

Disability Action (NI)

Northern Ireland · Charity number 100004

Details

Status	Received
Registered	2014-06-18
Register	View on the Charity Commission for Northern Ireland register

Contact

Address	Portside Business Park 189 Airport Road West Belfast. Bt3 9ed BT3 9ED
Phone	(028) 90297880
Email	hq@disabilityaction.org
Website	www.disabilityaction.org

Activities

Purposes: The Company's Objects are to promote the following purposes for the public benefit:- (i) The advancement and promotion of human rights, equality and diversity for disabled people their families, carers, friends and others (hereinafter called "the beneficiaries"). (ii) The advancement of education by developing and delivering training and educational programmes designed to empower the beneficiaries by increasing their abilities, skills and self-confidence. (iii) To provide programmes of education, training and vocational training designed to assist the beneficiaries to lead to employment and to prepare the workplace for their inclusion. (iv) To bring about attitudinal change in relation to the beneficiaries and to enhance their social inclusion and independence by promoting awareness of the issues they face in society through the provision of training, advocacy, information, advice, research and the provision of services. (v) To promote the relief, welfare and inclusion of the beneficiaries within the community through the provision of specialist equipment, advice and information. (vi) Such other exclusively charitable purpose according to the law of Northern Ireland as the Trustees may from time to time decide. Notes - "Disabled people" includes any persons who have a disability. A disability is defined as "a physical or mental impairment which has a substantial and long term adverse effect on the ability to carry out normal day-to-day activities". -"Human Rights" is defined in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations.

What the charity does: The advancement of education, The advancement of citizenship or community development, The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity, The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

How the charity works: Advice/advocacy/information,Community development,Community transport,Disability,Education/training,Human rights/equality

Who the charity helps: Adult training,Carers,General public,Learning disabilities,Mental health,Older people,Parents,Physical disabilities,Sensory disabilities,Victim support,Voluntary and community sector

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£6,868,401	£6,439,993	£-587,213	157

Trustees

Name	Role	Appointed
Gerry Maguire Mbe		
Miss Phoebe Lyle		
Mr John Carberry M.B.E.		
Mr William Clark		
Mrs Patricia Bray		
Mrs Ursual Marshall		
Ms Melanie Douglas		
Peter Passmore		

Accounts

COMPANY REGISTRATION NUMBER: NI019258
CHARITY REGISTRATION NUMBER: NIC100004

Disability Action (NI)
Company Limited by Guarantee
Financial Statements
31 March 2025

Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Disability Action (NI)

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	7
Statement of financial activities (including income and expenditure account)	13
Statement of financial position	14
Statement of cash flows	15
Notes to the financial statements	16

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name	Disability Action (NI)
Charity registration number	NIC100004
Company registration number	NI019258
Principal office and registered office	Portside Business Park 189 Airport Road West Belfast BT3 9ED

The trustees

P Bray
M Douglas
G Maguire
M Marshall
J Carberry
W Clarke
A Passmore
P Lyle

Company secretary A Brown

Auditor Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Bankers
Ulster Bank Limited
Arches Retail Park
Belfast
BT5 4AF
Dankse Bank
Forestside Shopping Centre
Upper Galwally
Belfast
BT8 6FX

Solicitors
Elliott Duffy Garrett
40 Linenhall Street
Belfast
BT2 8BA
Cleaver Fulton Rankin
50 Bedford Street
Belfast
BT2 7FW

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management

Disability Action (NI) is a company limited by guarantee and a registered charity. The organisation is governed by up to 12 trustees who are nominated by member groups and elected by postal ballot at the AGM, if required. One third of the trustees retire each year on a rotational basis.

Recruiting and Appointing Trustees

Trustees are recruited through an annual election process to conform to the Memorandum and Articles of Association. In the charity's case a postal ballot is undertaken with its 100 member organisations.

Newly appointed trustees undergo an induction process and receive an induction pack. Trustees are also appointed to sub committees which best match their skills and are supported by the relevant senior staff member.

The board meets bi-monthly with sub-committees meeting in alternate months. The company's standing sub-committee structure comprises a Human Resources Sub-Committee and a Finance, Strategy & Audit Sub-Committee. Each standing sub-committee also includes co-opted members who are proposed and agreed by the main board. The work of all sub-committees is presented to the board for its approval and the board refers issues to specific sub-committees. All trustees serve on at least one sub-committee.

Disability Action (NI) is a member of a number of network organisations e.g. NICVA and Children NI and has strong relationships with the private sector e.g. Northern Ireland Chamber of Commerce and Industry and public sector groupings.

