1,064	**893**	**1,061**	**893**

The deferred income at 31 May 2024 will be credited to the 2025 Statement of Financial Activities. Deferred income at 31 May 2023 was credited to the 2024 Statement of Financial Activities.

Accruals and other creditors include pension contributions of £177,000(2023: £188,000).

21. Provisions

Group and Charity

	Dilapidations provision	Retentions provision	Total
	£000	£000	£000
At 1 June 2023	426	534	960
Additions	-	49	49
Amounts used	(50)	(296)	(346)
At 31 May 2024	**376**	**287**	**663**

22. Business combinations

On 15 November 2023, the Charity acquired the neurological care division of Sue Ryder for £11,000,000, which was settled in cash.

	Book value	Fair value
	£000	£000
Fixed Assets		
Tangible	11,000	11,000
	11,000	**11,000**
Current Assets		
Debtors	22	22
Cash at bank and in hand	58	58
Total Assets	11,080	11,080
Total Identifiable net assets	11,080	11,080
Goodwill		534
Total purchase consideration		**11,614**

The results of the neurological care division of Sue Ryder since acquisition are as follows:

	Current period since acquisition
	£000
Revenue	9,243
Surplus for the period since acquisition	645

23. Statement of funds

Statement of funds - current year

	Balance at 1 June 2023 £000	Income £000	Expenditure £000	Transfers in/ out £000	Gains/ (Losses) £000	Balance at 31 May 2024 £000
Unrestricted funds						
Designated funds						
Investment in intangible and tangible fixed assets	64,313	-	-	20,954	-	85,267
Investment in Brainkind Neurological Centre in York (formerly “Investment in Chocolate Works”)	5,204	-	-	(5,204)	-	-
Investment in neurological rehabilitation services	17,000	-	-	(17,000)	-	-
	86,517	**-**	**-**	**(1,250)**	**-**	**85,267**

General funds

General Funds - all funds	**20,449**	**61,005**	**(66,571)**	**1,412**	**1,248**	**17,543**
Total Unrestricted funds	**106,966**	**61,005**	**(66,571)**	**162**	**1,248**	**102,810**

Restricted funds

Restricted Funds - all funds	**276**	**135**	**(143)**	**(162)**	**-**	**106**
Total of funds	**107,242**	**61,140**	**(66,714)**	**-**	**1,248**	**102,916**

Designated fund

The purpose of the designated funds is explained in the accounting policies.

The investment in intangible and tangible fixed assets represents funds spent on capitalised assets, as disclosed in notes 14 and 15.

The transfers shown above are as follows:

- transfers from fixed asset general fund to unrestricted general funds - £4,321k (2023: £1,707k)
- transfers from Brainkind Neurological Centre in York (formerly “Investment in Chocolate Works”) designated fund to fixed asset designated fund - £5,204k (2023: £14,079k)
- transfers from restricted funds to unrestricted general funds of amounts not restricted in nature of £113k
- transfers from Investment in neurological rehabilitation services designated fund to unrestricted general funds of £5,459k.

Restricted fund

Restricted funds are comprised of grants and donations made covering projects for spend at services.

Statement of funds - prior year

	Balance at 1 June 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 May 2023 £000
Unrestricted funds						
Designated funds						
Investment in intangible and tangible fixed assets	51,941	-	-	12,372	-	64,313
Investment in Brainkind Neurological Centre in York (formerly “Investment in Chocolate Works”)	19,283	-	-	(14,079)	-	5,204
Investment in neurological rehabilitation services	-	-	-	17,000	-	17,000
	71,224	**-**	**-**	**15,293**	**-**	**86,517**
General funds						
General funds - all funds	24,570	67,041	(55,059)	(15,293)	(810)	20,449
Total Unrestricted funds	**95,794**	**67,041**	**(55,059)**	**-**	**(810)**	**106,966**

	Balance at 1 June 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 May 2023 £000
Restricted funds						
Restricted Funds - all funds	163	434	(321)	-	-	276
Total of funds	**95,957**	**67,475**	**(55,380)**	**-**	**(810)**	**107,242**

24. Summary of funds

Summary of funds - current year

	Balance at 1 June 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 May 2024 £000
Designated funds	86,517	-	-	(1,250)	-	85,267
General funds	20,449	61,005	(66,571)	1,412	1,248	17,543
Restricted funds	276	135	(143)	(162)	-	106
	107,242	**61,140**	**(66,714)**	**-**	**1,248**	**102,916**

Summary of funds - prior year

	Balance at 1 June 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 May 2023 £000
Designated funds	71,224	-	-	15,293	-	86,517
General funds	24,570	67,041	(55,059)	(15,293)	(810)	20,449
Restricted funds	163	434	(321)	-	-	276
	95,957	**67,475**	**(55,380)**	**-**	**(810)**	**107,242**

25. Analysis of net assets between funds

Current period

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£000	£000	£000
Tangible fixed assets	83,393	-	83,393
Intangible fixed assets	1,871	-	1,871
Fixed asset investments	9,687	-	9,687
Investment property	50	-	50
Current assets	17,971	106	18,077
Creditors due within one year	(9,500)	-	(9,500)
Provisions for liabilities and charges	(663)	-	(663)
Total	**102,809**	**106**	**102,915**

Prior period

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023
	£000	£000	£000
Tangible fixed assets	62,847	-	62,847
Intangible fixed assets	1,466	-	1,466
Fixed asset investments	18,187	-	18,187
Investment property	50	-	50
Current assets	33,207	276	33,483
Creditors due within one year	(7,831)	-	(7,831)
Provisions for liabilities and charges	(960)	-	(960)
Total	**106,966**	**276**	**107,242**

26. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2024 £000	Group 2023 £000
Net income/expenditure for the period (as per Statement of Financial Activities)	(4,326)	11,285
Adjustments for:		
Depreciation charges	2,530	2,168
(Gains)/losses on investments	(1,248)	806
Dividends, interests and rents from investments	(610)	(833)
Loss/(profit) on the sale of fixed assets	21	(17,775)
Increase in debtors	(5,761)	(2,845)
Increase in creditors	1,669	1,020
(Decrease)/increase in provisions	(298)	455
Net cash used in operating activities	**(8,023)**	**(5,719)**

27. Analysis of cash and cash equivalents

	Group 2024 £000	Group 2023 £000
Cash in hand	3,067	10,257
Cash held in investments	42	2,283
Total cash and cash equivalents	**3,109**	**12,540**

28. Analysis of changes in net debt

	At 1 June 2023 £000	Cash flows £000	At 31 May 2024 £000
Cash at bank and in hand	10,257	(7,190)	3,067
Bank overdrafts repayable on demand	(492)	(839)	(1,331)
Liquid investments	14,000	(14,000)	-
	23,765	**(22,029)**	**1,736**

29. Capital commitments

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Contracted for but not provided in these financial statements	-	5,373	-	5,373

30. Pension commitments

The Charity makes payments to individual employees' personal pension plans. There is also a defined contribution pension scheme for the benefit of employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

There were no prepaid contributions at either the beginning or the end of the financial year.

Contributions amounted to £1,689,000 (2023: £1,408,000)during the year of which £222,000 (2023: £189,000)had not been paid at the year end.

31. Funds held as custodian Trustees

At the year end, the Charity held monies totalling £245,000 (2023: £190,000) on behalf of its clients. These monies are not included within the balance sheet and are held separately in clearly identifiable bank accounts.

32. Operating lease commitments

At 31 May 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Not later than one year	258	364	258	364
Later than one year and not later than five years	148	104	148	104
	406	**468**	**406**	**468**

The following lease payments have been recognised as an expense in the Statement of financial activities:

	Group 2024 £000	Group 2023 £000	Company 2024 £000	Charity 2023 £000
Operating lease charges	**1,058**	**1,097**	**1,035**	**1,097**

33. Related party transactions

Information regarding Trustees transactions and balances have been disclosed separately in note 12.

Transactions and balances with the subsidiary company, Brain Injury Rehabilitation Trust, are disclosed in note 16.

There were no other related party transactions in the year.

About Brainkind

We are the UK's leading charity helping people to thrive after a brain injury and to live with other neurological conditions. Our services include neurological centres, rehabilitation and supported living. We provide innovative, personalised and compassionate rehabilitation and ongoing support to people with brain injuries and other neurological conditions.

Find out more at brainkind.org

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Brainkind

The Disabilities Trust (T/A) Brainkind is a registered charity in England and Wales (800797) and in Scotland (SC038972). A company limited by guarantee 2334589. © 2024 Brainkind.

THE DISABILITIES TRUST

England & Wales - Charity number 800797

Accounts

Brainkind

2022-23

Helping people to thrive after a brain injury

Annual report

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About Brainkind

We are the UK's leading charity helping people to thrive after a brain injury. Our services include independent hospitals, neurological and rehabilitation centres, residential care homes and supported living services. We provide innovative, personalised, compassionate rehabilitation and ongoing support to people with brain injuries and other neurological conditions.

With decades of experience providing high-quality neurorehabilitation, we understand how a brain injury can challenge every aspect of someone's life. This is why we provide the full spectrum of rehabilitation and support, from rehabilitation immediately after someone has been discharged from hospital to long-term support to improve quality of life.

Our clinical experts work together to understand the effects of a brain injury on someone's cognitive, emotional, physical and social skills.

We have multidisciplinary teams, including physiotherapists, speech and language therapists, occupational therapists, psychologists, and nurses.

These professionals support people with brain injuries and other neurological conditions, to become more independent and reach their rehabilitation goals – whatever they might be.

Find out more about Brainkind at www.brainkind.org

We believe life after brain injury can be a life well lived.

A message from our Chief Executive

You may have noticed a big change in our appearance recently. This year, The Disabilities Trust has renamed itself as Brainkind, the UK's leading charity helping people to thrive after a brain injury and to live well with neurological conditions. The new brand fits with our strategy and vision for a world where life after brain injury is a life well lived.

As Brainkind, we will focus on the thing that we do best – supporting people with an acquired brain injury and other neurological conditions. This is where we know our clinical expertise and experience can have a real impact on people's lives.

Unfortunately, our focus on brain injuries led to some tough decisions in 2022. We had to say farewell to some dear colleagues at Heathermount School and in our services for people with learning disabilities and autism. It was a difficult decision, and I want to express our gratitude to everyone involved in running these services. We continue to wish them all the best in the future.

In June 2023, Brainkind grew significantly as we began the acquisition of a number of neurological services from the charity Sue Ryder. We will bring 400 new staff on-board – and the 125 people supported by these services. It broadens our reach both in terms of geography and the variety of people we can help, allowing us to have a greater impact.

We currently work with people who either have an acquired brain injury or other neurological conditions, such as Huntington's disease, Parkinson's and multiple sclerosis. Sue Ryder's neurological services work with people with similar conditions, making them a natural addition to our existing services. We are excited to welcome them to the Brainkind family in autumn 2023.

The Brainkind Neurological Centre York will officially open in late 2023 to provide high-quality rehabilitation for people with brain injuries. Making sure the centre meets the needs of those who use it has been key, so we've involved the people we support in the design, including selecting wall colours and artwork. We have also equipped the hospital with assistive technology to improve people's day-to-day lives.

The state-of-the-art centre will allow people to recover and access rehabilitation tailored to meet their needs. All our committed and experienced staff from our existing service in York will be moving to the new centre, continuing to provide the same high-quality support and rehabilitation.

Helping people to thrive

We must never lose sight of why we do what we do. We're here because a brain injury can happen to anyone, and when it does, we help people thrive, whatever their journey. They are our driving force and deserve the best of us.

I want to acknowledge the hard work and dedication of all our staff. Thank you for the work you do every day to support and improve the lives of people living with brain injuries and other neurological conditions.

Regardless of your role, you make a real difference.

This marks the beginning of a new era and an opportunity to demonstrate our commitment to our values: agility, resourcefulness, courage, connection, and kindness. These values guide us in ensuring the best outcomes for the people we support.

Irene Sobowale
Chief Executive

Welcome message from our Chair of Trustees

Welcome to our warm, friendly and supportive community. Our aim is to provide personalised support and care to people so they can thrive after a brain injury and live with neurological conditions.

The past 12 months saw huge change for us as it was the first year of our new strategy. We were able to make great strides towards our six strategic objectives as you will see on pages 8 to 34.

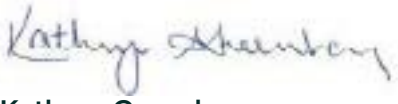
A lot of work over the past year took place behind the scenes. It's been fantastic to share some of these developments with the wider world, including the launch of the new Brainkind brand, the opening of the Neurological Centre in York, and the acquisition of Sue Ryder's neurological services.

The external environment continues to be challenging as the social care sector is severely underfunded. As always, the people we support in our services, and the wider brain injury community, remain our priority. We are building new services, attracting investment and developing new approaches to supporting people with a brain injury and other neurological conditions.

This is helping us to reach more people. We will continue to call for better policies and practices for people with a brain injury, as well as more funding and improvements for the wider social care sector.

We are not complacent and must make sure Brainkind staff feel supported and that their needs are met. Our focus continues to be on recruiting compassionate people who share our values. This includes trialling creative initiatives to help us become an employer of choice.

I would like to thank our hardworking staff, volunteers, and Trustees for demonstrating such commitment to our vision. The future is brighter with your contribution.



Kathryn Greenberg
Chair of Trustees

Highlights of the year

From campaigning for better services for people with brain injuries, to preparing to open our new state-of-the-art neurological centre, we are proud of everything we have achieved in 2022-23. Here are some of our highlights of the year:

803
supported

We provided innovative rehabilitation and ongoing support to 803 people with brain injuries and other neurological conditions.

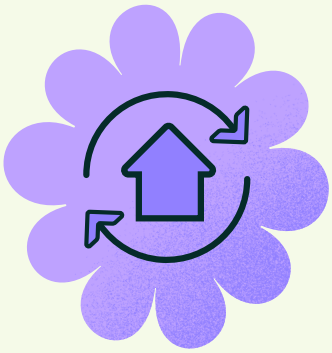
96%
rated 'good' or 'outstanding'

Four services were awarded 'good', or the equivalent, by regulators in England and Scotland during inspections this year. This means 96% of our total services are now rated 'good', 'outstanding' or the equivalent.

1,396
staff members

continued to provide excellent support to the people who use our services.

The refurbishment of Daniel Yorath House in Leeds was completed in April 2023 providing high-quality rehabilitation and support for people with brain injuries.

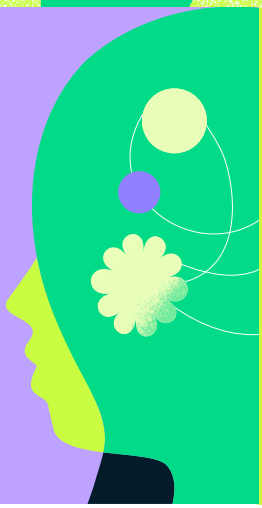


Our Brain Injury Linkworker team won the Outstanding Local or Regional Organisation Award at the Criminal Justice Alliance Awards.

The team does incredible work with offenders with brain injury in the justice system across England and Wales.

We launched 'Minds Me', the app we created as part of the Ministry of Justice's Prison Leavers Innovation Challenge to reduce re-offending.

It supports prison leavers' transition from custody to probation.



We launched and successfully implemented **MyPlan** – our digital tool to help Brainkind staff manage records, care plans and other information about the people we support. It reduces the need to keep paper records and gives staff more time to spend with people we support.

Our strategy

We launched a new strategy in summer 2022. It is split into six key areas of work. In this section, we share our progress against the strategy to date.

Aim 1

Build positive, specialist and co-produced services, reaching as many people as possible

Aim 2

Deliver leading-edge clinical practice around brain injury

Aim 3

Drive social action around brain injury and make sure more people have their needs met

Aim 4

Build a high-performance organisation

Aim 5

Create an energetic brand that underpins our vision

Aim 6

Find the right digital solutions

Build positive, specialist and co-produced services, reaching as many people as possible

Aim 1

We want to provide the right services in the right places to help people thrive after a brain injury. This means we are committed to developing our services to meet people's needs, and to support them to live independently.

State-of-the-art neurological centre opening in late 2023

Our flagship Brainkind Neurological Centre York will open in late 2023. It will provide high-quality, personalised neurobehavioural rehabilitation for adults with complex needs following a brain injury, helping people to live as independently as possible.

The new centre replaces our current service in the city – York House – with staff and the people we support transferring across when it opens. It provides a benchmark for the organisation as we look to develop new services and grow existing ones over the coming years.

To make sure the new centre caters to the needs of the people we support, we consulted with them and staff in the design process. They played a role in selecting fixtures, fittings, decoration, and the colour scheme.

Assistive technology is also being used to improve people's day-to-day lives, including personalised smart screens to provide reminders for appointments and activities.

Our Service Manager at the Brainkind Neurological Centre York said: **"We are extremely excited about the new purpose built, modern facility. It will enhance the collaborative; personalised work we do with the people that we support."**

Read more about how technology will play a key role in the hospital's care on page 20.

A modern makeover for Daniel Yorath House

"The building is much brighter and has a cleaner finish. The communal areas are being used more by the people we support and the security at the building has been improved."

These are the words of one of our support workers who is talking about the impact of the multimillion-pound upgrades that have been made to Daniel Yorath House in Leeds.

This specialist neurobehavioural rehabilitation centre for people with brain injuries first opened in 1992. Over the past 12 months, we have been busy upgrading it throughout. This has included improving accessibility by widening doorways, adapting bathrooms and adding ceiling hoists in the bedrooms. Electrical and USB sockets for personal use have also been added. We've built a new and welcoming reception area, with two airlock entry points to keep the people we support, and our staff protected. We have also upgraded communal and staff areas, and added a climbing wall to the physio gym to support people with their rehabilitation.

We are committed to creating modern and accessible spaces where people with brain injuries can get the support and rehabilitation they need.

Expanding our brain injury services

As the UK's leading charity specialising in brain injury, it is important that we can meet demand for our services. We want to support people with brain injuries to thrive.

This is why we've invested significantly in renovating our current sites and acquiring new ones. We will provide high-quality rehabilitation and support services, along with contemporary living facilities for people who may not be ready or able to go back to their own homes.

As part of our new strategy, our aim was to expand our reach, and support more people, to enable us to positively impact more people. We will achieve this with the new services opening and existing ones being developed, providing the opportunity to support an extra 125 people.

New developments include:

- Acquiring a number of new services from the charity Sue Ryder enables Brainkind to support a further 125 people - each with a brain injury or a neurological condition.
- Developing a new property in Colchester, Essex. This will create nine self-contained supported living apartments for people living with a brain injury who are currently in placements outside of the local authority area where they live.
- Extending Colston Road, existing supported living accommodation in Glasgow. We will create two self-contained apartments for people to live more independently once they leave hospital and residential services.
- Opening our flagship Brainkind Neurological Centre York, which has replaced York House. This will allow us to support 40 people with brain injuries who need specialist rehabilitation and support.
- Redeveloping the Nightingale Nursing Home in Hertfordshire into a modern, neurobehavioural rehabilitation centre for people with complex needs after brain injury. This will provide specialist support for up to 16 people.

Meeting local needs

We aim to support people with brain injuries at every stage of their rehabilitation journey. So, we are developing a mixed portfolio of hospitals, rehabilitation centres and supported living services across the UK to give people greater choice about where and how their rehabilitation is provided.

This flexibility allows us to work with different communities to make sure our services meet the needs of the local area. We are co-producing services with people with brain injuries, their families, commissioners and healthcare professionals – involving them in the design of services from the very start to ensure they meet people's individual needs. This will help to make sure our services provide the best possible outcomes for people living with a brain injury.

We are providing consistent and integrated care across the UK, and identifying new places where we know we can have a positive impact on people living with brain injuries.

Person-centred care

An example of a new service that will make a difference to the lives of people with brain injuries is a new site being developed in Hertfordshire. We are transforming a former older people's nursing home into a modern, neurobehavioural rehabilitation residence for adults with complex needs after brain injury.

The site in Ware is being completely refurbished to create a person-centred service where people can feel safe and progress in their rehabilitation. As part of the development, we plan to carry out research into psychologically-informed environments for people with a brain injury. These environments take people's psychological and emotional needs into account, as well as their physical needs.

We are delighted to be developing a space that will influence the wellbeing and progress of people with brain injuries. It will also support the UK government's agenda for increased independent living, reducing reliance on the NHS.

The service, which is set to open in 2025, is being developed in partnership with Hertfordshire and West Essex Integrated Care Board. It will include 15 bedrooms and self-contained living spaces and provide leading rehabilitation and care.

Reaching more people with neurological conditions

In May 2023, we were successful in our bid to acquire a number of neurological care services from the charity Sue Ryder. These services provide rehabilitation, supported living, specialist and nursing care to people with a brain injury, and other neurological conditions including Huntington's disease, Parkinson's and multiple sclerosis.

This is a natural extension to the brain injury services we already provide, and we believe we are ideally placed to support these people, using our existing clinical expertise. It is an exciting opportunity to grow the reach of our services – both geographically and in terms of the breadth of people we can support.

Around 400 staff from Sue Ryder will join the Brainkind team, bringing their expertise and skills with them. We're supporting these people through this transition period as they help us to provide continuity of care to the people using these services.

Deliver leading-edge clinical practice around brain injury

Aim 2

Our clinical expertise sets us apart from other organisations and helps us to deliver excellent outcomes for people with brain injuries. It also guides our understanding of brain injury, so we can better support the people who use our services.

Making clinical improvements to our services

In 2022, we reviewed our rehabilitation for people with brain injuries to decide who we provide services for and how we can improve our clinical work. This is helping us to better support people living with brain injuries.

We offer rehabilitation at three different stages of brain injury recovery.

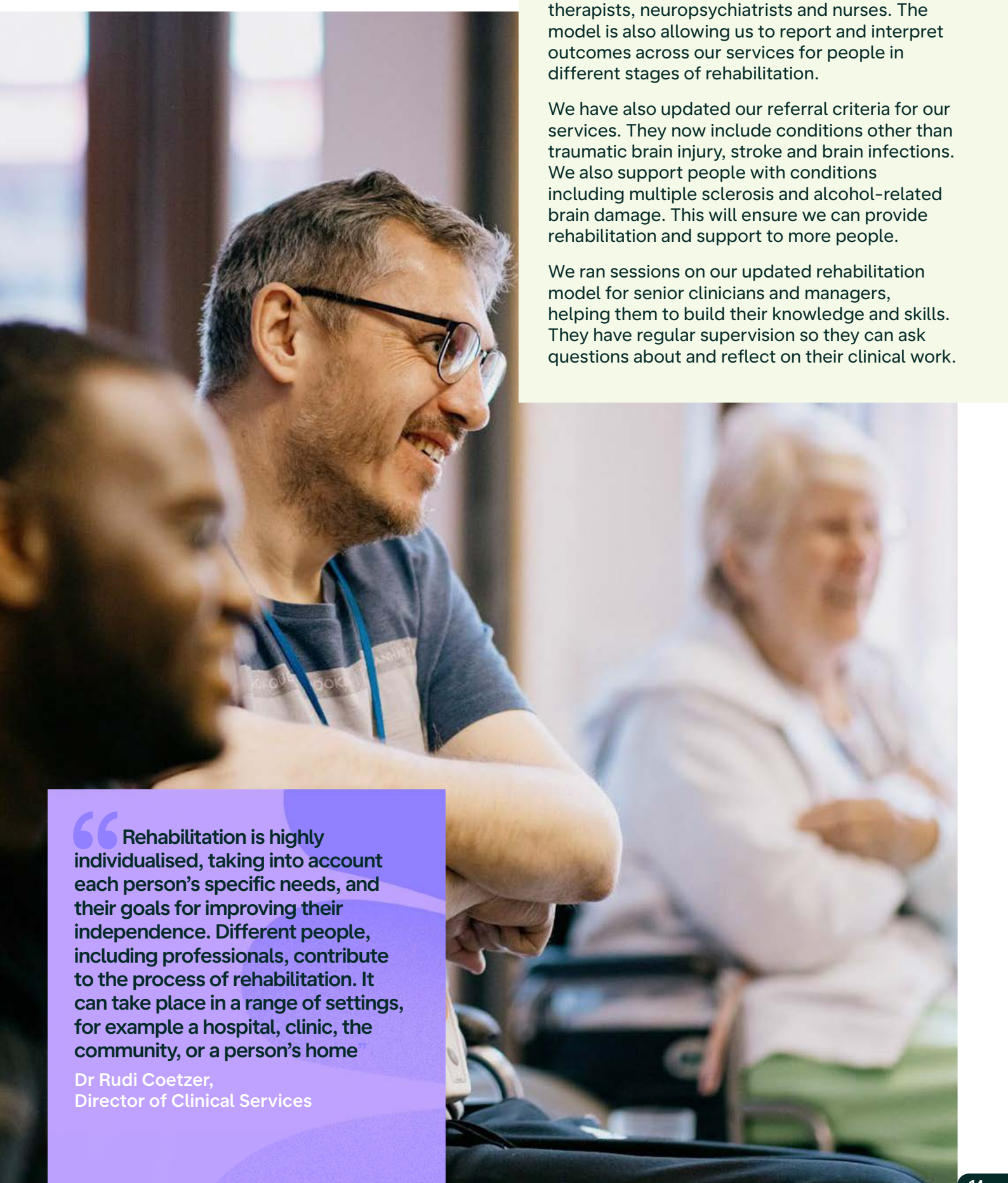
These are:

- **Restorative rehabilitation** immediately after someone with a brain injury is discharged from hospital. This involves practising skills that have been lost after a brain injury.
- **Compensatory rehabilitation** which takes place about a year after someone's injury. People with brain injuries are supported to find alternative ways of doing things to overcome the effect of skills that have been lost.
- **Long-term support** to prevent relapse and increase someone's quality of life.

We have embedded this model across all our services, which has helped us to decide what clinical skills we need in our teams. Our teams are made up of occupational therapists, neuropsychologists, physiotherapists, speech therapists, neuropsychiatrists and nurses. The model is also allowing us to report and interpret outcomes across our services for people in different stages of rehabilitation.

We have also updated our referral criteria for our services. They now include conditions other than traumatic brain injury, stroke and brain infections. We also support people with conditions including multiple sclerosis and alcohol-related brain damage. This will ensure we can provide rehabilitation and support to more people.

We ran sessions on our updated rehabilitation model for senior clinicians and managers, helping them to build their knowledge and skills. They have regular supervision so they can ask questions about and reflect on their clinical work.



> **Rehabilitation is highly individualised, taking into account each person's specific needs, and their goals for improving their independence. Different people, including professionals, contribute to the process of rehabilitation. It can take place in a range of settings, for example a hospital, clinic, the community, or a person's home**
>
> Dr Rudi Coetzer,
> Director of Clinical Services

Jaden's story
Coming out of the dark

Jaden suffered a stroke at just 21, which left him in a coma, paralysed and unable to speak – but with the support of Brainkind he is planning his return to rapping, working, and travelling the world.

"I have done loads of work with my physio and occupational therapists, around movement, stretching and walking. This is because when you come out of a coma all your muscles are really tight and the message from your brain can take ages to get through as they haven't been used for a while. My brain and muscles have had to learn to talk to each other again, so when I think 'step forward', my foot, knees and leg all perform that action at the same time. It's mad how your brain and body work together and having a stroke can mess with the brain and it can send messages that don't get answered at all or by the wrong part of your body!."

No one expects a super fit 21-year-old gym supervisor to have a stroke, but this is exactly what happened to Jaden, from Harrow, London. He had a series of headaches that he describes as “skull crushing” in the days leading up to his stroke. He explains, “I was at the gym, where I work as a supervisor and another headache had just started, so I told my boss that I was going home. That’s the last thing I remember from that day, I awoke from a coma several weeks later completely paralysed and unable to speak.”

Jaden had short stays in Northwick Park and Queen’s Square hospitals at the beginning of 2023 before being moved to Thomas Edward Mitton House – one of Brainkind’s short stay neurorehabilitation centres in Milton Keynes.

He explains how the staff at Thomas Edward Mitton House have been supporting him to get back on his feet – and to learn to do the things he loves again. “I have been working on my speech and mobility”, Jaden explains. “The team here have been brilliant, helping me to learn to speak and walk again and supporting me with my memory as well. When I woke up in hospital it was scary not being able to tell people what I wanted, but by the time I moved here I had started to find my words again. I needed help stringing them together into proper sentences and not having to spend ages searching for words and how to form them. It takes lots of repetition, practice and trying not to get frustrated. I am really into making music and rapping so it has been a real priority for me. It’s been a dark time, but I feel like I am back in the light now.

Starting again

Jaden has been going home for the last few weeks at weekends, which has allowed him to regain his independence in his own home and became comfortable with day-to-day tasks. He then returns to the centre and talks to our multidisciplinary team about what he feels he still needs more support with - and they spend the week working on those issues with him. Annalise Masad, assistant psychologist at Brainkind says, “Jaden has been very motivated to engage in all sessions, working hard with staff to increase his independence. He is always open to feedback and works hard to complete independent tasks set for him.”

Thanks to the support he has received, Jaden is feeling optimistic about his future. He says “I can’t wait to get home for good, I want to get into the studio and make some music, I have loads of it in my head just waiting to get out. I also want to do some travelling. First, I want to fly again, maybe to the Alps, Morocco, or America - and next year I am going to Dubai! I love travelling and I won’t let this experience hold me back. I am only 22, so to come back from a coma and being paralysed to being able to think about my future like this, in just over 18 months, is amazing. I am so grateful that I am still here, and I can’t thank everyone at Thomas Edward Mitton House and both the hospitals in London and my family enough for all their support. I said when I arrived, I wanted to be home for my birthday and these guys have made that happen!”

> “I said when I arrived, I wanted to be home for my birthday and these guys have made that happen!”

Building connections in brain injury

The Policy & Social Change team went to Dublin in March 2023 for the 14th World Congress on Brain Injury. There, they shared updates on innovative projects and met others working in the brain injury space. Stephanie Bechelet, Domestic Abuse and Brain Injury Researcher at Brainkind, reports back on the team's visit.

"The World Congress on Brain Injury is the largest gathering of international professionals working in brain injury. So, it was the perfect place for us to go and build new connections, and showcase some of our work to increase awareness and share insights.

It was great to hear from and connect with renowned speakers on diverse topics from all over the world. The event had over 800 presentations, so we were spoilt for choice.

We heard about:

- the links between brain injuries and domestic abuse
- the relationship between brain injuries and the criminal justice system
- the protocols for managing concussion in women athletes and why they are important
- changes that can be made to the built environment for people with brain injuries which can help them thrive.

One of the highlights of the conference was speaking at a session about brain injury in the criminal justice system. We were able to share lessons learned from domestic abuse survivors and our Brain Injury Linkworker project in prisons.

Sarah Turner, Policy & Social Change Project Manager, presented on the link between traumatic brain injury in women offenders, and domestic violence. These are both significant areas of focus for the charity, so it was great to be able to update people on progress and meet professionals working in these areas. This helped to raise awareness and build partnerships to influence policy and practice."

Sharing our clinical expertise

We raised awareness of our rehabilitation model and clinical work in a number of publications and at several conferences. Publishing articles and speaking at events helps us to build relationships with people working in brain injury and shows our clinical expertise and research abilities.

Ten research papers were published in scientific journals. In June 2022, we published a peer-reviewed article describing our updated clinical model in the scientific journal *Frontiers in Rehabilitation Sciences* - which has been viewed more than 2,500 times and downloaded 360 times. This paper included data that shows the positive difference we make to the people we support.

Several members of our Clinical Leadership Team have also contributed as ad-hoc peer reviewers for a number of international research journals.

We improved sector-wide practice in 2022-23 by speaking at conferences and events for health and social care professionals. Rudi Coetzer, Clinical Director at Brainkind, presented our rehabilitation model at three conferences: Naidex in Birmingham, Headway South Wales in Cardiff and the British Psychological Society Division of Neuropsychology Scotland. We also spoke about the rehabilitation model at our brain injury rehabilitation conference in September 2023.

Getting the views of people we support

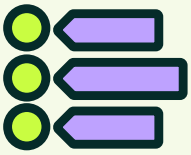
We held two workshops for the people we support so they could share their views on our clinical work. They were asked to identify the strengths of our organisation and look at how we can improve our work. The workshops were run in partnership with Bangor University at Redford Court and Kerwin Court.

We are using the findings from the workshops to make improvements to our services and the way we work. The suggested changes include:

- physical improvements, like modern decoration and a layout that supports people to connect with others
- new technology, virtual and augmented reality, to support creative approaches to therapy
- making research more accessible to the people we support, so they can take part in studies of their choice and share their ideas about what could be covered.

Our 12 mantras

01
Every interaction is rehab



02
Things take time

03
It's never too late to rehab

04
Consistency leads to success

05
Movement supports recovery

06
Research improves outcomes

07
Behaviour communicates needs

08
Eyes on the goal

09
Rehab. is 24/7

10
RRR: Repetition, routines, relationships

11
Rehab. is more than care

12
We are all in this together

Using mantras to learn about rehabilitation

"Every interaction is rehab." This is one of 12 rehabilitation mantras developed by our team of clinicians and researchers to help staff think about the underlying principles of our neurobehavioural rehabilitation model. Using the mantras is helping staff to better understand rehabilitation and support people with brain injuries.

The 12 mantras are short statements which each summarise a key principle of our approach to rehabilitation.

We shared one mantra a month with staff over a period of 12 months and asked them what the mantras mean to them, how they might be applied in practice and how they might be experienced. The results were very positive.

Staff across different roles have reported that the mantras helped them to better understand what is involved in rehabilitation and to communicate this with others, including the people we support. We plan to run this initiative again in 2024.

New technology to support rehabilitation

Our Clinical Lead Physiotherapist at Kerwin Court has led research into new technologies that can improve the rehabilitation and wellbeing of people who need upper limb rehabilitation.

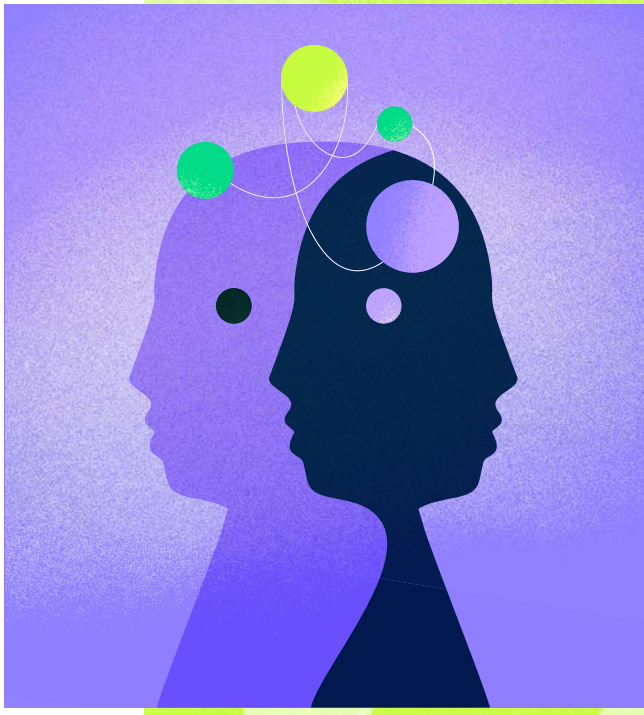
This includes GripAble, a handheld device which connects to a tablet or computer, that allows people to do fun activities to stay motivated. The technology is especially useful when people are working towards regaining their independence and being discharged home. The adjustment from hospital to home can be challenging, and often people can lose motivation in their regular exercises as these can be repetitive and tedious.

The technology has been trialled in four services. The Brainkind Neurological Centre York and Graham Anderson House now use it to support people's rehabilitation.

Using virtual reality

We have looked at the evidence for using virtual reality (VR) in rehabilitation. VR technology can allow us to measure a person's needs more accurately, identify goals and tailor rehabilitation. We found that it can be used to assess someone's executive function – behavioural and cognitive processes that are vital for day-to-day activities. For example, problem-solving, planning and keeping track of what you are doing.

We are now planning to carry out trials of VR in partnership with two technology companies.



Drive social action around brain injury and make sure more people have their needs met

Aim 3

We want brain injury to be part of everyday conversations. We also want to improve policy, practice and funding for people with brain injuries. This will help us to find new ways to reach the people we support.

Supporting prison leavers with brain injuries

Research shows that around 6 in 10 people in the criminal justice system are likely to have a brain injury. We are increasing our understanding of how many people are leaving the criminal justice system with brain injuries through an app which supports their transition from custody to probation.

This is part of the Prison Leavers Innovation Challenge, a UK government project funded by the Ministry of Justice to develop new ways to break the cycle of reoffending.

The app will connect people leaving the criminal justice system with a range of services, helping them to navigate and compensate for the impact of a brain injury. It will also increase awareness of brain injury within the prisons and probation services, so staff can better support people who have recently left prison.

We have tested the app and will pilot it with different prison services across the UK and the Ministry of Justice.

Campaigning for better services

As the UK's leading charity specialising in brain injury, we have a vital role to play in influencing the UK government to create better services for the people we support. As you will see below, this year, we have been involved in a number of campaigns and projects that are changing practice.

We have been closely involved with the All Party Parliamentary Group (APPG) on Acquired Brain Injury, helping them to develop the Acquired Brain Injury Strategy. We have provided expertise, written contributions, and shared examples of best practice. For example, we attended an event in Parliament to raise awareness of the strategy and encourage MPs to be part of the APPG on Acquired Brain Injury. This is helping to raise Brainkind's profile and put the spotlight on brain injury and the people it affects.

In February 2023, **we met with the Minister for Housing and Homelessness, Felicity Buchan to put forward recommendations to support people experiencing homelessness and brain injury.** This will provide better services to help people with brain injuries get the support they need. We put forward two proposals:

- A partnership with the Department for Levelling Up, Housing and Communities (DLUHC) to introduce brain injury awareness training to professionals working with homeless people and healthcare professionals.
- A partnership between the government's Single Homeless Accommodation Programme, Brainkind and Pathways UK to run a project to help homeless people living with brain injuries to move into accommodation.

These proposals will be considered by the DLUHC following the publication of the Acquired Brain Injury Strategy later in 2023.

We delivered our Brain Injury Screening Index (BISI) training to 32 frontline practitioners in services across Sheffield. This includes support workers, social workers, mental health practitioners and professionals from homeless outreach charities. This will inform and empower these professionals to use the BISI with the people they support.

The tool helps to screen people for head injuries and associated conditions and establish whether someone may have sustained a brain injury. It gives professionals an indication of the level of severity of someone's injury, so they can provide them with the right support. It also helps them to support people to understand their behaviour and make adjustments.

Changing Futures, an organisation doing research into acquired brain injury in the city's homeless community, will turn the data the professionals share into a report that will be used to make the case for a range of acquired brain injury services.

Recognition for our criminal justice system service

Our groundbreaking service that supports people with a brain injury in the criminal justice system in South Wales has won an award, recognising the impact it has made.

The Brain Injury Linkworker service helps people to understand how their brain injury affects their day-to-day life, and to successfully transition back into the community.

It was recognised at the Criminal Justice Alliance Awards in November 2022. Our Linkworkers won the Outstanding Local or Regional Organisation Award at the ceremony, which recognises individuals and organisations working to make the criminal justice system fairer and more effective. The quality of entries in this award section was exceptionally high and this win will help us grow our reputation within the criminal justice sector.

The Linkworker service is in three prison services, and the South Wales programme has been so successful that we are now expanding into North Wales and looking at ways to develop it further.

Inside our Brain Injury Linkworker service

Ryan, our Brain Injury Linkworker based in HM Prison and Probation Service Cardiff, shares his experience as a Linkworker.

"The judgement of a person in our criminal justice system fails to consider the context of where that person has come from. As a Brain Injury Linkworker, many of the men I work with in custody or on probation, report that they sustained their first head injury when they were children at the hands of their parents or other adults that were meant to be caring for them.

A Brain Injury Linkworker provides a space for offenders to be listened to and to legitimise the consequences of their head injuries, which are often dismissed as 'excuses'. We aim to empower people in prison or on probation to understand their issues and behaviours, while also acting as an advocate, communicating their needs to other professionals who are working with them and building a network of support.

A challenge we have faced is people's perceptions of offenders, particularly if they are 'bad' on paper. This reduces opportunities for offenders, making it difficult for them to reform and rehabilitate. It is important that we treat these people as individuals, acknowledging that there is more to them than the offences they have committed."

Training more prison staff on the signs of brain injury

We are committed to making sure that as many people as possible can benefit from our expertise and training in brain injury. It is why we provide training in the criminal justice system through Her Majesty's Prison and Probation Service's (HMPPS) My Learning e-learning platform.

Our 'Ask, Understand and Adapt' Brain Injury Awareness Training is aimed at staff in prisons and probation services. It helps them to better understand how people living with a brain injury behave, so they can respond to them in an informed and considered way. This training was created in partnership with NHS England, NHS Improvement and the United Kingdom Acquired Brain Injury Forum.

We plan to introduce it to several young adult prisons in the north of England and have completed an ethics application through the HMPPS National Research Committee. It is currently being reviewed by the University of Exeter's ethics panel to approve the project moving forward.

The link between domestic abuse and brain injury

We are currently running a ground-breaking project, researching the link between domestic abuse and brain injury. We wanted to gain a better understanding of the prevalence of brain injuries in people who have experienced domestic abuse.

The aim was to increase understanding of brain injury in domestic abuse services so that staff and volunteers can identify the signs of brain injury, helping them to provide personalised support to people with brain injuries.

Stephanie Bechelet, Domestic Abuse and Brain Injury Researcher at Brainkind, said: "We are hoping that our work will inform and help prioritise the most appropriate strategies to make sure domestic abuse survivors are offered support that fully meets their specific needs."

The research was published in Autumn 2023.

Build a high-performance organisation

Aim 4

Our people are the heart of our organisation. We will support them to provide the care and support that others need.

Building a culture where we can all thrive

Our vision is to unite staff around a common purpose and help us achieve our five- year strategy. Every member of our team is contributing to this each day through their work whilst delivering great outcomes for the people we support.

Having a collective ambition that everyone can work towards keeps staff motivated and engaged.

Between August and November 2022, we held 36 roadshows for staff where we listened and talked about the organisational culture we wanted to be part of creating.

At our managers' conference in May 2022, we engaged with our key group of leaders to talk about our values and culture we want to establish and the key role they have in helping to create and maintain it. This has helped us to develop a shared definition of the culture we want to build at Brainkind.

Being an employer of choice

When staff feel motivated and appreciated, they can better support the people who use our services. We are committed to being an employer of choice and looking after our staff.

Getting feedback from staff

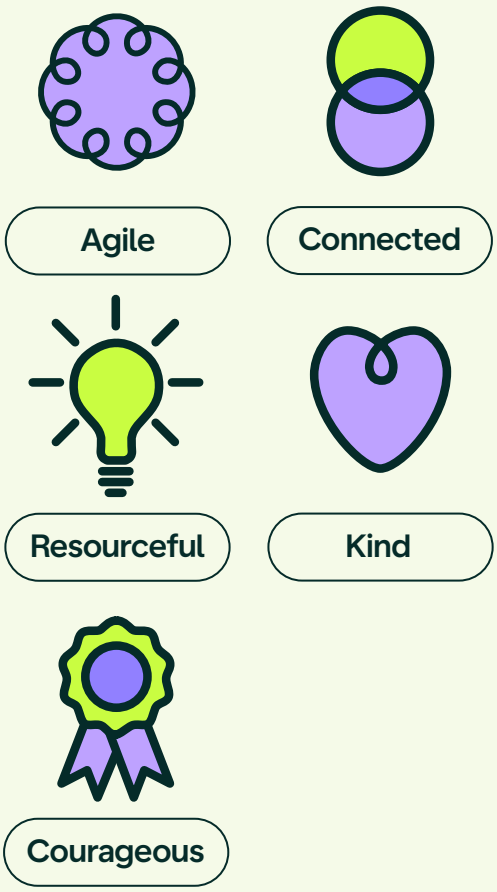
We are listening to colleagues and gathering their views. For example, we set up a monthly Colleague Forum in September 2022 to bring staff from across the charity to share together their ideas on how to make Brainkind a great place to work. We use the meetings to get people's views and act on their feedback.

We are also giving staff opportunities to share feedback through regular surveys. The findings from the latest survey, carried out in May 2023, shows that:

- more than 7 in 10 (73%) staff would recommend the charity as a good place to work
- nearly 4 out of 5 (76%) believe they are empowered to do their roles effectively
- more than 8 in 10 (84%) believe people are treated equally irrespective of ethnicity, gender, disability, age, sexual orientation or religion.

However, we recognise that there are still improvements to be made. There is still work progressing to ensure that the senior leadership team can stay in touch with peoples' views and opinions and develop a culture of effective, meaningful, two-way engagement.

Our values



> “It was a wonderful day. I particularly enjoyed hearing the inspirational stories of my colleagues. The day was made even better by the surprise of winning the overall individual award for central support services. I did not expect this at all! I feel extremely grateful, not only for the award but to work for a brilliant organisation.”
>
> Ria, Assistant People Adviser at Brainkind

Recognising achievements
We celebrated the outstanding achievements of colleagues through our staff awards. These were based on our five values.

Nominated by staff, the overall winners were recognised at our awards event in April 2023. This was a fantastic opportunity for us to celebrate their great achievements and for going above and beyond in the work they do at Brainkind.

Alex, a staff nurse at Eastfields in Glasgow, won the ‘courageous’ award for the quick thinking he showed when a colleague experienced chest pains at work.

His colleague who had the chest pains, and nominated him for the award, said: **“He recognised the symptoms I was having and put me on oxygen, took my vitals and phoned for an ambulance. I believe if it wasn’t for his quick actions, I would not be here today and back at work.”**

The service manager at Eastfields added that Alex showed his colleague respect and dignity and was very professional. **“His experience, training, personal instinct and quick response most certainly saved his colleague’s life. A huge thank you and well done to Alex.”**

Wellbeing support for staff
It is important that we have an open and supportive culture and an inclusive working environment. We have set up our first special interest wellbeing group which focuses on menopause, so that people feel confident to ask for support and can have open conversations about menopause and perimenopause.

We aim to introduce more special interest wellbeing groups in areas which are important to our colleagues.

> "I am very excited and grateful to be given the opportunity to study occupational therapy while working at Daniel Yorath House. I am particularly looking forward to working in different occupational therapy settings and working with increasing independence. I love my job as a Therapy Assistant and cannot wait to learn more about the theory and practice."

Anne, a therapy assistant at Daniel Yorath House taking part in our apprenticeship programme

Supporting learning and development

We're committed to developing our staff and helping them to progress within the organisation.

For example, we provided training for team leaders and first-time managers from June to September 2023 to increase their leadership skills and knowledge. This is helping them to provide better care for the people we support. We partnered with an external training provider to deliver training for approximately 70 staff. Work is planned to develop our leadership development training programme for middle and senior management.

In March 2023, we partnered with Huddersfield University to offer two clinical apprenticeship degree courses in occupational therapy and physiotherapy. This allows staff to complete a degree when they are working and build their clinical skills.

We have also introduced clinical competencies for all of our clinical roles, including nurses. This gives staff clear progression and helps them to develop their skills. The competencies provide a structure against which to benchmark clinical practice and continuous professional development. They also help managers to create staff development plans and associated objectives for the year.

Developing new ways of working

During the Covid-19 pandemic, we had to be agile and make quick decisions, so we could best support the people who use our services. As we continue to move through a period of change to deliver our new strategy, it's crucial we continue to make effective decisions.

We created a new Executive Leadership Team to make quicker decisions in each area of our organisation. The team is made up of the CEO and three Executive Directors - focused on service delivery, people and organisational development, and finance and business - who work together to monitor and develop our strategic direction. This will help the different areas of the charity work together more effectively, so we can do more for people living with brain injuries and other neurological conditions.

Protecting people's personal information

We continue to develop ways to manage people's personal information. This includes personal information about the people we support and our staff. It is important that we protect people's data in accordance with the laws set out by the Information Commissioner's Office, including the General Data Protection Regulation.

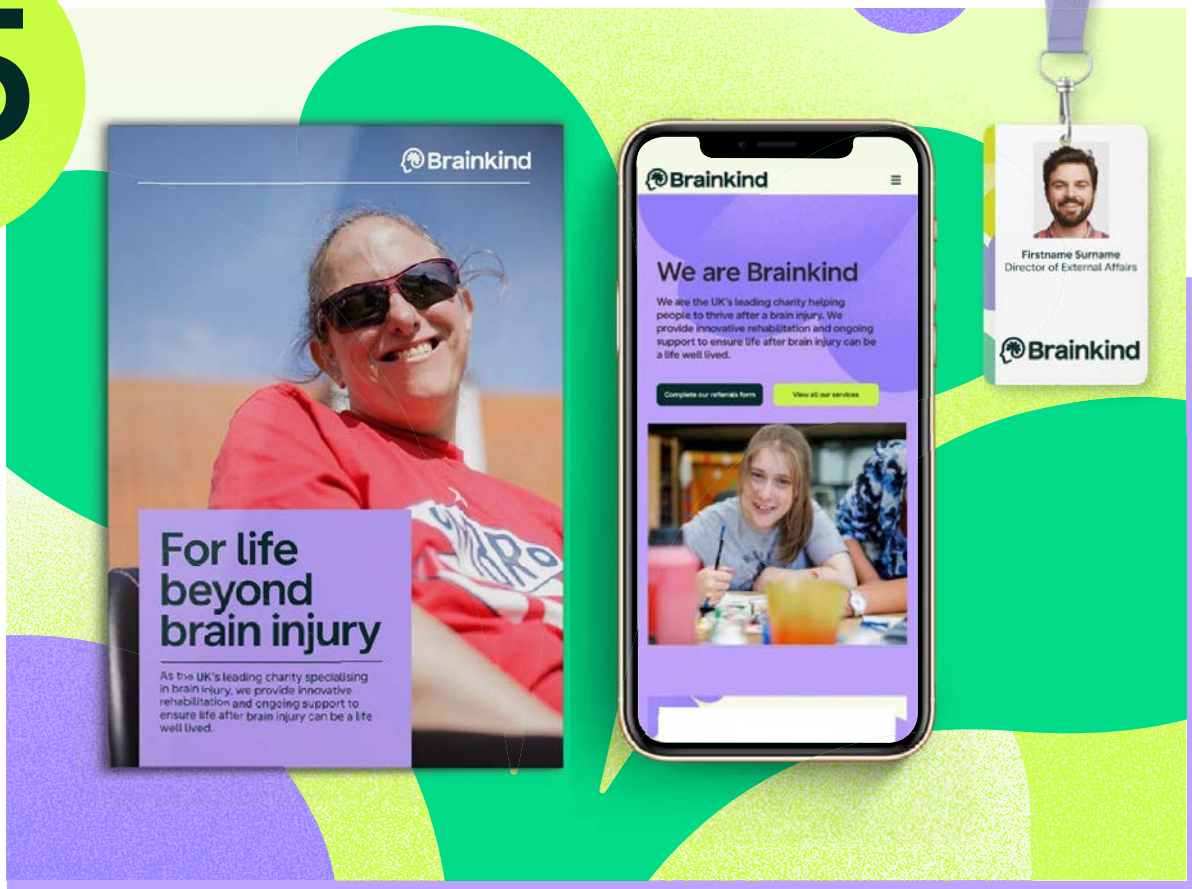
Our Legal and Corporate Compliance team put together a plan to address how the charity manages people's personal information. The plan is due to be published in December 2023.

To make sure managers are aware of their responsibilities when they work with personal information, we have been publishing regular updates and the legal team have run training sessions with managers at our services. This has provided guidance on safely managing personal information, helping us to make sure we continue to stay up to date and compliant with the relevant data protection laws and regulations.

Further work will be done on our strategy for managing information in 2023-24 (see the Looking to the future section on page 35).

Create an energetic brand that underpins our vision

Aim 5



Our new identity and way of communicating will help us to better reach our audiences and improve the lives of people living with brain injury.

Conveying our expertise in brain injury through a new brand

In September 2023, we launched a new brand to reposition ourselves as the leading charity specialising in brain injury in the UK. It showcases our expertise and person-centred approach to care, using an empathetic, optimistic and accessible tone of voice.

Our brand identity has been created to reflect who we are as a charity. It shows that we are compassionate and work in partnership with the people we support. It also sends a positive message that life after brain injury can be a life well lived. We've produced guidance about the new brand, including tone of voice and a visual identity. This gives staff the tools and knowledge they need to communicate about the charity.

The brand has now been launched to our key audiences, including commissioners, referrers, health professionals and other partners. We will continue to develop it over the coming years, raising awareness about what we do with audiences who do not know us as well, including the media, general public and potential donors.

Working collaboratively to develop our new brand

It is important that our brand reflects our organisation, and the people we support. This is why we worked with staff, people with brain injuries, their families and commissioners to develop a brand that meets everyone's needs. We wanted the new brand to convey the important message of hope after brain injury.

The work included:

- Setting up a steering group for staff and the people we support to shape and develop the new brand.
- Asking a range of people, including commissioners, staff and members of the public, to fill in a survey to help select potential options for our new name. Over 280 people responded to our survey.
- Consulting with a range of staff to develop creative assets.
- Using our new brand to tell the stories of people with brain injury, putting them at the heart of who we are as an organisation.

Brand development doesn't end at brand launch, and we will continue working with all our key stakeholders – particularly the people we support and our staff – to make sure the brand reflects who we are and what we do.

Find the right digital solutions

Aim 6

Digital systems and solutions improve the way we work and deliver our services, supporting the rehabilitation journey of people with brain injuries.

It's all going to My Plan

This year, we introduced My Plan, a digital system to help staff manage records, care plans, and other information about the people we support. All our services are now using the new system, and staff feedback has been positive.

My Plan reduces the need to maintain paper records and gives staff more time to spend with people living with an acquired brain injury, providing rehabilitation and ongoing support.

As everyone's details are now stored in the same secure system, it makes it easier for staff to keep up to date with what's happened throughout the day. This is useful for handovers at the end of a shift.

One of our community support workers at Colston Road, said: **"All documentation is in one place, meaning notes are quickly accessible. This is allowing us time to do what we love, making each moment count with the people who matter."**

This is a significant move away from paper records to a more streamlined and easier way of maintaining patient records.

Looking after our employees

Staff retention is a huge issue in the social care sector so we are doing all we can to keep our staff happy and motivated. Job satisfaction is hugely important to us at Brainkind. Without our brilliant staff, we would not be able to do the work we do.

Earlier this year, we held internal workshops to look at our existing processes for new starters. The aim was to identify opportunities for improvements and introduce automated tools where necessary. These include:

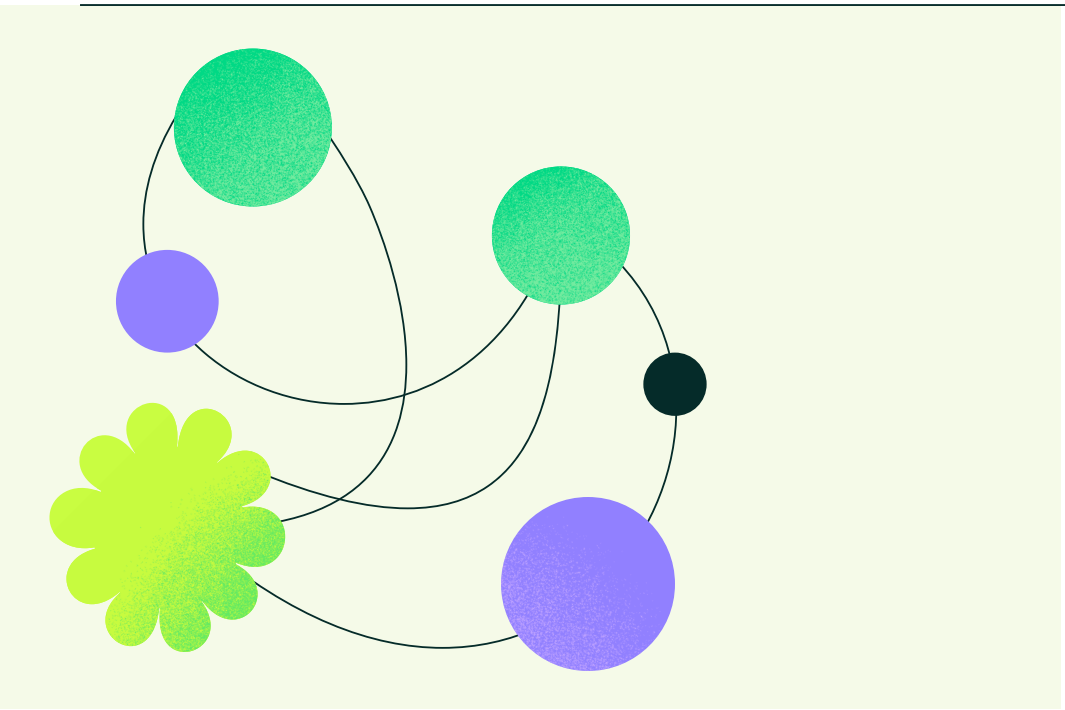
- Reviewing and promoting the My HR app to make sure all staff understand how to use it, including accessing payslips, booking annual leave and updating personal details.
- Making sure new starters have access to online training as early as possible.
- Using the My HR app to support people's induction and onboarding, making it easier for managers and providing a better experience for new starters.

Pioneering sensor technology

We are developing cutting-edge sensor technology to help the people we support have fewer falls.

RoomMate is an infrared 3D sensor that can detect when someone has fallen in their bedroom, or there's no movement, without infringing on their privacy. It was designed by Norwegian technology firm Sensio and has been used in a number of different care homes. There is enormous potential for Brainkind to use it to support people living with brain injuries who have specific needs.

Once it is developed, the technology will be trialled at Kerwin Court. If it's successful, we intend to introduce RoomMate across a number of other services, including the Brainkind Neurological Centre York.



Recognition for our cybersecurity

In April 2023, we were pleased to receive Cyber Security Essentials Plus accreditation. This means we are viewed by the UK government as an organisation that takes cybersecurity seriously and looks after the personal information that we hold for people. This is important in a world where there are so many high-profile and damaging cyber-attacks.

Having this government-backed accreditation lets our partners, suppliers, regulatory bodies, commissioners and families know that we operate to a good standard of cybersecurity. It provides the reassurance they need, increases confidence, and in time, will help to build broader brand recognition and grow our reputation. It also means we can bid for government contracts and other public and private sector opportunities.

Brainkind is now listed on the National Cyber Security Centre website. This makes it easy for anyone to check our cybersecurity credentials and validates us as an organisation that takes its security seriously. It also offers reassurance that we operate with the best interests of the people we support.

Smart works at the Brainkind Neurological Centre York

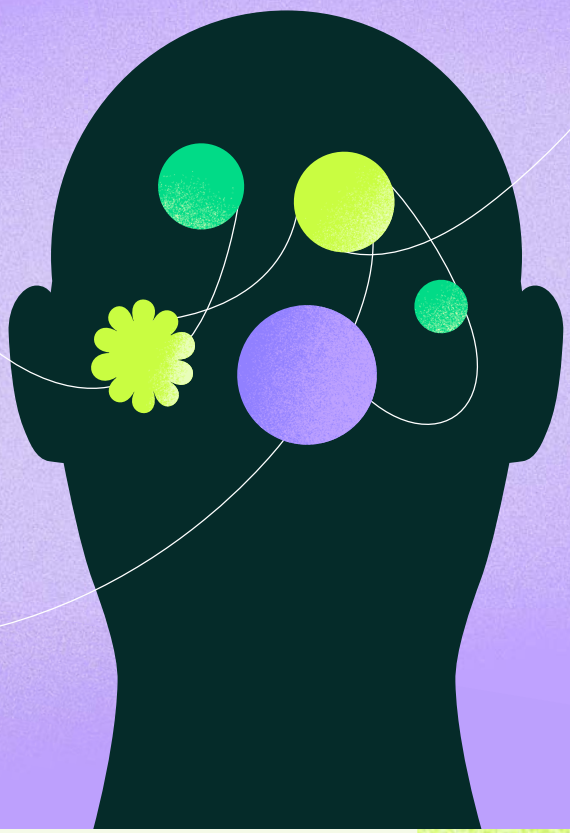
The Brainkind Neurological Centre York will open in late 2023, using new technologies to support people with brain injuries. The hospital is fitted with assistive technology to help people carry out day-to-day activities and to support them to be as independent as possible. These include:

- doors that can be controlled using wearable devices, cards or fobs
- power assisted doors which are more accessible
- personalised smart TVs in each room that can remind people about appointments and planned activities for the day – and are integrated with other technology like Amazon Alexa
- reliable, dedicated high-speed internet in each room, allowing people to connect multiple devices and making sure new digital platforms have the capacity to operate effectively as they become available
- lights in bedrooms that can be adjusted through Alexa and other online applications.

We also plan to trial virtual reality, in partnership with technology companies, at the neurological centre. We could use it, for example, to allow the people we support to experience everyday life situations, such as using cash machines and getting from a supermarket to a cafe.

Looking to the future

In 2023-24, we will enter the second year of our new strategy – and we have big ambitions for the year ahead.



We want to grow our reach

We will seek to become an employer of choice so we can attract and retain skilled staff and support more people with brain injuries and neurological conditions. This includes:

- reviewing the benefits we offer and working alongside others to lobby for improved pay in the social care sector. We know that staff need to be better paid to reflect the cost of living and the value of the work they do.
- continuing to review our learning and development portfolio for staff, focusing on brain injury, supporting people with neurological conditions and leadership training.

We want to build on the foundations of our new brand identity as Brainkind, using it to raise awareness of the work we do for people affected by brain injury.

We will build relationships with the UK government and policymakers to provide better opportunities for people living with brain injury and improved funding for services that support them.

We are building our plans for fundraising, looking at how we can add to the services we already provide and pay for some exciting projects that will make life a little easier for the people we support.

We want to grow our services

We will continue to identify opportunities to grow our services and test new approaches so that we can reach more people. Current initiatives include the Linkworker services that we run in prisons.

We show how we are the leading brain injury charity in the UK through the acquisition of a number of Sue Ryder neurological services. This has included expanding the reach of our work as we are now working with people with other neurological conditions, such as Huntington's disease.

We work in partnership with the people we support to build the best possible services. Our new Personalisation Lead will make sure that people who use our services have greater choice and control over their rehabilitation and the support they receive.

This includes involving people in:

- designing services
- producing information leaflets and web content about our services
- planning and running fundraising activities.
- setting up a forum with staff to discuss the possibility of working together to deliver training, evaluate services, and review policy and procedures at our services.

We will capitalise on our clinical expertise by:

- supporting clinical staff to carry out continuous professional development and training
- finding new opportunities to be involved in brain injury research
- sharing new knowledge and good practice with the wider brain injury community.

We are committed to making improvements to how we manage information. We will do this by setting up an information risk management group to oversee the actions set out in our plan to manage how we use information (see page 29). They will monitor how we use personal information using the Information Commissioner's Office's accountability tracker.

We will follow our plan to improve our financial position. This includes:

- agreeing fee increases across our services to reflect the costs incurred in providing our services
- increasing occupancy levels within our current services
- investing in acquiring new services and continuing to invest in improving existing ones
- reducing what we spend on agencies by improving internal recruitment and retention.

Trustees' Annual Report

Trustees present their report and the audited consolidated financial statements for the year ended 31 May 2023. The trustees' annual report constitutes the annual accounts and the directors' report for Companies Act purposes.

These financial statements comply with the:

- Charities Act 2011
- Companies Act 2006
- Charities and Trustee Investment (Scotland) Act 2005
- Requirements of the charity's governing document
- Accounting and Reporting by Charities: Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Financial review

Summary

Brainkind has moved from a net deficit of £4.7 million in 2022 to a £11.3 million net surplus in 2023, an increase of £16 million. This is substantially due to a surplus on the sale of fixed assets in the year of £17.8 million.

The 2022/23 financial year was a challenging year for the sector with continued staffing crisis. Brainkind has experienced difficulties in both occupancy levels, resulting in lower care fee income, and labour costs as staff shortages continue to limit admissions in some services as well as keeping agency costs high. In addition, the increased cost of living has impacted our results, especially with the large increases seen in energy bills, food, transport, and the national insurance increases.

To improve our financial sustainability in 2023-24, we are actively focusing on:

- Improving revenues by working to agree fee uplifts as well as working on aligning all current fees to fully reflect the costs incurred in providing our care
- Working to reduce our agency expenditure by improving recruitment and retention
- Increasing occupancy levels within our current services
- Investing in acquiring new services and continuing to invest to improve our existing services

In 2023 we saw a loss of £810k (2022: loss of £23k) in our financial investments. In 2023, investments have faced ongoing challenges, including global inflation, rising interest rates and the continuing war in Ukraine.

Due to the above impacting factors, and following the divestment of Heathermount school and the autism and learning disability services, the overall financial results have changed from the 2021/22 financial year to the 2022/23 financial year as follows:

- Total operating income decreased by £3.1 million from £52 million in 2022 to £48.9 million in 2023.
- Total operating expenditure decreased by £2.0 million from £57.4 million in 2022 to £55.4 million in 2023.
- Within the 2021/22 accounts the investment portfolio showed a small loss of £23k. During the year 2022/23 the value of the investments decreased by £810k.
- The total net assets of the Charity on 31 May 2023 were £107.2 million, an increase of £11.3 million from 31 May 2022.

Here is a summary of our operating and non-operating activities:

	2023	2022
Operating activities	**£m**	**£m**
Operating income (excluding investment income)	48.9	52.0
Profit on disposal of intangible and tangible fixed assets	17.8	0.2
Operating expenditure	(55.4)	(57.4)
Operating surplus / (deficit)	**11.2**	**(5.1)**
Non-operating activities	**£m**	**£m**
Investment income	0.8	0.5
Investment (losses)	(0.8)	-
Non-operating surplus	**-**	**0.5**
Overall net surplus / (deficit)	**11.3**	**(4.6)**

Investments

Our investments have been acquired in accordance with the powers available to the Trustees or by way of legacy. They are subject to an investment policy which is reviewed on an annual basis. The current policy delegates management of investments to firms of investment managers within defined parameters. Trustees also employ an independent investment consultant to assist with financial advice, select investment managers, as well as providing support to define the objectives they are set and monitor their performance.

The present investment managers for Brainkind are Rathbones Investment Management Limited, Cazenove Capital and CCLA Fund Managers Limited. Each manager has specific investment objectives and a mandate in line with our investment strategy. The overarching aim is to maximise returns whilst making sure the charity's liquidity requirements are met. The Trustees also set what asset classes are permissible, the extent to which they are invested and the credit ratings in their selection.

We do not prescribe the nature of companies in which we invest through the stock market. The primary objective is to achieve optimal financial returns in order to deliver on our charitable objectives. In appointing investment managers, we have delegated ethically responsible investment so that we can best meet the needs of the people we support.

The value of the charity's investment portfolios at the end of May 2023 was £32.2 million (2022: £38.1 million). Dividend and investment income from our financial investments, including cash on deposit, was £0.8 million, an increase from £0.5m in the prior year. Losses on our financial investments were £810k in the year (2022: losses of £23k). This performance met the Board's objectives in relation to delivering returns.

Investments held by nominees

Our investments include:

- £14.5 million managed by Rathbone Investment Management Limited
- £2.2 million managed by Cazenove Capital
- £15.5 million by CCLA Fund Managers Limited.

These investments are held on the charity's behalf.

For investments managed by Rathbone Investment Management Limited, UK investments are registered in the name of Rathbone Nominees Limited and overseas investments are deposited with The Bank of New York Mellon as nominee.

Investments managed by Cazenove Capital are registered in the name of the custodian or designated nominee. Cash holdings are held in the client's own name or a designated client account. Schroder & Co. Limited is the custodian of the investment position shown at year end.

Our investments managed by CCLA Fund Managers Limited are held on our behalf in a COIF Charities Ethical Investment Fund and are valued at a mid-market price.

No other people acted as nominee for the charity this year.

Reserves

As a charity, our aim is to maximise our impact and the rehabilitation, care and support that we are able to provide to people with brain injuries, In order to do this, current reserves must be sufficient to meet the start-up costs of new services or the expansion of existing services, agreed by Trustees. Reserves must be sufficient to ensure our existing services are financially viable and mitigate the crystallisation of a financial and reputational risk identified on our corporate risk register.

Trustees continue to review the level of reserves, with the consideration of the difficulties in maintaining funding levels. They incorporate this into the strategy, which is regularly monitored and modified, as appropriate. The reserves policy is derived from the five-year strategic review and reflects the charity's future plans and financial commitments.

The current total level reserves amount to £107.2m, of which £276k (2022: £163k) is restricted and £107m (2022: £95.8m) is unrestricted (including designated funds).

Restricted reserves

Restricted funds are currently £276k (2022: £163k).

Restricted funds arise as a result of specific stipulations as to how the funds may be used. This is often relating to a specific activity or grant that may fall over a number of years and therefore the balance carried forward at the year-end is committed for those activities.

Unrestricted reserves

Unrestricted funds arise when no restrictions are in place for their use. Trustees are responsible for ensuring these funds are spent in line with the charity's objectives in a timely fashion.

Designated reserves are funds that the Trustees have set aside to reflect particular intentions for the use of those funds.

Designated funds

The total designated funds are currently £86.5 million (2022: £71.2 million). Further details are as below:

- **Investment in intangible and tangible fixed assets: £64.3m (2022: £51.9m)**
  Representing the amount invested in the net book value of long-term assets.
- **Investment in Brainkind Neurological Centre in York (formerly "Investment in Chocolate Works"): £5.2m (2022: £19.3m)**
  These are funds set aside to develop a new, purpose-built site for York House Hospital and this project has a total commitment of £24.8m
- **Investment in neurological rehabilitation services £17m (2022: £nil)**
  Funds have been designated as Brainkind has also recently agreed to purchase a number of neurological care services, currently operated by the charity Sue Ryder. This will see almost 400 staff members, as well as the 125 people they currently support, move across to become part of Brainkind.

General funds

The general unrestricted reserves of £11.1m is regarded as being the charity's level of free reserves.

The charity has a target level of free reserves of £9.4m and the Trustees consider that a minimum reserve of £3 million is necessary, an amount that it considers appropriate and prudent to maintain as a buffer against the risks and challenges faced by the charity.

Trustees consider the assets of each fund are sufficient to meet current and future commitments.

Funds held on behalf of others

At year end, Brainkind, as custodian Trustee, held a total sum of £190,000 in its bank accounts, compared to £207,000 at the end of the previous year. This sum was held separately in identifiable bank accounts and was not included in the balance sheet.

Payments to suppliers

Settlement terms are agreed with suppliers as part of our contracts with them. It is the charity's policy to pay in accordance with those terms. Other creditors are paid in accordance with invoice terms.

Going concern

The Board has reviewed the charity's activities and financial position, together with factors likely to affect our current strategy. After divesting our learning disability and autism services to focus on brain injury rehabilitation and support, we are investing free cash in acquiring neurorehabilitation and neurological services and continuing to invest in our extant services.

It was understood that the financial results for the 2022/23 financial year would fluctuate as we progressed through the different strategy phases and divested of services. Although our learning, disability and autism services were loss making, Heathermount school presented a large surplus for Brainkind.

With difficulties in both occupancy levels and labour costs, as staff shortages continued to limit admissions in some services, as well as keeping agency costs high, we ended the financial year behind budget.

The reductions in occupancy levels continue to be focused within a small number of key services, all of which are now undertaking work to improve their occupancy level.

Looking forward, a detailed 5-year forecast and recovery plan was undertaken, in line with the proposed plan, outlining how we plan to reduce the deficit to and move to a surplus within that period.

We have reviewed the reserve level, taking into account the impact of the agreed strategy to ensure that our reserves remain above the agreed level for the next five years. Within this review, we have looked at a low and high scenario of the impact on the reserves once all agreed and proposed investments/divestments are undertaken. This range, at the end May 2024, is between £9.3m and £10.7m.

The Board has concluded that the existing level of free reserves, available investment and cash balances, coupled with strong cost control and the implementation of our new strategy, are sufficient to ensure Brainkind has the resources to continue operating as a going concern, and to meet our obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

Fundraising

We support people and organisations to donate to Brainkind by promoting individual and regular giving, event fundraising, legacies and corporate support.

Our local services also carry out fundraising activities to raise money for our assessment and rehabilitation centres, residential and care homes, and supported living accommodation.

We send application forms, fundraising packs and merchandise, and keep in regular contact with fundraisers. We write to supporters to thank them for their fundraising.

We are committed to The Code of Fundraising Practice which sets the standards for fundraising carried out by all charitable institutions and third-party fundraisers in the UK.

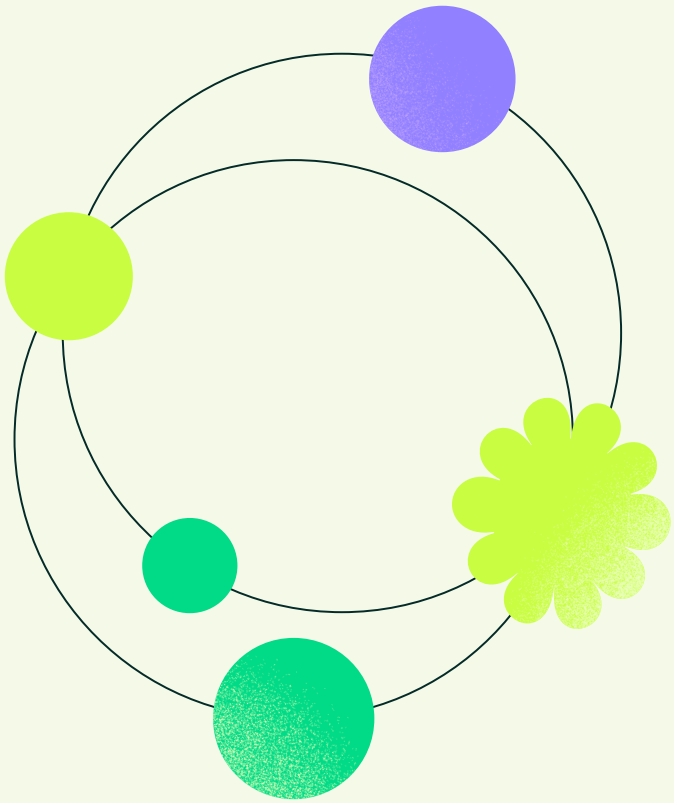
Brainkind is also an organisational member of the Institute of Fundraising, Fundraising Preference Service and Fundraising Regulator, as well as the Data & Marketing Association.

- **Complaint handling**
  We have not received any complaints in relation to our fundraising and do not undertake any third-party fundraising.
- **Safeguarding and vulnerable supporters**
  Our fundraising promise sets out our commitment to being honest, keeping contact details safe, and supporting donors. It also highlights our commitment to protecting vulnerable people and ensures that no donation is sought or gained from someone who may not have the capacity to make an informed or considered decision. This helps make sure supporters are not put under pressure to donate and know how to make a complaint.

How principal risks are managed

The Board of Trustees ("the Board") acknowledges its responsibility to ensure that the charity's risk management framework is effective. The Board regularly reviews the charity's process for identifying, prioritising, escalating, and managing risks and, where applicable, the charity's system of internal controls to manage these risks. The Board reviews the effectiveness of the charity's approach to risk at least every year.

The charity regularly monitors and reviews its risks at both a strategic and operational level via a risk management system with a mature risk matrix to determine those risks meeting the threshold for Board reporting. The significant risks to Brainkind are regularly reviewed by the Senior Leadership Team and the Audit and Risk Committee on behalf of the Board. The Board has ultimate responsibility for Brainkind's principal risks and the long-term consequence of decisions as well as the interests of all stakeholders.



The principal risks are set out below:

Risk type: fire

Risk description: Following recent high-profile cases in the media and the nature of Brainkind's buildings there continues to be a focus on fire safety.

Mitigations:
Additional resources have been put in place, particularly around night staff to ensure effective fire risk management and mitigation. Fire compartment surveys have been completed for all services. Action plans have then been developed for each service to ensure oversight of mitigation and to accelerate any potential remedial building activity required. These continue to be monitored and the risk reviewed on a monthly basis.

Risk type: centralised contracts database

Risk description: Lack of centralised contracts database. There is a risk that Brainkind is unaware of all of its legal obligations and liabilities due to the lack of a centralised contracts database for ease of monitoring and oversight.

Mitigations:
Changes in the approval process have been made so that contracts are no longer signed and held at a service level and instead a central contracts library has now been created to ensure, going forward, all contracts can be collated and managed centrally.

Risk type: financial sustainability - five year recovery plan

Risk description: financial sustainability - five year recovery plan. There is a risk to our financial sustainability due to the underperformance within a small number of key services, that made up 80% of our deficit for 2022/23 financial year.

Mitigations:
Extensive controls are in place to manage this risk. Budgets are set annually and performance against these are reviewed monthly. Annual inflationary fee uplifts have been requested from commissioners and a fee alignment project is in place to ensure correct fees are charged in line with care provided.

Directors' Report

Constitution

The Disabilities Trust has relaunched itself as Brainkind, our new brand and operating name. Our legal name remains The Disabilities Trust.

As a registered charity, The Disabilities Trust is regulated by the Charity Commission (England and Wales) and the Office of the Scottish Charity Regulator (OSCR) in Scotland. The charity is incorporated as a Company Limited by Guarantee and governed by a Memorandum and Articles of Association, which were last modified on 13 July 2020.

The Disabilities Trust owns two subsidiaries, the Brain Injury Rehabilitation Trust Limited and York House Ventures Limited, both of which are dormant.

Public Benefit

The principal beneficiaries of the work of Brainkind are people living with a brain injury, supported in a variety of settings, from hospitals to community. Secondary beneficiaries of the work of Brainkind are families, people living with a brain injury beyond our services and those in particular populations, including offenders and survivors of domestic abuse who are disproportionately affected by brain injury, and the general public via our campaigning, training and innovation work and bespoke services.

Our research, policy and innovation work allows us to invest resources into improving the lives of people with a brain injury who may not have access to statutory-funded services. External grants support initiatives that would be difficult to attract mainstream or traditional sources of funding.

The Board of Trustees review the charity's aims and objectives each year to make sure our purpose and activities are aligned. The charity's achievements and activities are discussed in full in the strategic report.

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and planning future activities. In particular, the Board considered how planned activities contribute to Brainkind's aims and objectives.

This includes:

- what we have achieved
- the outcomes of our work in the previous 12 months
- the success of each aspect of our work
- the benefits to, and impact on, the people we support.

All Trustees give their time voluntarily and receive no benefits from the charity. Expenses claimed from the charity are set out in Note 10 of the financial statements.

Section 172 (1) statement

The Trustees as Directors of Brainkind, are aware of their duty under s.172 of the Companies Act 2006 to act in the way which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole and, in doing so, to have regard (amongst other matters) to:

- The likely consequences of any decision in the long term
- The interests of the Company's employees
- The need to foster the Company's business relationships with suppliers, service users and others
- The impact of the Company's operations on the community and environment
- The desirability of the Company maintaining a reputation for high standards of business conduct
- The need to act fairly as between members of the Company.

As a charitable company, the Directors of Brainkind promote the success of the charity to achieve its charitable purposes:

To relieve the needs of people with developmental, learning, physical or acquired disabilities or conditions, in particular but not exclusively by the provision of care, special housing units, facilities and supported living services.

The Directors of Brainkind consider that they have fulfilled their duties in accordance with section 172(1) of the UK Companies Act 2006 and have acted in a way which is most likely to promote the success of the charity for the benefit of its stakeholders as a whole in the following ways:

Communities
Brainkind works in partnership with communities, providing services for people with a brain injury and other neurological conditions, as well as through its campaigning work and research. The organisation works closely with Government partners, contributing to the imminent strategy on Acquired Brain Injury (ABI). We deliver training to staff within the prison services, helping them to recognise the signs of a brain injury. We are also carrying out new research into the prevalence of brain injury amongst domestic abuse survivors, to inform policy and practice in this area. We work in partnership with multiple organisations, including the NHS, commissioners, the police and other charities and voluntary membership organisations.

Engagement with stakeholders
As part of our annual cycle, we have recently produced a satisfaction survey for people who use our services. We received 320 responses – which equates to 77% of the people we support took part in the survey with contributions from all of our services. The report will help inform how we deliver our services, and help us to improve the way we do things. The report will be made accessible to all staff and people we support in a range of formats.

The feedback process, which includes capturing compliments, concerns, complaints, and whistleblowing reports is being embedded. We identified an overall increase in all feedback captured since the new process was implemented. We continue to improve the process by enhancing colleagues' abilities to identify, capture, investigate and respond more effectively to improve stakeholders experience and support a customer focussed process. In Autumn 2023, we will roll-out complaints management training via workshops with Regional Operational teams, to offer advice, guidance, and support, which encourages and acts on feedback and demonstrates learning. This will reassure the Senior Leadership Team, and the Board can continue to capture and monitor stakeholder views centrally.

The Trustees consider and discuss information from across the organisation to understand the impact of Brainkind's operations and the interests and views of key stakeholders. The Trustees also review financial, clinical, and operational performance, as well as information covering areas such as key risks, quality assurance and regulatory compliance. This information is provided to the Board of Trustees through regular performance reports within meeting packs circulated in advance of each Board of Trustees meeting and via in person presentations.

The Board therefore possess an overview of the organisation's engagement with stakeholders enabling them to comply collectively with their duties under section 172 of the Companies Act 2006.

Engagement with employees
The long-term success and performance of Brainkind is directly linked to the talent, skills and engagement of our colleagues, and we understand the importance of developing a high performing organisation through our people to benefit the people we support. We recognise the contribution of our dedicated workforce who work hard to support people with complex needs, and we continue to review and improve the experience our employees have working for Brainkind.

We want to ensure that our workforce is connected, and we aim to have a two-way dialogue with our people by keeping them appraised of what is happening across the organisation, as well as seeking their feedback and input on a variety of topics, from our new strategy to the culture we want to build. This is done using a variety of channels, including team meetings, our magazine and newsletters, digital channels, such as Connect – our intranet – and we have launched our Colleague Forum which enables us to seek the views of a cross section of our workforce who represent colleagues' ideas and suggestions for improving Brainkind. Our annual employee engagement survey also provides people with the opportunity to have a voice and provide feedback on a range of topics.

Brainkind operates across England, Scotland and Wales so it is important that all staff feel connected. We use a range of technology and face to face events, including CEO and SLT webinars and our annual Managers' Conference, to share the latest news, but also to engage staff in aspects of strategy, culture and delivery. We also engage staff in specific projects, alongside the people we support. For instance, a person we support at our brain injury service, Victoria House, sits alongside members of the SLT and the Board, as well as his support worker, on a steering group to feed into the process to deliver a new brand. The group's input is absolutely invaluable.

The Trustees receive regular qualitative and quantitative updates on employee matters from the Director of People and Organisational Development including analysis received through the employee engagement surveys, regular Equality, Diversity and Inclusion (EDI) updates and quarterly performance reports on a number of people metrics to understand any workforce trends. This provides the Board with assurance that there are effective mechanisms to link engagement and performance and the continued strength of Brainkind's culture.

Governance and decision making

Brainkind's objective is to support people with a brain injury (BI) to lead their best lives. This objective is delivered, but not exclusively, through the provision of high-quality rehabilitation, care and support, specialised homes for people and community based supported living services.

Brainkind continues to adopt and apply the principles of the Code of Governance for larger charities, updated in December 2020 supporting the Board's aim to develop high standards of governance. The charity is governed by a Board of Trustees which meets at least four times a year and is supported by several Board Committees to provide assurance and dedicated oversight to the matters for which is it responsible. As well as Board meetings, all trustees are expected to contribute to those committees where their individual skills can be of most benefit, in discussion with the Chair. The Trustees have delegated the day-to-day management of the charity to the Chief Executive Officer (CEO) who is supported by the Senior Leadership Team in delivering the agreed strategic objectives.

The Trustees have several committees with specific areas of focus and who each review their scope and Terms of Reference annually:

Committee	Focus	Members	Meetings per year
Audit & Risk Committee	Internal audit External audit Annual report and accounts Financial compliance Internal controls Risk management Business continuity	Richard Wilson (Chair) Tom Billington Heather Eve Castel Caroline Reid MBE Britt Iversen Kathryn Greenberg Dr Annabel Bentley	4
Finance & Investment Committee	Financial performance Capital investment Investment fund management Reserves and cashflow Property and estates fundraising	Heather Eve Castel (Chair) Richard Wilson Matt James Tom Billington Dr Annabel Bentley Kathryn Greenberg	4
Quality & Governance Committee	Quality assurance Clinical effectiveness User outcomes User experience and engagement Safeguarding Regulatory reporting and compliance Health & safety Information governance Whistleblowing	Matthew James (Chair) Stephen Waring (SG Lead) Caroline Reid MBE Dr Annabel Bentley Britt Iversen Tom Billington Kathryn Greenberg	4
Remunerations & Nominations Committee	CEO and SLT remuneration Staff pay awards Stakeholder awards Employee benefits structures Board composition Trustee recruitment Succession planning	Kathryn Greenberg (Chair) Richard Wilson Stephen Waring Caroline Reid MBE	2
Research Development Policy & Influencing Committee	Clinical and applied research Research development Research governance framework Partnership and funding opportunities National and local influencing and campaigning opportunities	Stephen Waring (Chair) Professor Tom Warner Britt Iversen Matthew James Kathryn Greenberg	4

Trustee recruitment and term of office

Trustees are a critical resource and give their time freely in support of Brainkind. They are elected to the Board by Trustees for a term of three years. Each trustee may serve a maximum of three terms. Recruitment of new Trustees is overseen by the Remuneration and Nominations Committee who undertake an open recruitment process, recommending new candidates for appointment when necessary and ensuring appropriate recruitment and succession plans are in place for elected Trustees.

On appointment, each Trustee agrees to comply with a Code of Conduct and the Fit and Proper Person policy and declares any interests which are held within a register of interests, and which is monitored and updated on a regular basis and reviewed annually.

Once appointed, Trustees undertake a comprehensive onboarding and induction programme led by the Chair and CEO and take part in a colleague buddying system. New Trustees are provided with key information about Brainkind and its strategic objectives, corporate policies and copies of the Code of Governance for larger charities and the independent guidance from the Charity Commission on trustee duties. Any training needs are identified through the annual effectiveness reviews so that trustees are able to successfully discharge their duties. Covid-19 has prevented visits to Brainkind's specialist services, though meeting staff and those we support is a compulsory part of the usual induction.

This year was a timely opportunity to further the Board's commitment to diversity, reviewing current trustee skills and board composition, and undertaking a trustee recruitment campaign seeking to increase Board diversity.

Equality statement

We are proud of our diverse workforce which reflects the breadth of people we support. We work with staff to support their wellbeing and managers to support their understanding of individual needs to ensure that we can support staff in the workplace who may have or develop a disability, including those which may be unseen. Brainkind's Equality and Diversity committee meet regularly to discuss and review Brainkind's equality, diversity and inclusion agenda with the aim of making our organisation one that is fully inclusive, and which celebrates our diversity. There are a number of activities and actions that seek to encourage inclusivity and diversity across Brainkind, including being Disability Confident and a member of the Employers Network for Equality and Inclusion.

Remuneration policy

The Remuneration and Nominations Committee meet at least once a year and are responsible for overseeing the charity's pay and reward structures, approving budgets for the annual pay uplifts for the workforce and to review the remuneration package for the CEO. The Chief Executive is responsible for setting the remuneration packages for other SLT members, subject to a maximum increase of 10% (for over 10% CEO requires Committee approval) of salary in any financial year. SLT remuneration packages are reviewed every two years to ensure they remain competitive with external benchmarks.

Trustees

Kathryn Greenberg

Heather Castel

Dr Caroline Drugan
Resigned 18 August 2022

Matthew James

Themis Livadeas
Resigned 18 August 2022

Christopher Philipsborn
Resigned 18 August 2022

Caroline Reid MBE

Marianne Waite
Resigned 27 September 2023

Stephen Waring

Richard Wilson

Professor Tom Warner
appointed on 31 July 2023

Tom Billington
appointed on 2 August 2023

Britt Iversen
appointed on 31 July 2023

Dr Annabel Bentley
appointed on 31 July 2023

Senior Leadership Team

The Trustees have delegated the day-to-day management of the charity to the Chief Executive Officer who appoints the Senior Leadership Team:

Irene Sobowale
Chief Executive Officer

Naomi Carey
Executive Director of People and Organisational Development

William Chidgey
Director of Corporate Services (resigned on 1 November 2022)

Graham Fisher
Director of Digital

Victoria Pilkington
Director of Governance and Quality Assurance (Resigned 14 September 2022)

Vivienne Francis
Director of Communications and Foundation (Resigned 9 September 2022)

Lynsey Robertson
Director of Business Development and Programme Management

Rudi Coetzer
Director of Clinical Services

Keeley Mitchell
Director of Brain Injury Operations

Kimberly Shields
Director of Legal

Richard Jane
Director of External Affairs (Appointed 1 December 2022)

Shirley Rowe
Executive Director of Service Delivery (Appointed 17 April 2023)

Clynton Hall
Executive Director finance and business (Appointed 11 September 2023)

Streamlined energy and carbon reporting

Energy consumption

Streamlined Energy and Carbon Reporting (SECR) requirement in the financial review for the year ending on that all large organisations must report on the operational emissions. The high-level breakdown is as follows:

2023

	Gas	Electricity	Transport	Total
kWh	8,826,146	3,231,949	614,131	12,672,226
Mileage			508,773	508,773
kgCO2e	1,614,557	669,254	61,596	2,345,407
tCO2e	1,615	669	62	2,346

2022

	Gas	Electricity	Transport	Total
kWh	9,857,202	3,270,558	905,838	14,033,598
Mileage			796,341	796,341
kgCO2e	1,813,751	1,347,633	236,866	3,398,250
tCO2e	1,814	1,348	237	3,399

Energy and associated carbon emissions

Brainkind's total CO2 emission from grid electricity is 669 tCO2e (2022: 1,348 tCO2e) and 1,615 tCO2e (2022: 1,814 tCO2e) for emissions from natural gas. This is used for operational buildings and care homes. There were higher emissions over the winter months which is due to increased heating demands.

We divested 11 learning disability and autism services four months into the year and sold Heathermount School one month later. This led to expected decreases in energy consumption.

Intensity metric

An intensity metric gives Brainkind an indicator of carbon performance based on an operational figure. In this case, we have used the number of people we support to indicate this performance with 456 people (2022: 545) we support emitting an average of 5,143.7 kgCO2e each (2022: 6,235.3 kgCO2e). This will be measured annually and compared against previous years.

	2023	2022
Number of people we support	456	545
kgCO2e§	2,345,407	3,398,250
KgCO2e per person	5,143.7	6,235.3

DT initiatives

This section highlights energy and carbon improvement projects undertaken during the year and those that are currently underway:

Smart meters: In order to obtain an accurate and detailed picture of each building's consumption, we are changing all of our meters to smart ones.

Energy sources

We are measuring the scope one and two emissions. All energy data was collated by our main energy suppliers SSE and E.ON. Transport data and the number of people we support was collated internally. We obtained energy usage for a number of sites for cold and warm months. These figures were extrapolated over the year for all of our services. The number of people we support at each unit was used as the basis for calculating the energy usage for units. Scope one: Transport and vehicles Scope two: Electricity and gas supply.

Calculations

The following figures were used to convert energy to CO2 figures:

	Litre	kWh	Co2e
Gas	N/A	1	0.182929
Electricity	N/A	1	0.207074
Petrol	1	9.5	2.10
Diesel	1	10.5	2.51

Legislative and administration information

Legal name of the charity:
The Disabilities Trust

Trading name:
Brainkind

Company registration number:
2334589

Country of incorporation:
United Kingdom

Charity registration number:
England and Wales: 800797
Scotland: SCO38972

Registered office:
First Floor, 32 Market Place, Burgess Hill, West Sussex, RH15 9NP

Auditors:
Crowe U.K. LLP, 55 Ludgate Hill, London, EC4M 7JW

Bankers:
Barclays Bank plc, Level 28, 1 Churchill Place, London, E14 5HP

Solicitors:
DAC Beachcroft LLP, 100 Fetter Lane, London, EC4A 1BN

Trowers & Hamlins LLP, 3 Bunhill Road, London, EC1Y 8YZ

Investment Managers:
Rathbone Investment Management Limited, 8 Finsbury Circus, London, EC2M 7AZ

Cazenove Capital, 1 London Wall Place, London Wall, Barbican, London, EC2Y 5AU

CCLA Investment Management, Senator House, 85 Queen Victoria St, London, EC4V 4ET

Trustees' responsibilities statement

The Trustees (who are also Directors of Brainkind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company of the incoming resources and application of resources for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles set out in the Charities SORP (FRS 102)
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. The Trustees 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.

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

Each of the Trustees confirm that:

- So far, as each Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have each taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees' report (including the Strategic Report) has been approved by the Board of Trustees of Brainkind on 27th November 2023 and signed on their behalf by:

ON BEHALF OF THE BOARD

Kathryn Greenberg
Chair of Trustee Board

Auditor's report

Independent Auditor's Report to the Members and the Trustees of The Disabilities Trust (trading as Brainkind)

Opinion

We have audited the financial statements of The Disabilities Trust (trading as Brainkind) ('the charitable company') for the year ended 31 May 2023 which comprise Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 May 2023 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 and the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's 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 trustees are responsible for the other information contained within the annual report. 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.

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 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 our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report 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 strategic report and the directors' report included within the trustees' report 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 charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; 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 set out on page 52, 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 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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS102) 2019. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were CQC Regulations for service providers and managers, taxation legislation, employment legislation and General Data Protection Regulation (GDPR).

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of contract income, recording the impact of the CQC regulatory review and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading regulatory reports and minutes of meetings of those charged with governance.

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.

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, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London

Signed

[Date] 19 December 2023

Financial statements

Financial statements

Statement of Financial Activities – incorporating income and expenditure account for the year ended 31 May 2023

Income from	Note	Unrestricted funds		Restricted funds		Total funds 2023	Total funds 2022
		Continuing £'000	Discontinued £'000	Continuing £'000	Discontinued £'000	£'000	£'000
Donations and grants	3	-	-	161	273	434	1,061
Charitable activities: Improving the lives of people with a brain injury	4	44,637	3,485	-	-	48,122	50,984
Investment income	5	833	-	-	-	833	500
Other income	6	457	17,628	-	-	18,086	239
Total income		45,927	21,114	161	273	67,475	52,784
Expenditure on: Raising funds	7	99	-	9	-	107	188
Charitable activities: Improving the lives of people with a brain injury	8(i)	51,647	3,313	-	-	54,960	56,040
Other		-	-	44	269	313	1,191
Total expenditure		51,745	3,313	53	269	55,380	57,419
Net income/(expenditure) before (losses) on investments	11	(5,818)	17,801	108	5	12,095	(4,635)
(Losses) on investment assets		(810)	-	-	-	(810)	(23)
Net movement in funds		(6,628)	17,801	108	5	11,285	(4,658)
Total funds brought forward		95,794	-	163	-	95,957	100,615
Total funds carried forward	20 & 21	89,166	17,801	271	5	107,243	95,957

Discontinued operations relate to the sale of our Learning, Development and Autism (LD&A) services on 6 September 2022 and the sale of Heathermount School, which provides education to children with autism spectrum condition, on 31 October 2022.

There were no other recognised gains or losses other than those stated above.

Balance sheet

As at 31 May 2023

	Note	2023 £'000	2022 £'000
Fixed assets			
Intangible assets	13	**1,466**	1,754
Tangible assets	14	**62,847**	50,187
Investments	15	**18,237**	38,091
Total fixed assets		**82,550**	90,032
Current assets			
Debtors	16	**9,226**	6,380
Investments	17	**14,000**	-
Cash at bank and in hand		**10,257**	6,861
Total current assets		**33,484**	13,241
Creditors: amounts falling due within one year	18	**(7,831)**	(6,810)
Net current assets		**25,653**	6,431
Total assets less current liabilities		**108,203**	96,463
Provisions for liabilities	19	**(960)**	(506)
Net assets		**107,243**	95,957
The funds of the charity			
Restricted income funds	20	**276**	163
Unrestricted funds	21		
- designated funds		**86,517**	71,224
- general funds		**20,449**	24,570
Total unrestricted funds		**106,966**	95,794
Total funds		**107,243**	95,957

These financial statements were approved and authorised for issue by the Board of Trustees on 27th November 2023 and were signed on its behalf by:

Kathryn Greenberg – Chair

Company number: 2334589

The accompanying accounting policies and notes form an integral part of these financial statements.

Statement of cash flows

For the year ended 31 May 2023

	Note	2023 £'000	2022 £'000
Cash flows from operating activities			
Net cash (used) by operating activities	23	**(5,721)**	(1,789)
Cash flows from investing activities			
Acquisition of York House Ventures Limited		-	(183)
Dividends and interest from investments		**833**	500
Proceeds from the sale of property, plant and equipment		**24,432**	6
Purchase of property, plant and equipment		**(20,881)**	(4,801)
Purchase of intangible fixed assets		**(367)**	(917)
Proceeds from the sale of investments		**8,300**	4,390
Purchase of investments		**(2,481)**	(5,521)
Movement in cash within investment portfolio		**(721)**	824
Net cash provided by/(used in) investing activities		**9,116**	(5,702)
Increase/(decrease) in cash and cash equivalents in the year		**3,396**	(7,491)
Cash and cash equivalents at the beginning of the reporting year		**6,861**	14,352
Cash and cash equivalents at the end of the reporting year		**10,257**	6,861

The accompanying accounting policies and notes form an integral part of these financial statements.

Notes to the financial statements
For the year ended 31 May 2023

1 Accounting policies

Basis of preparation

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

The Disabilities Trust (trading as Brainkind) is a public benefit entity incorporated as a Company Limited by Guarantee and governed by a Memorandum and Articles of Association, which were last modified on 13 July 2020.

It is registered with the Charity Commission for England and Wales. The charity registration number is 800797.

Brainkind is also registered with the Office of the Scottish Charity Regulator. The registration number is SC038972.

The registered office is 32 Market Place, Burgess Hill, West Sussex, RH15 9NP.

The financial statements of Brainkind have been prepared under the historical cost convention, in accordance with:

- the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)
- the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102))
- and the Companies Act 2006.

The functional and presentational currency of the charity is £ sterling.

Going concern

The Board has reviewed the charity's activities and financial position, together with factors likely to affect our current strategy. After divesting our learning disability and autism services to focus on brain injury rehabilitation, we are investing free cash in acquiring neurorehabilitation services and continuing to invest in our extant services.

It was understood that the financial results for the 2022/23 financial year would fluctuate as we progressed through the different strategy phases as we divested of services. Although our learning, disability and autism services were loss making, Heathermount school presented a large surplus for Brainkind.

With difficulties in both occupancy levels and labour costs, as staff shortages continued to limit admissions in some services, as well as keeping agency costs high, we ended the financial year behind budget.

The reductions in occupancy levels continue to be focused within a small number of key services, all of which are now undertaking work to improve their occupancy level.

Looking forward, a detailed 5-year forecast and recovery plan was undertaken, in line with the proposed plan, outlining how we plan to reduce the deficit to and move to a surplus within that period.

We have reviewed the reserve level, taking into accounts the impact of the agreed strategy to ensure that our reserves remain above the agreed level for the next 5 years. Within this review, we have looked at a low and high scenario of the impact on the reserves once all agreed and proposed investments/ divestments are undertaken. This range, at the end May 2024, is between £9.3m and £10.7m.

The Board has concluded that the existing level of free reserves, available investment and cash balances, coupled with strong cost control and the implementation of our new strategy, are sufficient to ensure Brainkind has the resources to continue operating as a going concern, and to meet our obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

Investments in subsidiaries and consideration of group accounts

We have assessed our investments in subsidiaries, both of which are dormant, in line with accounting standards. Having due regard to materiality of effects on the financial statements and other qualitative considerations that may affect the understanding by the readers of the accounts, we have not established a requirement to produce group accounts. Further details of all our subsidiary company holdings are outlined in note 15.

Income

Voluntary income including donations, gifts, legacies and grants, is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The donor specified that the grant or donation must only be used in future accounting periods, or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

The following specific policies apply to certain categories of income:

- Income from fees is recognised as services are provided. Any amount received in advance of services being provided is included as deferred income. The majority of our funding is received from local authorities.
- Donated goods or services are included in the financial statements at an estimate based on the value of the donation to the charity.
- Grants are included in the statement of financial activities when the conditions for receipt have been complied with.
- Investment income is included in the statement of financial activities when receivable, including recoverable tax.

Expenditure

Expenditure has been charged to the statement of financial activities on an accrual basis. Costs are shown inclusive of any related value added tax. Expenditure categories noted below are analysed in the various notes to the financial statements:

- **Raising funds**
  Costs of raising funds are the costs incurred in attracting voluntary income.

- **Charitable activities**
  These are the costs involved in activities where the aim is the objectives of the charity. They include direct costs, support costs and governance costs as detailed below.

- **Direct costs**
  These include the cost of direct service delivery including all staff and other directly attributable costs.

- **Support costs**
  Support costs include the costs of the central support office functions such as central management, financial administration, human resources, information systems and finance costs. They have generally been allocated to cost categories on the basis of staff costs and staff numbers, which, in turn, is judged to allocate costs on a reasonable basis consistent with the activity's use.

- **Governance costs**
  Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Lease contracts

Operating lease rentals are charged to the statement of financial activities on a straight line basis over the life of the lease.

Intangible fixed assets and amortisation

Intangible fixed assets represent development costs capitalised in accordance with FRS 102. These are stated at historical cost and amortised on a straight line basis over their useful lives (four years).

Amortisation is recognised in the statement of financial activities under expenditure on charitable activities.

Tangible fixed assets and depreciation

Tangible fixed assets are capitalised at cost at the acquisition date. Depreciation is calculated to write down the cost less estimated residual value of all tangible fixed assets other than freehold land by equal annual instalments over their expected useful lives. The rates generally applicable are:

Freehold buildings	**2% per annum**
Short leasehold improvements	**over period of lease**
Computers	**25% per annum**
Fixtures and fittings	**15% per annum**
Motor vehicles	**33.3% per annum on high mileage vehicles**
Motor vehicles	**15% per annum on people carriers**

No depreciation is provided on freehold land.

Impairment reviews are only carried out if there is an indication that the recoverable amount of a tangible fixed asset is below its net book value.

Properties under construction are stated at cost. Cost comprises directly attributable costs and borrowing costs. Such properties are not depreciated until they are reclassified after completion.

There is a de minimis capitalisation limit of £5,000.

Investments

Investment properties:
Investment properties for which fair value can be measured reliably without undue cost or effort on an ongoing basis are measured at fair value annually with any change recognised in the Statement of Financial Activities. The valuations are estimated by appropriately qualified professional valuers. No depreciation or amortisation is provided in respect of freehold or leasehold investment properties.

Investment funds:
Investments are stated in the balance sheet using the mid-price at market value. All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in "(losses)/gains on investment assets". Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

Debtors

Trade and other debtors are recognised at the transaction amount, net of trade discounts and are reduced by amounts which are not considered to be recoverable.

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Current asset investments

Current asset investments include investment funds which are held for resale or pending their sale and cash on deposit with a maturity date of less than one year held for short-term investment purposes rather than cashflow. Current asset investment funds are stated in the balance sheet using the mid-price at market value. All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in "(losses)/gains on investment assets". Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

Creditors

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

Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are earned.

Redundancy costs are recognised as an expense in the period in which the charity becomes irrevocably committed to incurring the costs and the main features of the plans have been announced to affected employees.

Foreign currency

Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities in foreign currencies are translated at the rates of exchange prevailing at the balance sheet date. Exchange differences are included in the consolidated statement of financial activities for the period in which they are incurred.

Fund accounting

We have various types of funds for which we are responsible, and which require separate disclosure. These are as follows:

- **Restricted income funds**
  Donations or legacies are earmarked by the donor for specific purposes. From these funds, the donation and income deriving there from may be used in accordance with the specific purposes.

- **Unrestricted funds**
  Designated funds
  The trustees may at their discretion, set aside funds for specific purposes which would otherwise form part of the general funds of the organisation. Specifically, the charity sets aside funds for the following:
  - The amount which represents the investment made in intangible and tangible fixed assets for use by the charity.
  - Sums for use by Brainkind Foundation. This is a fund that has been set up to allow the charity to support and work with new and existing initiatives which would otherwise struggle to attract mainstream or traditional funding.
  - The amount of the revaluation reserve on investments held by the charity which represents cumulative investment gains on investments.

  General funds
  - Funds are expendable in furtherance of the objectives of the charity.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made the following judgements:

Impairment

The determination of whether there are any indicators of impairment applicable to the charity's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating service, the viability and expected future performance of that service.

Tangible fixed assets

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Dilapidation provisions

Dilapidation provisions have been provided in these financial statements to reflect the charity's estimate of repair costs which will need to be carried out when returning leased properties back to their original state. The provisions are based on the average provision required for each property leased.

Payroll accruals

Payroll accruals have been provided in these financial statements as the compensation owed to employees to the end of the period, plus any payroll taxes related to those unpaid wages.

The May payroll is used and any salaries for the month of May are removed (because these are actuals) along with any backpay, stakeholder or one-off payments are removed, leaving those elements that would be characteristic of the May pay. These are divided by 31 and multiplied by 26 days which were the remaining days after the cut-off date. A provision is made for National Insurance and Pension.

Provision for bad and doubtful debts

To determine an appropriate level of bad and doubtful debt provision, we regularly review the total level of debt, age of debts and known risks that may impact recoverability, both for individual debts and for total amounts owed by funders.

3 Donations and grants

	Total funds 2023 £'000	Total funds 2022 £'000
Grants*	**390**	167
COVID-19 grant income	**-**	857
Other donations and gifts	**44**	37
	434	1,061

*£273k of Grants income relates to discontinued operations.

4 Income from charitable activities

Improving the lives of people with a brain injury

	Total funds 2023 £'000	Total funds 2022 £'000
Fee income:		
Physical disabilities	**5,990**	5,236
Autism*	**1,322**	7,492
Brain injury	**30,107**	25,185
Education*	**2,163**	4,975
Community services	**8,540**	7,897
COVID-19 Fee income	**-**	29
Ancillary services to joint ventures:		
Management charges to joint ventures	**-**	170
	48,122	50,984

*All of the Autism income and Education income relates to discontinued operations.

5 Investment income

	Total funds 2023 £'000	Total funds 2022 £'000
Bank deposit interest receivable	**366**	11
Dividend income from listed investments	**467**	489
	833	500

All investment income relates to continuing operations.

6 Other income

	Total funds 2023 £'000	Total funds 2022 £'000
Surplus on sale of fixed assets*	**17,775**	4
Other income	**311**	490
	18,086	494

*£17,628k of the surplus on the sale of fixed assets relates to discontinued operations.

Other income is comprised of various sources including rent and service charges receivable, insurance claim settlements, external clinical supervision services, profit on the disposal of fixed assets and sundry income.

7 Expenditure on raising funds

	Total funds 2023 £'000	Total funds 2022 £'000
Fundraising costs	**35**	89
Investment management costs	**72**	99
	107	188

All expenditure on raising funds relates to continuing operations.

8 Charitable activities

Improving the lives of people with a brain injury

	Activities undertaken directly £'000	Support costs £'000	Total funds 2023 £'000	Activities undertaken directly £'000	Support costs £'000	Total funds 2022 £'000
Physical disabilities	**7,234**	**1,302**	**8,536**	6,441	1,091	7,532
Autism*	**1,422**	**346**	**1,768**	7,645	1,488	9,133
Brain injury	**28,005**	**5,942**	**33,945**	22,483	5,128	27,611
Education*	**1,313**	**232**	**1,546**	2,977	462	3,439
Community services	**6,930**	**1,726**	**8,656**	6,575	1,406	7,981
The Brainkind Foundation	**435**	**74**	**509**	286	58	344
Total charitable activities	**45,339**	**9,622**	**54,960**	46,407	9,633	56,040

*All of the Autism and Education expenditure on charitable activities relates to discontinued operations.

2023 Support costs allocation

	Physical disabilities £'000	Autism* £'000	Education* £'000	Community Services £'000	Brain injury £'000	The Brainkind Foundation	Total 2023 £'000	Basis of allocation
Central support costs								
Staff and training	**588**	**156**	**105**	**779**	**2,682**	**33**	**4,344**	**Staff nos.**
Other	**702**	**187**	**125**	**931**	**3,204**	**40**	**5,188**	**Staff nos.**
Governance	**12**	**3**	**2**	**16**	**56**	**1**	**90**	**Staff nos.**
	1,302	**346**	**232**	**1,726**	**5,942**	**74**	**9,622**	

*All of the Autism and Education expenditure on charitable activities relates to discontinued operations.

2022 Support costs allocation

	Physical disabilities £'000	Autism* £'000	Education* £'000	Community Services £'000	Brain injury £'000	The Brainkind Foundation	Total 2023 £'000	Basis of allocation
Central support costs								
Staff and training	534	729	226	688	2,511	28	4,717	Staff nos.
Other	547	747	232	706	2,574	29	4,835	Staff nos.
Governance	9	12	4	12	43	-	80	Staff nos.
	1,091	1,488	462	1,406	5,128	58	9,633	

The allocation of support costs has been made on the basis of the Trustees' best estimate of time spent on supporting each activity during the year. The charity prepares individual budgets and management accounts for each accommodation unit and costs are directly attributed during the year. The amounts included above for "unit costs" are the support costs allocation of these directly attributable costs.

The central support costs are the costs borne by the charity for central office services. These include: quality control, business development, communications, management accounting, payroll administration, budgeting, information technology, people services, and learning and development.

9 Staff numbers and costs

Staff costs during the year were as follows:

	2023 £'000	2022 £'000
Wages and salaries	**28,447**	31,081
Social security costs	**2,715**	2,848
Cost of defined contribution pension schemes	**1,408**	1,670
Other employee benefits	**46**	24
	32,616	35,623
Payments made to independent third parties for the provision of staff	**9,045**	6,673
Total payroll and staff related costs	**41,661**	42,296

Payments made to independent third parties for providing staff are costs incurred as a result of staff vacancies and cover being required while recruitment takes place. They also include costs arising of finding cover while staff are on holiday or off sick.

Wages and salaries shown above have been fully provided in the accounts and fully funded by the charity. They include:

	2023 £'000	2022 £'000
Redundancy costs and termination payments	**95**	273

Redundancy and termination payments in 2023 amounted to £95k (2022: £273k). These payments were made in light of a review of the resources required to deliver our five-year strategy.

At the year end, £nil (2022: £53k) has been recognised in accrued liabilities for redundancy payments.

9 **Staff numbers and costs** continued

The average number of people who provided welfare services to people we support was:

	2023 Number	2022 Number
Provision of care	**1,088**	1,317
Support	**173**	198
	1,261	1,515

The number of employees paid over £60,000 (excluding pension contributions) during the year was:

	2023 Number	2022 Number
£60,001 to £70,000	**10**	11
£70,001 to £80,000	**4**	5
£80,001 to £90,000	**2**	2
£90,001 to £100,000	**1**	2
£100,001 to £110,000	**2**	3
£110,001 to £120,000	**2**	-
£120,001 to £130,000	**1**	-
£130,001 to £140,000	**-**	1
£190,001 to £200,000	**1**	1

The Trustees consider that, along with themselves, members of the Senior Leadership Team (who are listed in the Trustees' report) are the charity's key management personnel. The total amount of employee benefits paid to members of the Senior Leadership Team in respect of their services to Brainkind (including remuneration, employer's pension contributions, employers National Insurance and other benefits) was £1,257,521 (2022: £1,310,887) for the charity.

10 Information regarding Trustees

No Trustee received any form of remuneration during the year (2022: £nil). Travel expenses of £3,590 (2022: £2,223) were reimbursed to 3 Trustees during the year (2022: 5).

The costs of Trustees' meetings amounted to £7,922 (2022: £8,350) in the year.

During the year, we spent £9,600 on recruitment and retainer fees (2022: £11,100) as a result of a Board recruitment phase for four new Trustees (2022: one new Chair).

The Trustees have used funds of the charity to purchase Directors and Officers Liability and Corporate Legal Liability insurance at a cost of £4,534 (2022: indemnity insurance at a cost of £2,693).

11 Net income / (expenditure) before (losses) on investments

	2023 £'000	2022 £'000
The net income / (expenditure) for the year is stated after charging / (crediting)		
Auditor's remuneration for statutory audit services		
- parent	**59**	50
- subsidiaries	**-**	3
Auditor's remuneration for taxation services	**9**	3
Auditor's remuneration for other assurance services	**1**	1
Depreciation and other amounts written off tangible fixed assets	**1,514**	1,834
Amortisation and other amounts written off intangible fixed assets	**654**	643
(Profit)/loss on disposal of intangible and tangible fixed assets	**(17,775)**	65
Hire of other assets – operating leases	**1,097**	1,097

12 Tax

The company is registered as a charity and its income is applied solely for charitable purposes. As a result, it is entitled to rely upon the relevant taxation exemptions and reliefs as set out in the Corporation Taxes Act 2010.

13 Intangible fixed assets

	Computer software £'000	Software work in progress £'000	Total £'000
Cost			
At 1 June 2022	5,638	71	5,709
Additions	-	367	367
Disposals	(11)	-	(11)
Completed software	176	(176)	-
At 31 May 2023	**5,803**	**262**	**6,065**
Amortisation			
At 1 June 2022	3,955	-	3,955
Provided in the year	654	-	654
Disposals	(10)	-	(10)
At 31 May 2023	**4,599**	**-**	**4,599**
Net book value			
At 31 May 2023	**1,205**	**262**	**1,466**
Net book value			
At 31 May 2022	1,683	71	1,754

14 Tangible fixed assets

	Freehold property £'000	Short leasehold improvements £'000	Motor vehicles £'000	Fixtures and fittings £'000	Computers £'000	Assets under construction £'000	Total £'000
Cost							
At 1 June 2022	60,517	222	230	6,223	1,373	3,753	72,318
Additions	5,662	-	-	460	78	14,681	20,881
Transfers to fixed asset investments (Investment properties)	(50)	-	-	-	-	-	(50)
Disposals	(8,396)	-	(61)	(1,709)	(290)	-	(10,456)
At 31 May 2023	**57,733**	**222**	**169**	**4,974**	**1,161**	**18,434**	**82,693**
Depreciation							
At 1 June 2022	15,688	187	171	5,163	921	-	22,130
Charge for the year	1,043	6	16	261	188	-	1,514
Disposals	(2,013)	-	(58)	(1,445)	(282)	-	(3,798)
At 31 May 2023	**14,717**	**193**	**129**	**3,979**	**827**	**-**	**19,846**
Net book value at 31 May 2023	**43,015**	**29**	**40**	**995**	**334**	**18,434**	**62,847**
Net book value at 31 May 2022	44,829	35	59	1,060	452	3,753	50,187

All tangible fixed assets are used for our charitable purposes.

Land and buildings

Land and buildings comprise the following:

	2023			2022		
	£'000	£'000	£'000	£'000	£'000	£'000
Freehold	57,733	(14,717)	**43,015**	60,517	(15,688)	**44,829**
Short leasehold	222	(193)	**29**	222	(187)	**35**
Total	**57,955**	**(14,910)**	**43,044**	**60,739**	**(15,875)**	**44,864**

15 Fixed asset investments

	2023 £'000	2022 £'000
Investment properties – United Kingdom	**50**	-
Investment funds	**18,187**	38,091
	18,237	38,091

(a) Investment properties

	Total £'000
Market value at 1 June 2022	-
Transfers from tangible fixed assets	50
Market value at 31 May 2023	**50**

15 Fixed asset investments continued

(b) Investment funds

	Listed securities £'000	Cash on deposit £'000	Total £'000
Market value at 1 June 2022	36,528	1,562	38,091
Disposals	(8,300)	-	(8,300)
Additions at cost	2,481	-	2,481
Movement in cash held as part of investment portfolio	-	721	721
Net gains / (losses)	(806)	-	(806)
Market value at 31 May 2023	**29,903**	**2,283**	**32,187**
Reclassification of investments held for sale to current assets (note 17)			(14,000)
Total investments funds held for more than one year			**18,187**

Within 12 months of the year end, the charity intended to liquidate £14m of investment funds to pay for the acquisition of four rehabilitation services from another charity. It was considered that £14m of the portfolio was held specifically for sale and has therefore been presented within current asset investments.

Investment portfolio

	Charity 2023 £'000	Charity 2022 £'000
Market value		
Listed securities	**24,467**	25,180
Fixed interest investments	**1,075**	6,978
Infrastructure, alternatives and operating assets	**1,213**	1,212
Other	**2,328**	1,499
Cash and Near Cash	**3,104**	3,222
	32,187	38,091

Subsidiaries

Brainkind's subsidiaries at 31st May 2023, all of which are directly controlled by the charity, were as follows:

	Principal activity
Brain Injury Rehabilitation Trust Limited ('BIRT'')	Dormant
York House Ventures Limited ('YHV')	Dormant

16 Debtors

	2023 £'000	2022 £'000
Falling due within one year		
Trade debtors	**8,151**	4,791
Less: provision for bad and doubtful debts	**(194)**	(204)
Less: provision for credit notes	**(35)**	-
Trade debtors – net of provisions	**7,922**	4,587
Other debtors	**59**	10
Prepayments and accrued income	**1,245**	1,783
	9,226	6,380

17 Current asset investments

		2023 £'000	2022 £'000
Investment funds	Note 15(b)	**14,000**	-
		14,000	-

18 Creditors: amounts falling due within one year

	2023 £'000	2022 £'000
Trade creditors	**1,532**	1,441
Taxation and social security	**654**	751
Accruals and deferred income	**4,194**	3,635
Other creditors	**959**	340
Bank overdraft	**492**	643
	7,831	6,810

Accruals and deferred income include deferred income as follows:

	2023 £'000	2022 £'000
Fees received for care to be provided after 31 May 2023	**729**	837
Deferred grants	**164**	230
	893	1,067

The deferred income at 31 May 2023 will be credited to the 2024 Statement of Financial Activities.
Deferred income at 31 May 2022 was credited to the 2023 Statement of Financial Activities.
Accruals and other creditors include pension contributions of £188,000 (prior year £203,000).

19 Provisions for liabilities

	Dilapidations provision £'000	Retentions provision £'000	**Total £'000**
At 1 June 2022	506	-	**506**
Transfer of prior year balance from other creditors	-	100	**100**
Amounts provided for in the year	(79)	434	**355**
At 31 May 2023	426	534	**960**

20 Restricted income funds

2023	Balance at 1 June 2022 £'000	Movement in resources: Income £'000	Movement in resources: Expenditure £'000	Balance at 31 May 2023 £'000
Sundry	163	434	(322)	**276**
Total restricted funds	**163**	**434**	**(322)**	**276**

Sundry funds are comprised of:

- Grants provided to Heathermount school to improve the conditions, tuition and facilities for the pupils – £273k. This represents grants income up until the date the school was disposed.
- NHS discharge fund grants from local authorities – £85k
- Research grants – £20k
- Other grants and donations made covering projects for spend at services £56k

2022	Balance at 1 June 2021 £'000	Movement in resources: Income £'000	Movement in resources: Expenditure £'000	Balance at 31 May 2022 £'000
COVID-19 grants	-	857	(857)	-
Sundry	292	204	(334)	**163**
Total restricted funds	**292**	**1,061**	**(1,191)**	**163**

21 Unrestricted funds

2023	Balance at 1 June 2022 £'000	Income and gains/ (losses) £'000	Expenditure £'000	Other transfers £'000	Balance at May 2023 £'000
Designated funds					
Investment in intangible and tangible fixed assets	**51,941**	-	-	12,372	**64,313**
Investment in Brainkind Neurological Centre in York (formerly "Investment in Chocolate Works")	**19,283**	-	-	(14,079)	**5,204**
Investment in neurological rehabilitation services	-			17,000	**17,000**
Total designated funds	**71,224**	-	-	**15,293**	**86,517**
General funds	**24,570**	67,041	(55,869)	(15,293)	**20,449**
Total unrestricted funds	**95,794**	**67,041**	**(55,869)**	-	**106,966**

The purpose of the designated funds is explained in the accounting policies.

The investment in intangible and tangible fixed assets represents funds spent on capitalised assets, as disclosed in notes 13 and 14.

The investment in neurological rehabilitation services represents funds set aside to compete the acquisition of four neurorehabilitation services from another charity. The funds are expected to be spent by 31 October 2023.

The transfers shown above are as follows:

	£'000
Transfers from fixed asset general fund to unrestricted general funds	**1,707**
Transfers from Brainkind Neurological Centre in York (formerly "Investment in Chocolate Works") designated fund to fixed asset designated fund	**(14,079)**
Transfers from unrestricted general funds to Investment in neurological rehabilitation services designated fund	**(17,000)**

21 **Unrestricted funds** continued

2022	Balance at 1 June 2021 £'000	Income and gains/ (losses) £'000	Expenditure £'000	Other transfers £'000	Balance at May 2022 £'000
Designated funds					
Investment in intangible and tangible fixed assets	**48,725**	-	-	3,216	**51,941**
Investment in Brainkind Neurological Centre in York (formerly "Investment in Chocolate Works")	**23,000**	-	-	(3,717)	**19,283**
Total designated funds	**71,725**	-	-	(501)	**71,224**
General funds	**28,598**	51,724	(56,253)	501	**24,570**
Total unrestricted funds	**100,323**	**51,724**	**(56,253)**	**-**	**95,794**

22 Analysis of net assets between funds

2023	Intangible fixed assets £'000	Tangible fixed assets £'000	Fixed assets investments £'000	Net current assets £'000	Provisions for liabilities £'000	Total £'000
Restricted	-	-	-	276	-	**276**
Unrestricted:						
Designated funds	1,466	62,847	-	22,204	-	**86,517**
General funds	-	-	18,237	3,173	(960)	**20,449**
	1,466	**62,847**	**18,237**	**25,653**	**(960)**	**107,243**

2022	Intangible fixed assets £'000	Tangible fixed assets £'000	Fixed assets investments £'000	Net current assets £'000	Provisions for liabilities £'000	Total £'000
Restricted	-	-	-	163	-	**163**
Unrestricted						
Designated funds	1,754	50,187	-	19,283	-	**71,224**
General funds	-	-	38,091	(13,015)	(506)	**24,570**
	1,754	**50,187**	**38,091**	**6,431**	**(506)**	**95,957**

23 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2023 £'000	2022 £'000
Net income / (expenditure) for the reporting period	**11,285**	(4,346)
Adjustments for:		
Depreciation, impairment and amortisation charges	**2,168**	2,478
Impairment of investment in York House Ventures Limited	**-**	524
Losses on investments	**806**	23
(Profit) / loss on sale of intangible and tangible fixed assets	**(17,775)**	65
(Increase) / decrease in debtors	**(2,846)**	361
Increase in creditors	**1,020**	182
Increase in provisions	**455**	195
Dividends and interest received	**(833)**	(500)
Share of loss in joint venture	**-**	211
Other non-cash adjustments	**-**	(255)
Transfer of assets, liabilities and trade from subsidiary	**-**	(727)
Net cash (used) by operating activities	**(5,721)**	(1,789)

24 Capital commitments

Capital commitments at the end of the financial year for which no provision has been made:	**2023 £'000**	2022 £'000
Authorised but not contracted	-	230
Contracted for but not provided in these financial statements	**5,373**	20,470
	5,373	20,700

25 Commitments as lessee

The total of future minimum lease payments under non-cancellable operating leases is as follows:	**2023 Land and Buildings £'000**	**2023 Other £'000**	2022 Land and Buildings £'000	2022 Other £'000
Within one year	**280**	**84**	467	159
Between one and five years	**1**	**103**	297	244
In five years or more	-	-	-	6
	281	**187**	764	409

26 Pension costs

Defined contribution schemes
The charity makes payments to individual employees' personal pension plans. There is also a defined contribution pension scheme for the benefit of employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. There were no prepaid contributions at either the beginning or the end of the financial year.

Contributions amounted to £1,408,000 (2022: £1,669,000) during the year of which £189,000 (2022: £203,000) had not been paid at the year end.

27 Funds held as custodian Trustees

At the year end, the charity held monies totalling £190,000 (2022: £207,000) on behalf of its clients. These monies are not included within the balance sheet and are held separately in clearly identifiable bank accounts.

28 Related parties

Information regarding Trustees has been disclosed separately in note 10. There were no other related party transactions in the year.

29 Comparative SOFA

Income from:	**Total Unrestricted funds £'000**	**Total Restricted funds £'000**	**Total funds £'000**
Donations and legacies	-	1,061	1,061
Charitable activities:			
Improving the lives of people with brain injury	50,984	-	50,984
Investment income	500	-	500
Other income	239	-	239
Total income	51,723	1,061	52,784
Expenditure on:			
Raising funds	188	-	188
Charitable activities:			
Improving the lives of people with brain injury	56,040	-	56,040
Other	-	1,191	1,191
Total expenditure	56,230	1,191	57,419
Net (expenditure) before (losses) on investments	(4,507)	(129)	(4,635)
(Losses) on investment assets	(23)	-	(23)
Net movement in funds	(4,530)	(129)	(4,658)
Total funds brought forward	100,324	292	100,615
Total funds carried forward	95,794	163	95,957

30 Post balance sheet event

On 6 July 2023 Brainkind agreed to purchase a number of neurological care services operated by the charity Sue Ryder, for an expected consideration of £11m. This will see almost 400 staff members, as well as the 125 people they currently support, move across to become part of Brainkind. In total, the three services and four bungalows will generate fee income of around £16m per annum. A designated reserve of £17m (note 21) was created at 31 May 2023 for the acquisition, reflecting the expected cost of acquisition at that point. Post year end, the designated reserve has been reduced to £11m to reflect the revised consideration.

About Brainkind

We are the UK's leading charity helping people to thrive after a brain injury. Our services include neurological centres, rehabilitation and supported living. We provide innovative, personalised and compassionate rehabilitation and ongoing support to people with brain injuries and other neurological conditions.

Find out more about Brainkind at www.brainkind.org

Brainkind is the operating name of The Disabilities Trust. A company limited by guarantee 2334589.

Brainkind is a charity registered in England and Wales (800797) and in Scotland (SC038972).

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THE DISABILITIES TRUST

England & Wales - Charity number 800797

Accounts

The Disabilities Trust

Annual Report 2021-22

A new era

Registered Charity No. 800797 and SC038972

www.thedtgroup.org

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About The Disabilities Trust

We improve the lives of people with brain injuries across the UK. Our two hospitals, seven assessment and rehabilitation centres and 15 rehabilitation centres support people with brain injuries to regain the skills they have lost.

We also have 32 community support services. Our dedicated teams of specialists work closely with each person with a brain injury to understand what they need and why, and shape support.

From rehabilitation to long-term care, our brain injury services help people to move forward with their lives.

You can find out more about us at www.thedtgroup.org/brain-injury

This type of treatment helps us understand the effects of a brain injury on a person's cognitive, emotional, physical and social skills. Our clinical teams use a range of therapies to respond to ongoing assessments of these skills, including physiotherapy, psychological therapy and music therapy.

Welcome from our Chair of Trustees

You can't stand still if you want to make a positive difference to more lives.

This became clear when we carried out thorough research to guide our new strategic direction as an organisation for the next eight years.

We are in a world that is learning how to do things differently in the wake of the pandemic. In the UK, we have an increasingly challenged health and social care sector, with evolving practices.

As we considered our future, we recognised that by focusing our work in one area we could make a bigger difference and help more people.

Support for people with brain injuries varies considerably across the UK. This means thousands of people are not getting what they need to live their best life possible.

Our new strategy aims to change this. We have made some really difficult decisions to close some services and find new supporters for others. This helps us to strengthen and build on our position as the number one brain injury charity in the UK.

Changing the system

To improve the lives of people with brain injuries, the system needs to change.

Our role is to provide excellent services for people with brain injuries throughout the UK, undertaking and sharing our research and expertise will be more integral to what we do.

We will raise awareness of the challenges faced by people with brain injuries so more people join us to demand better support for them.

To bring this about will be to carry out more research, to influence and campaign. We will turn up the volume on the voices of the people we support, as well as those living with a brain injury beyond our services. This includes those who are falling through the cracks in the system, such as people in the criminal justice system and survivors of domestic abuse who are disproportionately affected by brain injuries.

Our aim is to help thousands of people living with brain injuries in the UK to get quick access to the best specialist rehabilitation available, so they can achieve their goals and exceed expectations.

During my first year as Chair of Trustees, I oversaw the initial steps towards delivering this ambitious and focused new direction for the charity. It has been a privilege to celebrate what the Trust has achieved and encourage aspirations for what we can now create.

Thank you to everyone who is supporting us on this exciting journey to change lives for the better.

Kathryn Greenberg
Chair of the Trustee Board

Our ambition and values

Our ambition is to be the number one brain injury charity in the UK.

OUR VALUES

We are			We are	We have
AGILE	**RESOURCEFUL**	**COURAGEOUS**	**CONNECTED**	**HEART**
We are forward thinking, responsive, resilient and flexible to make sure we continue to evolve and spot potential.	We spend time and money wisely empowering people to think differently at the same time as being practical and commercial.	We do the right thing, step up, try new things, are strong and bold while managing risk.	We collaborate, create positive relationships, listen and learn from others and keep our promises.	We show dedication, passion, humility and care to make a long-lasting and measurable difference.

A message from our Chief Executive

As we move into a new era, we will look to build on the strengths of the past, in preparation for the ambitions of the future.

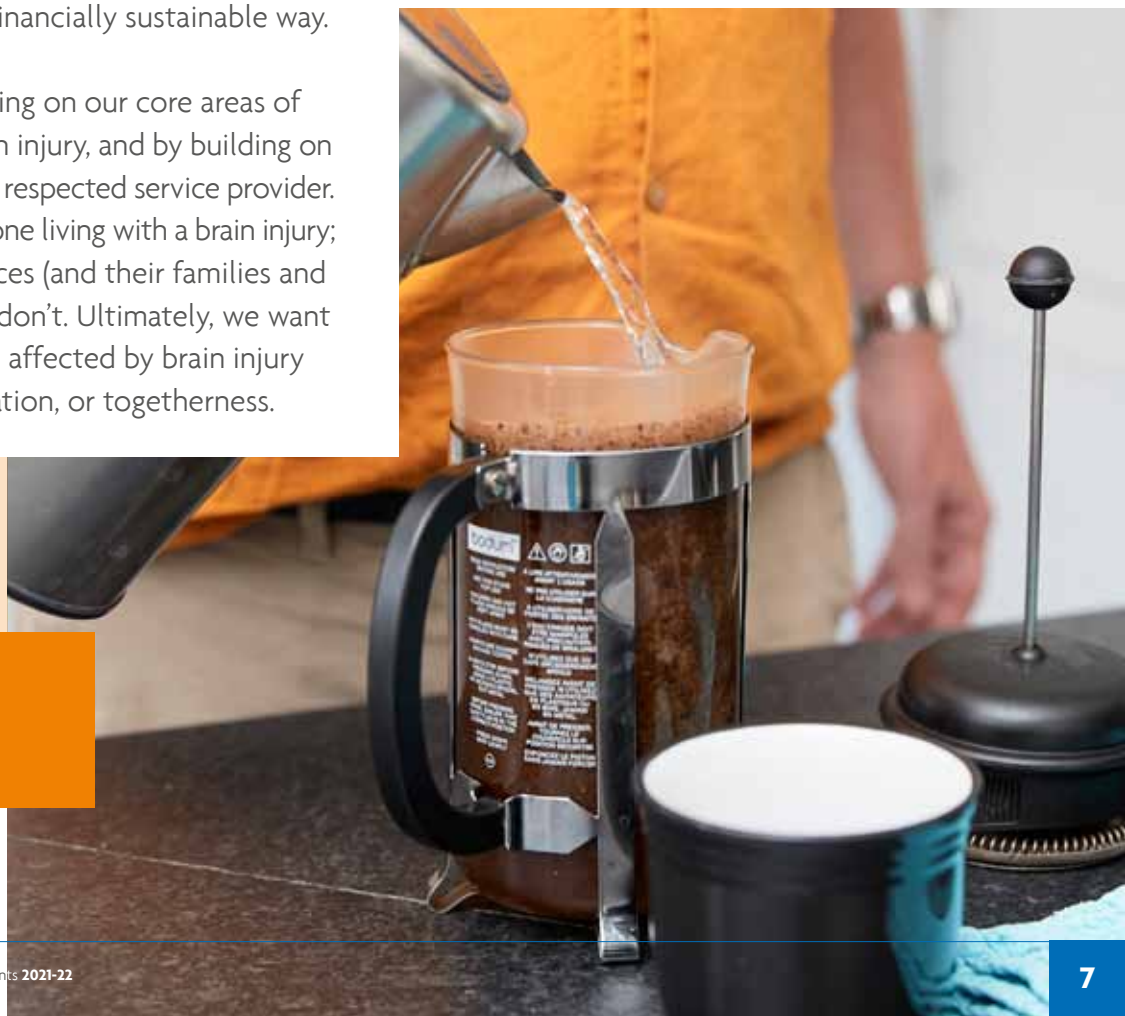
The Disabilities Trust has a legacy of over 40 years and a proud track record of supporting hundreds of people with autism, learning disabilities, brain injury or physical disabilities to live as independently as possible.

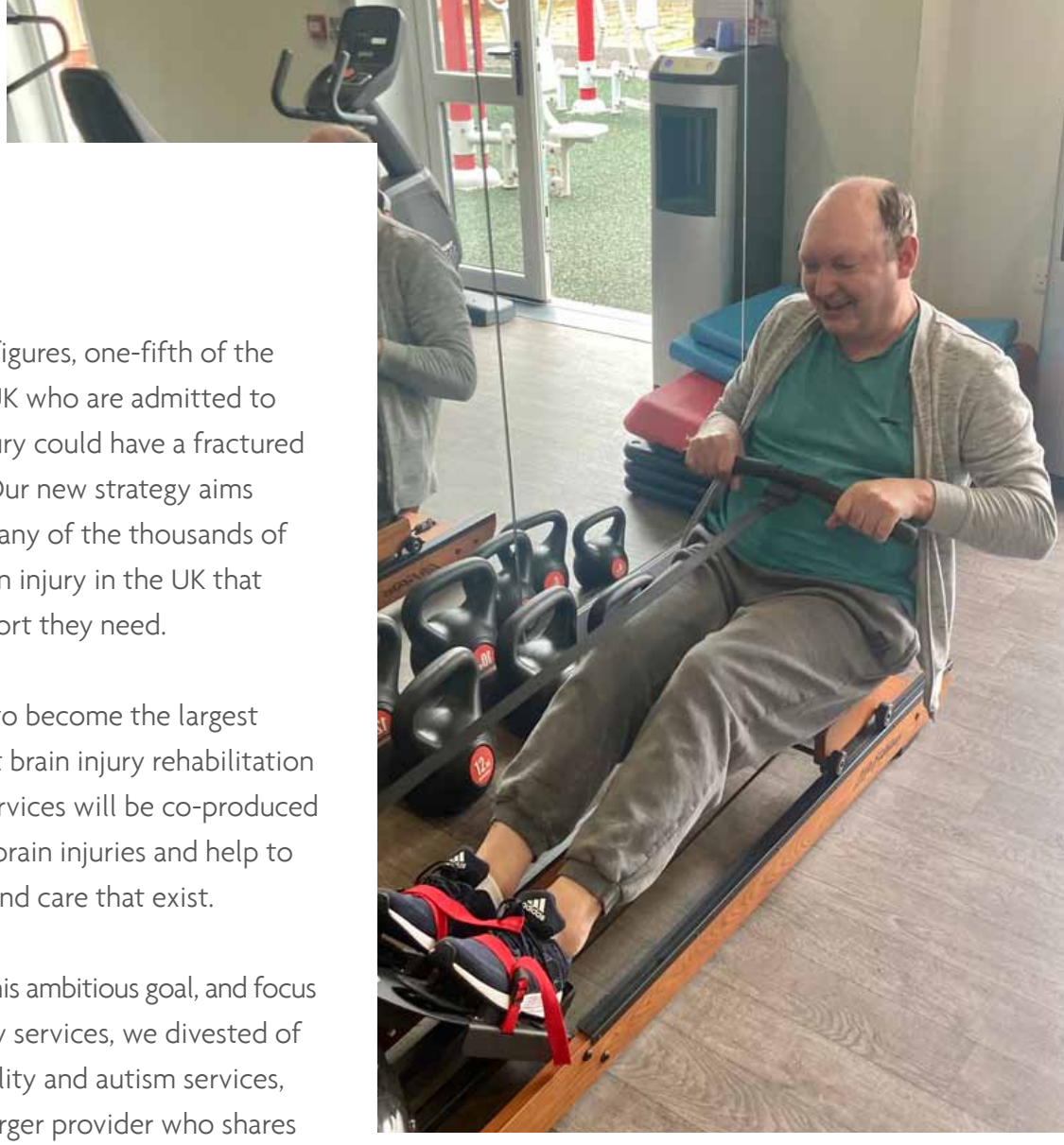
In our 43rd year, we have begun to implement an ambitious new strategy; one which is predicated on the Trust delivering the greatest impact, for the greatest number of people, in a financially sustainable way.

We will do this by focusing on our core areas of expertise - acquired brain injury, and by building on our heritage as a globally respected service provider. Our focus will be on anyone living with a brain injury; those who use our services (and their families and friends), and those who don't. Ultimately, we want to be a place for anyone affected by brain injury to seek support, information, or togetherness.

We will do that through our high-quality service delivery, through sharing our leading-edge clinical practice and research, and through driving social action around brain injury.

This shift in direction is probably the most significant change that the Trust has seen in its recent history. And it is a shift that we are well-positioned to make, following the successful delivery of the 2017-2022 strategy. We have been focussed on putting the foundations in place to prepare the Trust for the future, and although the Covid pandemic delayed the implementation of our new strategy, that future is now here. It is great to be able to celebrate these achievements in this annual report.





According to the latest figures, one-fifth of the 200,000 people in the UK who are admitted to hospital with a head injury could have a fractured skull or brain damage. Our new strategy aims to change the lives of many of the thousands of people living with a brain injury in the UK that struggle to get the support they need.

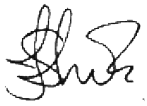
Indeed, our ambition is to become the largest provider of independent brain injury rehabilitation services by 2030. Our services will be co-produced with people living with brain injuries and help to fill the gaps in support and care that exist.

To enable us to achieve this ambitious goal, and focus solely on our brain injury services, we divested of our adult learning disability and autism services, transferring them to a larger provider who shares similar values to the Trust, and who has a greater number of autism services within their group. We anticipate that by these services becoming part of an organisation with considerable expertise in this area, they will continue to evolve, develop, and thrive.

Similarly, we said goodbye to our school – Heathermount School - and they have become part of a group of schools which provide specialist education and support to children with autism. Although we were sad to see these services go, we wish everyone involved in these services, the staff, the people they support and their new owners all the very best for the future.

Our amazing staff are the key to the work that we do at the Trust, and their passion, dedication, and commitment to the people that we support is second to none. I would like to thank each and every one of them for the great work that they do.

I would also like to thank our partners, supporters, and volunteers, (including our Trustees) and everyone who has contributed to improving the lives of the people we have supported over the last year and beyond. We are so glad to have you on board as we embark upon this next stage of our evolution.



Irene Sobowale
Chief Executive

A snapshot five-year review

Over the last five years, our organisation has supported thousands of people with acquired brain injuries, autism and learning and physical disabilities. Our achievements have been driven by our 2017-22 strategy which came to an end this year. To achieve the objectives in our five-year strategic plan, we focused on three overarching areas of work, underpinned by a series of goals.

Building firm foundations

We made sure the organisation was sustainable and managed effectively, so we could continue to provide high-quality, personalised care and support to the people using our services.

Goal **ONE**	Developed the right leadership and organisational systems to support staff to work in creative, person-centred ways.
Goal **TWO**	We aimed to be an Employer of Choice for people who share our values and aimed to make a positive difference to the people we support.
Goal **THREE**	We aimed to continuously improve the quality of our care to make sure it remains leading edge and supports people in the best ways.
Goal **FOUR**	Being financially prudent to ensure that we can provide reliable and consistent care and support for people who need us.
Goal **FIVE**	To deliver safe, quality services for the people that we support, we worked hard to have effective and efficient processes, systems and policies, integrating the latest technology into what we do.

We have:

Extensively refurbished a number of our services so they are more modern and integrate technology, helping to improve people's lives.

Extended our brain injury services to two hospitals, seven assessment and rehabilitation centres, 15 rehabilitation centres and 32 community support services.

Been recognised for the high quality of our services, with 95% of our services across England rated 'Good' or 'Outstanding' by the Care Quality Commission in England.

Being leading edge

We invested in technology and researched new ways to support people with complex needs.

Goal **ONE**	We developed new services with commissioners to meet the needs of the people that we support across the UK.
Goal **TWO**	We used technology to improve life for disabled people and our staff.
Goal **THREE**	We pioneered clinically-led services for the people that we support, adapting what we do based on the latest evidence.

We have:

Made our brain injury assessment tool – the Brain Injury Needs Indicator – available for social workers and other professionals to use. In 2021-22, 173 professionals registered to use the tool, allowing them to find out how much support someone living with a brain injury needs.

Set up the ConnectAbility project which gives disabled people access to life-enhancing technology, such as smart assistants. This aims to increase people's confidence and independence and reduce feelings of isolation.

Have supported 1,882 people with acquired brain injuries, autism, learning and physical disabilities.

Remembering we are a charity

We made sure our fundraising income had an impact, identified gaps in policy and practice, and influenced decision makers.

Goal **ONE**	The Disabilities Trust Foundation made a difference to the lives of people who can't access our core services, including those who are homeless and in the criminal justice system.
Goal **TWO**	Using our 40-years' experience, we helped shape policy to improve the lives of disabled people.
Goal **THREE**	We used the income we generated through fundraising to enhance the lives of the people we support.

We have:

Helped change the law through our ground-breaking research. From April 2021, people in prison have been screened for brain injury.

Successfully lobbied to amend domestic abuse protection orders so that they now include acquired brain injury as part of the range of support needs any survivor may have.

ASK UNDERSTAND ADAPT

Developed our "Ask, Understand and Adapt" training for health and criminal justice professionals. Working with partners, we have made it available to 63,000 prison and probation staff and all healthcare staff in prisons.

Highlights of 2021/22

We supported

856

people living with acquired brain injuries, autism, learning or physical disabilities.

92%

of our services across the UK rated as 'Good' or 'Outstanding' or equivalent by all health & social care regulators.

Building work on our state-of-the-art hospital for people with brain injuries started in York in early 2022.

We continued to evaluate our brain injury services which found that more than three quarters (77%) of people needed less supervision when they were discharged.

After much research, we developed a strategy to 2030 to help us become the largest provider of brain injury services.

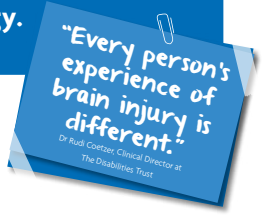
We expanded our services around the UK, including doubling the capacity of our Eastfields service in Glasgow and opening new supported living services in Birmingham and Liverpool.

Our 1,127 staff members

continued to provide excellent support to the people who use our services throughout the ongoing pandemic.

Our film, Invisible Me, telling the story of Jade, a man who suffered a life-changing stroke in prison, won six awards.

We successfully supported Chris Bryant, Labour MP for Rhondda, in his call for the UK government to commit to developing a ground-breaking strategy on acquired brain injury. We also supported people in our services to respond to the call for evidence to help inform the strategy.



Our strategy for 2022-2030

Over the next eight years, we will:

1. Build positive, specialist and co-produced brain injury services to extend our reach
2. Improve practice across the sector and build our thought leadership
3. Drive social action by ramping up our policy, influencing, educating and training

We will do this by:

1. Developing a high-performance organisation – through our people
2. Creating a new brand to underpin our vision
3. Using the right technology

> “The whole rehabilitation counts equally to the success of people’s recovery”

Emma Rich, 46, had to relearn how to talk, write, balance and coordinate her movement after her brain injury. She says that the support she received at Kerwin Court was crucial to the success of her rehabilitation.

Rehabilitation has helped me refocus my life, and brought back my love of nature and art. I have come a long way.

Before my brain injury, I was having a really stressful time at work and had been having mild seizures. Then, in November 2021, I fell down the stairs at home after blacking out. I was taken to Brighton Hospital with a big bleed on the brain. My prognosis was really bad. My husband John was told that there was a very low chance of me surviving.

I was in a coma for a week. When I woke up, I felt really, really annoyed with myself for being away from my boys who are 15 and 12. I couldn’t speak, read or write and I couldn’t walk or see out of my right eye. In hospital, I was getting really depressed.

“I had the chance to get strong”

Luckily, I was referred to Kerwin Court. There, the staff gave me encouragement and positivity and I learnt to have fun again.

I lived in a supported living bungalow for nearly three months. It meant that John and my children could come to visit at the weekends. I could also go home and visit them at weekends when I wanted to. I had the chance to get strong by myself. My family was involved too. The psychologist did some sessions with my husband and the boys, explaining about the long-term impact of a brain injury, which was really good because it was a big shock for them.

I learnt how flexible the brain is which gave me a lot of hope. It’s just fascinating how much the brain can renew itself.

The speech, art and music therapy that I did at Kerwin Court was so important for me. I learnt to regain my balance and coordination and the friendships I made all interlinked with improving skills. The activities bring back people’s confidence and wellbeing. The countryside there is so beautiful. The whole rehabilitation counts equally to the success of people’s recovery.

People are given space and valued

Now, I’m home with my family, getting back to normal. I’ve signed up for art and sign language classes and am enjoying gardening. I’m also doing some befriending with a 90-year-old lady called Kitty. I’m planning to go back to work in September 2022, doing a job share.

Every day is different. Some days I still have bad days or more pain than others. I learned from Kerwin Court that knowing when you’ve had enough and you just need to go to bed is important.

I’m very grateful to Kerwin Court. There’s so much love and care there, as well as development. People are given space and they’re valued as an individual, which is so important.”

Summary of 2021/22

1 Building positive, specialist and co-produced brain injury services to extend their reach

High quality support

We continue to improve the quality of our care and support to make sure we deliver the best possible service to those living with traumatic brain injuries and other acquired brain injury related neuro conditions. Our pursuit of excellence is paying off. The Care Quality Commission (CQC) regulates care homes in England. The Disabilities Trust have been recognised as being high for the quality of our services with 95% of our services across England rated as 'Good' or 'Outstanding' by the Care Quality Commission in England.

We have been recognised as being high for the quality of all our services with 92% of our services across the UK rated as 'Good' or 'Outstanding' or equivalent according to their respective regulators, the CQC, Care Inspectorate Wales, Care Inspectorate Scotland, Healthcare Improvement Scotland or Ofsted.

Our total services rated 'Good'/ 'Compliant' or 'Outstanding' is

92%

> "I don't want to use another provider as I know you are so good at dealing with brain injuries."
>
> A commissioner for Sandwell and West Birmingham NHS Trust

Building a new hospital to support people with brain injuries

Proving our commitment to providing leading edge services to people living with acquired brain injuries, we are building a new state-of-the-art hospital in York.

The new hospital is on the site of the former Terry's Chocolate Orange factory and will replace our existing specialist neurobehavioural assessment and post-acute rehabilitation hospital at York House.

Building work on the new hospital started in early 2022. It will have 36 beds across four wards and four assessment flats, with three private, internal courtyards and a therapeutic garden. The hospital is due to open in Autumn 2023. We are delighted to continue working in York after more than 20 years supporting people in the area.

The Chocolate Works

Photos of the development of The Chocolate Works, our flagship hospital in York, which is due to open in 2023.

Reaching more people

We are committed to investing in high-quality care to meet the needs of people with brain injuries at every stage of their rehabilitation journey. This means investing more money in our existing buildings and services so we can continue to provide supported accommodation for people with complex or challenging behaviour.

We have:

- **Doubled the capacity of our Eastfields service in Glasgow.** The care home for people with an acquired or traumatic brain injury went from 12 beds to 24 to meet the high demand for this specialist service in Scotland.
- **Opened a new supported living service in Birmingham** at 20 Avenue Road. This four-person home is helping people to transition from our rehabilitation services. It is supporting them to build on their rehabilitation and develop their independence, managing their own tenancy within a community.
- **Opened a new supported living service in Liverpool.** Mill Street is a block of 13 one-bedroom self-contained flats set over four floors. It is for adults who have an acquired brain injury or neurological conditions and want to live in the community with bespoke person-centred support.
- **Refurbished the sensory lounge at Graham Anderson House,** our specialist neurobehavioural assessment centre and hospital in Glasgow. This is a room where people with brain injuries can benefit from a calming sensory experience. "It's a great place to go if you want to relax and have some quiet time," said one resident.
- **Continued developing plans to extend our services at Butt Hill in Leeds.** The site currently provides supported living accommodation for up to six adults with an acquired brain injury. We plan to create a further eight self-contained accessible apartments with additional parking. These will support people to become more independent.
- **Puchased a new property in Hertfordshire,** which will provide registered accommodation for up to 15 people with a brain injury.
- **Begun scoping the reprovisioning of the EKC site in Burgess Hill** to provide rehabilitation to people with a brain injury. The property will be configured to allow individuals to transition between wings as they progress through their rehabilitation journey.
- **Progressed our plans to purchase a new property in Colchester, Essex – Pondfield Road.** This will allow several people with a brain injury currently being supported in out-of-area placements to move into Essex-based supported living.

> "A major refurbishment is planned for Daniel Yorath House. It is going to be an exciting time, developing the service to meet modern needs. I'm looking forward to working with commissioners on how the unit can continue to meet current demands in a changing health climate as rehabilitation services need to be flexible."
>
> Dr Catriona McIntosh, Consultant Clinical Neuropsychologist at Daniel Yorath House

> "I thought I would never be able to walk again. But since being at Stor Meadow, the rehabilitation has encouraged me to walk more than I expected."
>
> Simon, who benefitted from our services at Stor Meadow, our supported living service for adults with an acquired brain injury in Sussex.

Focusing on brain injury

We have reorientated our services to focus on supporting people with brain injuries. This has meant transitioning our adult learning disabilities and autism services to a new provider, called Voyage Care, which shares similar values to our own.

We thought long and hard about this decision, putting the people we support at the heart of it. We considered many factors, including the fact that we offered a broad range of services across a geographically dispersed area, changes in the needs of the people who commission our services and where we can make the most impact.

We are proud of all that we achieved in our learning disabilities and autism services and believe Voyage Care will build on these foundations to develop the services further in the future.

Recently, we sold Heathermount School, our school for children with autism and learning disabilities, to a new provider. We are proud of all the school has achieved. Since September 2017, we have supported more than 120 young people at the school, aged 4 to 19, to become independent, confident young adults. We are sure that the school will thrive under new ownership with Cavendish Education Group, who build on the school's unique ethos, helping it to grow and develop as part of a family of schools.

We also closed two services for adults living with learning difficulties and autism. Hollyrood in Lindfield, West Sussex, and The Maples in Tokers Green in Essex, which provided accommodation, events and activities for people with autism and complex needs.

Working with families, funders, and others, we successfully managed to find everyone who lived in these two services a suitable new home.

Connecting with the world

Every Tuesday, residents at Osman House, our rehabilitation service for people with brain injury and complex needs in Leeds, get the opportunity to benefit from music therapy. Music Therapist, Lucy Chesters, from Nordoff Robbins, shares the story of one of the residents, Bernard.

"Throughout the last year, 73-year-old Bernard often found himself spending a lot of time in his room, shielding.

When meeting in-person was not possible, we have provided online music therapy sessions for Bernard, bringing much needed stimulus, comfort, and joy.

Bernard always enjoys the music therapy sessions. He uses his voice expressively and sings the classics, from Frank Sinatra to The Beatles.

You can witness the comforting effect of music in Bernard's response as he sits singing, with his eyes closed feeling every lyric, following the musical phrasing with his movement. During these moments, it is the presence of music itself that helps Bernard connect with the world around him."

Listening to the people we support

It is important that we measure the impact of our work to make sure we continue to deliver high quality care and services. In April 2022, we piloted an annual satisfaction survey, called ***'Tell us what you think'***, across all our services. It asked the people we support questions about their wellbeing, our staff, where they live, their care and support, how the service they use runs and our response to Covid-19.

The survey found that:

92%
of people felt safe

97%
felt that they were treated with dignity and respect

99%
felt treated kindly

94%
felt the staff worked well together

90%
felt they lived comfortably in a homely environment

90%
felt their needs were met during the pandemic

We want to make sure that the people we support are partners in improving our outcomes as a charity. So, next year, we will ask everyone we support to respond to this survey again. This will elevate the voices of those we support and address any changes we need to work on together.

"At first, I found it difficult being at Kerwin Court as I really just wanted to go home. Being in isolation [due to Covid-19 restrictions when I was admitted] was hard. The staff were brilliant though and have really helped me with my thoughts as well as getting me ready for home with everyday skills."

Angela*, who was involved in a road traffic accident in 2019 which left her with a traumatic brain injury. She spent months in hospital and time in an NHS neurological rehabilitation ward before coming to Kerwin Court.

*Not her real name

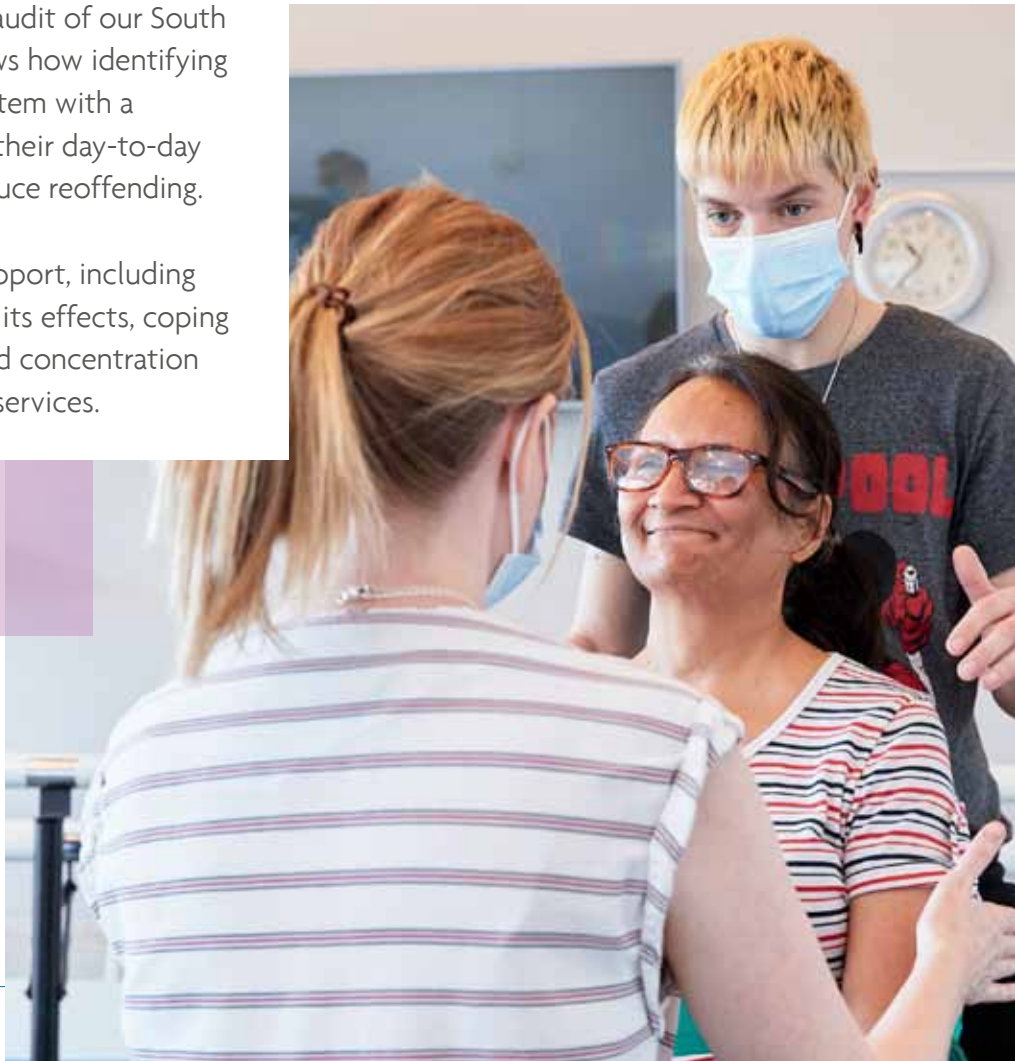
Personalised support for people in prisons living with a brain injury

After only two sessions with our Linkworker, men with a brain injury in a South Wales prison were significantly less likely to be violent and had improved mental health.

Open care plans for prisoners identified as being at risk of suicide or self-harm three months before working with a Linkworker reduced by 95%. Incidents which suggested violent behaviour fell by 93%.

This impact was measured in an audit of our South Wales Linkworker service. It shows how identifying people in the criminal justice system with a brain injury can help to improve their day-to-day wellbeing and behaviour and reduce reoffending.

Linkworkers offer one-to one-support, including education about brain injury and its effects, coping strategies to manage memory and concentration problems, and referrals to other services.



THE FUTURE

Our ambition is to build positive, specialist and co-produced services

Next year, we will work towards the following goals set out in our strategy.

We will:

Become the largest provider of independent brain injury rehabilitation services by 2030. To do this, we will continue to provide high-quality services for people living with brain injuries, helping to improve more lives.

Develop a new sales and marketing strategy to position The Disabilities Trust as the number one brain injury charity and increase awareness of our work with commissioners and clinicians to boost referrals.

Design bespoke services for organisations that are working with people with brain injuries so they can support their needs.

Provide people with brain injuries greater choice by offering consistent high-quality care at every stage of their rehabilitation journey. From hospitals to rehabilitation centres and community settings, our range of services across the UK will meet the short, medium- and long-term needs of people with brain injuries and their families.

"I have been getting more independent"

Keith, 67, is supported by Myland House, our rehabilitation service for people with acquired brain injuries in Colchester.

"I had four strokes which have affected my brain. I can think about what I want to say but sometimes I find it hard to get it out. I speak in single words and short sentences. I have limited use of the right side of my body, particularly my leg, arm and hand, and have needed care for over 30 years.

The staff at Myland House help me with things and encourage me. I have been getting more independent. I can do the activities I like and have my greenhouse. I like fishing, gardening, stamp collecting and playing cards on the computer. I also enjoy going out shopping, looking in charity shops and writing to my pen pal. And sleeping!"

2 Improving practice across the sector and building our thought leadership

Evaluating what we do

From rehabilitation to long-term care, our brain injury services help people to move forward with their lives. Every year we measure the impact of our brain injury services in our Brain Injury Outcomes Report, which helps us evaluate how we're doing and how we can improve.

The report looks at how the people we care for who have a brain injury changed and became more independent following rehabilitation. It's a useful way to measure the impact our services are having on the people we support. It also allows us to look at ways we can continue to improve what we do, so we can support more people through their rehabilitation.

Key findings about our services from the 2020-21 report included:

- Nearly three quarters of people (74%) were discharged as they had met their goals and were able to live more independently – 208 people were admitted to our services and 154 were discharged.
- More than three quarters (77%) of people needed less supervision when they were discharged.
- Over four in five (82%) were discharged to a more independent setting.
- 94% of people improved their ability to carry out everyday activities.
- Nearly two thirds (64%) of people improved their communication.

Rehab mantras

In 2022, we shared one short statement which summarises a key principle of our approach to rehabilitation every month. Freya, an Assistant Psychologist at Osman House, reflects on one of the mantras, "Things take time".

"People might presume there'll be a quick fix to the effects of their brain injury. Being told it takes time takes the pressure off. It allows them to focus on their longer-term goals, with the awareness that it will take time.

I work in a 'slow-stream' rehab unit, so everything takes time here. We look at goals over months to years, rather than shorter-term ones.

For example, we're working with someone who's only just had neuropsychological testing so we can work out their rehabilitation needs in the long-term. But this has happened over a long period of time."

Raising awareness of brain injury and domestic abuse

There needs to be more training and awareness raising about brain injury for professionals who work with domestic abuse survivors.

That was a key recommendation from our research on domestic abuse practitioners' understanding of brain injury, called Brain Injury & Domestic Abuse – A Practitioner's Perception. It builds on our study which found that domestic violence was the leading cause of brain injury in women at Drake Hall Prison and Young Offender Institution.

For the research, around 100 domestic abuse practitioners answered a short online survey to ascertain their perception of the prevalence of brain injury in those they support.

"Often, service users aren't aware they could potentially have a brain injury," said one respondent. "Therefore, we aren't in a position to suggest it is a possibility. We signpost to therapy when people disclose cognitive, fatigue and headache symptoms but never explore the potential for suspected brain injury."

To raise awareness of this issue with professionals, we shared this research at the Women's Rights in Healthcare conference in October 2021, and also on BBC Radio 4's Law in Action programme, talking about the impact of brain injury within the criminal justice system.

Key findings from our research with domestic abuse practitioners

- More than four in five (81%) had no previous training in acquired brain injury
- Nearly two-thirds (62%) felt "mostly unprepared" to identify symptoms of brain injury
- One in 10 had heard of, or used, our Brain Injury Screening Index.

Research on domestic abuse

The Disabilities Trust continues to raise awareness of brain injury with survivors of domestic abuse. This includes the often hidden behavioural, cognitive and emotional symptoms of a brain injury which may affect their ability to engage with services and increase their chances of being victims again.

To aid our research, we've recruited a Domestic Abuse Researcher to lead a ground-breaking new project to understand the impact of domestic violence and brain injury. In a first-of-its-kind study in the UK, we are working with five domestic abuse services. The aim is to estimate how many people who have survived domestic abuse have a brain injury and how it affects their day-to-day lives.

> "Our research into the prevalence of brain injuries in domestic abuse survivors across the UK is an exciting and pioneering piece of research. We hope it will provide the evidence to support us to campaign for the change we know is needed. We believe this project will help to develop training and adaptive models to services. This will better equip service providers to ask the right questions, understand the needs of domestic abuse survivors and adapt their work to improve engagement and recovery."
>
> Steffy Bechelet, Domestic Abuse Researcher at The Disabilities Trust

Reducing rates of reoffending in people with brain injuries

We are using our expertise to design bespoke services for organisations that work with people with brain injuries so they can better support their needs. For example, we've been working with police forces in Thames Valley, South Wales, Staffordshire and Devon and Cornwall to create a range of tools which will help stop people with brain injuries reoffending. These include the brain injury pathway tool, a series of questions which help police officers to recognise and understand the impact of a brain injury on someone's behaviour.

Supporting people who have been in the criminal justice system

Adjusting to life back in the community after time in prison can be challenging. This is why we're developing an app to support prisoner leavers with a brain injury as they transition back into the community and beyond. The innovative app is being funded by the Ministry of Justice as part of its innovation challenge.

Prison leavers with a history of brain injury can use the app to track their goals, reflect on progress, and change their behaviour in partnership with their probation officer or support network. It will also help to address some of the difficulties associated with acquired brain injury. The app will include interactive animations, guided self-help and meditation, memory games, and tasks to try in day-to-day life.

People who have been in the criminal justice system helped to design the app and it was adapted based on their feedback.

THE FUTURE

Our ambitions to improve practice across the sector and build our thought leadership

Next year, we will work towards the following goals set out in our strategy.

We will:

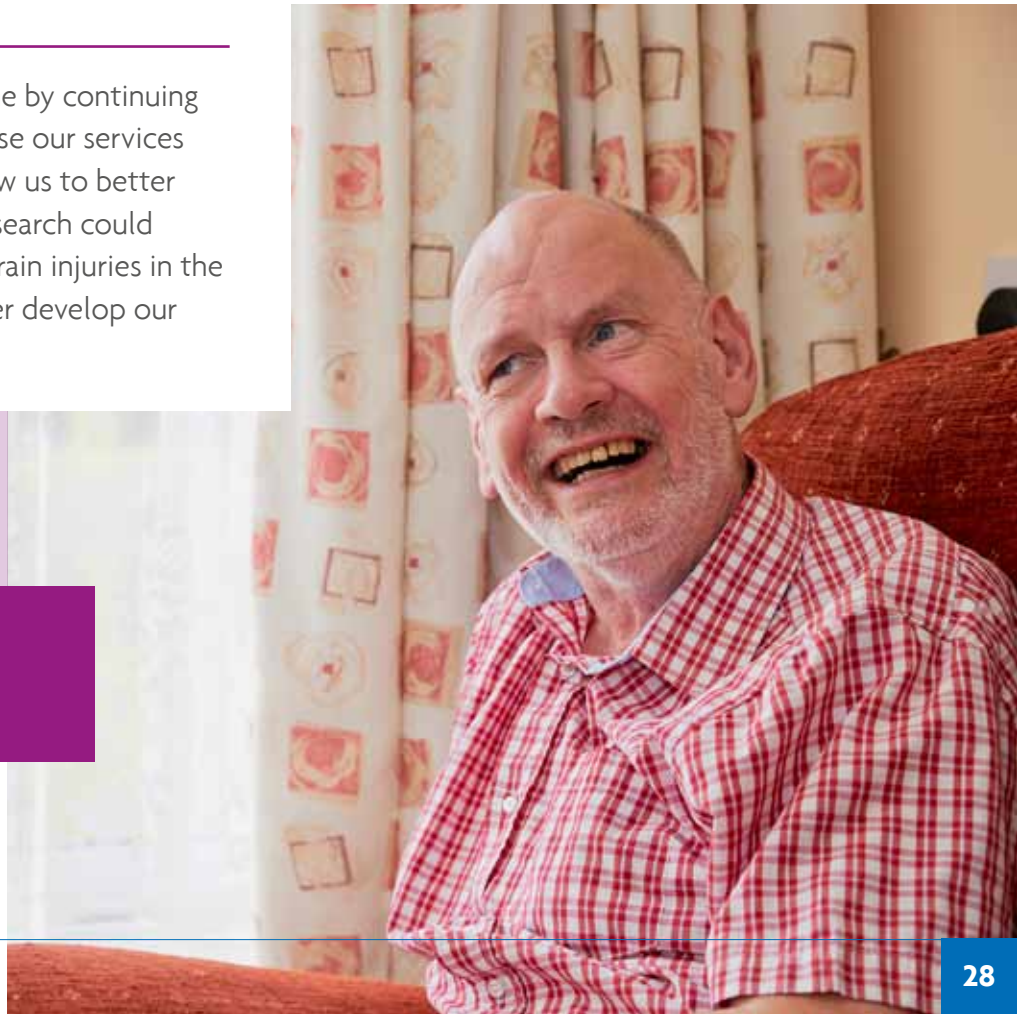
Make sure the voices of people with traumatic brain injuries and other acquired brain injury related neuro conditions are rooted in what we do so that we are authentic and people trust what we say.

Build our expertise by making The Disabilities Trust the leading brain injury charity in the UK. This will encourage more people to support our work and help us build new partnerships with other organisations, including universities.

Build our research programme by continuing to involve the people who use our services in our projects. This will allow us to better understand what changes research could bring to people living with brain injuries in the wider community, and further develop our clinical model.

Look at a broad range of themes to influence policy and practice in an authoritative, evidence-based way. This includes research into what it's like to live with a brain injury.

Become a thought leader by developing policy positions on everything from brain injury in the criminal justice system to rehabilitation, and using our research findings to influence practice for people with brain injuries.



3 Drive social action by ramping up our policy, influencing, education and training

Raising awareness

Over 500 people have engaged with our campaign on social media to change the narrative for people with complex and challenging disabilities. We encouraged people to get involved in this conversation across Twitter, Facebook and LinkedIn using the hashtags #ThroughOurEyes and #TheDisabilitiesTrust.

The #ThroughOurEyes campaign offered people we support, family members, colleagues, practitioners and supporters the chance to tell their stories.

The campaign also aimed to raise awareness and spark conversation. It covered the impact of the pandemic on disabled people and the lack of support to reintegrate into the workplace after a brain injury.

Campaigns like this provide a platform for the people we support, raise awareness and increase our visibility as the leading charity for people living with brain injuries.

Award-winning training for criminal justice professionals

Raising awareness of the impact of brain injuries on people's lives is a big part of what we do. This is why we produced Invisible Me, an award-winning film telling the story of Jade, a man who suffered a life-changing stroke in prison. Jade is one of thousands of men who have experienced prison life and returned to their community with a brain injury.

Invisible Me was part of our Ask, Understand and Adapt training for health and criminal justice professionals. Working with partners, we have made it available to 63,000 prison and probation staff and all healthcare staff in prisons.

The film and e-learning programme raise awareness of the potentially long-term health cognitive, behavioural and emotional consequences of brain injury. They are informed by our 10 years of experience and research highlighting the impact of brain injury in the criminal justice system.

The film won two Gold Dolphin Trophies at the Cannes Corporate Media and TV Awards. It also won two golds and two bronzes at the Event and Visual Communication Association awards.

Campaigning for a consistent strategy for acquired brain injury

As a charity carrying out pioneering brain injury research and rehabilitation, we are privileged to be in a position of influence, earned through years of experience and expertise. We used this influence to successfully support Chris Bryant, Labour MP for Rhondda, in his call for the UK government to commit to developing a ground-breaking strategy on acquired brain injury.

Doctors, campaigners and patients have spoken for years about the varied quality of treatment and support for people living with brain injuries, depending on where they live. The new national strategy will bring a cohesive approach to support for people with brain injuries. The aim is to direct research, change mindsets, provide essential services and close gaps to meet the needs of people with acquired brain injuries.

Providing a platform for the people we support

We are proud to have been a leading partner in this campaign calling on the government to commit to a strategy on acquired brain injury. This has helped to shine a light on the issue and give a platform for people affected by brain injury, including people in the criminal justice system and survivors of domestic abuse who are disproportionately affected by brain injury and can fall through the cracks in the system. We set up two focus groups to support people using our services to respond to the call for evidence to help inform the strategy. We also sent out surveys to staff, the people we support and their families and produced a range of resources to get others affected by brain injury to respond to the call for evidence. This included creating a template letter that people could send to their MP asking them to support the bill by talking it about it on social media and sharing information.

"I want to start back getting on these two pins of mine"

Tony Jenkins has been having neurorehabilitation at Ty Aberdafen, our centre in Llanelli, Wales. His story featured in a BBC News article about the Acquired Brain Injury Strategy.

"Rehabilitation has given me a lot of positivity and this centre has given me freedom. The staff are all phenomenal. I am very grateful. I wouldn't be able to do it if it wasn't for the team.

The reason I transferred to this place was so I could further my rehab. I want to start back getting on these two pins of mine. Eventually, I will. I feel strong. I have a lot of positivity inside me."

Our ambition to drive social action by ramping up our policy, influencing, educating and training

Next year, we will work towards the following goals set out in our strategy.

We will:

Expand our influencing and campaigning work by sharing the experiences of the people we support with policymakers. This will allow us to tailor our campaigning to the needs of people with traumatic brain injuries and other acquired brain injury related neuro conditions. It will also motivate communities to support people with brain injuries and foster a group of committed campaigners.

Involve the people we support in our research, so we develop a deeper understanding of how traumatic brain injuries and other acquired brain injury related neuro conditions affect people.

Offer more training and education opportunities by running extra programmes for professionals working with people who have traumatic brain injuries and other acquired brain injury related neuro conditions. In 2022-2023, we will make our training available to all 60,000 prison and probation staff across England and Wales to give them the skills and knowledge to support people with brain injuries using their services.

"Redford Court should be called 'miracle house' because the staff help people with brain injuries get better. The staff are miracle workers. It's the best place I have been. I had my ups and downs at the beginning but thanks to the work the staff have done, I am a lot better. Redford Court saves lives. I see a future in my new life now. Staff give 100% on everything: when people reach out, they help."

A person with a brain injury at Redford Court

4 Using the right technology

"JJ was grinning from ear-to-ear when he'd been using Alexa"

The right technology can transform the lives of people living with brain injuries. It's why we're always looking at ways we can use innovative technology to enhance the lives of the people we support.

At West Heath House, our neurobehavioural centre in Birmingham, we've been trialling GripAble devices. This is an app-based therapy which tests a person's hand and wrist movements through a series of games. You can set their personal therapy goals through the app to monitor progress.

Trialling technology

We also trialled smart home assistant technology at Shinewater Court, our service in Eastbourne which supports people with physical disabilities and/or other acquired brain injury related neuro conditions. The ConnectAbility Smart Home Assistant Evaluation Project focuses on devices that improve people's wellbeing and access to the digital world.

The first devices were tested by JJ, one of the people we support, who trialled an Echo Show, a screen-based version of Amazon's Alexa, and a smart light bulb. "JJ was grinning from ear-to-ear when he told us he'd been using his Alexa," says Liz, a Project Manager at Shinewater Court.

"This was great to see as JJ is not usually very smiley," says Joanne, Activity Coordinator at Shinewater Court. "His aspirations are to use his smart assistant to know the time, the weather forecast, and to manage his diary and set up reminders."

Building partnerships to make the best use of technology

Our digital working group is committed to building partnerships with technology companies and digital experts to make sure the people we support have access to the latest and most useful assistive technologies. The group includes someone who used to be supported by our services. They offer first-hand experience of the types of technology that can help people with brain injuries to live more independently, and offer a different perspective on what partnerships are most beneficial.

Taking cyber security seriously

Data security is essential to make sure our information about what we do, the people we support, staff and our volunteers, is protected. In February 2022, we partnered with Leeds-based cybersecurity company Airnow to boost our data security and improve the sustainability and green credentials of our IT infrastructure. They will also assist with the IT infrastructure at our new state-of-the-art hospital in York, helping us make it the most secure brain trauma facility in the UK.

> “Paul’s life has improved since he started using assistive technology. He can now send an email to his mum and dad, or research the line-up for a festival, whenever he wants. He can control his environment without staff coming in and out to change the TV channel or switch his light off. He is so motivated to do more and the technology he uses is giving him the freedom to do it.”
>
> Stuart, Paul’s Occupational Therapist at Redford Court in Liverpool who has helped him use a device that controls his environment, which is powered by a knee switch, and a communication aid.

Becoming more efficient

To best serve the people we support, we need to make sure we run The Disabilities Trust as efficiently as possible. This has meant investing in our internal IT systems and software and improving the way we do things.

All data is currently being migrated to one system, Microsoft SharePoint, which will make it much easier for staff to manage and access documents, reports and other information. All staff have also been trained in using Microsoft Teams, so we now have one simple and standardised way of communicating with each other.

Ageing and inefficient IT equipment is being replaced and upgraded to fast, secure systems, with priority given to services with out-of-date or unsupported equipment and software. This will improve the security and efficiency of our systems.

THE FUTURE

Our ambitions around using the right technology

We will:

Continue to build our digital presence to help us drive social action around brain injury. We'll partner with leading technology providers to test new ways to improve the lives of people with brain injuries.

Create a new app to complement the written version of our guide to living with a brain injury.

Trial new assistive technologies that help people living with brain injuries to be more independent. This will also give them more choice over their care.

Continue to digitalise the journey of someone through our organisation, from enquiry and referral, to moving on. This will bring data into one place and revolutionise the support we offer people, allowing them to manage their activities, see how they're progressing towards their rehabilitation goals and feedback on their needs.

5 Developing a high-performance organisation – our people approach

Recruiting staff

Our staff are the cornerstone of our organisation. Without them, we couldn't improve the lives of people living with brain injuries.

With the challenges of Brexit and Covid-19, we've upped our efforts to become an employer of choice by investing in staff and improving our recruitment process.

This year, we successfully recruited over 700 people despite the fact that it was a competitive recruitment market. We did this by introducing a range of recruitment initiatives, including advertising the work we do at university campuses to attract students.

We're also investing in local recruitment campaigns in key service areas. A review of all our marketing is currently underway to look at further ways we can advertise and attract people to work with us.

Rewarding staff

Once staff join our organisation, we have retention plans in place for each of our services so we can look after our teams. We also have different ways to recognise the work that our teams do, including:

- A recognition toolkit for managers. Distributed across the organisation, it gives managers ideas to acknowledge the contribution from their teams.
- Annual reviews. Over 100 staff members achieved the maximum performance rating in their annual reviews this year.
- Staff awards, which took place in October 2021 and March 2022. There were nearly 100 nominations for the awards from staff recognising colleagues bringing the organisational values to life in their work.

> "I am honoured to have been nominated, let alone win," says Charlie, a Team Leader for Myland House and Dovercourt who won a staff award for our 'We are agile' value. "I think particularly during the pandemic, we have needed to be agile to adjust to the ever-changing guidelines to ensure everyone is kept safe. I am very grateful for receiving the nomination, winning this award and for my fantastic job in times of uncertainty."

According to our staff engagement survey:

- 100% of staff trust and respect their regional managers, think they are approachable and lead by example.
- More than four out of five (83%) staff said they are kept up to date with news, events and campaigns, an 11% improvement from the last survey in 2018.
- More than eight out of 10 (82%) think The Disabilities Trust values diversity.
- Over three quarters (77%) believe the charity delivers a high-quality service to the people it supports.

Taking action on staff feedback

Our staff engagement survey has given us valuable feedback on how employees feel about working for The Disabilities Trust – and we are taking action on what they told us.

For example, over three out of five (61%) staff members said they have good learning and development opportunities. To offer more opportunities, we published a guide to career development for staff on our intranet and are looking at nursing and support worker apprenticeships.

Over two thirds (68%) of staff said they had a good work-life balance. We are delving deeper into this data to see if there are differences depending on where people work in the charity and what initiatives can help improve work-life balance and wellbeing.

Integrating equality, diversity and inclusion

We are a member of the Employers Network for Equality and Inclusion (ENEI), the UK's leading employer network covering equality and inclusion in the workplace. We have used their Talent Inclusion and Diversity Evaluation (TIDE) tool to assess how we are performing as an organisation in this area. This has allowed us to develop a detailed action plan to target areas for improvement.

The Equality, Diversity and Inclusion (EDI) committee at The Disabilities Trust organises listening forums to understand the needs and concerns of staff in this area. They look at ways we can better support them when it comes to equality, diversity and inclusion. For example, supporting them to use gender pronouns and improving their accessibility to our online resources.

Tackling discrimination

We have produced various tools for managers to use to support staff if they experience challenging behaviour from the people we support. This provides managers with guidance to be able to respond and support a member of staff, should they disclose that they have experienced discriminatory behaviour.

The toolkit also includes strategies to put in place in our services. This is to make sure every member of staff recognises their responsibility in challenging and stamping out discriminatory behaviour, and that they are supported to do this.

> "I'm so happy to work for an organisation that supports the Pride festival and diversity in all its forms. It's clear that we are better together because of our diverse backgrounds and experience."
>
> Miles Rogish, our Consultant Clinical Psychologist and member of our Equality, Diversity and Inclusion Committee

THE FUTURE

Our ambitions to develop a high-performance organisation – our people approach

We will:

Become an Employer of Choice to enable us to recruit and retain the best people.

Build our talent and expertise by ensuring our staff develop their skills, competencies and careers to help us achieve our organisational objectives.

Develop great leaders in brain injury who will inspire, engage and motivate staff and support our organisation to change.

Create our guiding vision, culture and values to build a collective ambition for The Disabilities Trust where everyone can help us achieve our aims.

6 Creating a new brand to underpin our vision

Shaping strategy

In May 2022, we launched our new strategy to position ourselves as the UK's leading charity for people living with brain injuries.

The strategy will be shaped and developed by our Brain Injury Working Group. This includes Brain Injury Service Managers, Clinical Leadership and other experts, who will review and feedback on our plans and guide what we do.

Our new brand will be launched in 2023 and will help us deliver on the strategy, increasing our profile. How we are seen and heard is vital. Our brand is key to this.

Identifying what we need to do

We're giving people with a brain injury and health professionals the opportunity to help set our policy and campaigning priorities and fundraising propositions.

We launched surveys that will give them the opportunity to do this in May 2022. We wanted to understand how we can quantify the impact that living with a brain injury can have on someone's life. And we wanted to explore gaps in health professionals' knowledge about brain injury and how they think these can be filled in.

The findings gave us a snapshot of what it's like living with a brain injury and helped us to identify unmet need. We will publish the findings soon.

The findings will support our influencing and campaigning and inform our response to the UK government's acquired brain injury strategy. They will also shape new resources and tools to raise awareness and understanding of brain injury with health professionals and communities.

THE FUTURE

Our ambitions to create a new brand to underpin our vision

We will:

Reach more people through our new brand, helping them to understand the work we do, the support and services we offer, and to provide a platform for people living with brain injuries.

Develop a striking, inclusive brand that builds our expertise and gets as much support as possible for our research from everyone from funders to policymakers.

Create marketing, communications and content strategies that build conversations and help to position us as a thought leader.

Fundraising

Voluntary income accounts for around 1% of our income. We generated this amount last year and reached our target. Thank you so much to residents, family members, supporters and staff. You have done everything from running marathons to sailing the seas to raise funds to improve the lives of the people we support. We celebrate you here with some examples of your fundraising from the last year.

Themed fair to raise funds for a new sensory room

Brigit, who has cerebral palsy, says the new sensory room at Jane Percy House will help her anxiety and mental health. Theresa, who has visual impairment, thinks the lights in it are amazing.

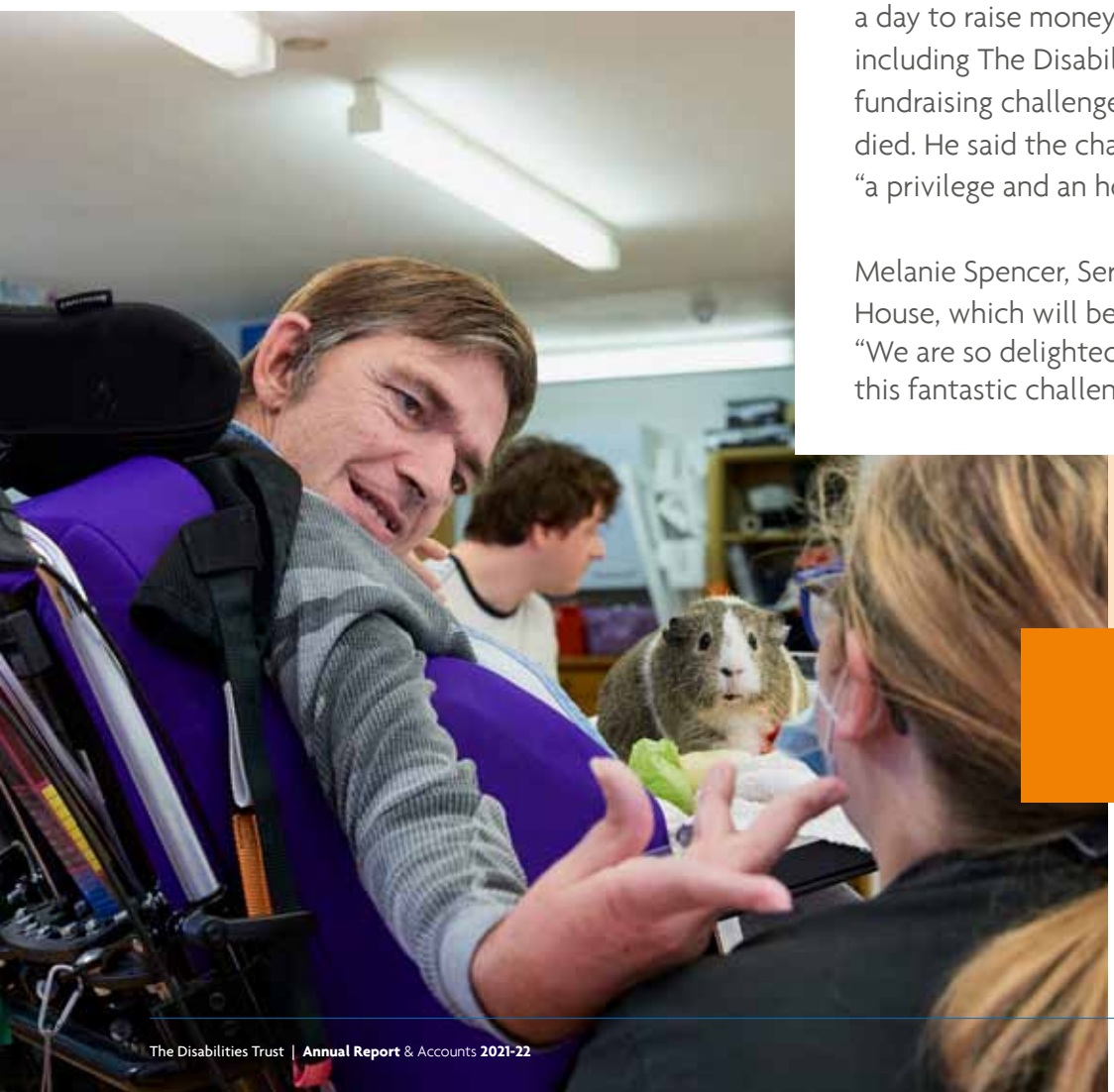
The room has been paid for by fundraising from family members, residents and staff at Jane Percy House. They organised a country and western themed fair to raise money. It raised over £1,500 for the room at the service for people with physical disabilities and/or other acquired brain injury related neuro conditions and included a display of decorated horseshoes and homemade bug hotels and birdhouses.

The sensory room includes soft seating, projectors for colours and lights, bubble tubes and an explorer wall.

Taking on a challenge for Osman House

In September 2021, Gary Barnes ran 10 kilometres a day to raise money for different charities, including The Disabilities Trust. Gary took on the fundraising challenge in honour of his friend who died. He said the challenge had become "a privilege and an honour".

Melanie Spencer, Service Manager at Osman House, which will benefit from the money, says: "We are so delighted that Gary chose us as part of this fantastic challenge"



THE FUTURE

Fundraising ambitions

We will build our fundraising by applying to trusts and foundations and setting up a programme for individual members of the public to donate.

The extra income from trusts and foundations will be used to cover the cost of assistive technology projects that improve the lives of people with brain injuries. It will also be used to fund projects that enable offenders and survivors of domestic violence with brain injuries to get the specific support they need. The money we raise through individual giving will be used to make sure the people we support get the best care possible. It will also be used to fund new research projects such as a study looking at how domestic abuse practitioners can spot the signs of a brain injury and intervene.

Get involved

Your fundraising pays for everything from in-house cafes at services to music therapy and garden makeovers. If you want to find out more about how you can get involved in fundraising for The Disabilities Trust, contact our fundraising team at: fundraising@thedtgroup.org

Looking ahead

We want to create a better world for people with a brain injury.

Looking ahead

Our ambition is to extend the reach of our leading-edge services, so – if possible – someone can progress through them, from rehabilitation to living in their local community. We also want to invest in our game-changing research, campaigning, bespoke services and partnerships.

In line with our strategy, next year, we will focus on three key areas, which will allow us to meet the needs of people with a brain injury.

We will:

1. Extend the reach of our brain injury services in an innovative way, from hospitals to communities.
2. Improve practice by sharing our clinical expertise, applying leading-edge approaches, and using research to drive our thinking.
3. Ramp up our policy, influencing, education and training activity, and seek new and innovative partnerships and commercial opportunities.

Our most critical partners will be people with a brain injury themselves. We want to stand shoulder to shoulder with them, building a place in which they can find strength and community. Ultimately, we want to be a place for anyone affected by brain injury to seek support, information, or togetherness.

We will underscore our ambitions with a new identity in 2023. This will be a bold, fresh, and relevant brand to represent a new, modern organisation that shines the light of optimism, hope and confidence.

Financial review

Summary

The Disabilities Trust has moved from a net surplus of £6.5 million in 2021 to a £4.3 million net deficit in 2022, a decrease of £10.8 million.

The 2021/22 financial year was a challenging year for the sector with continued staffing crisis. The Trust has experienced difficulties in both occupancy levels, resulting in lower care fee income, and labour costs as staff shortages continue to limit admissions in some services as well as keeping agency costs high. In addition, the increased cost of living has impacted our results, especially with the large increases seen in energy bills, food, transport, and the national insurance increases.

Work is being undertaken to improve staffing levels as well as a drive to increase occupancy levels by increasing referrals & admissions and reviewing service models. The Trust's strategy was agreed in March 2022, but none of these changes have come into effect within the 2021/22 financial year.

In 2021 we saw large gains of £5.2 million in our investments with the recovery of the stock market post-pandemic. In 2022, investments have not achieved the same level of gain, and in most cases, due to the post-pandemic global inflation, rising interest rates, lockdowns in China and the war in the Ukraine, investments have seen large losses. With a well-managed portfolio we have seen a small impact on our investments this year with a loss of £23,000.

Due to the above impacting factors, the overall financial results have changed from the 2020/21 financial year to the 2021/22 financial year as follows:

- With the decrease in occupancy, total operating income decreased by £2.3 million from £51.5 million in 2021 to £49.2 million in 2022.
- Despite the lower occupancy levels and income, due to the increased cost of living and agency costs, the total operating expenditure increased by £3.0 million from £51.0 million in 2021 to £54.0 million in 2022.
- Within the 2020/21 accounts the investment portfolio showed a large gain of £5.2million, due to the recovery of the stock market post-Covid, which inflated the overall results for the year. During the 2021/22 year the value of the investments decreased slightly by £23,000.
- The total net assets of the Group at 31 May 2022 were £96.0 million, a decrease of £4.1 million from 2020/2021

Here is a summary of our operating and non-operating activities:

	2022	2021
Operating activity	**£m**	**£m**
Operating income (excluding investment income)	49.2	51.5
Operating expenditure	(54.0)	(51.0)
Operating (deficits) / surplus	**(4.7)**	0.5
Non-operating activity	**£m**	£m
Investment income	0.5	0.7
Investment gains / losses	-	5.3
Non-operating surplus	**0.5**	6.0
Overall net (deficits) / surplus	**(4.3)**	6.5

Investments

Our investments have been acquired in accordance with the powers available to the Trustees or by way of legacy. They are subject to an investment policy which is reviewed on an annual basis. The current policy delegates management of investments to firms of investment managers within defined parameters. Trustees also employ an independent investment consultant to assist with financial advice, select investment managers, as well as providing support to define the objectives they are set and monitor their performance.

The present investment managers for the Trust are Rathbones Investment Management Limited, Cazenove Capital and CCLA Fund Managers Limited. Each manager has specific investment objectives and a mandate in line with our investment strategy. The overarching aim is to optimise returns whilst making sure the charity's liquidity requirements are met. The Trustees also set what asset classes are permissible, the extent to which they are invested and the credit ratings in their selection.

We do not prescribe the nature of companies in which we invest through the stock market. The primary objective is to achieve optimal financial returns in order to deliver on our charitable objectives. In appointing investment managers, we have delegated ethically responsible investment so that we can best meet the needs of the people we support. We will review this position in the forthcoming year

The value of the charity's investment portfolios at the end of May 2022 was £38.1 million (2021: £37.8 million). Dividend and investment income from our investment portfolios was £0.5 million, consistent with 2021. Losses on our investments were £23,000 in the year (2021: gains of £5.3 million). This performance met the Board's objectives in relation to delivering returns.

Investments held by nominees

Our investments include £15.6 million managed by Rathbone Investment Management Limited, £7.3 million managed by Cazenove Capital and £15.2 million by CCLA Fund Managers Limited. These are held on the charity's behalf.

For investments managed by Rathbone Investment Management Limited, UK investments are registered in the name of Rathbone Nominees Limited and overseas investments are deposited with The Bank of New York Mellon as nominee.

Investments managed by Cazenove Capital are registered in the name of the custodian or designated nominee. Cash holdings are held in the client's own name or a designated client account. Schroder & Co. Limited is the custodian of the investment position shown at year end.

Our investments managed by CCLA Fund Managers Limited are held on our behalf in a COIF Charities Ethical Investment Fund and are valued at a mid-market price.

No other people acted as nominee for the charity this year.

Reserves

As a charity, our aim is to maximise our impact and the rehabilitation, care and support that we are able to provide to people with brain injuries, or physical disabilities and/or other acquired brain injury related neuro conditions. In order to do this, current reserves must be sufficient to meet the start-up costs of new services or expansion of existing services, agreed by Trustees. Reserves must be sufficient to ensure our existing services are financially viable and mitigate the crystallisation of a financial and reputational risk identified on our corporate risk register. Overall, Trustees consider a minimum reserve of £10 million is required to cover this which is articulated in the Trust's Reserves policy.

The current level of unrestricted available reserves amounting to £95.8 million is sufficient to meet this policy. We will continue to open new services when appropriate opportunities arise and hold the funds to action this. The Trust is investing in an alternative site, the Chocolate Works, to develop a new, purpose-built site for York House Hospital and this project has a total commitment of £24 million with project completion expected in November 2023. The commitments are fully reflected within designated funds.

Trustees continue to review the level of reserves, with the consideration of the difficulties in maintaining funding levels. They incorporate this into the strategy, which is regularly monitored and modified, as appropriate. The reserves policy is derived from the eight-year strategic review and reflects the charity's future plans and financial commitments.

Trustees have considered our policy on reserves and designated funds for investing in fixed assets. The total designated fixed asset reserve is currently £71.2 million (2021: £71.5 million).

After taking restricted funds of £0.2 million into account and a surplus on the revaluation reserve of £10.2 million, our total funds amounted to £96.0 million on 31 May 2022.

Trustees consider the assets of each fund (including the revaluation reserve) are sufficient to meet current and future commitments.

Funds held on behalf of others

At year end, the Disabilities Trust Group, as custodian Trustee, held a total sum of £207,000 in its bank accounts, compared to £265,000 at the end of the previous year. This sum was held separately in identifiable bank accounts and was not included in the balance sheet.

Payments to suppliers

Settlement terms are agreed with suppliers as part of our contracts with them. It is the charity's policy to pay in accordance with those terms. Other creditors are paid in accordance with invoice terms.

Going concern

The Board has reviewed the charity's activities and financial position, together with factors likely to affect our future strategy as we divest our Learning, Development and Autism services and focus on Brain Injury rehabilitation.

The ongoing cost of business challenges, such as the cost of agency staff, energy, food and transport have been a key element to these assessments. In light of the Chancellor's "mini-budget on 23 September 2022, it is expected that the charity will benefit financially from the new Energy Bill Relief Scheme.

We have prepared medium-term forecasts to the end of 2023 which consider our activities, financial position and risk management policies. Specifically, we have considered our plan to increase occupancy levels and sensitivities surrounding the income pipeline.

Additionally, we have prepared five year forecasts, which consider our cash position, sources of income and planned expenditure. These forecasts included a build-up in occupancy as well as including the effects of our agreed strategy. The forecasts include additional costs and savings arising and have considered sensitivities surrounding our income pipeline. Within the forecasts we have include an estimated projected inflationary increase. These have been estimated using the CPI inflation forecast indicated by the British Chambers.

The Board has concluded that the existing level of free reserves, available investment and cash balances, coupled with strong cost control and the implementation of our new strategy, are sufficient to ensure The Disabilities Trust has the resources to continue operating as a going concern, and to meet our obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

Fundraising

We support people and organisations to donate to The Disabilities Trust by promoting individual and regular giving, event fundraising, legacies and corporate support. We welcome requests to volunteer and try and fit people's skills to different opportunities.

Our local services also carry out fundraising activities to raise money for our assessment and rehabilitation centres, residential and care homes, and supported living accommodation.

We send application forms, fundraising packs and merchandise, and keep in regular contact with fundraisers. We always write to supporters to thank them for their fundraising. All communication with supporters complies with GDPR. This ensures that The Disabilities Trust does not unreasonably intrude on a person's privacy or is unreasonably persistent.

We are committed to The Code of Fundraising Practice which sets the standards for fundraising carried out by all charitable institutions and third-party fundraisers in the UK.

The Disabilities Trust is also an organisational member of the Institute of Fundraising, Fundraising Preference Service and Fundraising Regulator, as well as the Data & Marketing Association.

We have not received any complaints from the Fundraising Preference Service and do not undertake any third-party fundraising. Our fundraising promise sets out our commitment to being honest, keeping contact details safe, and support donors. This helps make sure supporters are not put under pressure to donate and know how to make a complaint.

How principal risks are managed

The Board of Trustees ("the Board") acknowledges its responsibility to ensure that the charity's risk management framework is effective. The Board regularly reviews the charity's process for identifying, prioritising, escalating, and managing risks and, where applicable, the charity's system of internal controls to manage these risks. The Board reviews the effectiveness of the charity's approach to risk at least every year.

The charity regularly monitors and reviews its risks at both a strategic and operational level via a risk management system with a mature risk matrix to determine those risks meeting the threshold for Board reporting. The significant risks to the Trust are regularly reviewed by the Senior Leadership Team and the Audit and Risk Committee on behalf of the Board. The Board has ultimate responsibility for the Trust's principal risks and the long-term consequence of decisions as well as the interests of all stakeholders.

The principal risks are set out below:

Risk Type: Human Resources

Risk Description: There is a risk that the Trust is unable to recruit and retain key staff due to the changing employment market including the impact of Brexit.

Mitigations:

In addition to extensive controls in place to mitigate this risk, a number of new controls have been implemented to further mitigate this risk. A full end-to-end review of recruitment processes has been completed to drive effectiveness. A pilot of our core recruitment system enhancements is being implemented across the Trust.
The introduction of a Colleague forum to hear from colleague representatives about key issues impacting staff to enable two-way dialogue with the Senior Leadership Team. A number of further controls are being developed and the risk is currently deemed to remain high and will continue to be monitored monthly.

Risk Type: Fire

Risk Description: Risk of fire spread due to building compartmentation issues
There is a risk of fire spread due to building compartmentation issues which has been identified but not yet rectified a small number of services

Mitigations:

Limited availability of suitable contractors had initially delayed generation of quotes to address survey reports. Additional companies have been engaged to provide quotes that demonstrate financial due diligence while avoiding further delay in conducting works. Additional resources have been put in place, particularly around night staff to assure effective risk assessment mitigation. Fire compartment surveys have been completed for all Services Trustwide. Action plans have been raised for each Service to ensure oversight of mitigation and accelerate the remedial building activity required by Property and Estates. These continue to be monitored and the risk reviewed on a monthly basis.

Directors' report

Constitution

As a registered charity, The Disabilities Trust is regulated by the Charity Commission (England and Wales) and the Office of the Scottish Charity Regulator (OSCR) in Scotland. The charity is incorporated as a Company Limited by Guarantee and governed by a Memorandum and Articles of Association, which were last modified on 13 July 2020.

The Disabilities Trust owns a subsidiary, the Brain Injury Rehabilitation Trust Limited which is dormant.

On the 22 September 2021, York House Ventures Limited moved from being a joint venture to a wholly owned subsidiary of the Trust. The trade and net liabilities of the subsidiary were transferred to the Disabilities Trust in the year. Further details are shown in note 15.

Public Benefit

The principal beneficiaries of the work of The Disabilities Trust are people living with a brain injury, supported in a variety of settings, from hospitals to community. Secondary beneficiaries of the work of The Disabilities Trust are families, people living with a brain injury beyond our services and those in particular populations, including offenders and survivors of domestic abuse who are disproportionately affected by brain injury, and the general public via our campaigning, training and innovation work and bespoke services.

Our research, policy and innovation work allows us to invest resources into improving the lives of people with a brain injury who may not have access to statutory-funded services. External grants support initiatives that would be difficult to attract mainstream or traditional sources of funding for.

The Board of Trustees review the charity's aims and objectives each year to make sure our purpose and activities are aligned. The charity's achievements and activities are discussed in full in the strategic report.

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and planning future activities. In particular, the Board considered how planned activities contribute to the Trust's aims and objectives, exploring:

- what we have achieved
- the outcomes of our work in the previous 12 months
- the success of each aspect of our work
- the benefits to, and impact on, the people we support.

All Trustees give their time voluntarily and receive no benefits from the charity. Expenses claimed from the charity are set out in Note 10 of the financial statements.

Section 172 (1) statement

The Trustees as Directors of The Disabilities Trust, are aware of their duty under s.172 of the Companies Act 2006 to act in the way which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole and, in doing so, to have regard (amongst other matters) to:

- The likely consequences of any decision in the long term
- The interests of the Company's employees
- The need to foster the Company's business relationships with suppliers, service users and others
- The impact of the Company's operations on the community and environment
- The desirability of the Company maintaining a reputation for high standards of business conduct
- The need to act fairly as between members of the Company.

As a charitable company, the Directors of The Disabilities Trust promote the success of the charity to achieve its charitable purposes:

To relieve the needs of people with developmental, learning, physical or acquired disabilities or conditions, in particular but not exclusively by the provision of care, special housing units, facilities and supported living services.

The Directors of The Disabilities Trust consider that they have fulfilled their duties in accordance with section 172(1) of the UK Companies Act 2006 and have acted in a way which is most likely to promote the success of the Group for the benefit of its stakeholders as a whole in the following ways:

Communities

The Disabilities Trust works in partnership with communities, promoting inclusion through its campaigning work, research, local charity initiatives, training and bespoke services. Recent projects include successfully campaigning to ensure the Government introduces a strategy on acquired brain injury, training to thousands of NHS England staff about the signs of brain injury and a report into the role practitioners in the domestic abuse sphere can play in spotting the signs of a brain injury and making the right interventions for survivors. We work in partnership with multiple organisations, including the NHS, commissioners, the police and other charities and voluntary membership organisations.

Engagement with Stakeholders

In the reporting period, we co-produced a satisfaction survey for people who use the Disability Trust's services. The Quality Assurance (QA) Team worked with people from different services across all regions to identify the best survey tool, formats, and platforms to ensure we enabled as many people as possible to take part.

There was a great response rate of 62% (229/408 people we support, took part in the survey from 32 services), which indicated a high level of interest, support, and motivation to take part in the survey. The outcome report is being developed in conjunction with The Disability Trust's Foundation team and early indications identified high satisfaction rates. The outcome reports will be finalised and published in a range of formats to meet the needs of people supported across the Trust alongside initial recommendations to improve satisfaction. We plan to offer people supported the opportunity to co-produce initiatives to address areas for improvement.

The feedback process, which includes capturing compliments, concerns, complaints, and whistleblowing reports is being embedded. We identified an overall increase in all feedback captured since the new process was implemented. We continue to improve the process by enhancing colleagues' abilities to identify, capture, investigate and respond more effectively to improve stakeholders experience and support a customer focussed process. In Autumn 2022, we will roll-out Complaints management training via workshops with Regional Operational teams, to offer advice, guidance, and support, which encourages and acts on feedback and demonstrates learning. This will ensure the Senior Leadership Team, and Board can continue to capture and monitor stakeholder views centrally.

The Trustees consider and discuss information from across the organisation to understand the impact of the Trust's operations and the interests and views of key stakeholders. The Trustees also review financial, clinical, and operational performance, as well as information covering areas such as key risks, quality assurance and regulatory compliance. This information is provided to the Board of Trustees through regular performance reports within meeting packs circulated in advance of each Board of Trustees meeting and via in person presentations.

The Board therefore possess an overview of the organisation's engagement with stakeholders enabling them to comply collectively with their duties under section 172 of the Companies Act 2006.

Engagement with employees

The long-term success and performance of The Disabilities Trust is directly linked to the talent, skills and engagement of our employees, and we understand the importance of developing a high performing organisation through our people. We recognise the contribution of our dedicated workforce who work hard to support people with complex needs, and we continue to review and improve the experience our employees have working for the Trust.

We aim to have a two-way dialogue with our people by keeping them appraised of what is happening across the organisation, as well as seeking their feedback and input on a variety of topics, from our new strategy to the culture we want to build. This is done using a variety of channels, including team meetings, our magazine and newsletters, digital channels, such as Connect our intranet and Yammer, and we have just launched our Colleague Forum which will enable us to seek the views of a cross section of our workforce who will represent colleagues' ideas and suggestions for improving the Trust. Our annual employee engagement survey also provides people with the opportunity to have a voice and provide feedback on a range of topics

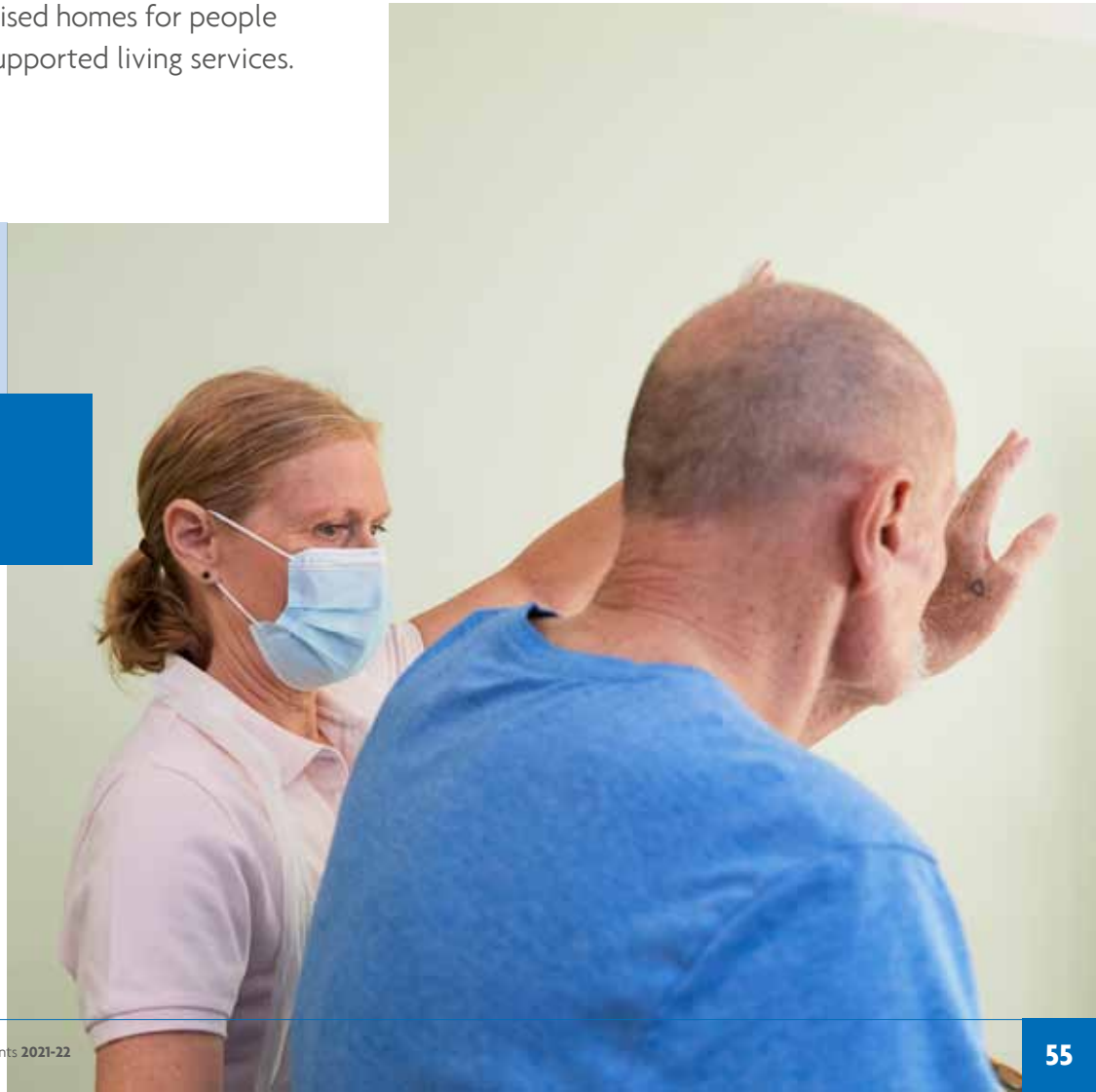
The Disabilities Trust operates across England, Scotland and Wales so it is important that all staff feel connected. We use a range of technology and face to face events, including a CEO and SLT webinar and an annual Managers' Strategy Conference, to share the latest news, but also to engage staff in aspects of strategy, culture and delivery. We also engage staff in specific projects, alongside the people we support. For instance, someone we support at our brain injury service, Victoria House, sits alongside members of the SLT and the Board, as well as his Support Worker, on a steering group to feed into the process to develop our new brand. Their input is absolutely invaluable. The Trustees

receive regular qualitative and quantitative updates on employee matters from the Director of People and Organisational Development including analysis received through the employee engagement surveys, regular EDI updates and quarterly performance reports on a number of people metrics to understand any workforce trends. This provides the Board with assurance that there are effective mechanisms to link engagement and performance and the continued strength of the Trust's culture. For further details on how The Disabilities Trust is supporting staff.

Governance and decision making

The Disabilities Trust objective is to support people with an acquired brain injury to lead their best lives. This objective is delivered, but not exclusively, through the provision of high-quality care and support, specialised homes for people and community based supported living services.

The Disabilities Trust continues to adopt and apply the principles of the Code of Governance for larger charities, updated in December 2020 supporting the Board's aim to develop high standards of governance. The charity is governed by a Board of Trustees which meets at least four times a year and is supported by several Board Committees to provide assurance and dedicated oversight to the matters for which is it responsible. As well as Board meetings, all trustees are expected to contribute to those committees where their individual skills can be most benefit, in discussion with the Chair. The Trustees have delegated the day-to-day management of the charity to the Chief Executive Officer (CEO) who is supported by the Senior Leadership Team in delivering the agreed strategic objectives.



The Trustees have several committees with specific areas of focus and who each review their scope and Terms of Reference annually:

Committee	Focus	Members	Meetings per year
Audit & Risk Committee	■ Internal Audit ■ External Audit ■ Annual Report & Accounts ■ Financial compliance ■ Internal controls ■ Risk management ■ Business Continuity	■ Richard Wilson (Chair) ■ Themis Sara Livadeas (Resigned) ■ Heather Eve Castel ■ Caroline Reid	4
Finance & Investment Committee	■ Financial performance ■ Capital Investment ■ Investment Fund management ■ Reserves & cashflow ■ Property & Estates ■ Fundraising	■ Heather Eve Castel (Chair) ■ Richard Wilson ■ Matt James ■ Caroline Drugan (Resigned)	4
Quality & Governance Committee	■ Quality Assurance ■ Clinical effectiveness ■ User outcomes ■ User experience and engagement ■ Safeguarding ■ Regulatory reporting and compliance ■ Health & Safety ■ Information governance ■ Whistleblowing	■ Themis Sara Livadeas (Chair) (Resigned) ■ Christopher Philipsborn (Resigned) ■ Matthew James ■ Stephen Waring (SG Lead) ■ Marianne Waite ■ Caroline Reid	4
Remunerations & Nominations Committee	■ CEO & SLT remuneration ■ Staff pay awards ■ Stakeholder awards ■ Employee benefits structures ■ Board composition ■ Trustee recruitment ■ Succession planning	■ Kathryn Greenberg (Chair) ■ Richard Wilson ■ Stephen Waring ■ Marianne Waite ■ Caroline Reid	2
Research Development Policy & Influencing Committee	■ Clinical and applied research ■ Research development ■ Research governance framework ■ Partnership and funding opportunities ■ National and local influencing and campaigning opportunities	■ Caroline Drugan (Chair) (Resigned) ■ Stephen Waring ■ Matthew James ■ Christopher Philipsborn (Resigned) ■ Marianne Waite	4

Trustee recruitment and term of office

Trustees are a critical resource and give their time freely in support of The Disabilities Trust. They are elected to the Board by Trustees for a term of three years. Each Trustee may serve a maximum of three terms. Recruitment of new Trustees is overseen by the Remuneration and Nominations Committee who undertake an open recruitment process, recommending new candidates for appointment when necessary and ensuring appropriate recruitment and succession plans are in place for elected Trustees.

On appointment, each Trustee agrees to comply with a Code of Conduct and the Fit and Proper Person policy and declares any interests which are held within a register of interests and which is monitored and updated on a regular basis and reviewed annually.

Once appointed, Trustees undertake a comprehensive onboarding and induction programme led by the Chair and CEO and take part in a colleague buddying system. New Trustees are provided with key information about the Trust and its strategic objectives, corporate policies and copies of the Code of Governance for larger charities and the independent guidance from the Charity Commission on trustee duties. Any training needs are identified through the annual effectiveness reviews so that trustees are able to successfully discharge their duties. Covid-19 has prevented visits to the Trust's specialist services, though meeting staff and those we support is a compulsory part of the usual induction.

This year was a timely opportunity to further the Board's commitment to diversity, reviewing current trustee skills and board composition, and undertaking a trustee recruitment campaign seeking to increase Board diversity. Green Park supported the successful trustee recruitment and Chair recruitment processes, positively resulting in the recruitment of four new, diverse and skilled trustees joining the Board in 2021.

November 2021 sees the last of the agreed Board member transitions with the resignations of three members and full compliance with the recommended nine-year term.

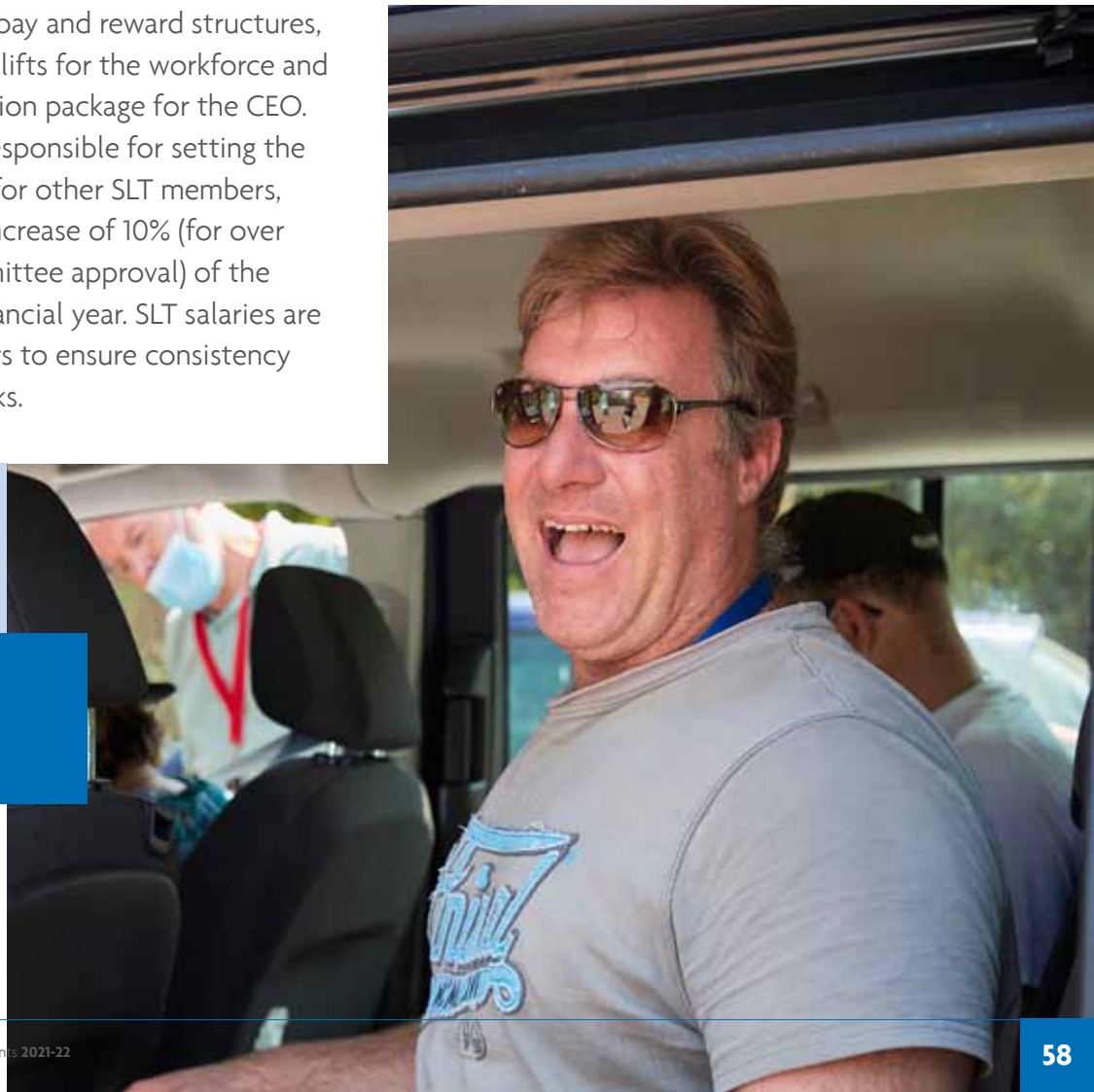
In very exceptional circumstances, the Board may use their discretion by asking a Trustee in a key role, for example, a Committee Chair or the Board Chair, to serve an extra term of three years. If Trustees use this discretion, the matter will be documented in the Board minutes. From 2023, the exception will be removed.

Remuneration policy

The Remuneration & Nominations Committee meet at least once a year and are responsible for overseeing the charity's pay and reward structures, approving annual pay uplifts for the workforce and to review the remuneration package for the CEO. The Chief Executive is responsible for setting the remuneration packages for other SLT members, subject to a maximum increase of 10% (for over 10% CEO requires Committee approval) of the starting salary in any financial year. SLT salaries are reviewed every two years to ensure consistency with external benchmarks.

Equality statement

We are proud of our diverse workforce which reflects the breadth of people we support. We work with staff to support their wellbeing and Managers to support their understanding of individual needs to ensure that we can support staff in the workplace who may have or develop a disability, including those which may be unseen. The Disabilities Trust's Equality and Diversity committee meet regularly to discuss and review the Trust's equality, diversity and inclusion agenda with the aim of making our organisation one that is fully inclusive and which celebrates our diversity. There are a number of activities and actions that seek to encourage inclusivity and diversity across the Trust, including being Disability Confident and a member of the Employers Network for Equality and Inclusion.



Trustees

The following Trustees held office during the year:

Ms K M Greenberg	Elected 27 Sept 2021, Appointed Chair 29 Nov 2021
Ms H E Castel	
Dr C S Drugan	Resigned 18 August 2022
Mr M Green	Resigned 29 November 2021
Mr R A Hoyle	Resigned 29 November 2021 (Chair)
Mr S Howell	Resigned 29 November 2021
Mr M James	
Ms T S Livadeas	Resigned 18 August 2022
Mr C E Philipsborn	Resigned 18 August 2022
Ms C E Reid	
Ms M C Waite	
Mr S H Waring	
Mr R W Wilson	

Senior Leadership Team

The Trustees have delegated the day-to-day management of the charity to the Chief Executive Officer who appoints the Senior Leadership Team:

Mrs I Sobowale	Chief Executive Officer
Mrs A Bygrave	Director of Operations (Resigned 4 July 2021)
Ms N Carey	Director of People and Organisational Development
Mr W Chidgey	Director of Corporate Services (Resigned 1 November 2022)
Mr G Fisher	Director of Digital
Ms L Lovatt	Director of Operations – Learning/Autism Disabilities, Physical Disabilities and Education (Resigned 28 February 2022)
Mrs V Pilkington	Director of Governance and Quality Assurance (Resigned 14 September 2022)
Ms V Francis	Director of Communications and Foundation (Resigned 9 September 2022)
Mrs L Robertson	Director of Business Development & Programme Management
Dr R Coetzer	Director of Clinical Services (Appointed 6 Sep 2021)
Ms K Mitchell	Director of Brain Injury Operations (Appointed 26 Jul 2021)
Ms K Shields	Director of Legal (Appointed 4 May 2022)

Streamlined energy and carbon reporting

Energy consumption

Streamlined Energy and Carbon Reporting (SECR) is the new legislative reporting requirement in the financial review for the year ending on or after 31 March 2020. It mandates that all large organisations must report on the operational energy consumption and associated emissions. CO2e, or carbon dioxide equivalent, is a standard unit for measuring carbon footprints (where "kg" is kilograms and "t" is thousands of kilograms). The high-level breakdown is as follows:

2022

	Gas	Electricity	Transport	**Total**
kWh	9,857,202	3,270,558	905,838	**14,033,898**
Mileage			796,341	**796,341**
kgCO2e	1,813,751	1,347,633	236,866	**3,398,250**
tCO2e	1,814	1,348	237	**3,398**

2021

	Gas	Electricity	Transport	**Total**
kWh	7,038,655	1,888,152	616,379	**9,543,187**
Mileage			542,414	**542,414**
kgCO2e	1,295,091	778,013	162,486	**2,235,590**
tCO2e	1,295	778	162	**2,235**

Energy and associated carbon emissions

The Disabilities Trust total CO2 emission from grid electricity is 1,348 tCO2e (2021: 778 tCO2e) and 1,814 tCO2e (2021: 1,295 tCO2e) for emissions from natural gas. This is used for operational buildings and care homes. There were higher emissions over the winter months which is due to increased heating demands.

The primary reason for the significant increase is electricity usage is a direct result of end of the COVID-19 pandemic as staff return to our various premises.

Intensity metric

An intensity metric gives The Disabilities Trust an indicator of carbon performance based on an operational figure. In this case, we have used the number of people we support to indicate this performance with 545 people (2021: 567) we support emitting an average of 6,235.3 kgCO2e each (2021: 3,942.80 kgCO2e). This will be measured annually and compared against previous years.

	2022	2021
Number of people we support	545	567
kgCO2e	3,398,250	2,235,590
KgCO2e per person	6,235.3	3,942.8

DT initiatives

This section highlights energy and carbon improvement projects undertaken during the year and those that are currently underway:

- **Smart meters:** In order to obtain an accurate and detailed picture of each building's consumption, we are changing all of our meters to smart ones.

Energy sources

We are measuring the scope one and two emissions. All energy data was collated by our main energy suppliers SSE and E.ON. Transport data and the number of people we support was collated internally. We obtained energy usage for a number of sites for cold and warm months. These figures were extrapolated over the year for all of our services. The number of people we support at each unit was used as the basis for calculating the energy usage for units. Scope one: Transport and vehicles Scope two: Electricity and gas supply.

Calculations

The following figures were used to convert energy to CO2 figures.

	Litre	kWh	Co2e
Gas	N/A	1	0.183997
Electricity	N/A	1	0.41205
Petrol	1	9.1	2.31
Diesel	1	10	2.68

Legislative and administration information

Name of the charity:
The Disabilities Trust

Company registration number:
2334589

Country of incorporation:
United Kingdom

Charity registration number:
England and Wales: 800797
Scotland: SCO38972

Registered office:
First Floor, 32 Market Place, Burgess Hill, West Sussex, RH15 9NP

Auditors:
Crowe UK LLP, 55 Ludgate Hill, London, EC4M 7JW

Bankers:
Barclays Bank plc, Level 28, 1 Churchill Place, London, E14 5HP

Solicitors:
DAC Beachcroft LLP, 100 Fetter Lane, London, EC4A 1BN
Trowers & Hamlins LLP, 3 Bunhill Road, London, EC1Y 8YZ

Investment Managers:
Rathbone Investment Management Limited, 8 Finsbury Circus, London, EC2M 7AZ
Cazenove Capital, 1 London Wall Place, London Wall, Barbican, London, EC2Y 5AU
CCLA Investment Management, Senator House, 85 Queen Victoria St, London, EC4V 4ET

Trustees' responsibilities statement

The Trustees (who are also Directors of The Disabilities Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles set out in the Charities SORP (FRS 102)
- Make judgments and accounting estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards, comprising FRS 102, 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 Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's and Group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. The Trustees are also responsible for safeguarding the assets of the charitable company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Each of the Trustees confirm that:

- So far, as each Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have each taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees' report (including the Strategic Report) has been approved by the Board of Trustees of The Disabilities Trust on 28th November 2022 and signed on their behalf by:

ON BEHALF OF THE BOARD

Ms K M Greenberg
Chair of Trustee Board

Auditor's report

Independent Auditor's Report to the Members and the Trustees of The Disabilities Trust

Opinion

We have audited the financial statements of The Disabilities Trust ('the charitable company') and its joint venture ('the group') for the year ended 31 May 2022 which comprise The Consolidated Statement of Financial Activities, Group and Charity Balance Sheets, Consolidated statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).
In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 May 2022 and of the group's 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 and the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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

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 or the group'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 trustees are responsible for the other information contained within the annual report. 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.

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 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 our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report 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 strategic report and the directors' report included within the trustees' report 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 group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; 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, 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 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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were, CQC Regulations for service providers and managers, taxation legislation, employment legislation and General Data Protection Regulation (GDPR).

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and recognition of contract income, recording the impact of CQC regulatory reviews and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading regulatory reports and minutes of meetings of those charged with governance.

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.

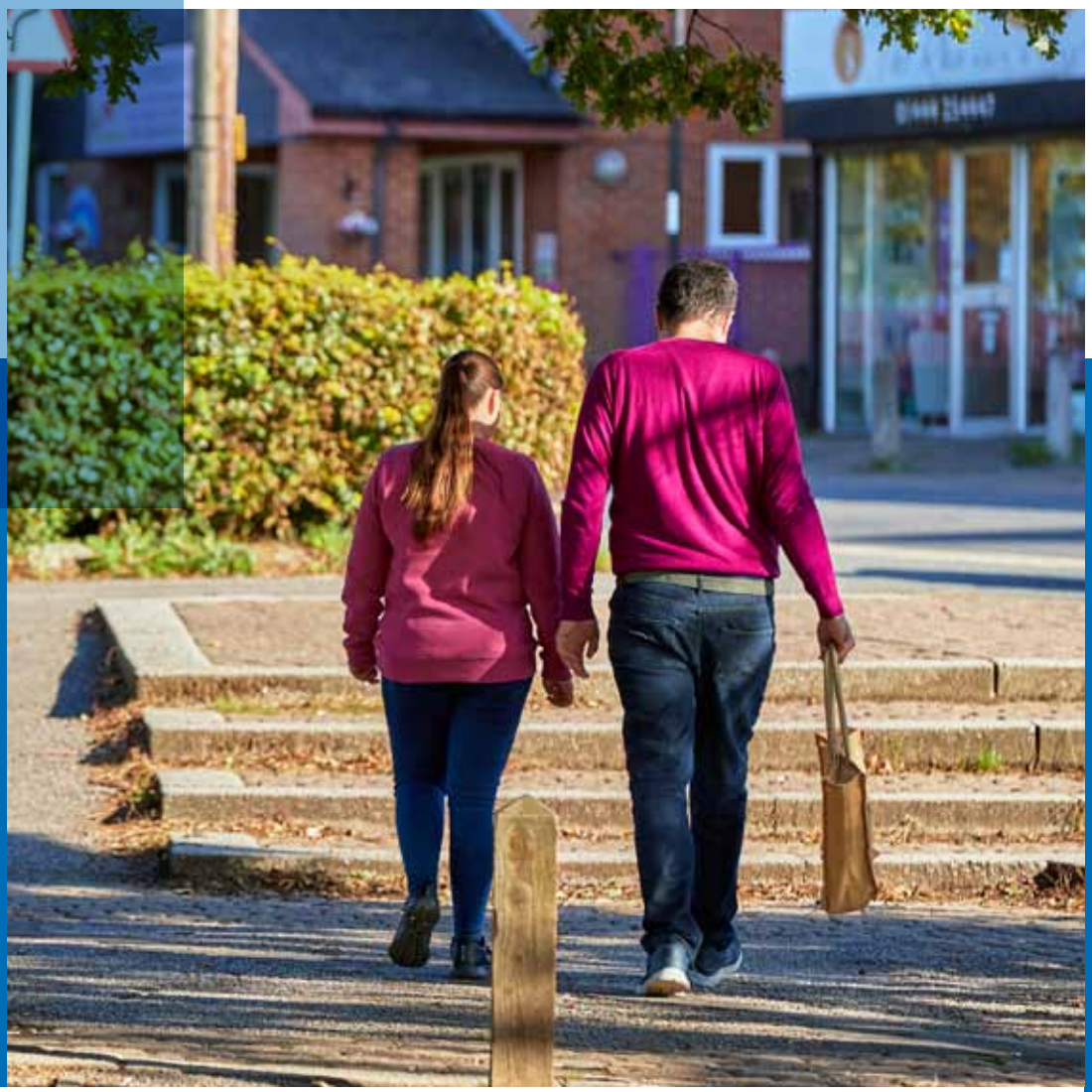
Use of our report

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, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London

13 December 2022

Financial statements



Financial statements

Financial statements

Consolidated Statement of Financial Activities – Incorporating Income and Expenditure Account
for the year ended 31 May 2022

Income from	Note	Total unrestricted fund £'000	Total restricted funds £'000	Total funds 2022 £'000	Total funds 2021 £'000
Donations and grants	3	-	1,061	1,061	1,439
Charitable activities:					
Improving the lives of people with disabilities	4	50,984	-	50,984	48,473
Investment income	5	500	-	500	712
Other income	6	494	-	494	1,752
Total income		51,978	1,061	53,039	52,376
Expenditure on:					
Raising funds	7	188	-	188	106
Charitable activities:					
Improving the lives of people with disabilities	8(i)	55,773	-	55,773	49,315
Share of deficit of joint venture		211	-	211	153
Other		-	1,191	1,191	1,539
Total expenditure		56,172	1,191	57,363	51,113
Net (expenditure)/income before gains on investments	11	(4,194)	(129)	(4,323)	1,263
(Losses)/gains on investment assets		(23)	-	(23)	5,232
Net (expenditure)/income before transfers, gains and losses		(4,217)	(129)	(4,346)	6,495
Transfers between funds	19&20	-	-	-	-
		(4,217)	(129)	(4,346)	6,495
Net movement in funds					
Total funds brought forward		100,011	292	100,303	93,808
Total funds carried forward	19&20	95,794	163	95,957	100,303

All gains and losses recognised in the current and preceding financial year are included in the consolidated statement of financial activities. The accompanying accounting policies and notes form an integral part of these financial statements.

Consolidated and charity balance sheets

As at 31 May 2022

	Note	Group		Charity	
		2022	2021	2022	2021
		£'000	£'000	£'000	£'000
Fixed assets:					
Intangible assets	13	1,754	1,523	1,754	1,523
Tangible assets	14	50,187	46,948	50,187	47,203
Investments	15	38,091	37,807	38,091	37,807
Net (deficit) in joint ventures	15	-	(129)	-	-
Total fixed assets		90,032	86,149	90,032	86,533
Current assets:					
Debtors	16	6,380	6,741	6,380	6,669
Cash at bank and in hand		6,861	14,352	6,861	14,352
Total current assets		13,241	21,093	13,241	21,021
Creditors: amounts falling due within one year	17	(6,810)	(6,629)	(6,810)	(6,629)
Net current assets		6,431	14,464	6,431	14,392
Total assets less current liabilities		96,463	100.613	96,463	100,925
Provisions for liabilities	18	(506)	(310)	(506)	(310)
Net assets		95,957	100,303	95,957	100,615
The funds of the charity:					
Restricted income funds	19	163	292	163	292
Unrestricted funds	20				
- revaluation reserve		10,201	10.224	10,201	10,224
- designated funds		71,224	71,471	71,224	72,159
- general funds		14,369	18,316	14,369	17,939
Total unrestricted funds		95,794	100,011	95,794	100,323
Total funds		95,957	100,303	95,957	100,615

The net expenditure incurred by the charity was £4,658k in 2022 (2021: net income £6,647k).

These financial statements were approved and authorised for issue by the Board of Trustees on 28 November 2022 and were signed on its behalf by:

Ms K M Greenberg – Chair Kathryn Greenberg

Company number: 2334589

The accompanying accounting policies and notes form an integral part of these financial statements.

Consolidated statement of cash flows

For the year ended 31 May 2022

	Note	2022	2021
		£'000	£'000
Cash flows from operating activities			
Net cash (used)/provided by operating activities	22	(1,789)	1,665
Cash flows from investing activities			
Acquisition of York House Ventures Limited		(183)	-
Dividends & interest from investments		500	712
Proceeds from the sale of property, plant and equipment		6	3,935
Purchase of property, plant and equipment		(4,801)	(2,299)
Purchase of intangible fixed assets		(917)	(448)
Proceeds from the sale of investments		4,390	4,834
Purchase of investments		(5,521)	(5,517)
Gift aid received from joint ventures		-	174
Movement in cash within investment portfolio		824	(170)
Net cash (used)/generated by investing activities		(5,702)	1,221
(Decrease)/Increase in cash and cash equivalents in the year		(7,491)	2,886
Cash and cash equivalents at the beginning of the reporting year		14,352	11,466
Cash and cash equivalents at the end of the reporting year		6,861	14,352

The accompanying accounting policies and notes form an integral part of these financial statements.

Notes to the financial statements

For the year ended 31 May 2022

1 Principal accounting policies

Our principal accounting policies are set out below.

Basis of preparation

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

The Disabilities Trust is a public benefit entity incorporated as a Company Limited by Guarantee and governed by a Memorandum and Articles of Association, which were last modified on 13 July 2020. It is registered with the Charity Commission for England and Wales. The charity registration number is 800797. The Trust is also registered with the Office of the Scottish Charity Regulator. The registration number is SC038972. The registered office is 32 Market Place, Burgess Hill, West Sussex, RH15 9NP.

The financial statements of the Trust have been prepared under the historical cost convention, in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

The functional and presentational currency of the Group is £ sterling.

Going concern

The Board has reviewed the charity's activities and financial position, together with factors likely to affect our future strategy as we divest our Learning, Development and Autism services and focus on Brain Injury rehabilitation.

The ongoing cost of business challenges, such as the cost of agency staff, energy, food and transport have been a key element to these assessments. In light of the Chancellor's "mini-budget" on 23 September 2022, it is expected that the charity will benefit financially from the new Energy Bill Relief Scheme.

We have prepared medium-term forecasts to the end of 2023 which consider our activities, financial position and risk management policies. Specifically, we have considered our plan to increase occupancy levels and sensitivities surrounding the income pipeline.

Additionally, we have prepared 5 year forecasts, which consider our cash position, sources of income and planned expenditure. These forecasts included a build-up in occupancy as well as including the effects of our agreed strategy. The forecasts include additional costs and savings arising. Within the forecasts we have include an estimated projected inflationary increase. These have been estimated using the CPI inflation forecast indicated by the British Chambers of Commerce.

The Board has concluded that the existing level of free reserves, available investment and cash balances, coupled with strong cost control and the implementation of our new strategy, are sufficient to ensure The Disabilities Trust has the resources to continue operating as a going concern, and to meet our obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

Subsidiary undertakings and joint ventures
The consolidated statement of financial activities and Group balance sheet incorporate the financial statements of the charity and its subsidiary undertakings on a line by line basis, adjusted for the elimination of all intergroup transactions and balances.

On the 22 September 2021, York House Ventures Limited moved from being a joint venture to a wholly owned subsidiary of the Trust. Details of the acquisition are disclosed in note 27.

Income
Voluntary income including donations, gifts, legacies and grants, is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The donor specified that the grant or donation must only be used in future accounting periods, or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

The following specific policies apply to certain categories of income:

- Income from fees is recognised as services are provided. Any amount received in advance of services being provided is included as deferred income. The majority of our funding is received from local authorities.
- Donated goods or services are included in the financial statements at an estimate based on the value of the donation to the group.
- Grants are included in the statement of financial activities when the conditions for receipt have been complied with.
- Investment income is included in the statement of financial activities when receivable, including recoverable tax.

Expenditure
Expenditure has been charged to the statement of financial activities on an accrual basis. Costs are shown inclusive of any related value added tax. Expenditure categories noted below are analysed in the various notes to the financial statements:

- Raising funds
  Costs of raising funds are the costs incurred in attracting voluntary income.

- Charitable activities
  These are the costs involved in activities where the aim is the objectives of the Group. They include direct costs, support costs and governance costs as detailed below.

- Direct costs
  These include the cost of direct service delivery including all staff and other directly attributable costs.

- **Support costs**
  Support costs include the costs of the central support office functions such as central management, financial administration, human resources, information systems and finance costs. They have generally been allocated to cost categories on the basis of staff costs and staff numbers, which, in turn, is judged to allocate costs on a reasonable basis consistent with the activity's usage.

- **Governance costs**
  Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Lease contracts
Operating lease rentals are charged to the statement of financial activities on a straight-line basis over the life of the lease.

Intangible fixed assets and amortisation
Intangible fixed assets represent development costs capitalised in accordance with FRS 102. These are stated at historical cost and amortised on a straight line basis over their useful lives (four years).

Amortisation is recognised in the statement of financial activities under expenditure on charitable activities.

Tangible fixed assets and depreciation
Tangible fixed assets are capitalised at cost at the acquisition date. Depreciation is calculated to write down the cost less estimated residual value of all tangible fixed assets other than freehold land by equal annual instalments over their expected useful lives. The rates generally applicable are:

Freehold buildings	2% per annum
Short leasehold improvements	over period of lease
Computers	25% per annum
Fixtures and fittings	15% per annum
Motor vehicles	33.3% per annum on high mileage vehicles
Motor vehicles	15% per annum on people carriers

No depreciation is provided on freehold land.

Impairment reviews are only carried out if there is an indication that the recoverable amount of a tangible fixed asset is below its net book value.

Properties under construction are stated at cost. Cost comprises directly attributable costs and borrowing costs. Such properties are not depreciated until they are reclassified after completion.

There is a de minimis capitalisation limit of £5,000.

Investments
Investments are stated in the balance sheet using the mid-price at market value. All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in "(losses)/gains on investment assets". Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

Debtors
Trade and other debtors are recognised at the transaction amount, net of trade discounts and are reduced by amounts which are not considered to be recoverable.

Cash at bank and in hand
Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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

Employee benefits
Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are earned.

Redundancy costs are recognised as an expense in the period in which the charity becomes irrevocably committed to incurring the costs and the main features of the plans have been announced to affected employees.

Foreign currency
Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities in foreign currencies are translated at the rates of exchange prevailing at the balance sheet date. Exchange differences are included in the consolidated statement of financial activities for the period in which they are incurred.

Fund accounting
We have various types of funds for which we are responsible, and which require separate disclosure. These are as follows:

- Restricted income funds
  Donations or legacies are earmarked by the donor for specific purposes. From these funds, the donation and income deriving therefrom may be used in accordance with the specific purposes.

- Unrestricted funds
  Designated funds
  The trustees may at their discretion, set aside funds for specific purposes which would otherwise form part of the general funds of the organisation. Specifically, the charity sets aside funds for the following:

  - The amount which represents the investment made in intangible and tangible fixed assets for use by the charity.
  - Sums for use by The Disabilities Trust Foundation which is a fund that has been set up to allow the charity to support and work with new and existing initiatives which would otherwise struggle to attract mainstream or traditional funding.
  - The amount of the revaluation reserve on investments held by the charity which represents cumulative investment gains on investments.

  General funds
  Funds are expendable in furtherance of the objectives of the charity.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made the following judgements:

Leases
The classification of leases entered into by the Group either as a lessor or a lessee as operating leases or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.

Impairment
The determination of whether there are any indicators of impairment applicable to the Group's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating service, the viability and expected future performance of that service.

Tangible fixed assets
Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Dilapidation provisions
Dilapidation provisions have been provided in these financial statements reflecting the Group's estimate of repair costs which will need to be undertaken when returning leased properties back to their original state. The provisions are based on the average provision required for each property leased.

Payroll accruals
Payroll accruals have been provided in these financial statements as the compensation owed to employees to the end of the period plus any payroll taxes related to those unpaid wages. The May payroll is used and any salaries etc for the month of May are removed (because these are actuals) along with any backpay, stakeholder or one off payments are removed, leaving those elements that would be characteristic of the May pay These are divided by 31 and multiplied by 26 days which were the remaining days after the cut-off date. A provision is made for the NI and Pension.

3 Donations and grants

Group

	Total funds 2022	Total funds 2021
	£'000	£'000
Grants	167	151
COVID-19 grant income	857	1,106
Other donations and gifts	37	182
	1,061	1,439

4 Income from charitable activities

Improving the lives of people with disabilities

Group

	Total funds 2022	Total funds 2021
	£'000	£'000
Fee income:		
Physical disabilities	5,236	4,892
Autism	7,492	8,633
Brain injury	25,185	21,985
Education	4,975	4,560
Community services	7,897	7,212
COVID-19 Fee income	29	641
Ancillary services to joint ventures: Management charges to joint ventures	170	550
	50,984	48,473

5 Investment income

Group

	Total funds 2022 £'000	Total funds 2021 £'000
Bank deposit interest receivable	11	90
Dividend income from listed investments	489	622
	500	712

6 Other income

Group

	Total funds 2022 £'000	Total funds 2021 £'000
Surplus on sale of fixed assets	4	1,379
Other income	490	373
	494	1,752

Other income is comprised of various sources including rent and service charges receivable, insurance claim settlements, external clinical supervision services, profit on the disposal of fixed assets and sundry income.

7 Expenditure on raising funds

Group

	Total funds 2022 £'000	Total funds 2021 £'000
Fundraising costs	89	44
Investment management costs	99	62
	188	106

8 Charitable activities

(i) Group

Improving the lives of people with disabilities

Total funds

	Activities undertaken directly	Support costs	Total funds 2022	Activities undertaken directly	Support costs	Total funds 2021
	£'000	£'000	£'000	£'000	£'000	£'000
Physical disabilities	6,441	1,129	7,570	5,794	1,190	6,984
Autism	7,645	1,541	9,186	7,720	1,574	9,294
Brain injury	21,876	5,310	27,185	17,887	305	18,192
Education	2,977	478	3,455	2,831	1,384	4,215
Community services	6,575	1,455	8,031	5,947	4,420	10,367
The DT Foundation	286	60	346	256	7	263
Total charitable activities	45,800	9,973	55,773	40,435	8,880	49,315

2022 Support costs allocation

	Physical disabilities	Autism	Education	Community Services	Brain injury	The DT Foundation	Total 2022	Basis of allocation
	£'000	£'000	£'000	£'000	£'000		£'000	
Central support costs								
Staff and training	534	729	226	688	2,512	28	4,717	Staff nos.
Other	586	800	248	755	2,756	31	5,176	Staff nos.
Governance	9	12	4	12	43	-	80	Staff nos.
	1,129	1,541	478	1,455	5,311	59	9,973	

2021 Support costs allocation

	Physical disabilities	Autism	Education	Community Services	Brain injury	The DT Foundation	Total 2021	Basis of allocation
	£'000	£'000	£'000	£'000	£'000		£'000	
Central support costs								
Staff and training	600	793	154	698	2,227	3	4,475	Staff nos.
Other	574	759	147	668	2,132	3	4,283	Staff nos.
Governance	16	22	4	19	61	-	122	Staff nos.
	1,190	1,574	305	1,385	4,420	6	8,880	

The allocation of support costs has been made on the basis of the Trustees' best estimate of time spent on supporting each activity during the year. The Group prepares individual budgets and management accounts for each accommodation unit and costs are directly attributed during the year; the amounts included above for "unit costs" are the support costs allocation of these directly attributable costs.

The central support costs are the costs borne by the charity for central office services including quality control, business development, communications, management accounting, payroll administration, budgeting, information technology, people services and learning & development.

9 Staff number and costs

Staff costs during the year were as follows:

	Group 2022 £'000	Group 2021 £'000
Wages and salaries	31,081	30,194
Social security costs	2,848	2,495
Cost of defined benefit pension schemes	1,670	1,556
Other employee benefits	24	345
	35,623	34,590
Payments made to independent third parties for the provision of staff	6,673	4,400
Total payroll and staff related costs	42,296	38,990

Payments made to independent third parties for the provision of staff relate to costs incurred as a result of staff vacancies and cover being required pending recruitment. They also include costs arising as a result of cover being required during sickness or holiday.

Wages and salaries shown above include the following which have been fully provided in the accounts and fully funded by the Group.

	Group 2022 £'000	Group 2021 £'000
Redundancy costs & termination payments	273	331

Redundancy and termination payments in 2022 amounted to £273k (2021: £331k). These payments were made in light of a review of the resources required to support the future structure and strategy.

At the year end, £53k (2021: £nil) has been recognised in accrued liabilities for redundancy payments.

The average number of persons engaged in the provision of welfare services to residents of the Group and the charity during the year, analysed by category, was as follows.

	Group 2022 Number	Group 2021 Number
Provision of care	1,317	1,389
Administration	198	187
	1,515	1,576

The number of employees paid over £60,000 (excluding pension contributions) during the year was as follows:

	Group 2022 Number	Group 2021 Number
£60,001 to £70,000	11	8
£70,001 to £80,000	5	7
£80,001 to £90,000	2	2
£90,001 to £100,000	2	1
£100,001 to £110,000	3	1
£110,001 to £120,000	-	1
£120,001 to £130,000	-	1
£130,001 to £140,000	1	-
£160,001 to £170,000	-	1
£190,001 to £200,000	1	-

The Trustees consider that, along with themselves, members of the Senior Leadership Team (as detailed in the Trustees' Report) are the Group's and the charity's key management personnel. The total amount of employee benefits paid to members of the Senior Leadership Team in respect of their services to The Disabilities Trust (including remuneration, employer's pension contributions, employers National Insurance and other benefits) was £1,310,887 (2021: £1,124,618) for the Group.

10 Remuneration of Trustees

No Trustee received any form of remuneration during the year (2021: £nil). Travel expenses incurred in the course of attending the charity's affairs and amounting to £2,223 (2021: £193) for the Group and the charity were reimbursed to 5 Trustees during the year (2021: 1).

During the year the cost of Trustees' meetings amounted to £8,350 (2021: £253). The cost was significantly lower in the prior year as meetings were held remotely during the pandemic. This year the cost is higher due to a return to face to face meetings.

Recruitment and retainer fees expensed during the year totalled £11,100 (2021: £45,300) as a result of a Board recruitment phase resulting in 1 new Chair (2021: three new trustees and new Chair).

The Trustees have used funds of the charity to purchase indemnity insurance at a cost of £2,693 (2021: £2,095).

11 Net (expenditure)/income before gains on investments

	Group 2022 £'000	Group 2021 £'000
The net (expenditure) income for the year is stated after charging/(crediting)		
Auditor's remuneration for statutory audit services		
- parent	50	45
- subsidiaries	3	3
Auditor's remuneration for taxation services	3	2
Auditor's remuneration for other assurance services	1	1
Depreciation and other amounts written off tangible fixed assets	1,834	1,619
Amortisation and other amounts written off intangible fixed assets	643	840
Loss/(profit) on disposal of intangible and tangible fixed assets	65	(1,327)
Hire of other assets - operating leases	1,097	837

12 Tax

The company is registered as a charity and its income is applied solely for charitable purposes. As a result, it is entitled to rely upon the relevant taxation exemptions and reliefs as set out in the Corporation Taxes Act 2010. Any profit generated by York House Ventures Limited (YHV), the joint venture company, is paid to the joint venture parties under the Gift Aid Scheme, following the year-end and is subject to corporation tax until then. As a result, the income from joint ventures of the Group for the year includes the impact of tax charged on the results for YHV for the year.

13 Intangible fixed assets

	Group and Charity Computer software	Software work in progress	Total
	£'000	£'000	£'000
Cost			
At 1 June 2021	4,621	336	4,957
Additions	337	581	918
Disposals	(166)	-	(166)
Completed software	846	(846)	-
At 31 May 2022	5,638	71	5,709
Amortisation			
At 1 June 2021	3,434	-	3,434
Provided in the year	643	-	643
Disposals	(122)	-	(122)
At 31 May 2022	3,955	-	3,955
Net book value			
At 31 May 2022	1,683	71	1,754
Net book value			
At 31 May 2021	1,187	336	1,523

14 Tangible fixed assets

Group

	Freehold property	Short leasehold improvements	Motor vehicles	Fixtures and fittings	Computers	Assets under construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cost							
At 1 June 2021	59,932	221	227	6,073	1,879	36	68,368
Additions	404	-	15	497	70	3,815	4,801
Additions - assets transferred to parent company from subsidiary	-	-	9	38	-	-	47
Disposals	-	-	(22)	(385)	(577)	-	(984)
Construction complete	98	-	-	-	-	(98)	-
At 31 May 2022	60,434	221	230	6,224	1,372	3,753	72,232
Depreciation							
At 1 June 2021	14,576	152	181	5,203	1,308	-	21,422
Charge for the year	1,132	33	12	328	181	-	1,686
Impairment	148	-	-	-	-	-	148
Disposals	(252)	-	(22)	(366)	(569)	-	(1,209)
At 31 May 2022	15,604	185	171	5,165	920	-	22,047
Net book value at 31 May 2022	44,829	36	59	1,059	451	3,753	50,187
Net book value at 31 May 2021	45,356	70	46	870	571	36	46,948

All tangible fixed assets are utilised for the Group's and charity's charitable purposes.

Land and buildings

	Group 2022			Group 2021		
	Cost	Depreciation	Net book value	Cost	Depreciation	Net book value
	£'000	£'000	£'000	£'000	£'000	£'000
Freehold	60,434	(15,604)	44,829	59,932	(14,576)	45,356
Short leasehold	221	(185)	36	221	(152)	70
Total	**60,655**	**(15,789)**	**44,865**	**60,153**	**(14,728)**	**45,425**

Charity

All tangible fixed assets are utilised for the charity's charitable purposes.

	Freehold property	Short leasehold improvements	Motor vehicles	Fixtures and fittings	Computers	Assets under construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation							
At 1 June 2021	60,016	221	227	6,073	1,879	38	68,454
Additions	403	1	15	497	71	3,813	4,800
Additions - assets transferred to parent company from subsidiary	-	-	9	38	-	-	47
Disposals	-	-	(22)	(385)	(577)	-	(984)
Construction complete	98	-	-	-	-	(98)	-
At 31 May 2022	60,517	222	230	6,224	1,373	3,753	72,317
Depreciation							
At 1 June 2021	14,407	153	181	5,202	1,309	-	21,253
Charge for the year	1,132	33	12	328	181	-	1,686
Disposals	-	-	(22)	(366)	(569)	-	(957)
Impairment	148	-	-	-	-	-	148
At 31 May 2022	15,688	187	171	5,165	921	-	22,130
Net book value at 31 May 2022	44,829	36	59	1,059	451	3,753	50,187
Net book value at 31 May 2021	45,609	68	46	871	570	38	47,202

15 Fixed asset investments

Group and charity

	Listed securities	Cash on deposit	Total
	£'000	£'000	£'000
Market value at 1 June 2021	35,420	2,387	37,807
Disposals	(4,390)	-	(4,390)
Additions at cost	5,521	-	5,521
Movement in cash held as part of investment portfolio	-	(824)	(824)
Net (losses) on revaluation	(23)	-	(23)
Market value at 31 May 2022	36,528	1,563	38,091

Investment portfolio

	Group and charity 2022	Group and charity 2021
	£'000	£'000
Market value		
Listed securities	25,180	25,997
Fixed Interest investments	6,978	6,228
Infrastructure and operating assets	1,212	1,184
Other	1,499	1,299
Cash and Near Cash in CCLA portfolio	1,660	712
Cash	1,562	2,387
	38,091	37,807

Subsidiaries

The charity's subsidiaries at 31st May 2022, all of which are directly controlled by the charity were as follows:

	Principal activity
Brain Injury Rehabilitation Trust Limited ('BIRT")	Dormant
York House Ventures Limited ('YHV')	The provision of rehabilitation services to people with brain injuries

On 21 September 2021, the charity took 100% control of York House Ventures Limited (YHV) (Company registration number: 04735561), a company in which the charity previously had a 50% shareholding as a joint venture partner. The remaining activities and net liabilities were transferred to the Trust on 31 October 2022. Further details are disclosed under notes 27 and 29.

Joint ventures

York House Ventures Limited

Profit and loss for the period to the date of acquisition by the Trust

	2022 (113 days period)		2021 (full year)	
	Total	Group's share (50%)	Total	Group's share (50%)
	£'000	£'000	£'000	£'000
Turnover	1,599	799	5,923	2,962
Cost of sales	(1,644)	(822)	(5,512)	(2,756)
Administrative expenses	(377)	(188)	(717)	(359)
Net interest receivable	(1)	-	-	-
Loss before tax	(423)	(211)	(306)	(153)
Tax on profit on ordinary activities	-	-	-	-
Share of loss	(423)	(211)	(306)	(153)

Net assets/(liabilities) at 31 May 2022 were £nil (2021: net liabilities of £258k).

16 Debtors

	Group and charity 2022	Group and charity 2021
	£'000	£'000
Falling due within one year		
Trade debtors	4,587	4,461
Amounts owed by joint ventures	-	866
Other debtors	10	62
Prepayments and accrued income	1,783	1,352
	6,380	6,741

17 Creditors: amounts falling due within one year

	Group and charity 2022	Group and charity 2021
	£'000	£'000
Trade creditors	1,441	966
Taxation and social security	751	706
Accruals and deferred income	3,635	4,630
Other creditors	340	327
Bank overdraft	643	-
	6,810	6,629

Accruals and deferred income includes deferred income as follows:

	Group and charity 2022	Group and charity 2021
	£'000	£'000
Fees received for care to be provided after 31 May 2022	837	1,996
Deferred grants	230	307
	1,067	2,303

The deferred income at 31 May 2022 will be credited to the 2023 Statement of Financial Activities. Deferred income at 31 May 2021 was credited to the 2022 Statement of Financial Activities. Accruals and other creditors include pension contributions of £203,000 (prior year £207,000) for the Group and the charity.

18 Provisions for liabilities

Group and Charity

	Total	Dilapidations provision
	£'000	£'000
At 1 June 2021	310	310
Amounts provided for in the year	219	219
Amounts released in the year	(23)	(23)
At 31 May 2022	506	506

19 Restricted income funds

Group 2022	Movement in resources			
	Balance at 1 June 2021	Income	Expenditure	Balance at 31 May 2022
	£'000	£'000	£'000	£'000
COVID-19 grants	-	857	(857)	-
Sundry	292	204	(334)	163
Total group restricted funds	292	1,061	(1,191)	163

Group 2021	Movement in resources				
	Balance at 1 June 2020	Income	Expenditure	Transfers unrestricted funds (note 21)	Balance at 31 May 2021
	£'000	£'000	£'000	£'000	£'000
Other grants	218	-	-	(218)	-
COVID-19 grants	-	1,106	(1,106)	-	-
ConnectAbility appeals	118	-	-	(118)	-
Sundry	489	333	(433)	(98)	292
Total group restricted funds	826	1,439	(1,539)	(434)	292

Other grants are comprised of donations made covering projects for spend at services.

ConnecAbility appeals relate to funds raised for a hub at Shinewater and other funds for equipment.

The COVID-19 grants were provided to assist with infection control and rapid testing.

Sundry is comprised of grants provided to Heathermount school to improve the conditions and facilities for the pupils.

20 Unrestricted funds

Group 2022

	Balance at 1 June 2021	Income and gains/ (losses)	Outgoing resources	Other transfers	Balance at 31 May 2022
	£'000	£'000	£'000	£'000	£'000
Revaluation reserve					
Net surplus/(deficit) on revaluation of investments	10,224	-	(23)	-	10,201
Designated funds					
Investment in intangible and tangible fixed assets	48,471	-	-	3,470	51,941
Investment in Chocolate Works	23,000	-	-	(3,717)	19,283
Total designated funds	71,471	-	-	(247)	71,224
General funds	18,316	51,978	(56,172)	247	14,369
Total unrestricted funds	100,011	51,978	(56,195)	-	95,794

The purpose of the designated funds is explained in the accounting policies.

The investment in intangible and tangible fixed assets represents funds spent on capitalised assets, as disclosed in notes 13 and 14.

The investment in Chocolate Works represents funds set aside for construction. The funds are expected to be spent by 31 May 2023.

The transfers shown above are as follows:

	Group
	£'000
Transfers from unrestricted general funds to fixed asset general fund	247
Transfers from Chocolate Works designated fund to fixed assets designated fund	(3,717)

Group 2021

	Balance at 1 June 2020	Income resources	Outgoing resources	Transfers restricted funds (note 20)	Other transfers	Balance at 31 May 2021
	£'000	£'000	£'000	£'000	£'000	£'000
Revaluation reserve						
Net surplus/(deficit) on revaluation	5,746	4,479	-	-	-	10,224
Designated funds						
Investment in tangible and fixed assets	49,878	-	-	-	(1,407)	48,471
The DT Foundation	-	-	-	-	23,000	23,000
Total designated funds	49,878	-	-	-	21,593	71,471
General funds	37,358	51,538	(49,421)	434	(21,593)	18,316
Total unrestricted funds	92,982	56,017	(49,421)	434	-	100,011

21 Analysis of net assets between funds

Group 2022

	Intangible fixed assets	Tangible fixed assets	Fixed assets investments	Net current assets	Provisions for liabilities	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Restricted	-	-	-	163	-	163
Unrestricted						
Revaluation reserve	-	-	10,201	-	-	10,201
Designated funds	1,754	50,187	-	19,283	-	71,224
General funds	-	-	27,890	(13,015)	(506)	14,369
	1,754	50,187	38,091	6,431	(506)	95,957

Group 2021

	Intangible fixed assets	Tangible fixed assets	Fixed assets investments	Net current assets	Provisions for liabilities	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Restricted	-	-	-	292	-	292
Unrestricted						
Revaluation reserve	-	-	10,225	-	-	10,225
Designated funds	1,523	46,948	-	23,000	-	71,471
General funds	-	-	27,453	(8,828)	(310)	18,316
	1,523	46,948	37,678	14,465	(310)	100,303

22 Reconciliation of net (expenditure)/income to net cash flow from operating activities

	2022	2021
	£'000	£'000
Net (expenditure)/income for the reporting period	(4,346)	6,495
Adjustments for:		
Depreciation, impairment and amortisation charges	2,478	2,459
Impairment of investment in York House Ventures Limited	524	-
Losses/(gains) on investments	23	(5,232)
Loss/(profit) on sale of intangible and tangible fixed assets	65	(1,314)
Decrease/(increase) in debtors	361	(340)
Increase in creditors	182	126
Increase in provisions	195	29
Dividends and interest received	(500)	(712)
Share of loss in joint venture	211	153
Other non-cash adjustments	(255)	-
Transfer of assets, liabilities and trade from subsidiary	(727)	-
Net cash (used)/provided by operating activities	(1,789)	1,665

23 Capital commitments

Capital commitments at the end of the financial year for which no provision has been made:

	Group and charity 2022 £'000	Group and charity 2021 £'000
Authorised but not contracted	230	23,000
Contracted for but not provided in these financial statements	20,470	-
	20,700	23,000

24 Commitments as lessee

The total of future minimum lease payments under non-cancellable operating leases is as follows:

Group and Charity	2022 Land and Buildings £'000	2022 Other £'000	2021 Land and Buildings £'000	2021 Other £'000
Within one year	467	159	250	68
Between one and five years	297	244	268	91
In five years or more	-	6	852	-
	764	409	1,370	159

25 Pension costs

Defined contribution schemes

The charity makes payments to individual employees' personal pension plans. There is also a defined contribution pension scheme for the benefit of employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. There were no prepaid contributions at either the beginning or the end of the financial year.

Group contributions amounted to £1,669,000 (2021: £1,556,000) during the year of which £203,000 (2021: £207,000) had not been paid at the year end.

26 Funds held as custodian Trustees

At the year end, the Group held monies totaling £207,000 (2021: £265,000) on behalf of its clients and the charity held monies totaling £207,000 (2021: £255,000). These monies are not included within the balance sheet and are held separately in clearly identifiable bank accounts.

27 Transactions with Trustees and other related parties

As disclosed in note 15, on 21 September 2021 the Group and charity took 100% control of York House Ventures Limited. Up until this date, York House Ventures Limited was a 50:50 joint venture company. Consideration of £182,500 was paid to acquire the remaining 50% share capital, resulting in 100% control. The Group has previously subscribed for 50% share capital on incorporation of the subsidiary, at a cost of £500. The transaction has been accounted for as an acquisition. It was considered that the book value of net liabilities of York House Ventures Limited were not materially different to the fair values at the date of acquisition.

After taking control of York House Ventures Limited, the assets, liabilities and trade of the subsidiary were transferred to The Disabilities Trust at fair value on 31 October 2022. The subsidiary had net liabilities at the date of transfer of £680,492 (see below). The amount was recorded as an expense within the Charity statement of financial activities.

Balance sheet at date of acquisition

	£'000
Fixed assets	47
Tangible	
Current assets	
Debtors	29
Cash at bank and in hand	4
Creditors	
Due within one year	(760)
Net liabilities	(680)

Up until the point of transfer the Charity and Group made recharges to York House Ventures Limited ("YHV"), the joint venture company in respect of:

	2022	2021
	£'000	£'000
The Disabilities Trust		
Staff costs	1,383	3,480
Management charge	170	550
Other charges	74	87

At 31 May 2022, the following balance was owed to the charity by the subsidiary York House Ventures Limited (prior year a 50:50 joint venture company):

	2022	2021
	£'000	£'000
Owed to parent company	-	203

28 Comparative SOFA

Income from:	Total Unrestricted funds	Total Restricted funds	Total funds 2021
	£'000	£'000	£'000
Donations and legacies	-	202	202
Charitable activities:			
Improving the lives of people with disabilities	48,473	-	48,473
Investment income	712	-	712
Share of surplus of joint ventures	(153)	-	(153)
Other income	1,752	-	1,752
Total income	50,784	1,439	52,223
Expenditure on:			
Raising funds	106	-	106
Charitable activities:			
Improving the lives of people with disabilities	49,315	-	49,315
Other	-	1,539	1,539
Total expenditure	49,921	1,539	50,960
Net income/(expenditure) before gains on investments	1,363	(100)	(1,263)
Gains on investment assets	5,232	-	5,232
Net income/(expenditure) before transfers, gains and losses	6,595	(100)	6,495
Transfers between funds	7,029	(534)	6,495
Total funds brought forward	92,282	826	93,808
Total funds carried forward	100,011	292	100,303

29 Post balance sheet events

On 6th September 2022 the Trust transferred its LD&A services (with the exception of Heathermount School) for the consideration of £4,182,000. Income and expenditure connected to these services in the year to 31 May 2022 was £4,668k and £4,742k respectively. Tangible fixed assets with a net book value of £1,087k were transferred under the agreement.

Further to the transfer of our LD&A services, on 31 October 2021 we disposed of our School, Heathermount, which provides education to children with a diagnosis of Audit Spectrum Condition (ASC). The consideration on sale was £17,775,000. Tangible fixed assets with a net book value of £3,447k were transferred under the agreement. The School generated £2,355k income and incurred £1,738k costs in the five months to 31 October 2021.

About The Disabilities Trust

We are a charity that works alongside people with an acquired brain injury, autism, and learning or physical disabilities to help them live as independently as possible. For over 40 years, our high-quality services across the UK have supported people to move forward with their lives. These include: brain injury assessment and rehabilitation centres, hospitals, care homes, supported living accommodation, care in people's homes and a school.

Our services support around 750 people each year. We are the largest not-for-profit brain injury service provider in the UK.

We also campaign, conduct research and pilot new ideas to amplify the voices of people who can't access our core services.

Our dedicated teams of specialists provide the individual support people need to live as full a life as possible. They work closely with those we care for, their families and friends, local and health authorities, housing associations and others.

Find out more at www.thedtgroup.org

THE DISABILITIES TRUST

England & Wales - Charity number 800797

Accounts

The
Disabilities Trust
www.thedtgroup.org
Annual Report
& Accounts
2020-21
www.thedtgroup.org
Registered Charity No.
800797 and SC038972

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Strategic Report

About The Disabilities Trust

Our purpose

We are a charity that works alongside people with an acquired brain injury, autism, and learning or physical disabilities to help them live as independently as possible.

Established 40 years ago, we have a proven track record of providing high quality services across the UK. These include: seven brain injury assessment and rehabilitation centres, seven residential care homes, 26 supported living accommodations and two hospitals for people with brain injuries, 11 residential care homes and seven supported living accommodations for people with autism and learning disabilities, four residential care homes for those with complex physical disabilities, and a school for children with autism and learning disabilities. We also provide person-centred support to people in their own homes.

Our services support around 750 people each year. 91% of our services are rated as 'good' or 'outstanding' or considered compliant by their respective regulators, the Care Quality Commission, Care Inspectorate Wales, Care Inspectorate Scotland, Healthcare Improvement Scotland or OFSTED. We are also the largest not-for-profit brain injury service provider in the UK.

We provide the individual care, support and rehabilitation that people need to live as full a life as possible. Staff work closely with those we support, their families and friends, local and health authorities, housing associations and others. Dedicated teams support people to move forward with their lives. They include specialists like physiotherapists, psychologists, occupational therapists, speech therapists and Positive Behaviour Support (PBS) practitioners.
We use innovative technologies and evidence-based clinical approaches to help the people we support thrive.

Through our Foundation, we also campaign, conduct research and pilot new ideas to amplify the voices of people who do not access our core services. This includes survivors of domestic abuse and those in the criminal justice system with a brain injury.

Find out more at **www.thedtgroup.org**

Our Mission, Vision & Values

Mission

Every day we strive to enable the people we support to do more than they could the day before.

Vision

To be the first choice for people with complex autism, learning or physical disabilities and brain injury and for everyone who supports them.

Our Values

WE ARE AGILE	We are forward thinking, responsive, resilient and flexible to make sure we continue to evolve and spot potential.
WE ARE RESOURCEFUL	We spend time and money wisely empowering people to think differently at the same time as being practical and commercial.
WE ARE COURAGEOUS	We do the right thing, step up, try new things, are strong and bold while managing risk.
WE ARE CONNECTED	We collaborate, create positive relationships, listen and learn from others and keep our promises.
WE HAVE HEART	We show dedication, passion, humility and care to make a long-lasting and measurable difference.

Showing strength in the face of adversity

Welcome from our Chair of Trustees

This year has been one of the most challenging in The Disabilities Trust's 40-year history - but I'm pleased to see we have emerged even stronger.

Week after week, our staff faced the difficult realities that Covid-19 brought and which they continue to manage. The impact of three national lockdowns, and additional local restrictions in some areas, have deeply affected the people we support, their families and relatives, and our staff who felt the full impact of frequently changing government guidance.

All our staff, from those on the frontline to our support services, pulled together. The dedicated and unified approach, from rigorous infection control procedures, to training, vital communications to keep everyone connected and the continued vaccination rollout, kept our services safely running for the people we support and their families. I am immensely proud of everyone at The Disabilities Trust for their tireless and selfless contributions in the face of such adversity.

Keeping life moving in the pandemic

This year, we adapted with agility to the unprecedented changes the pandemic brought, to ensure that the people we support could continue to enjoy the things they like doing, albeit in a slightly different way. Being part of the local community is important for many of the people we support but the pandemic made this challenging. With cafes closed for most of the year, residents at Kent House in Aylesbury and Ty Aberdafen in Llanelli, Wales raised money to open their own. This gave them the chance to sit and enjoy a coffee and meet safely with family and friends. Music therapy sessions continued online at many of our services, including Osman House in Leeds. Funded by generous donations from our supporters and run by music therapy charity Nordoff Robbins, the sessions improved people's confidence, self-esteem, hand-to-eye coordination and speech.

Staff at Heathermount school supported children and young people with autism, and their families, to continue to learn at home. Students received laptops, and teachers maintained daily contact and sent out work packs. All the staff went above and beyond to support students and their families, another shining example of what makes The Disabilities Trust so special.

Supporting people with disabilities

The people we support, and our staff have shown tremendous resilience during the pandemic, and there are many positives to reflect on. Specialist teams continued to support people with brain injuries to become more independent. In 2020, eight in ten people with brain injuries (80%) were discharged to a more independent setting, including supported living accommodation run by The Disabilities Trust.

Managing our finances

The pandemic also brought unexpected costs for the charity, including purchasing personal protective equipment, implementing additional infection control measures, creating outdoor and indoor visiting spaces as well as increased staff costs as a result of self-isolation. Lockdown and national infection rates also impacted admissions and introduced the need for further infection control measures. To ensure the people we support and our staff were kept safe we successfully applied and received Covid-19 grants from local government, to contribute towards these extra costs, which have been key to our ability to respond and adapt to the impact of the pandemic. By recruiting someone to manage these grants, we could report back to funders on stringent criteria including vaccination rates, infection rates and supply of PPE.

Starting a new beginning

This year, three new trustees joined the Board: Eve Castel, Caroline Reid, and Marianne Waite. It's important we have a team of trustees from a variety of backgrounds who bring different experiences and opinions to discussions.

After 19 years on the Board, and four as Chair, I'm stepping down in November 2021 when my term comes to an end. I have the pleasure of handing over to our new Chair, Kathryn Greenberg, who I am confident will support the Trust to achieve its exciting ambitions and contribute to the Trust's outstanding legacy.

The organisation is very different to the one I joined but continues to make an enormous difference to people's lives. My time on the Board has been challenging, at times difficult, but also incredibly rewarding and without doubt, has been the most fulfilling role of my career.

We have taken many difficult decisions in response to an ever tougher financial and regulatory environment, have begun reshaping the organisation and our Board, very reluctantly closed some services but equally, embarked upon our most ambitious investment programme ever, all to ensure the charity is successful and well placed for the future.

I am grateful to have had the opportunity to meet some truly amazing people. Be they the people we support, their friends and families, members of staff or fellow trustees, it has been a gathering of like-minded individuals who work tirelessly towards a single goal – that is, to ensure the people we support can live their best lives. Service visits, meeting the people we support, their families and our staff has been the highlight of my time on the Board and I sincerely regret that Covid put paid to those visits over the past 18 months.

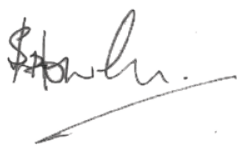
As I step down, so too do Michael Green and Roger Hoyle. Roger served for seven years as a trustee but also as our representative on the Board at York House as well as Chair of the Finance and Investment Committee where his financial experience and knowledge of healthcare was invaluable.

Michael served for 11 years as a trustee and was also Vice Chair during my tenure. I am incredibly grateful for his support and guidance over the years. Michael's drive and encyclopaedic knowledge of the property sector also meant he played a pivotal role in the proposal for our new £23m hospital development in York - the largest single investment in the history of the Trust.

As the three of us step down, I recognise that we take with us our knowledge and experience but equally, we leave an incredibly talented team of trustees and a superb senior leadership team (SLT). The Board and the SLT are well placed to continue to ensure the Trust grows and remains successful and I genuinely look forward to watching from the side-lines and feeling proud to have played a small part in the Trust's success.

It has been an honour and a privilege, and I wish the people we support, their families and friends, our dedicated staff and my friends and colleagues, every success for the future.

I have no doubt that the charity will continue to do great work to improve the lives of the people we support.



Stephen Howell
Chair of the Trustee Board

Heart, courage, agility, connectivity and resourcefulness

Influencing change

A message from our Chief Executive

'Heart, courage, agility, connectivity and resourcefulness'.

These are some of the attributes I've seen in abundance over the last year from people across the Trust – our staff and the people we support alike.

Although this has been a testing year for the Trust and the sector, it has also shown the true worth of social care and its ability to meet the needs of the most vulnerable, and keep our communities afloat and connected in a crisis. I have been extremely proud of how our staff dealt with and continue to respond to the Covid pandemic. From the Senior Leadership Team's agility and dedication in the face of rapidly changing circumstances, setting direction and showing the way through the pandemic, to the persistence of our frontline workers in keeping the people we support safe; every single person at the Trust played their part. I am also pleased at how we debate about the future of social care, as well as working with the people that we support to amplify the needs of people with disabilities.

Bold campaigning

Covid-19 has undoubtedly increased the profile of health and social care. In response, the Trust has been more involved in the national debate and become more visible, giving us the opportunity to grow and extend our reach and influence.

This year, we provided virtual tours of our services for local MPs so they could see for themselves how the pandemic was affecting disabled people and represent their needs to decision makers. At the outset of the pandemic, we campaigned for better personal protective equipment for social care staff and stood with families calling for disabled people, and those with autism and learning disabilities, to be higher up the vaccine priority list.

I am extremely proud that our influencing work has changed the law to better protect survivors of domestic abuse who have a brain injury. As a direct result of our five-year research programme, from April 2021, prisoners have been screened for a brain injury sustained through violence. And thanks to our campaigning with MP Chris Bryant, and work in prison and probation services, there has been further change. Now, domestic abuse protection orders consider acquired brain injury as part of the range of needs any survivor may have. We hope these changes will ensure that survivors of domestic abuse with a brain injury get the support they need to address their often-hidden disability.

Sharing expertise

More widely, we are speaking out and sharing our expertise. Our webinars for health professionals and commissioners, led by our clinical teams, have been very successful at generating discussion on innovative research and practice with others in the sector. We have also been commissioned by NHS England to provide an innovative e-learning programme for healthcare practitioners in 112 prisons in England. Our training will support them to develop skills to identify and improve ways of working with people who have brain injuries.

We will continue to focus on sharing our expertise, campaigning and influencing in our next five-year strategy. This will help us to support people to become more independent and amplify the voices of those we support and those with disabilities who cannot access our core services.

Investment and growth

This year, we continued to grow, with the opening of new supported living services in Liverpool and Glasgow. These are creating opportunities for people with brain injuries to live more independently. We also extended Eastfields, a brain injury rehabilitation unit, next to Graham Anderson House hospital, in Glasgow, to allow more people with brain injuries to move from an acute hospital to a residential unit to continue their rehabilitation.

We will continue to grow bespoke services to create additional capacity and provide accommodation of a high standard. This includes relocating from our existing York House Hospital where we currently support up to 38 people and building an exciting £23 million flagship specialist hospital in York, which will provide vital support for 40 people with complex brain injuries and allow us to retain 145 jobs. The new hospital will be a 'capable environment', which means it will effectively support people with brain injuries to have positive interactions and opportunities.

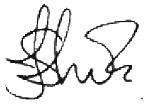
Integrated care

In the year ahead, you'll see us continuing to call for integrated health and social care, so that the people we support can have better experiences, especially when they're moving from hospital care to community-based services. More joined-up working will put an end to artificial silos that too often keep health and social care apart and have a negative impact on the outcomes of the people we support. Integrated services are key to transforming outcomes and, ultimately, creating positive experiences for everyone accessing our health and care system.

We will campaign loudly and boldly for the UK government to make good on their promise of care reform, representing the views of the people we support and their families. Changes should recognise the heroic efforts of staff, and the urgent need for investment.

I cannot sign off without acknowledging how truly challenging, and unprecedented, the past year has been. Like many of us at the sharp end of delivering support in the social care sector, we were not left untouched by the toll of the pandemic. Be it the people we support being isolated from family and friends or, sadly, the passing of the loved ones, we remember those who did not make it through the coronavirus pandemic or who are left forever changed by it.

Thank you so much for your continued support for The Disabilities Trust. With your help, we will keep up with the demands of our ever changing world, make sure we protect the people we support, their families, communities and staff and help to improve the lives of people living with a disability.



Irene Sobowale
Chief Executive

"We will campaign loudly and boldly for the UK government to make good on their promise of care reform, representing the views of the people we support and their families. Changes should recognise the heroic efforts of staff, and the urgent need for investment."

Key highlights

In a challenging year, we continued to provide excellent care for people with brain injury, autism, learning or physical disabilities, helping them to live as independently as possible.

This year, **we supported 749 people living with an acquired brain injury, autism, learning or physical disabilities.**

We **welcomed 246 people to our services** during the year and 269 – 36% of those we supported – were discharged, with many moving on to more independent living.

We are **supporting more people with brain injuries** with two new supported living services in Glasgow and Liverpool. We also extended our brain injury rehabilitation unit in Glasgow and found a suitable site to develop a 40-bed flagship hospital in York.

Our **1,617 resilient and dedicated staff** adapted quickly to work together in a new way during the pandemic and went above and beyond for the people we support.

Almost **three quarters (73%) of the therapeutic goals of the people we support were achieved** in 2020.

Maintaining strong management of our finances in the pandemic helped offset additional pandemic infection control costs. We applied for Covid-19 grants from local authorities, **raising over £1.4 million to cover some of the extra costs.**

Our **new fundraising strategy is helping us to allocate substantial funds for life-enhancing projects and activities** for the people we support. In 2020-21 we used £130,082 of voluntary income to help pay for everything from music therapy to gym equipment at our services.

Our research helped change the law so that prisoners are now screened for brain injury. Domestic abuse protection orders now consider acquired brain injury as part of the range of needs any survivor may have.

We switched most of our face-to-face training to being delivered virtually in an agile way to ensure our staff have the skills they need to do their job during the pandemic. In total, 26,785 e-learning training modules, 424 business critical face-to-face and 267 training courses were delivered by webinars.

"I never gave up."

Hannah, 33, has a brain injury caused by an overdose in 2019. She lives at Speyside, our supported living accommodation in Blackpool. Below, Hannah and support worker Jasmine share their perspectives on the journey of rehabilitation they have been on.

Hannah's story

"I got in with the wrong crowd and was feeling very low, so I made the decision to take my own life. Afterwards I was in a coma, and my mum was told I would never walk and talk again.

When I arrived at Speyside, I was in a wheelchair, but I was so determined to improve that, each day, I would go for a short walk around the block to build up my walking.

One day I decided to push myself even further. I walked to a nearby shop with a staff member. That was about half a mile. I no longer need a wheelchair. I never gave up.

My dreams and hopes for the future are to live independently with my son and a dog. I would say to people 'never to give up' as my determination has got me to where I am. Always think positive."

Jasmine's perspective

"Hannah's progress has been incredible. When she first came to us, she would have to point to things that she wanted. During her recovery, she would be surrounded by tubes which scared her son and made her very upset.

After help from the speech therapist, Hannah learnt techniques to speak clearer and slower, and she improved considerably. However, during lockdown, she wasn't able to see her son or other family members for a long period of time. Hannah was able to call her son and mum, but it just wasn't the same. Hannah is very social and enjoys going out, so to go from doing that to nothing has been very hard for her.

Hannah has now learnt to deal with her negative thoughts. She knows to speak to staff or people close to her and seeks help when is needed. This is a really positive move for Hannah."

In a challenging year, we continued to provide excellent care

Our strategy

During the course of delivering our five-year strategy, we supported thousands of people with an acquired brain injury, autism, learning or physical disabilities.

In 2017, we launched a new strategic plan to make sure The Disabilities Trust remained relevant, adaptable and sustainable. Each year the Board of Trustees and senior leadership team reviewed progress against the strategic plan to make sure we were delivering what we committed to and were having a positive impact on the lives of the people that we supported.

We supported thousands of people living with an acquired brain injury, autism, learning or physical disabilities to regain or increase their independence.

Covid-19 challenged us in continuing to deliver our strategic priorities, but we are on track to deliver what we set out to do in 2017 – and put our values at the heart of our work.

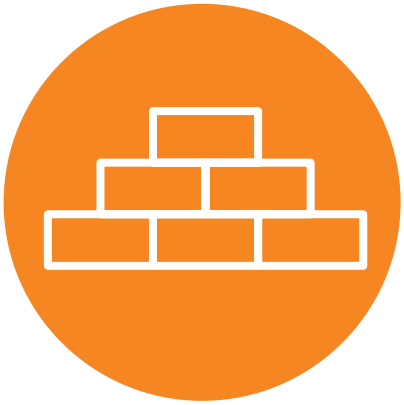
- We showed we are adaptable and **agile**. During these difficult circumstances, we remained **courageous**, continuing to provide excellent services despite the challenge of the pandemic.

- We made sure our services were sustainable by being **resourceful** and reviewing costs and our fee rates. This meant we could continue to provide a high standard of care and appropriate support to people using our services.

- We remained **connected** by supporting our staff to continue learning and take part in training using different delivery methods because of Covid-19, helping them to show **heart** – dedication, passion and humility – during a challenging time.

Our focus

To achieve the objectives in our five-year strategic plan, we focused on three overarching areas of work, underpinned by a series of goals. These are:



Building firm foundations

We made sure the organisation was sustainable and managed effectively, so we could continue to provide high-quality, personalised care and support to the people using our services.

Being leading edge

We invested in technology and researched new ways to support people with complex needs.

Remembering we are a charity

We made sure our fundraising income had an impact, identified gaps in policy and practice, and influenced decision makers.

Adopting a personalised approach

Our achievements

Building firm foundations

Goal one: Adopting a personalised approach

Developing the right leadership and organisational systems supports staff to work in creative, person-centred ways.

- Adopting a one team approach helped to keep our geographically dispersed staff connected during the pandemic. We had monthly webinars with our chief executive and members of the senior leadership team so staff could ask questions and be kept informed during the pandemic. We also hosted regular webinars for families with members of our senior leadership team and started to publish well-received monthly family newsletters to share news from our services, which now reach more than 220 people a month. These have helped to keep families updated on the latest guidance about the pandemic, including visiting regulations, and to feel more connected to their relatives.

Student numbers stayed consistent at

76

- To make sure school governance was robustly monitored, and to increase transparency and openness, we appointed a new Chair of Governors and a school improvement partner to work closely with and support the school leadership team to continuously improve the quality of support and education delivered at Heathermount School. Despite the pandemic, student numbers stayed consistent, with 76 children and young people attending Heathermount School in 2020-21.

"During 2020-2021, we faced things as educators and parents that we never imagined. All the staff at Heathermount have been fabulous throughout. My child has felt like an individual the whole way through, his needs and that of our families being taken into consideration constantly. The senior leadership team has called weekly, and the tutor has called every day and sent work packs. My child has changed beyond recognition since starting at Heathermount and this has changed life for us as a family."

Parent of a child at Heathermount School

- We recruited a strategic lead and two specialist practitioners to join our Positive Behaviour Support team who help people with autism and learning disabilities to address and change behaviours of concern. Staff supported pupils to learn about social distancing and meet with their parents. This helped reduce their anxiety and challenging behaviour.

237

services staff training in conflict management techniques and physical interventions

- Training in conflict management techniques and physical interventions have helped to keep the people we support and staff safe. 237 service staff were trained by in-house experts and external agencies to understand how to manage and de-escalate high-risk behaviours. As a result, they feel well equipped to do this safely.

- We provided the opportunity for the people we support to give us their feedback remotely during the pandemic. For example, we spoke to people about the Government's National Disability Strategy which aims to make practical changes to maximise inclusion in society. Now, we are using this approach so that people who use our services can tell us what they think about the care and support we provide.

National Disability Strategy

provided the opportunity for the people we support to give us their feedback

- Staff better understand what person-centred care and support is and how to put it into practice, thanks to online training delivered by the Social Care Institute for Excellence. 63 managers, members of the senior leadership team and Trustees, completed personalisation training between February 2020 and June 2021.

- We have strengthened the rights of people living in our supported living accommodation by replacing licence agreements with assured shorthold tenancy agreements (AST). Licence agreements are for short-term temporary lets and AST are long-term agreements for sole or main residences. We have provided people with accessible literature to explain the changes.

"We support people to gain independence, develop new skills and relearn others. We do this by ensuring their needs are at the centre of everything we do. I take enormous pride in watching the people we support meet their rehabilitation goals. Working at Ty Aberdafen has given me the opportunity to be a part of their incredible journey."

Jennifer Carpenter, team leader at Ty Aberdafen

Building firm foundations

Goal two: Supporting our staff

We aim to be an Employer of Choice for people who share our values and want to make a positive difference to the people we support.

Set up a

EDI Committee

to feed into equality, diversity and inclusion strategy

- We introduced values based recruitment and performance processes to recruit the right people who will live our values and deliver high quality services. We rewarded staff who went the extra mile in living our values through our Achieving Excellence awards.
- We prioritised the wellbeing of staff through various initiatives including a weekly wellbeing newsletter, which contained mental health advice and signposted to other useful support materials, and online yoga and meditation classes. Staff who were shielding during the pandemic, or on furlough, received regular welfare check-in phone calls. Also, we provided mental health first aid refresher training for managers as well as resilience training to help them support staff and themselves. We provided managers with training for managing remote teams to assist with this change.

Brought together

65

managers from across the organisation

- Equality, diversity and inclusion (EDI) is hugely important to us and so we set up listening forums to hear from staff about potential barriers and issues. As a result, we have introduced a variety of initiatives including setting up a committee to drive forwards our EDI agenda. This work is feeding into an equality, diversity and inclusion strategy.
- Our annual managers conference, 'Stronger Together' went online in April 2021, and focused on bringing together 65 managers from all areas of the organisation to discuss a variety of topics, including learning from the pandemic. This helped to enhance team work and equip managers with the skills and knowledge to carry out their roles even more effectively during this challenging time.

"A lot of food for thought to reflect on and consider how some of the great practices discussed in other services could be rolled out in my own. Thank you to everyone for the past year for their part in keeping us all up and running and safe. I doubt anyone will ever know all the 'unsung heroes' out there but I salute you all."

Attendee of our 2021 conference for managers

Building firm foundations

Goal three: Providing high quality services

We strive to continuously improve the quality of our care to make sure it's leading edge and so we can support people in the best ways.

73%

of the therapeutic goals of the people we support were achieved in 2020

- Measuring the impact of our support for disabled people helps to assess the effectiveness of our work. Overall, almost three quarters (73%) of the therapeutic goals of the people we support were achieved in 2020.
- We made changes to Datix, the reporting system we use to record incidents across our services. This includes a new section where staff can record choking incidents to help them learn more about dysphagia, a condition in which a person's ability to eat and drink is disrupted.

Maybo Training

is helping to reduce risk of 'behaviours of concern' and the use of restraint

- New quality assurance business partners reviewed our service level agreement, which outlines the way we work to improve services.
- New key performance indicators were introduced this year for all areas of care and support. These were: falls, physical intervention, deaths, medication errors and pressure sores. This is helping us to monitor incidents and keep people safe.
- We reviewed and improved how we managed deprivation of liberty safeguards and monitor our compliance in order to ensure we are using the least restrictions.
- We are working to achieve affiliation for Maybo training across our services where it is needed. This training is helping to reduce the risk of 'behaviours of concern' and the use of restraint.

"Datix is an essential tool to manage my role as a busy area manager working across geographically dispersed services effectively. It allows me to ensure services are safe and effective when I am not on site."

Wendy Baylis-Waring, Area Manager at The Disabilities Trust

- We are developing a data warehouse using two data analysis tools in order to draw together information from across the organisation so service managers have access to live data. This means they get a clear picture of how their service is performing against key performance indicators.

- Our new whistleblowing policy was developed and approved, and we appointed to our new Freedom to Speak role. They will provide confidential support and advice to staff raising serious concerns and malpractice, embedding an open and transparent culture across the organisation.

We kept the people who use our services safe during the pandemic by:

100%

positive outcomes achieved for infection control reviews

- embedding a high standard of infection control. The Care Quality Commission focused on infection control rather than carrying out wider audits. The regulator made unannounced telephone calls to service managers and some in-person visits. We achieved 100% positive outcomes for infection control reviews by putting processes and systems in place to manage Covid-19.
- carrying out remote quality service reviews as it wasn't safe to carry out site visits. We commissioned external quality assurance consultants to carry out the remote reviews to make sure we had an independent overview of the level of compliance within services. This helped us to monitor all our services during the pandemic and make improvements.
- keeping a live database informing us if staff and people using our services were isolating, shielding or had tested positive for Covid-19, this enabled the operations team to manage staffing levels safely.
- supporting staff who needed to be absent during the pandemic by providing occupational sick pay and furloughing staff where appropriate. All staff had access to our Employee Assistance programme to support them as needed.
- employing a nurse to support services which had Covid-19 outbreaks.
- following our business continuity plan which was used to govern the organisation during the pandemic. This outlined the step-by-step process to follow during a crisis and what should be done to prevent risks. This meant we knew exactly what we needed to do, helping us to make quick, safe decisions and save lives.
- developing a new eLearning tool to train people on incident reporting so we didn't have to carry out face-to-face training during the pandemic.
- Scanning the latest government guidance and providing regular communications to staff to enable them to do their jobs.

Building firm foundations

Goal four: Maintaining our financial viability

Being financially sustainable will make sure we can provide reliable and consistent care and support for disabled people.

- Maintaining strong management of our finances in the pandemic helped us provide excellent care. We carefully monitored the level of additional money we were spending on personal protective equipment, catering and staff. Importantly, we pursued Covid-19 grant funding from local government, raising over £1.34 million to contribute towards extra costs.

£1.34m

Covid-19 grant funding from local government to contribute towards extra costs

- We worked with a company to review and align our rental income with market rates to make sure our services are sustainable. This generated additional income which can be reinvested into the properties. We also appointed a procurement company to look at how we get the best deals on everything we buy, from photocopiers to specialist equipment.
- We used a national tool called CareCubed, previously known as the Care Funding Calculator, to make sure we received a fair level of funding from local authorities. The tool assesses the type of support people need, how long it takes for a carer to carry out each task and how many times they need to be done in a week. This is helping us to make sure that individuals receive the right levels of support based on their assessed needs.
- We submitted five successful tender applications in 2020-21 for framework agreements with local authorities to provide services for disabled people in their areas. These agreements place us as a preferred provider so we have a pipeline of referrals.

"Maintaining strong management of our finances in the pandemic helped us provide excellent care."

Building firm foundations

Goal five: Good governance

To deliver safe, quality services for disabled people, we work hard to have effective and efficient processes, systems and policies, integrating the latest technology into what we do.

- We strengthened our accountability by using an external consultancy to undertake a review of our governance. A report identified positive findings, as well as scope for further improvements in response to the updated Code of Governance for larger charities; specifically, the new principles relating to integrity and equality, diversity and inclusion. This will further enhance oversight and ensure an ongoing process of good governance aligned to best practice.

Microsoft Teams & Office 365
introduced across our organisation

- As part of good governance, we reviewed all terms of reference for Board committees making sure there are clear lines of accountability and responsibility for each committee to improve oversight and scrutiny of activity. We also introduced new areas of scope for existing committees, including influencing, policy and fundraising. This led to a new research framework being introduced to maximise the visibility and impact of our research activities. Since the new framework, which set out clear research priorities, was introduced we have received seven new study proposals. Some of these are now underway and others are being reviewed by the committee.

- This year, we started to introduce Microsoft Teams and Office 365 across our organisation which has helped staff collaborate, keep in touch and connect. We are also starting to migrate organisational data to cloud storage. This work is ongoing and will help keep data safe and secure and make us more efficient.

- Integrating our payroll systems, Core and Planday, has freed up staff time as payroll will no longer rely on manual processes. It will also make it easier to analyse important data, like how many staff are available for shifts.

"I feel safe here."

Lynda lives at Victoria House, our purpose-built centre providing accommodation and support for people with complex and high dependency needs in Hull.

"After I lost my husband, who was my main carer, I had two strokes and two falls and broke my foot. I moved to a residential home in Wales where I felt isolated and lonely.

My brother lives in Hull and found Victoria House. I was scared about moving here as it's such a big home. But I feel safe here. Everyone is so lovely.

I have come out of my shell and got involved in all the activities as much as I can. I have rediscovered my passion for art, for example.

If I want to spend time on my own in my room, the staff give me the privacy to do so.

My family are happy that I am happier here and that it is a lovely place to live. The views are amazing and I love all the parties and BBQs we have on the grounds.

The staff are beyond belief. They are so attentive and caring and always willing to chat and offer advice.

I never thought I would be happy in a residential home and living with others when I became poorly. But I couldn't be happier now. I can recommend living here. I am so grateful for all the help and care I get."

We deliver safe, quality services for disabled people

Being leading edge

Goal one: Delivering new services

We are developing new services with commissioners to meet the needs of disabled people around the UK.

New Services

We opened two new supported living services

- We are supporting more people with brain injuries to live independently. In May 2021, we opened two new supported living services: Colston Road in Glasgow, which can accommodate four people, and Mill Street in Liverpool which has 13 self-contained flats. These new services support our zones of influence work, which involves developing a 'continuum of care' – or consistent and integrated care – across key regions.

- We have extended Eastfields, a brain injury rehabilitation unit, next to Graham Anderson Hospital, to include 12 extra beds. The work started in September 2019 and was completed in February 2021. It's allowing more people with brain injuries to move from a hospital setting to rehabilitation.

Eastfields Extension

Allowing more people with brain injuries to move from a hospital setting to rehabilitation

- Our £2.5 million refurbishment work at Daniel Yorath House in Leeds has progressed which will provide a better environment for people at the service. Residents at the service provided their input, giving their feedback on one refurbished room which has new technology to control electrical appliances, curtains and lighting. All doors across the building will have push buttons and a key fob system to make it more accessible for the people we support. Following Covid delays, the work is due to start in October 2021 and finish by December 2022.

"We are supporting more people with brain injuries to live independently."

Being leading edge

Goal two: Investing in technology

Technology improves life for disabled people and our staff.

- We are starting to digitalise the journey of someone through our organisation, from enquiry and referral, to moving on. This will bring data into one place and revolutionise the support we offer people, allowing them to manage their day-to-day activities, visualise progress towards their rehabilitation goals and feedback on their needs. For example, we will use the data to produce reports for people to take with them when they visit their GP or hospital, providing a more holistic approach to care.

ConnectAbility

Life Enhancing project began to find out how smart devices can reduce isolations and increase confidence

- Our two-year research project ConnectAbility Life Enhancing Project is aiming to find out how smart devices can help the people we support and reduce isolation and increase confidence. We are gathering statistics and feedback from people staying at six of our brain injury, autism, learning and physical disabilities services. This research will feed into a broader assistive technology strategy which will formalise the use of assistive technologies, making sure they are available to benefit as many people as possible.

- Sensors are helping us support people who use our services towards independence. We are piloting them in one of the independent flats at Daniel Yorath House to unobtrusively monitor day-to-day activities such as cooking, showering and sleeping. This provides a risk assessment before people move on to independent living. At Redford Court, data from sensors helped us put support plans in place to improve people's disturbed sleep.

Being leading edge

Goal three: Exploring pioneering approaches to delivering support

We are pioneering clinically-led services for disabled people, adapting what we do based on the latest evidence.

Centrally Recording Outcomes

For occupational therapy, physiotherapy and speech and language therapy

- We applied a new focus to clinical quality and outcomes and considered new ways of working including developing dependency assessment tools to understand the needs of individuals so we can provide the specialist service they need.
- A new Clinical Director has joined the Trust and will focus on building on our existing clinical rehabilitation programmes, as well as our research.
- A new clinical dashboard was created for clinicians and will be developed next year. This will do allow clinicians to see live data including incident, accidents and safeguarding reports. This information allows our clinicians to understand clinical changes and adapt rehabilitation accordingly.
- We developed a method to centrally record outcomes for occupational therapy, physiotherapy and speech and language therapy. Collating these measures will make it easier to capture and report results from individual services and across the organisation.

"I was impressed with the thorough review for the person I'm working with at York House. It gave a great overview of her current presentation, along with how the team has worked with her from the date she was admitted."

Commissioner

Neuropsychiatry+ Model

at York House is helping clinicians to identify common signs of progress for people with brain injuries

- Integrating back into the community is an important part of people's rehabilitation. As people with brain injuries couldn't access their local communities for extended periods of time, our therapists adapted their rehabilitation. This involved creating a community within each of the services, including offering work placements so people could practise job skills.

- Our neuropsychiatry+ model at York House is helping clinicians to identify common signs of progress for people with brain injuries. This means we can better understand when to start neurobehavioural rehabilitation with people with brain injuries to get the best possible outcomes. Used at York House, this evidence-based rehabilitation model combines psychiatry and psychology to help people deal with emotional, physical, social and cognitive changes. The model also provides guidance for staff to compassionately manage challenging behaviour.

- What are the challenges for someone progressing in their brain injury rehabilitation? What are the benefits of neurobehavioural rehabilitation? Our clinicians discussed these questions and more at webinars for everyone from health professionals to commissioners. We started to run these free webinars to demonstrate our expertise in brain injury rehabilitation. We got great feedback on the four webinars, which were attended by 181 people.

"Just watched the webinar and very much enjoyed and found it very helpful."

Wendy Baylis-Waring, Area Manager at The Disabilities Trust

"Enjoying the benefits of music therapy."

Since receiving regular music therapy sessions, John, a resident at Ty Aberdafen, our brain injury rehabilitation service in Wales, has been able to tell others how he's feeling.

With Nordoff Robbins music therapist, Lucie Phillips, he made up some short songs which help him say short phrases such as 'Excuse me I'm hungry' and 'I need to go shopping for....'. John has learnt that it's easier to communicate using a rhythm or tune.

Weekly music sessions with Nordoff Robbins music therapists like Lucie, have helped the people we support at York House, Osman House and Daniel Yorath House too. They have helped the residents with their confidence, self-esteem, control, hand-to-eye coordination and speech.

During the pandemic, therapists were able to move sessions online to make sure residents still got to enjoy making music. This was only possible through £34,000 of fundraising income.

Amplifying the voices of disabled people

Remembering we are a charity

Goal one: Amplifying the voices of disabled people

The Disabilities Trust Foundation makes a difference to the lives of people who can't access our core services, including those who are homeless and in the criminal justice system.

We helped change the law

so that all prisoners are now screened for a brain injury

- We helped change the law so that all prisoners are now screened for a brain injury. As a direct result of our five-year research programme, from April 2021 prisoners have been asked if they have a brain injury sustained through violence. And thanks to our campaigning and work with prisons, probation and police, domestic abuse protection orders now consider acquired brain injury as part of the range of needs any survivor may have. These commitments represent important steps as we work to develop the improved support survivors need.
- Our new research study will help provide better support for survivors of domestic abuse living with brain injuries in the community. We are working alongside survivors to design everything from the research methodology for this work, to the final report.
- People who have suffered a brain injury and are in the criminal justice system can get tailored support and their behaviour is better understood, thanks to our work in prisons. Our Linkworkers are in two prisons in Wales and make sure offenders with a brain injury are identified and get the support they need. The prisons renewed their relationship with us until summer 2021.

"People working in prisons often think those with brain injuries come across as aggressive or rude. They stand too close or do not pay attention to instructions. Prisoners find lessons in controlling their emotions and anger particularly helpful. Overworked prison staff are grateful for the smoother interactions."

Philippa Birch, Linkworker for the Disabilities Trust, who trains prison staff about the needs of people with brain injuries and the behaviours they may display

"The Disabilities Trust's work to increase awareness of the causes and symptoms of acquired brain injury, supported by specialist training, a roll-out of screening tools, and clearly identified care pathways, can help ensure frontline services provide a truly whole-person response. We look forward to continuing working with The Disabilities Trust, alongside survivors and colleagues in the domestic abuse sector to better understand the emerging link between brain injury and domestic abuse."

Jess Asato, Head of Public Affairs at SafeLives

Produced

Brain Injury and domestic abuse - An invisible impact

our research report

- Our work with SafeLives and other partner organisations is helping to raise awareness of brain injuries with professionals who work with survivors of domestic abuse. We worked with partners to research the understanding domestic abuse practitioners have of brain injury and its potentially life-changing impact. Our research found that practitioners don't have the knowledge to recognise symptoms of brain injury and aren't aware of appropriate screening tools which could help to identify someone who has one. The research report, Brain injury and domestic abuse - An invisible impact, recommends that all professionals who work with survivors of domestic abuse have training on the impact of brain injury.

Shaping policy

People who use our services helped shape the UK government's National Strategy for Disabled People by responding to a survey and sharing their views about life before and during the pandemic. The survey showed that:

Over half

51%

said they either never or hardly ever felt lonely

Almost six in 10

59%

people scored their life satisfaction between eight and 10 out of 10

More than nine in 10

91%

people said the place they live in either mostly or completely meets their needs

Almost nine in 10

89%

either agreed or strongly agreed that they have enough people close to them to get the support they need

Over three in five

63%

said the paid support they receive helps them either feel more in control or much more in control

Remembering we are a charity

Goal two: Shaping policy

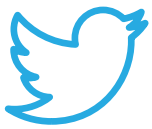
Using our 40-years' experience, we are shaping policy to improve the lives of disabled people.

Responded to

6

government consultations from funding social care to workforce burnout in the NHS and social care

- This year, we responded to six government consultations on everything from funding social care to workforce burnout in the NHS and social care. This has allowed us to have our say on the issues affecting the health and social care sector.
- People with disabilities were affected disproportionately by the pandemic. We stood with families to represent and campaign for their rights in the vaccination rollout. Our virtual tours gave MPs the opportunity to see what life was like for disabled people in the pandemic.
- We represented the families we support to the UK government through regular commentary on the debate on social care. For example, we highlighted the risks that social care workers were taking to support people during the pandemic and demanded better personal protective equipment.



50,300

people see our tweets each month

- Our research is highlighting the challenges experienced by people with brain injuries and proposing how professionals can help. Research papers from our clinicians were accepted for publication in peer-reviewed journals: ABI in female prisoners and Brain Injury Needs Indicator. We will be involved in more research to support people with brain injuries after signing off our research framework. We are positioning ourselves as a thought leader, supporting innovation.
- We are reaching more people through social media, especially by sharing the stories of the people we support. This is helping to raise our profile. On Twitter, our tweets are seen by 50,300 people each month. On Facebook, our individual posts have reached up to 3,300 people.

"It was so lovely to talk with Caroline. When you think how busy people are yet she took time to call us and see how we are coping with the pandemic at Shinewater Court."

Shinewater Court resident Jayne talking about a virtual visit from MP Caroline Ansell

Remembering we are a charity

Goal three: Creating impact with voluntary income

We aim to use the income we generate through fundraising to enhance the lives of the people we support.

- We are putting processes in place which make it easier to build relationships with donors. Our customer relationship management process will allow us to process donations quicker, track interactions with donors and supporters, and record people's interests and fundraising activities.

- Our new fundraising strategy is helping us focus on getting more fundraising income. By considering national trends in fundraising, especially with our brain injury work, we are aiming to increase our income in a sustainable way over the next five years. Our strategy is to target trusts and foundations and individual donors. We are using this money to meet the needs of the people we support, funding what they want. For example, we have funded everything from in-house cafes at services to music therapy.

"The new gym is an outstanding facility which will enhance the rehabilitation experiences of the people we support. This space supports the exploration of different types of exercise in a fun way, improving someone's mental and physical health."

Lauren Colley, physiotherapist, commenting on the new gym at Graham Anderson House, paid for by over £8,500 of fundraising income

"I'm Running for others."

In 2020, Robert Collins raised more than £3,500 for The Disabilities Trust by walking the length of the London Marathon in 10 hours and 22 minutes. This was for the 2.6 challenge which was set up after the London Marathon was cancelled. Robert has a personal connection to the charity as, in 2018, he was knocked off his bike by a car and sustained a brain injury.

"My everyday life was profoundly affected by my brain injury. I will always have issues with things like my memory and concentration because the injury is permanent.

But Graham Anderson House set me firmly on the right track to maximise my recovery. Their personalised and intensive rehabilitation programme improved my cognitive ability and gave me strategies to manage my condition. They also helped me and my family to understand the injury and its effects.

Thanks to their exceptional care and support, I've been able to rebuild my new life. I want to say sincere thanks to the amazing team at Graham Anderson House."

Volunteers

Volunteers play an important role in supporting disabled people offering invaluable support. For example, they arrange trips for residents to get out and keep motivated or help maintain properties, including painting, gardening and clearing, so that we can continue to provide a high-quality service for the people we support. We couldn't deliver such person-centred services without the work of our volunteers.

Supporters

We would like to thank our amazing supporters who fund and help to raise money for our vital work improving the lives of disabled people. Thanks so much to everyone listed below and all our individual supporters who raised an incredible total.

- **Andor Charitable Trust**
- **Bruce Wake Charitable Trust**
- **CAF America**
- **Corporé**
- **Dean & Shelton Country Show**
- **Depot Road Allotment Society**
- **GM Morrison Charitable Trust**
- **Gwyneth Forrester Trust**
- **Holbeck Charitable Trust**
- **Hull & East Riding Charitable Trust**
- **Nick Thatcher**
- **Miss A B Pollen Trust**
- **Mitchell Instruments**
- **Quills Office Supplies Ltd**
- **The Charles & Elsie Sykes Trust**
- **The Garrison Church Plate Fund**
- **The Ian Askew Charitable Trust**
- **The Masonic Charitable Foundation**

The way forward

We have achieved so much over the course of this strategy; there is a lot to celebrate

We have put in place firm foundations, which will enable us to keep building for the future, creating leading-edge approaches for the people we support and growing our charitable approach and ethos. **It is time now to look to the future.**

We will be beginning a new strategic approach, maximising the charity's impact and ensuring our long-term sustainability; this is an approach which will carry us boldy forward for the next five years and will represent a more focussed and bold direction.

Early in 2022, we will launch our new five-year strategy and reposition ourselves in the marketplace with a new brand.

We will continue to use our expertise to work with the people we support to live as independently as possible and we will grow our high-quality services across the UK to support people to live their best lives.

We will also continue to build our campaigning and research activity and pilot new ideas to amplify the voices of people who cannot access our core services and the voices of those we support.

"It's good there are places like York House."

Sam, 53, from Manchester, had a road traffic accident which left him with a brain injury. When he first came to York House in 2018, Sam was verbally and physically aggressive, agitated and experiencing hallucinations. In 2021, Sam was discharged to a care home close to where he lives.

"After the accident, I was scared and depressed. My brain injury made me quiet. I used to talk more. I had a job repairing fences, but I couldn't use the machinery anymore.

The staff at York House really helped me. I practised cooking and cleaning, took part in arts and crafts and joined a gardening group. It's relaxing and I'm not scared of anything. I'm now able to walk better and cope with my injury. It's good there are places like York House."

York House Hospital will be moving to an alternative site, the Chocolate Works, to develop a new, purpose-built service.

Trustees' Annual Report

Trustees present their report and the audited consolidated financial statements for the year ending 31 May 2021. The trustees' annual report constitutes the annual accounts and the directors' report for Companies Act purposes.

These financial statements comply with the:

- Charities Act 2011
- Companies Act 2006
- Charities and Trustee Investment (Scotland) Act 2005
- Requirements of the charity's governing document
- Accounting and Reporting by Charities: Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Financial review

Summary

The Disabilities Trust has moved from a net deficit of £0.1 million in 2020 to a £6.5 million net surplus in 2021, an increase of £6.6 million. This is primarily the result of substantial gains on investments. Costs have remained broadly consistent.

- Total operating income amounted to £51.5 million in 2021, compared to £50.1 million in 2020, an increase of £1.4 million.
- Total operating expenditure decreased by £0.3 million from £51.3 million in 2020 to £51.0 million in 2021.
- Investment gains of £5.3m were as a result of the investment portfolio seeing an upsurge due to the recovery of the stock market post-Covid.
- The total net assets of the Group at 31 May 2021 were £100.3 million, an increase of £6.5 million from 2019/20.
- On the 22 September 2021, York House Ventures Limited moved from being a joint venture to a wholly owned subsidiary of the Trust. The joint venture made a deficit to the year to 31 May 2021 as a result of lower occupancy and income relating to the pandemic.

In the 2020/21 financial year the total additional costs incurred by the Trust due to Covid-19 were £3.8 million (2019/20 £0.7 million) which consisted in the most part of additional personal protective equipment and staffing costs. We have mitigated these costs as much as possible by: using the Government furlough scheme of which £0.3 million was received during the year; working with funders to recover additional costs; and using the Government funding awarded to local authorities for additional costs incurred within adult social care due to Covid-19. Despite this, there remained an overall additional net cost of £2.0 million in the financial year (2019/20 £0.4 million). We continue to seek ways to mitigate the continuing additional costs we face due to the pandemic.

Here is a summary of our operating and non-operating activities:

	2021	2020
Operating activity	£m	£m
Operating income (excluding investment income)	51.5	50.1
Operating expenditure	(51.0)	(51.3)
Operating (deficits) / surplus	**0.5**	(1.2)
Non-operating activity	£m	£m
Investment income	0.7	1.0
Investment gains / losses	5.3	0.1
Non-operating surplus	**6.0**	1.1
Overall net (deficits) / surplus	**6.5**	(0.1)

Investments

Our investments have been acquired in accordance with the powers available to the Trustees or by way of legacy. They are subject to an investment policy which is reviewed on an annual basis. The current policy delegates management of investments to firms of investment managers within defined parameters. Trustees also employ an independent investment consultant to assist with financial advice, select investment managers, as well as providing support to define the objectives they are set and monitor their performance.

The present investment managers for the Trust are Rathbones Investment Management Limited, Cazenove Capital and CCLA Fund Managers Limited. Each manager has specific investment objectives and a mandate in line with our investment strategy. The overarching aim is to maximise returns whilst making sure the charity's liquidity requirements are met. The Trustees also set what asset classes are permissible, the extent to which they are invested and the credit ratings in their selection.

We do not prescribe the nature of companies in which we invest through the stock market. The primary objective is to achieve optimal financial returns in order to deliver on our charitable objectives. In appointing investment managers, we have delegated ethically responsible investment so that we can best meet the needs of the people we support.

The value of the charity's investment portfolios at the end of May 2021 was £37.8 million (2020: £32.8 million). Dividend and investment income from our investment portfolios was £0.8 million, consistent with 2020. Gains on our investments were £5.3 million in the year (2020: gains of £0.1 million). This performance met the Board's objectives in relation to delivering returns.

Investments held by nominees

Our investments include £15.6 million managed by Rathbone Investment Management Limited, £7.5 million managed by Cazenove Capital and £14.7 million by CCLA Fund Managers Limited. These are held on the charity's behalf.

For investments managed by Rathbone Investment Management Limited, UK investments are registered in the name of Rathbone Nominees Limited and overseas investments are deposited with The Bank of New York Mellon as nominee.

Investments managed by Cazenove Capital are registered in the name of the custodian or designated nominee. Cash holdings are held in the client's own name or a designated client account. Schroder & Co. Limited is the custodian of the investment position shown at year end.

Our investments managed by CCLA Fund Managers Limited are held on our behalf in a COIF Charities Ethical Investment Fund and are valued at a mid-market price.

No other people acted as nominee for the charity this year.

Reserves

As a charity, our aim is to maximise our impact and the rehabilitation, care and support that we are able to provide to people with brain injuries, autism, learning or physical disabilities. In order to do this, current reserves must be sufficient to meet the start-up costs of new services or expansion of existing services, agreed by Trustees. Reserves must be sufficient to ensure our existing services are financially viable to mitigate the crystallisation of any financial and reputational risks. Overall, Trustees consider a minimum reserve of £10 million is required to cover this which is articulated in the Trust's Reserves policy.

The current level of unrestricted available reserves amounting to £18.3 million is sufficient to meet this policy. We will continue to open new services when appropriate opportunities arise and hold the funds to action this. The Trust is investing in an alternative site, the Chocolate Works, to develop a new, purpose-built site for York House Hospital and this project has a total commitment of £23 million with project completion expected in November 2023. The commitments are fully reflected within designated funds.

Trustees continue to review the level of reserves, with the consideration of the difficulties in maintaining funding levels. They incorporate this into the strategy, which is regularly monitored and modified, as appropriate. The reserves policy is derived from the five-year strategic review and reflects the charity's future plans and financial commitments.

Trustees have considered our policy on reserves and designated funds for investing in fixed assets. The total designated fixed asset reserve is currently £71.5 million (2020: £49.9 million).

After taking restricted funds of £0.3 million into account and a surplus on the revaluation reserve of £10.2 million, our total funds amounted to £100.3 million on 31 May 2021.

Trustees consider the assets of each fund (including the revaluation reserve) are sufficient to meet current and future commitments.

Funds held on behalf of others

At year end, The Disabilities Trust Group, as custodian Trustee, held a total sum of £296,000 in its bank accounts, compared to £408,000 at the end of the previous year. This sum was held separately in identifiable bank accounts and was not included in the balance sheet.

Payments to suppliers

Settlement terms are agreed with suppliers as part of our contracts with them. It is the charity's policy to pay in accordance with those terms. Other creditors are paid in accordance with invoice terms.

Going concern

We have prepared forecasts to the end of 2022 which consider our cash position, sources of income and planned expenditure. These forecasts incorporate key challenges surrounding the ongoing pandemic, including the reconfiguration of service delivery to ensure beneficiaries and staff remain safe. The forecasts include additional costs and savings arising from our response and have considered sensitivities surrounding our income pipeline.

The charity has a strong portfolio of investments and financial performance, which continues to be monitored regularly. The Trustees have scrutinised the key assumptions within forecasts and are satisfied that the current level of free reserves, available investment and cash balances are adequate to meet the Group's obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

Fundraising

We support people and companies to give to The Disabilities Trust by promoting individual and regular giving, event fundraising, legacies and corporate support. We also write trust and grant applications and manage a community of volunteers.

Our local services also carry out fundraising activities to raise money for our assessment and rehabilitation centres, residential and care homes, and supported living accommodation.

We send application forms, fundraising packs and merchandise, and keep in regular contact with fundraisers. We always write to supporters to thank them for their fundraising. All communication with supporters complies with GDPR. This ensures that The Disabilities Trust does not unreasonably intrude on a person's privacy or is unreasonably persistent.

We are committed to The Code of Fundraising Practice which sets the standards for fundraising carried out by all charitable institutions and third-party fundraisers in the UK.

The Disabilities Trust is also an organisational member of the Institute of Fundraising, Fundraising Preference Service and Fundraising Regulator, as well as the Data & Marketing Association.
The Trust has safeguarding policies and procedures in place to protect vulnerable people and other members of the public.

We have not received any complaints from the Fundraising Preference Service and do not undertake any third-party fundraising. Our fundraising promise sets out our commitment to being honest, keeping contact details safe, and support donors. This helps make sure supporters are not put under pressure to donate and know how to make a complaint.

Directors' Report

Constitution

As a registered charity, The Disabilities Trust is regulated by the Charity Commission (England and Wales) and the Office of the Scottish Charity Regulator (OSCR) in Scotland. The charity is incorporated as a Company Limited by Guarantee and governed by a Memorandum and Articles of Association, which were last modified on 13 July 2020.

The Disabilities Trust owns a subsidiary, the Brain Injury Rehabilitation Trust Limited which is dormant.

At 31 May 2021, The Disabilities Trust also held a 50% interest in a joint venture, York House Ventures Limited. On the 22 September 2021, York House Ventures Limited moved from being a joint venture to a wholly owned subsidiary of the Trust. Further details are shown in Note 15 on page 90.

Public Benefit

The principal beneficiaries of the work of The Disabilities Trust are disabled adults and children who are supported either within specialist units, supported living services or Heathermount School. Secondary beneficiaries of the work of The Disabilities Trust are families and the general public via our campaigning work.

The Trust's Foundation allows us to invest resources into improving the lives of disabled people who may not have access to statutory-funded services. External grants support initiatives that would be difficult to attract mainstream or traditional sources of funding.

The Board of Trustees review the charity's aims and objectives each year to make sure our purpose and activities are aligned. The charity's achievements and activities are discussed in full in the strategic report.

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and planning future activities. In particular, the Board considered how planned activities contribute to the Trust's aims and objectives, exploring:

- what we have achieved
- the outcomes of our work in the previous 12 months
- the success of each aspect of our work
- the benefits to, and impact on, the people we support

All Trustees give their time voluntarily and receive no benefits from the charity. Expenses claimed from the charity are set out in Note 10 on page 85 of the financial statements.

Section 172 (1) statement

The Trustees as Directors of The Disabilities Trust, are aware of their duty under s.172 of the Companies Act 2006 to act in the way which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole and, in doing so, to have regard (amongst other matters) to:

- The likely consequences of any decision in the long term
- The interests of the Company's employees
- The need to foster the Company's business relationships with suppliers, customers and others
- The impact of the Company's operations on the community and environment
- The desirability of the Company maintaining a reputation for high standards of business conduct
- The need to act fairly as between members of the Company.

As a charitable company, the Directors of The Disabilities Trust promote the success of the charity to achieve its charitable purposes:

The charitable objects of The Disabilities Trust are to relieve the needs of people with developmental, learning, physical or acquired disabilities or conditions, in particular but not exclusively by the provision of care, special housing units, facilities and supported living services.

The Directors of The Disabilities Trust consider that they have fulfilled their duties in accordance with section 172(1) of the UK Companies Act 2006 and have acted in a way which is most likely to promote the success of the Group for the benefit of its members as a whole in the following ways:

Communities

The Disabilities Trust works in partnership with communities, promoting inclusion through its campaigning work, local charity initiatives and the work of The Foundation. Recent projects include campaigning and providing free tools to extend the reach of our brain injury training, working in partnership with the NHS, Commissioners, Police and other charities and voluntary membership organisations.

Refer to Goal three: Creating impact with voluntary income on page 37 for more details.

Engagement with Stakeholders

The Trustees remain committed to effectively engaging with all stakeholders and are mindful that the Trust's success depends on its ability to engage effectively, work together constructively and to consider stakeholder views in decision-making.

The Trustees acknowledge a number of key internal stakeholders (our employees and the people we support within our services) as well as external stakeholders (families, commissioners, Fellows and Patrons, donors, general public, strategic and commercial partners, government agencies, public health bodies, customers and suppliers) of The Disabilities Trust.

During this year, regional Service User Forums were suspended due to Covid-19, though the people we support in our services were encouraged to share their feedback via video media at intervals, which were communicated to staff, managers and trustees. This year, Relatives Webinars were introduced to provide an opportunity for relatives to engage with the Senior Leadership Team on any matters and on our response to Covid-19; we also supported those who use our services with opportunities to contribute to organisational and national surveys. A system to capture complaints, compliments and comments was introduced this year to ensure that the SLT and Board can capture and monitor stakeholder views centrally.

The Trustees consider and discuss information from across the organisation to understand the impact of the Trust's operations and the interests and views of key stakeholders. The Trustees also review financial, clinical and operational performance, as well as information covering areas such as key risks, quality assurance and regulatory compliance. This information is provided to the Board of Trustees through regular performance reports within meeting packs circulated in advance of each Board of Trustees meeting and via in person presentations.

The Board therefore possess an overview of the organisation's engagement with stakeholders enabling them to comply collectively with their duties under section 172 of the Companies Act 2006.

Engagement with employees

The long-term success and performance of The Disabilities Trust is directly linked to the talent, motivation and skills of our employees, and we recognise the importance of developing our employees and building our capability as an organisation. We regularly review the support we provide to employees and seek to make improvements, where appropriate. Our dedicated staff work hard to support people with complex needs, and we recognise their contribution.

We keep staff apprised on what is happening across the organisation and seek their views where employees are directly impacted. Managers update staff in regular team meetings, briefing discussions and training sessions.

We use a variety of channels to communicate with colleagues. Our monthly staff magazine, dtFocus, provides an insight into the lives of the people we support, our weekly Managers' Bulletin keeps Managers up-to-date with important developments and the weekly Wellbeing newsletter provide features and tools to support staff wellbeing.

The Disabilities Trust operates across England, Scotland and Wales so it is important that staff feel connected. We use a range of technology to do this: the Chief Executive hosts a live webinar quarterly which is recorded and shared with all staff to share latest news, regular communications are issued to all staff on key initiatives, Covid-19 and significant matters, a new intranet Connect has been launched this year and staff also have access to Yammer, an internal social network, to connect.

The Trustees receive regular qualitative and quantitative updates on employee matters from the Director of People and Organisational Development including analysis received through the employee engagement surveys, regular EDI updates and quarterly performance reports on a number of people metrics to understand any workforce trends. This provides the Board with assurance that there are effective mechanisms to link engagement and performance and the continued strength of the Trust's culture.

More recently the Trustees have additionally been focused on mitigating employee risks arising from the COVID-19 pandemic, including how best to support employees physical and mental health during the challenging period.

For further details on how The Disabilities Trust is supporting staff see the "Our achievements" section on pages 19 to 38.

Governance and decision making

The Disabilities Trust has an objective to relieve the needs of people with developmental, learning, physical or acquired disabilities or conditions, in particular but not exclusively by the provision of care, special housing units, facilities and supported living services.

The Disabilities Trust continues to adopt and apply the principles of the Code of Governance for larger charities, recently updated in December 2020 supporting the Board's aim to develop high standards of governance. The charity is governed by a Board of Trustees which meets at least four times a year and is supported by several Board Committees in order to provide assurance and dedicated oversight to the matters for which is it responsible. As well as Board meetings, all trustees are expected to contribute to those committees where their individual skills can be of most benefit, in discussion with the Chair. The Trustees have delegated the day-to-day management of the charity to the Chief Executive Officer (CEO) who is supported by the Senior Leadership Team in delivering the agreed strategic objectives.

In 2020, the Board commissioned a thorough independent governance review by consultants Campbell Tickell to evaluate compliance with the Code of Governance for larger charities and identify any areas for improvement. The report concluded that:

- The Board acts in the best interests of the charity and provides constructive challenge to the senior leadership team.
- Board governance documentation was well-written and regularly reviewed.
- A consideration of risk was embedded throughout the organisation.
- Existing governance systems allowed the Trust to react quickly and flexibly to the Covid-19 outbreak.
- The Board is committed to greater diversity.

The Trustees have several committees with specific areas of focus and who each review their scope and Terms of Reference annually:

Committee	Focus	Members	Meetings per year
Audit & Risk Committee	• Internal Audit • External Audit • Annual Report & Accounts • Financial compliance • Internal controls • Risk management • Business Continuity	• Richard Wilson (Chair) • Michael Green • Roger Hoyle • Themis Sara Livadeas	4
Finance & Investment Committee	• Financial performance • Capital Investment • Investment Fund management • Reserves & cashflow • Property & Estates • Fundraising	• Roger Hoyle (Chair) • Michael Green • Caroline Drugan • Richard Wilson • Matthew James • Heather Eve Castel	4
Quality & Governance Committee	• Quality Assurance • Clinical effectiveness • User outcomes • User experience and engagement • Safeguarding • Regulatory reporting and compliance • Health & Safety • Information governance • Whistleblowing	• Themis Sara Livadeas (Chair) • Christopher Philipsborn • Matthew James • Stephen Waring • Marianne Waite • Caroline Reid	4
Remunerations & Nominations Committee	• CEO & SLT remuneration • Staff pay awards • Stakeholder awards • Employee benefits structures • Board composition • Trustee recruitment • Succession planning	• Stephen Howell (Chair) • Michael Green • Stephen Waring	2
Research Development Policy & Influencing Committee	• Clinical and applied research • Research development • Research governance framework • Partnership and funding opportunities • National and local influencing and campaigning opportunities	• Caroline Drugan (Chair) • Stephen Waring • Matthew James • Christopher Philipsborn • Marianne Waite • Caroline Reid	4
York House Board	• Business of the Joint Venture, York House service	• Roger Hoyle (Trustee) • William Chidgey • Anne Bygrave (R) • Irene Sobowale	3
Heathermount School Board of Governors	• To review the performance of the School; and • Promote high standards of educational attainment	• Anne-Catherine Buxton (Chair) • Caroline Drugan (Trustee) (R) • Anne Bygrave (R) • Lisa Lovatt See further members: **www.heathermount.co.uk/governors**	

How principal risks are managed

The Board of Trustees ("the Board") acknowledges its responsibility to ensure that the charity's risk management framework is effective. The Board regularly reviews the charity's process for identifying, prioritising, escalating and managing risks and, where applicable, the charity's system of internal controls to manage these risks. The Board reviews the effectiveness of the charity's approach to risk at least every year.

The charity regularly monitors and reviews its risks at both a strategic and operational level via a risk management system with a mature risk matrix to determine those risks meeting the threshold for Board reporting. The significant risks to the Trust are regularly reviewed by the senior leadership team and the Audit and Risk Committee on behalf of the Board. The Board has ultimate responsibility for the Trust's principal risks and the long-term consequence of decisions as well as the interests of all stakeholders.

The principal risks for The Disabilities Trust are set out below:

Risk Type: Operational

Risk Description: A lack of transparency may develop into an adverse culture, which could result in abuse or breaches of human rights of the people we support.

Mitigations:

- New Quality Framework developed to review and monitor services;
- Remote Quality Service reviews throughout the pandemic and onsite reviews recommenced;
- Priority matrix developed to ensure services are reviewed on a risk basis in line with CQC's new approach;
- Regular review of key data "early warning" indicators.
- New local service audits introduced;
- All serious level 3 incidents reviewed;
- New Safeguarding Strategy, Policy & Training implemented with competency assessments
- Safeguarding Lead roles implemented within every service
- Whistleblowing policy reviewed and communicated to staff;
- Freedom to Speak Up Guardian introduced;
- System introduced to centrally record complaints, compliments and comments for improved oversight and assurance;
- Compliance checks for all permanent and agency staff in place
- Staff Engagement Survey held in 2021 and organisational action plan communicated
- Values-based recruitment introduced
- Being our Best supervision and appraisal system continues to be refined in response to feedback

Risk Type: Reputational / Financial

Risk Description: There is a risk to The Disabilities Trust that the organisational strategy to ensure long-term sustainability could result in reputational or financial damage

Mitigations:

Financial:

- Continuing to explore opportunities for growth (organic, strategic & acquisition) with three new schemes in the development pipeline;
- Restructure of the Business Development Team to support growth, acquisition and occupancy targets;
- Fee alignment work continues across services, ensuring that weekly fees reflect assessed needs;
- Robust framework for investment proposals to ensure they are financially viable and sustainable in the long-term;
- Independent commercial and legal advice engaged to ensure compliance with Charity and Company Law and that the Trust's assets are managed responsibly;

Reputational:

- Reviewing and addressing services where care quality does not meet the high standards of the Trust or align with best practice;
- Clear process for complaints procedures and Subject Access Requests;
- Detailed communications and stakeholder engagement plans to positively and proactively manage relationships;
- Proactive management of social media and feedback websites;
- Equality Impact Assessments undertaken to identify any negative impact of strategic decision-making;
- Working with funders to ensure alternative placements best meet needs and using advocates where necessary.

Trustee recruitment and term of office

Trustees are a critical resource and give their time freely in support of The Disabilities Trust. They are elected to the Board by Trustees for a term of three years. Each trustee may serve a maximum of three terms. Recruitment of new Trustees is overseen by the Remuneration and Nominations Committee who undertake an open recruitment process, recommending new candidates for appointment when necessary and ensuring appropriate recruitment and succession plans are in place for elected Trustees.

On appointment, each Trustee agrees to comply with a Code of Conduct and the Fit and Proper Person policy and declares any interests which are held within a register of interests and which is monitored and updated on a regular basis and reviewed annually.

Once appointed, Trustees undertake a comprehensive onboarding and induction programme led by the Chair and CEO and take part in a colleague buddying system. New Trustees are provided with key information about the Trust and its strategic objectives, corporate policies and copies of the Code of Governance for larger charities and the independent guidance from the Charity Commission on trustee duties. Any training needs are identified through the annual effectiveness reviews so that trustees are able to successfully discharge their duties. Covid-19 has prevented visits to the Trust's specialist services, though meeting staff and those we support is a compulsory part of the usual induction.

This year was a timely opportunity to further the Board's commitment to diversity, reviewing current trustee skills and board composition, and undertaking a trustee recruitment campaign seeking to increase Board diversity. Green Park supported the successful trustee recruitment and Chair recruitment processes, positively resulting in the recruitment of four new, diverse and skilled trustees joining the Board in 2021.

November 2021 sees the last of the agreed Board member transitions with the resignations of three members and full compliance with the recommended nine-year term expected in November 2021.

In very exceptional circumstances, the Board may use their discretion by asking a Trustee in a key role, for example, a Committee Chair or the Board Chair, to serve an extra term of three years. If Trustees use this discretion, the matter will be documented in the Board minutes. From 2023, the exception will be removed.

Remuneration policy

The Remuneration & Nominations Committee meet at least twice a year and are responsible for overseeing the charity's pay and reward structures, approving annual pay uplifts for the workforce and to review the remuneration package for the CEO. The Chief Executive is responsible for setting the remuneration packages for other SLT members, subject to a maximum increase of 10% of the starting salary in any financial year. SLT salaries are reviewed every two years to ensure consistency with external benchmarks.

Equality statement

We are proud of our diverse workforce which reflects the breadth of people we support. The Disabilities Trust embeds the principles of the Equality Act in everything we do. Through staff training and strong leadership, we are encouraging inclusivity and diversity across the organisation.

Trustees

The following Trustees held office during the year:

Mr S Howell	Appointed Chair 20 Nov 2017, Resigned 29 Nov 2021
Ms H E Castel	Elected 28 May 2021
Dr C S Drugan	
Mr M Green	Resigned 29 Nov 2021
Ms K M Greenberg	Elected 27 Sept 2021, Appointed Chair 29 Nov 2021
Mr R A Hoyle	Resigned 29 Nov 2021
Mr M James	
Ms T S Livadeas	
Mr C E Philipsborn	
Ms C E Reid	Elected 28 May 2021
Ms M C Waite	Elected 28 May 2021
Mr S H Waring	
Mr R W Wilson	
Mrs C M Yorath	Resigned 13 July 2020

Senior Leadership Team

The Trustees have delegated the day-to-day management of the charity to the Chief Executive Officer who appoints the Senior Leadership Team:

Mrs I Sobowale	Chief Executive Officer
Mrs A Bygrave	Director of Operations (Resigned 4 July 2021)
Ms N Carey	Director of People and Organisational Development
Mr W Chidgey	Director of Corporate Services
Mr G Fisher	Director of Digital (Appointed 11 Jan 2021)
Ms L Lovatt	Director of Operations – Learning/Autism Disabilities, Physical Disabilities and Education (Appointed 5 Jul 2021)
Mrs V Pilkington	Director of Governance and Quality Assurance
Ms V Francis	Director of Communications and Foundation
Mrs L Robertson	Director of Business Development
Dr R Coetzer	Clinical Director (Appointed 6 Sep 2021)
Ms K Mitchell	Director of Brain Injury Operations (Appointed 26 Jul 2021)

Streamlined energy and carbon reporting Energy consumption

Streamlined Energy and Carbon Reporting (SECR) is the new legislative reporting requirement in the financial review for the year ending on or after 31 March 2020. It mandates that all large organisations must report on the operational energy consumption and associated emissions. CO2e, or carbon dioxide equivalent, is a standard unit for measuring carbon footprints (where "kg" is kilograms and "t" is thousands of kilograms). The high-level breakdown is as follows:

2021

	Gas	Electricity	Transport	Total
kWh	7,038,655	1,888,152	616,379	9,543,187
Mileage			542,414	542,414
kgCO2e	1,295,091	778,013	162,486	2,235,590
tCO2e	1,295	778	162	2,235

2020

	Gas	Electricity	Transport	Total
kWh	8,376,798	3,153,936	908,298	12,439,032
Mileage			751,322	751,322
kgCO2e	1,541,306	1,299,579	239,008	3,079,893
tCO2e	1,541	1,300	239	3,080

Energy and associated carbon emissions

The Disabilities Trust total CO2 emission from grid electricity is 778 tCO2e (2020: 1,300 tCO2e) and 1,295 tCO2e (2020: 1,541 tCO2e) for emissions from natural gas. This is used for operational buildings and care homes. There were higher emissions over the winter months which is due to increased heating demands.

The primary reason for the significant reduction is electricity usage is a direct result of the COVID-19 pandemic as office based employees have been working remotely rather than from the office.

Intensity metric

An intensity metric gives The Disabilities Trust an indicator of carbon performance based on an operational figure. In this case, we have used the number of people we support to indicate this performance with 567 people (2020: 603) we support emitting an average of 3,942.8 kgCO2e each (2020: 5,107.6 kgCO2e). This will be measured annually and compared against previous years.

	2021	2020
Number of people we support	567	603
kgCO2e	2,235,590	3,079,893
KgCO2e per person	3,942.8	5,107.6

DT initiatives

This section highlights energy and carbon improvement projects undertaken during the year and those that are currently underway:

- **Smart meters:** In order to obtain an accurate and detailed picture of each building's consumption, we are changing all of our meters to smart ones.

Energy sources

We are measuring the scope one and two emissions. All energy data was collated by our main energy suppliers SSE and E.ON. Transport data and the number of people we support was collated internally. We obtained energy usage for a number of sites for a winter and summer month. These figures were extrapolated over the year for all of our services. The number of people we support at each unit was used as the basis for calculating the energy usage for units. Scope one: Transport and vehicles Scope two: Electricity and gas supply.

Calculations

The following figures were used to convert energy to CO2 figures.

	Litre	kWh	Co2e
Gas	N/A	1	0.183997
Electricity	N/A	1	0.41205
Petrol	1	9.1	2.31
Diesel	1	10	2.68

Legislative and administration information

Name of the charity:
The Disabilities Trust

Company registration number:
2334589

Country of incorporation:
United Kingdom

Charity registration number:
England and Wales: 800797
Scotland: SCO38972

Registered office:
First Floor, 32 Market Place, Burgess Hill, West Sussex, RH15 9NP

Auditors:
Crowe UK LLP, 55 Ludgate Hill, London, EC4M 7JW

Bankers:
Barclays Bank plc, Level 28, 1 Churchill Place, London, E14 5HP

Solicitors:
DAC Beachcroft LLP, 100 Fetter Lane, London, EC4A 1BN

Investment Managers:
Rathbone Investment Management Limited, 8 Finsbury Circus, London, EC2M 7AZ
Cazenove Capital, 1 London Wall Place, London Wall, Barbican, London, EC2Y 5AU
CCLA Investment Management, Senator House, 85 Queen Victoria St, London, EC4V 4ET

Trustees' responsibilities statement

The Trustees (who are also Directors of The Disabilities Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles set out in the Charities SORP (FRS 102)
- Make judgments and accounting estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's and Group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. The Trustees are also responsible for safeguarding the assets of the charitable company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

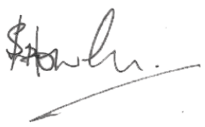
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each of the Trustees confirm that:

- So far, as each Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have each taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees' report (including the Strategic Report) has been approved by the Board of Trustees of The Disabilities Trust on 29 November 2021 and signed on their behalf by:

ON BEHALF OF THE BOARD



Mr S Howell
Chair of Trustee Board

Auditor's report

Independent Auditor's Report to the Members and the Trustees of The Disabilities Trust

Opinion

We have audited the financial statements of The Disabilities Trust ('the charitable company') and its joint venture ('the group') for the year ended 31 May 2021 which comprise The Consolidated Statement of Financial Activities, Group and Charity Balance Sheets, Consolidated statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 May 2021 and of the group's 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 and the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 charitable company's or the group'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 trustees are responsible for the other information contained within the annual report. 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.

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 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 our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report 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 strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Responsibilities of trustees

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 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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.
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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were, CQC Regulations for service providers and managers, taxation legislation, employment legislation and General Data Protection Regulation (GDPR).

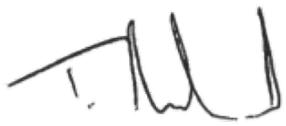
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and recognition of contract income, recording the impact of CQC regulatory reviews and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading regulatory reports and minutes of meetings of those charged with governance.

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.

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, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London

8 December 2021

Financial statements

Financial statements

Consolidated Statement of Financial Activities

– Incorporating Income and Expenditure Account for the year ended 31 May 2021

Income from	Note	Total unrestricted fund £'000	Total restricted funds £'000	Total funds 2021 £'000	Total funds 2020 £'000
Donations and legacies	3	-	1,439	1,439	202
Charitable activities:					
Improving the lives of people with disabilities	4	48,473	-	48,473	49,720
Investment income	5	712	-	712	984
Share of (deficit)/surplus of joint ventures	15	(153)	-	(153)	69
Other income	6	1,752	-	1,752	154
Total income		50,784	1,439	52,223	51,129
Expenditure on:					
Raising funds	7	106	-	106	85
Charitable activities:					
Improving the lives of people with disabilities	8(i)	49,315	-	49,315	51,055
Other		-	1,539	1,539	152
Total expenditure		49,421	1,539	50,960	51,292
Net income/(expenditure) before gains on investments	11	1,363	(100)	1,263	(163)
Gains/(losses) on investment assets		5,232	-	5,232	45
Net income/(expenditure) before transfers, gains and losses		6,595	(100)	6,495	(118)
Transfers between funds	19&20	434	(434)	-	-
Net movement in funds		7,029	(534)	6,495	(118)
Total funds brought forward		92,982	826	93,808	93,926
Total funds carried forward	19&20	100,011	292	100,303	93,808

All gains and losses recognised in the current and preceding financial year are included in the consolidated statement of financial activities. The accompanying accounting policies and notes form an integral part of these financial statements.

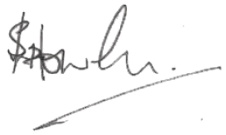
Consolidated and charity balance sheets

As at 31 May 2021

	Note	Group		Charity	
		2021	2020	2021	2020
		£'000	£'000	£'000	£'000
Fixed assets:					
Intangible assets	13	1,523	1,915	1,523	1,915
Tangible assets	14	46,948	47,963	47,203	48,218
Investments	15	37,807	32,751	37,807	32,751
Net assets in joint ventures	15	(129)	95	-	-
Total fixed assets		86,149	82,724	86,533	82,884
Current assets:					
Debtors	16	6,741	6,402	6,669	6,402
Cash at bank and in hand		14,352	11,466	14,352	11,466
Total current assets		21,093	17,868	21,021	17,868
Creditors: amounts falling due within one year	17	(6,629)	(6,503)	(6,629)	(6,503)
Net current assets		14,464	11,365	14,392	11,365
Total assets less current liabilities		100,613	94,089	100,925	94,249
Provisions for liabilities	18	(310)	(281)	(310)	(281)
Net assets (excluding pension scheme liability)		100,303	93,808	100,615	93,968
Defined benefit pension scheme liability	25	-	-	-	-
Total net assets		100,303	93,808	100,615	93,968
The funds of the charity:					
Restricted income funds	19	292	826	292	826
Unrestricted funds	20				
- revaluation reserve		10,224	5,746	10,224	5,746
- designated funds		71,471	49,878	72,159	50,133
- pension reserve		-	-	-	-
-general funds		18,316	37,358	17,939	37,263
Total unrestricted funds		100,011	92,982	100,323	93,142
Total funds		100,303	93,808	100,615	93,968

The charity generated a net surplus of £6.6m in 2021 before results of subsidiaries and JVs were consolidated into the Group financial statements (2020: net deficit £0.1m).

The financial statements were approved and authorised for issue by the Board of Trustees on 29 November 2021 and were signed on its behalf by:



Mr S Howell – Chair

Company number: 2334589

The accompanying accounting policies and notes form an integral part of these financial statements.

Consolidated statement of cash flows

For the year ended 31 May 2021

	Note	2021	2020
		£'000	£'000
Cash flows from operating activities			
Net cash provided by operating activities	22	1,665	1,645
Cash flows from investing activities			
Dividends & interest from investments		712	984
Proceeds from the sale of property, plant and equipment		3,935	3,517
Purchase of property, plant and equipment		(2,299)	(3,482)
Purchase of intangible fixed assets		(448)	(417)
Net (purchase)/proceeds from sale of investments		(853)	(7,355)
Gift aid received from joint ventures		174	276
Net cash (expensed)/generated by investing activities		1,221	(6,475)
(Decrease)/Increase in cash and cash equivalents in the year		2,886	(4,833)
Cash and cash equivalents at the beginning of the reporting year		11,466	16,299
Cash and cash equivalents at the end of the reporting year		14,352	11,466

The accompanying accounting policies and notes form an integral part of these financial statements.

Notes to the financial statements

For the year ended 31 May 2021

1. Principal accounting policies

Our principal accounting policies are set out below.

Basis of preparation

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

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the financial Reporting Standard applicable in the UK and Ireland (FRS 102) and the Companies Act 2006.

The Disabilities Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy.

The accounts are presented in £ Sterling.

Going concern

We have prepared forecasts to the end of 2022 which consider our cash position, sources of income and planned expenditure. These forecasts incorporate key challenges surrounding the ongoing pandemic including the reconfiguration of service delivery to ensure staff and beneficiaries remain safe. The forecasts include additional costs and savings arising from our response and have considered sensitivities surrounding our income pipeline. The charity has a strong portfolio of investments and financial performance, these continue to be monitored regularly. The Trustees have scrutinised the key assumptions within forecasts and are satisfied that the current level of free reserves, available investment and cash balances are adequate to meet the Group's obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements

Subsidiary undertakings and joint ventures

The consolidated statement of financial activities and Group balance sheet incorporate the financial statements of the charity and its subsidiary undertakings on a line by line basis.

The Group's share of the results of the joint ventures is included in the consolidated statement of financial activities and the Group's share of the net assets of the joint ventures is included in investments in the Group balance sheet.

In the charity's own financial statements, the investment in subsidiary undertakings is stated at the net book value of the assets of the subsidiary undertakings at the date of acquisition. The charity's investment in the joint ventures is stated at cost. Investments in subsidiaries are reviewed for impairment annually.

Hamilton Lodge Trust Limited, a wholly owned subsidiary of The Disabilities Trust which provided services to people with learning disabilities and autism, ceased trading on 31 August 2017 further to the Trustees' decision as a result of its continued operating deficits. The Disabilities Trust has continued to wind down the charity in 2020 and the company was formally struck off the register on 22 September 2020.

On the 22 September 2021, York House Ventures Limited moved from being a joint venture to a wholly owned subsidiary of the Trust.

Income

Voluntary income including donations, gifts, legacies and grants, is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The donor specified that the grant or donation must only be used in future accounting periods, or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

The following specific policies apply to certain categories of income:

- Income from fees is recognised as services are provided. Any amount received in advance of services being provided is included as deferred income. The majority of our funding is received from local authorities.
- Donated goods or services are included in the financial statements at an estimate based on the value of the donation to the group.
- Grants are included in the statement of financial activities when the conditions for receipt have been complied with.
- Investment income is included in the statement of financial activities when receivable, including recoverable tax.

Expenditure

Expenditure has been charged to the statement of financial activities on an accrual basis. Costs are shown inclusive of any related value added tax. Expenditure categories noted below are analysed in the various notes to the financial statements:

- Raising funds
  Costs of raising funds are the costs incurred in attracting voluntary income.

- Charitable activities
  These are the costs involved in activities where the aim is the objectives of the Group. They include direct costs, support costs and governance costs as detailed below.

- Direct costs
  These include the cost of direct service delivery including all staff and other directly attributable costs.

- Support costs
  Support costs include the costs of the central support office functions such as central management, financial administration, human resources, information systems and finance costs. They have generally been allocated to cost categories on the basis of staff costs and staff numbers, which, in turn, is judged to allocate costs on a reasonable basis consistent with the activity's usage.

- Governance costs
  Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Lease contracts

Operating lease rentals are charged to the statement of financial activities on a straight-line basis over the life of the lease.

Intangible fixed assets and depreciation

Depreciation is calculated to write down the cost less estimated residual value of all intangible fixed assets over their expected useful lives. The rates generally applicable are:

Computer software - 25% per annum

Tangible fixed assets and depreciation

Depreciation is calculated to write down the cost less estimated residual value of all tangible fixed assets other than freehold land by equal annual instalments over their expected useful lives. The rates generally applicable are:

Freehold buildings	2% per annum
Short leasehold improvements	over period of lease
Computers	25% per annum
Fixtures and fittings	15% per annum
Motor vehicles	33.3% per annum on high mileage vehicles
Motor vehicles	15% per annum on people carriers

No depreciation is provided on freehold land.

Impairment reviews are only carried out if there is an indication that the recoverable amount of a tangible fixed asset is below its net book value.

Properties under construction are stated at cost. Cost comprises directly attributable costs and borrowing costs. Such properties are not depreciated until they are reclassified after completion.

There is a de minimis capitalisation limit of £5,000.

Investments

Investments are stated in the balance sheet using the mid-price at market value. All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in "(losses)/gains on investment assets". Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

Stocks

Stocks are stated at the lower of cost and net realisable value. In determining the cost of raw materials and consumables, the purchase price is used.

Debtors

Trade and other debtors are recognised at the transaction amount, net of trade discounts and are reduced by amounts which are not considered to be recoverable.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

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

Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

Redundancy costs are recognised as an expense in the period in which the charity becomes irrevocably committed to incurring the costs and the main features of the plans have been announced to affected employees.

Pension costs

We have a defined contribution scheme for the benefit of employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Foreign currency

Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities in foreign currencies are translated at the rates of exchange prevailing at the balance sheet date. Exchange differences are included in the consolidated statement of financial activities for the period in which they are incurred.

Fund accounting

We have various types of funds for which we are responsible, and which require separate disclosure. These are as follows:

- Restricted income funds
  Donations or legacies are earmarked by the donor for specific purposes. From these funds, the donation and income deriving therefrom may be used in accordance with the specific purposes.

- Unrestricted funds
  - Designated funds

    We may, at our discretion, set aside funds for specific purposes which would otherwise form part of the general funds of the organisation. Specifically, the charity sets aside funds for the following:

    - The amount which represents the investment made in intangible and tangible fixed assets for use by the charity.
    - Sums for use by The Disabilities Trust Foundation which is a fund that has been set up to allow the charity to support and work with new and existing initiatives which would otherwise struggle to attract mainstream or traditional funding.
    - The amount of the revaluation reserve on investments held by the charity which represents cumulative investment gains on investments.

  - General funds

    Funds are expendable in furtherance of the objectives of the charity.

2. Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made the following judgements:

Leases

The classification of leases entered into by the Group either as a lessor or a lessee as operating leases or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.

Impairment

The determination of whether there are any indicators of impairment applicable to the Group's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating service, the viability and expected future performance of that service.

Tangible fixed assets

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Dilapidation provisions

Dilapidation provisions have been provided in these financial statements reflecting the Group's estimate of repair costs which will need to be undertaken when returning leased properties back to their original state. The provisions are based on the average provision required for each property leased.

Payroll accruals

Payroll accruals have been provided in these financial statements as the compensation owed to employees to the end of the period plus any payroll taxes related to those unpaid wages.

The May payroll is used and any salaries etc for the month of May are removed (because these are actuals) along with any backpay, stakeholder or one off payments are removed, leaving those elements that would be characteristic of the May pay These are divided by 31 and multiplied by 26 days which were the remaining days after the cut-off date. A provision is made for the NI and Pension.

3. Donations and legacies

Group

	Total funds 2021	Total funds 2020
	£'000	£'000
Legacies	-	174
Grants	151	21
COVID-19 grant income	1,106	-
Other donations and gifts	182	7
	1,439	202

4. Income from charitable activities

Improving the lives of people with disabilities

Group

	Total funds 2021	Total funds 2020
	£'000	£'000
Fee income:		
Physical disabilities	4,892	4,711
Autism	8,633	8,659
Brain injury	21,985	24,067
Education	4,560	4,363
Community services	7,212	7,380
COVID-19 Fee income	641	-
Ancillary services to joint ventures: Management charges to joint ventures	550	539
	48,473	49,720

5. Investment income

Group

	Total funds 2021 £'000	Total funds 2020 £'000
Bank deposit interest receivable	90	79
Dividend income from listed investments	622	905
	712	984

6. Other income

Group

	Total funds 2021 £'000	Total funds 2020 £'000
Surplus on sale of fixed assets	1,379	33
Other income	373	121
	1,752	154

7. Expenditure on raising funds

Group

	Total funds 2021 £'000	Total funds 2020 £'000
Fundraising costs	44	23
Investment management costs	62	63
	106	86

8. Charitable activities

(i) Group

Improving the lives of people with disabilities

Total funds

	Activities undertaken directly	Support costs	Total funds 2021	Activities undertaken directly	Support costs	Total funds 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Physical disabilities	5,794	1,190	6,984	5,648	1223	6,871
Autism	7,720	1,574	9,294	7,885	1,618	9,503
Brain injury	17,887	305	18,192	19,922	4,543	24,464
Education	2,831	1,384	4,215	2,485	314	2,799
Community services	5,947	4,420	10,367	5,826	1,423	7,249
The DT Foundation	256	7	263	163	6	169
Total charitable activities	40,435	8,880	49,315	41,928	9,127	51,055

2021 Support costs allocation

	Physical disabilities	Autism	Education	Community Services	Brain injury	The DT Foundation	Total 2021	Basis of allocation
	£'000	£'000	£'000	£'000	£'000		£'000	
Central support costs								
Staff and training	600	793	154	698	2,227	3	4,475	Staff nos.
Other	574	759	147	668	2,132	3	4,283	Staff nos.
Governance	16	22	4	19	61	-	122	Staff nos.
	1,190	1,574	305	1,385	4,420	6	8,880	

The allocation of support costs has been made on the basis of the Trustees' best estimate of time spent on supporting each activity during the year. The Group prepares individual budgets and management accounts for each accommodation unit and costs are directly attributed during the year; the amounts included above for "unit costs" are the support costs allocation of these directly attributable costs.

The central support costs are the costs borne by the charity for central office services including quality control, business development, communications, management accounting, payroll administration, budgeting, information technology, people services and learning & development.

9. Staff number and costs

Staff costs during the year were as follows:

	Group 2021 £'000	Group 2020 £'000
Wages and salaries	30,194	28,843
Social security costs	2,495	2,666
Cost of defined benefit pension schemes	-	-
Cost of defined contribution pension schemes	1,556	1,433
Other employee benefits	345	163
	34,590	33,105
Payments made to independent third parties for the provision of staff	4,400	4,788
Total payroll and staff related costs	38,990	37,893

The costs of an additional 124 (2020: 120) care staff and 14 (2020: 13) administrative staff are recharged to the joint ventures for which their services are exclusively used.

Payments made to independent third parties for the provision of staff relate to costs incurred as a result of staff vacancies and cover being required pending recruitment. They also include costs arising as a result of cover being required during sickness or holiday.

Wages and salaries shown above include the following which have been fully provided in the accounts and fully funded by the Group

	Group 2021 £'000	Group 2020 £'000
Redundancy costs & termination payments	331	152

The average number of persons engaged in the provision of welfare services to residents of the Group and the charity during the year, analysed by category, was as follows.

	Group 2021 Number	Group 2020 Number
Provision of care	1,389	1,424
Administration	187	178
	1,576	1,602

The number of employees paid over £60,000 (excluding pension contributions) during the year was as follows:

	Group 2021 Number	Group 2020 Number
£60,001 to £70,000	8	9
£70,001 to £80,000	7	6
£80,001 to £90,000	2	1
£90,001 to £100,000	1	2
£100,001 to £110,000	1	1
£110,001 to £120,000	1	-
£120,001 to £130,000	1	3
£160,001 to £170,000	1	-
£180,001 to £190,000	-	1
£190,001 to £200,000	-	-

The Trustees consider that, along with themselves, members of the Senior Leadership Team (as detailed in the Trustees' Report) are the Group's and the charity's key management personnel. The total amount of employee benefits paid to members of the Senior Leadership Team in respect of their services to The Disabilities Trust (including remuneration, employer's pension contributions, employers National Insurance and other benefits) was £1,124,618 (2020: £1,101,558) for the Group.

10. Remuneration of Trustees

No Trustee received any form of remuneration during the year (2020: £nil). Travel expenses incurred in the course of attending the charity's affairs and amounting to £193 (2020: £10,909) for the Group and the charity were reimbursed to 1 Trustee during the year (2020: 8).

Due to the impact of Covid-19 and Board meetings being delivered remotely, costs of Trustees' meetings amounted to £253 in the year (2020: £7,859).

Recruitment and retainer fees expensed during the year totalled £45,300 (2020: £nil) as a result of a Board recruitment phase resulting in three new trustees and a new Chair.

The Trustees have used funds of the charity to purchase indemnity insurance at a cost of £2,095 (2020: £2,188).

11. Net income before gains on investments

	Group 2021 £'000	Group 2020 £'000
The net income for the year is stated after charging/(crediting)		
Auditor's remuneration for statutory audit services		
- parent	45	43
- subsidiaries	3	3
Auditor's remuneration for taxation services	2	2
Auditor's remuneration for other assurance services	1	1
Depreciation and other amounts written off tangible fixed assets	1,619	1,739
Depreciation and other amounts written off intangible fixed assets	840	797
Loss on disposal of tangible fixed assets	52	39
Hire of other assets - operating leases	457	1,031
Profit on sale of tangible fixed assets	(1,379)	(33)

12. Tax

The company is registered as a charity and its income is applied solely for charitable purposes. As a result, it is entitled to rely upon the relevant taxation exemptions and reliefs as set out in the Corporation Taxes Act 2010. Any profit generated by York House Ventures Limited (YHV), the joint venture company, is paid to the joint venture parties under the Gift Aid Scheme, following the year-end and is subject to corporation tax until then. As a result, the income from joint ventures of the Group for the year includes the impact of tax charged on the results for YHV for the year.

13. Intangible fixed assets

	Group and Charity Computer software
	£'000
Cost	
At 1 June 2020	4,509
Additions	448
Disposals	-
At 31 May 2021	4,957
Amortisation	
At 1 June 2020	2,594
Provided in the year	840
Disposals	-
At 31 May 2021	3,434
Net book value	
At 31 May 2021	1,523
Net book value	
At 31 May 2020	1,915

14. Tangible fixed assets

Group

	Land and buildings	Motor vehicles	Fixtures and fittings	Computers	Assets under construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost						
At 1 June 2020	**58,072**	**268**	**6,660**	**1,650**	**2,784**	**69,434**
Additions	545	13	276	251	1,214	2,299
Disposals	(2,426)	(54)	(863)	(22)	-	(3,365)
Construction complete	3,962	-	-	-	(3,962)	-
At 31 May 2021	60,153	227	6,073	1,879	36	68,368
Depreciation						
At 1 June 2019	14,372	225	5,695	1,178	-	21,470
Provided in the year	1,106	10	351	152	-	1,619
Disposals	(750)	(54)	(843)	(22)	-	(1,669)
At 31 May 2021	14,728	181	5,203	1,308	-	21,422
Net book value at 31 May 2021	45,425	46	871	571	36	46,948
Net book value at 31 May 2020	43,700	43	965	471	2,784	47,963

All tangible fixed assets are utilised for the Group's charitable purposes.

Charity

All tangible fixed assets are utilised for the charity's charitable purposes.

	Land and Buildings	Motor vehicles	Fixtures and fittings	Computers	Assets under construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation						
At 1 June 2020	58,156	268	6,660	1,650	2,786	68,520
Additions	546	13	276	251	1,214	2,300
Disposals	(2,426)	(54)	(863)	(22)	-	(3,365)
Construction complete	3,962	-	-	-	(3,962)	-
At 31 May 2021	60,238	227	6,073	1,879	38	68,455
Depreciation						
At 1 June 2020	14,204	225	5,694	1,179	-	21,302
Provided in the year	1,106	10	351	152	-	1,619
Impairment	-	-	-	-	-	-
Disposals	(750)	(54)	(843)	(22)	-	(1,669)
At 31 May 2021	14,560	181	5,202	1,309	-	21,252
Net book value at 31 May 2021	45,677	46	871	570	39	47,203
Net book value at 31 May 2020	43,952	43	966	471	2,786	48,218

15. Fixed asset investments

Group

	Listed securities	Cash on deposit	Total
	£'000	£'000	£'000
Market value at 1 June 2020	29,505	3,246	32,751
Disposals	(4,834)	-	(4,834)
Additions	5,517	-	5,517
Movement in cash held as part of investment portfolio	-	(859)	(859)
Net gains/(losses)	5,232	-	5,232
Market value at 31 May 2021	35,420	2,387	37,807

Charity
2021

	Total	Total
	£'000	£'000
Market value of investments at 31 May (as above)	37,807	32,751
Investment in subsidiaries		
Deemed cost at 1 June	-	124
Write off of investment in Hamilton Lodge Trust Limited	-	(124)
Deemed cost at 31 May 2021	-	-
At 31 May 2021	37,807	32,751

Investment portfolio

	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Market value				
Listed securities	14,531	11,113	14,531	11,113
Fixed Interest investments	20,889	18,392	20,889	18,392
Cash	2,387	3,246	2,387	3,246
	37,807	32,751	37,807	32,751

Subsidiaries

The charity's subsidiaries at 31 May 2021, all of which are directly controlled by the charity were as follows:

	Principal activity
Brain Injury Rehabilitation Trust Limited ("BIRT")	Dormant
Hamilton Lodge Trust Limited ('HL')	Services to people with learning disability & autism (not operating)

On 30 November 2017, the charity merged with Brain Injury Rehabilitation Trust (BIRT) (Company registration number: 2863860; Charity registration number: 800797-1 (England & Wales) and SCO43579 (Scotland), a 100% subsidiary, whose activities were the provision of services to people with acquired brain injury.

At 31 May 2021 the charity had a 100% interest in Hamilton Lodge Trust Limited through which the charity provided services to people with learning disabilities and autism. Hamilton Lodge Trust Limited ceased trading on 31 August 2017.

Brain Injury Rehabilitation Trust:

Company registration number – 2863860 (England & Wales)
Charity registration numbers – 800797-1 (England & Wales) and SCO43579 (Scotland)

Hamilton Lodge Trust Limited

Company registration number – 489657 (England & Wales)
Charity registration numbers – 306080 (England & Wales)

The company was dissolved on 22 September 2020 and removed from the Charity Register.

Joint ventures

At 31 May 2021 the charity had a 50% interest in the share capital of York House Ventures Limited which provides a rehabilitation hospital for people with brain injuries together with ongoing care facilities.

On the 22 September 2021, York House Ventures Limited moved from being a joint venture to a wholly owned subsidiary of the Trust.

York House Ventures Limited

Profit and Loss for the year ended 31 May 2021

	2021		2020	
	Total	Group's share (50%)	Total	Group's share (50%)
	£'000	£'000	£'000	£'000
Turnover	5,923	2,962	6,269	3,135
Cost of sales	(5,512)	(2,756)	(5,453)	(2,726)
Administrative expenses	(717)	(359)	(651)	(326)
Net interest receivable	-	-	5	2
Profit before tax	(306)	(153)	170	85
Tax on profit on ordinary activities	-	-	(32)	(16)
Share of profit	(306)	(153)	138	69

York House Ventures Limited

Balance sheet as at 31 May 2021

	2021		2020	
	Total	Group's Share (50%)	Total	Group's Share (50%)
	£'000	£'000	£'000	£'000
Fixed assets	57	29	82	41
Current assets	926	463	1,199	599
Creditors: amounts falling due within one year	(1,240)	(620)	(1,091)	(545)
Provisions for liabilities	-	-	(11)	(5)
Net (deifict)/assets	(257)	(128)	190	95

16. Debtors

	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Falling due within one year				
Trade debtors	4,461	4,625	4,461	4,625
Amounts owed by joint ventures	866	499	866	499
Other debtors	62	334	62	334
Prepayments and accrued income	1,352	944	1,280	944
	6,741	6,402	6,669	6,402

17. Creditors: amounts falling due within one year

	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Trade creditors	966	562	966	562
Amounts owed to subsidiary undertakings	-	-	-	-
Taxation and social security	706	703	706	703
Accruals and deferred income	4,630	4,461	4,630	4,461
Other creditors	327	777	327	777
	6,629	6,503	6,629	6,503

Accruals and deferred income includes deferred income as follows:

	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Fees received for care to be provided after 31 May 2021	1,996	1,734	1,996	1,734
Deferred grants	307	218	307	218
	2,303	1,952	2,303	1,952

The deferred income at 31 May 2021 has been credited to the 2022 Statement of Financial Activities. Deferred income at 31 May 2020 was credited to the 2021 Statement of Financial Activities.

Accruals and other creditors include pension contributions of £207,000 (2020: £206,000) for the Group and the charity.

18. Provisions for liabilities

Group and Charity

	Total	Dilapidations provision
	£'000	£'000
At 1 June 2020	281	281
Amounts provided for in the year	29	29
At 31 May 2021	310	310

19. Restricted income funds

Group 2021		Movement in resources			
	Balance at 1 June 2020	Income	Expenditure	Transfers unrestricted funds (note 21)	Balance at 31 May 2021
	£'000	£'000	£'000	£'000	£'000
Other grants	218	-	-	(218)	-
COVID-19 grants	-	1,106	(1,106)	-	-
ConnectAbility appeals	118	-	-	(118)	-
Sundry	489	333	(483)	(98)	292
Total group restricted funds	826	1,439	(1,539)	(434)	292

Group 2020		Movement in resources			
	Balance at 1 June 2019	Income	Expenditure	Transfers unrestricted funds (note 21)	Balance at 31 May 2020
	£'000	£'000	£'000	£'000	£'000
Sundry (HL)	7	-	(7)	-	-
Other grants	197	22	(1)	-	218
ConnectAbility appeals	128	-	(10)	-	118
Sundry	444	180	(135)	-	489
Total group restricted funds	776	202	(152)	-	826

Other grants are comprised of donations made covering projects for spend at services.
ConnecAbility appeals relate to funds raised for a hub at Shinewater and other funds for equipment.
The COVID-19 grants were provided to assist with infection control and rapid testing.
Sundry is comprised of grants provided to Heathermount school to improve the conditions and facilities for the pupils.

20. Unrestricted funds

Group 2021

	Balance at 1 June 2020	Income and gains	Outgoing resources	Transfers restricted funds (note 20)	Other transfers	Balance at 31 May 2021
	£'000	£'000	£'000	£'000	£'000	£'000
Revaluation reserve						
Net surplus on Investments	5,746	4,479	-	-	-	10,224
Designated funds						
Investment in intangible and tangible fixed assets	49,878	-	-	-	(1,407)	48,471
Investment in Chocolate Works	-	-	-	-	23,000	23,000
Total designated funds	49,878	-	-	-	21,593	71,471
General funds	37,358	51,538	(49,421)	434	(21,593)	18,316
Total unrestricted funds	92,982	56,017	(49,421)	434	-	100,011

There is a commitment of £23 million for development of The Chocolate Works. The Trustees have authorised that these funds are designated to fund the project.

Group 2020

	Balance at 1 June 2019	Income resources	Outgoing resources	Transfers restricted funds (note 20)	Other transfers	Balance at 31 May 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Revaluation reserve						
Net surplus/(deficit) on revaluation	5,701	45	-	-	-	5,746
Designated funds						
Investment in tangible and fixed assets	52,388	-	-	-	(2,510)	49,878
The DT Foundation	-	-	(164)	-	164	-
Total designated funds	52,388	-	(164)	-	(2,346)	49,878
General funds	35,061	50,972	(50,976)	-	2,346	37,358
Total unrestricted funds	93,150	50,972	(51,140)	-	-	92,982

The purpose of the designated funds is explained in the accounting policies.

The transfers shown above are as follows:	Group £'000
Transfers to fixed asset designated fund from unrestricted funds	(1,407)
Transfers to development of The Chocolate Works	23,000

21. Analysis of net assets between funds

Group 2021

	Intangible fixed assets	Tangible fixed assets	Fixed assets investments	Net current assets	Provisions for liabilities	Transfers	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Restricted	-	-	-	292	-		292
Unrestricted							
Revaluation reserve	-	-	10,225	-	-		10,225
Designated funds	1,523	46,948	-	-	-	23,000	71,471
General funds	-	-	27,453	14,172	(310)	(23,000)	18,315
	1,523	46,948	37,678	14,464	(310)	-	100,303

Group 2020

	Intangible fixed assets	Tangible fixed assets	Fixed assets investments	Net current assets	Provisions for liabilities	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Restricted	-	-	-	826	-	826
Unrestricted						
Revaluation reserve	-	-	5,746	-	-	5,746
Designated funds	1,915	47,963	-	-	-	49,878
General funds	-	-	27,100	10,539	(281)	37,358
	1,915	47,963	32,846	11,365	(281)	93,808

22. Reconciliation of net income/expenditure to net cash flow from operating activities

	2021	2020
	£'000	£'000
Net (expenditure)/income for the reporting period	6,495	(118)
Adjustments for:		
Depreciation charges	2,459	2,536
Gains on investments	(5,232)	(45)
Loss/(profit) on sale of tangible fixed assets	(1,314)	6
Decrease in stocks	-	11
(Increase)/decrease in debtors	(340)	194
Increase in creditors	126	201
(decrease)/increase in provisions	29	(87)
Dividends and interest received	(712)	(984)
Share of profit/(loss) in joint venture	153	(69)
Net cash provided by operating activities	1,665	1,645

23. Capital commitments

Capital commitments at the end of the financial year for which no provision has been made:

	Group 2021	Group 2020	Charity 2021	Charity 2020
	£'000	£'000	£'000	£'000
Authorised but not contracted	23,000	4,500	23,000	4,500
	23,000	4,500	23,000	4,500

The capital commitments above are phased up to and including 2022/23 (2020: 2020/21) with £23,000,000 (2020: £4,500,000) falling due within one year for the Group and £23,000,000 (2020: £4,500,000) for the charity.

These commitments relate to the relocation of York House Hospital to an alternative site, the Chocolate Works, to develop a new, purpose-built service. Planning permission has been granted and project completion is expected in November 2023. They will be financed from existing reserves and future surpluses.

24. Commitments as lessee

The total of future minimum lease payments under non-cancellable operating leases is as follows:

Group and Charity	2021 Land and Buildings £'000	2021 Other £'000	2020 Land and Buildings £'000	2020 Other £'000
Within one year	250	68	274	125
Between one and five years	268	91	436	159
In five years or more	852	-	901	-
	1,370	159	1,612	284

25. Pension costs

Defined contribution schemes

The charity makes payments to individual employees' personal pension plans. There is also a defined contribution pension scheme for the benefit of employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. There were no prepaid contributions at either the beginning or the end of the financial year. Group contributions amounted to £1,556,000 (2020: £1,433,000) during the year of which £207,000 (2020: £206,000) had not been paid at the year end.

26. Funds held as custodian Trustees

At the year end, the Group held monies totaling £265,000 (2020: £296,000) on behalf of its clients and the charity held monies totaling £255,000 (2020: £263,000). These monies are not included within the balance sheet and are held separately in clearly identifiable bank accounts.

27. Transactions with other related parties

Group and charity

York House Ventures Limited

During the year, the Group received the following payments from York House Ventures Limited ("YHV"), the joint venture company:

	2021 £'000	2020 £'000
The Disabilities Trust		
Staff costs	3,480	3,477
Management charge	550	539
Other charges	87	-

28. Comparative SoFA

Income from:	Total Unrestricted funds	Total Restricted funds	Total funds 2020
	£'000	£'000	£'000
Donations and legacies	-	202	202
Charitable activities:			
Improving the lives of people with disabilities	49,720	-	49,720
Investment income	984	-	984
Share of surplus of joint ventures	69	-	69
Other income	154	-	154
Total income	50,927	202	51,129
Expenditure on:			
Raising funds			
	85	-	85
Charitable activities:			
Improving the lives of people with disabilities	51,055	-	51,055
Other	-	152	152
Total expenditure	51,140	152	51,292
Net income/(expenditure) before gains on investments	(213)	50	(163)
Gains on investment assets	45	-	45
Net movement in funds	(168)	50	(118)
Total funds brought forward	93,150	776	93,926
Total funds carried forward	92,982	826	93,808

29. Post balance sheet events

On 22 September 2021, The Disabilities Trust purchased the 50% shareholding in York House Ventures Limited from The Retreat York. This resulted in 100% ownership of the company by The Disabilities Trust. From this date, the company will be a wholly owned subsidiary undertaking included in the parents' group accounts by way of the equity method of valuation. The intention is to transfer the activities and remaining assets over to The Trust during 2022.

The results for the year and balance sheet at 31 May 2021 for York House Ventures Limited are disclosed in Note 15 on page 90.

"Resident fundraising."

Residents at Kent House put their pedal power to the test by taking part in a cycling challenge to collectively cycle 250 miles and raise £300 for a new cafe.

"Lockdown has been difficult for those we support and their families, as the government restrictions have meant they can't spend time together within the social areas in the service," says Hazel Dias-Fernandes, a physiotherapist at Kent House, which provides rehabilitation for people with an acquired brain injury.

"This money will enable them to create a little coffee corner away from the main unit where everyone can meet with their family members during visits."

Residents helped fundraise for other in-service cafes at York House and Ty Aberdafen.

"Everything changed when I had my brain injury. One minute everything was good, then I felt sad a lot. I was really struggling. At Daniel Yorath House, I did sessions with my clinical team, physio and attention process training. They helped me with talking and walking. Daniel Yorath House gives people a place to get better and work on themselves. I would recommend them. It is good rehab."

Luwam, 31, who has Wilson's disease, spent around two years at Daniel Yorath House before moving to Sovereign Mill supported living in October 2020

Get involved

If you want to know more about how we can help you, a family member or the people you work with, do get in touch.

Or if you'd like to donate, you can be sure every gift we receive goes towards supporting disabled people to be as independent as possible.

Visit: www.thedtgroup.org
Tel: 01444 237254
Email: fundraising@thedtgroup.org

The Disabilities Trust
www.thedtgroup.org

About The Disabilities Trust

We are a charity that works alongside people with an acquired brain injury, autism, and learning or physical disabilities to help them live as independently as possible. For over 40 years, our high-quality services across the UK have supported people to move forward with their lives. These include: brain injury assessment and rehabilitation centres, hospitals, care homes, supported living accommodation, care in people's homes and a school.

Our services support around 750 people each year. We are the largest not-for-profit brain injury service provider in the UK.

We also campaign, conduct research and pilot new ideas to amplify the voices of people who can't access our core services.

Our dedicated teams of specialists provide the individual support people need to live as full a life as possible. They work closely with those we care for, their families and friends, local and health authorities, housing associations and others.

Find out more at www.thedtgroup.org