Risk Management Statement

Significant risks to funding have led to the development of a strategic plan which allows for the diversification of charitable activities. In addition, corporate risk is managed by ensuring that appropriate insurance cover is in place, adhering to rigorous internal financial controls, implementation of an annual budgetary process and the operation of a staff appraisal scheme.

Management and Remuneration

The Board of Trustees delegates the daily operation of the charity to the Senior Management team which is headed by the Chief Executive Officer. Remuneration of key management personnel is set by the Board based on appraisal of industry benchmarks.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives and activities

Disability Action's Strategic plan for 2022 - 26 sets out a vision of a truly inclusive society where our mission is to support Human Rights for All. Our 5 key strategic principles are to:

- Advocate for human rights for all
- Change attitudes to enhance social inclusion and independence
- Support through skills and employment
- Educate to empower through training
- Be a sustainable organisation

In order to fulfil these priorities Disability Action (NI) will continue to work with and for Disabled people and their representative organisations throughout Northern Ireland. Key activities include the provision of information and advice services, employment and vocational training programmes, transport services, research, training and equality work, community development, mobility assessments and lessons, and a human rights programme. The charity represents people regardless of their disability; whether that is a physical, mental health, sensory, hidden or learning disability.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance

2024-25 has been a year of significant policy and advocacy activity for Disability Action. We have worked to ensure that the voices of disabled people are heard at the highest levels of government and that policy decisions reflect the lived experiences of disabled people across Northern Ireland. A particular milestone has been our role as core participants in the UK Covid-19 Inquiry. We presented directly to the Inquiry in London and Belfast, providing evidence on the disproportionate impact of the pandemic on disabled people. This opportunity enabled us to highlight structural inequalities, policy failures, and the urgent need for rights-based reforms across health, education, housing and social care.

We continue to prioritise the full implementation of the UN Convention on the Rights of Disabled People (UNCRPD). Our submissions to the Equality Commission and to government consultations underline that disabled people must be directly involved in co-designing policy and services. This principle has guided our contributions to the Disability Strategy, where we have advocated for a fully resourced implementation plan with clear accountability and measurable outcomes. We have also engaged with the development of the Anti-Poverty Strategy, ensuring that the specific realities of disabled people's poverty and disadvantage are not overlooked. Disabled people in Northern Ireland are twice as likely to live in poverty as non-disabled people, and addressing this inequality must remain a cross-departmental priority. Disability Action have delivered disabled led poverty interventions.

We have continued to campaign for the reinstatement of the Independent Living Fund and for investment in personal assistance and community-based services. Through the Disability Housing Forum, we have highlighted the chronic shortage of accessible homes and the urgent need to expand housing adaptations programmes. These measures are vital in enabling disabled people to remain in their homes, live safely and avoid unnecessary institutionalisation. Alongside housing supply, we remain deeply concerned about the abuse and exploitation of disabled people, particularly in relation to insecure private rentals, unregulated care arrangements, and gaps in safeguarding. We have campaigned for stronger protections and oversight are essential to uphold disabled people's rights.

Transport and accessibility remain critical issues. The Disability Action Transport Service (DATS) provides a lifeline for many disabled people, but persistent funding pressures threaten its sustainability. We continue to call for stable investment in DATS, alongside broader reform of accessible public transport and taxi regulation, to prevent exclusion and exploitation.

At both national and international levels, Disability Action has strengthened its influence. In addition to our contributions to the Covid-19 Inquiry, we have engaged with government consultations on the Disability Strategy and Anti-Poverty Strategy.

Looking ahead to 2025, our priorities are clear. We will campaign for a resourced Disability Strategy with strong accountability; ensure the Anti-Poverty Strategy tackles the root causes of poverty and disadvantage faced by disabled people; expand investment in housing adaptations and accessible housing supply; and secure long-term funding for programmes like Empower. We will continue to press for rights-based reform across social security, mental health and independent living. Above all, we will defend the rights of disabled people, ensuring that safety, equality, independence and inclusion remain central to policy in Northern Ireland.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review

Net income for the year ended 31 March 2025 was £428,408. The organisation uses the following key financial performance indicator (KFPI) to monitor financial performance - 'Net income before capital grants and depreciation and impairment charges'. The KFPI of £265,453.

The charity's main source of income continues to be from services delivered under government contract. The main category of expenditure is staff dedicated to our objects of working with disabled people and such costs represent 60% of revenues (2024 - 57%).

Depreciation is not charged on buildings on the grounds that the charge would be immaterial, due to the residual value of the buildings being in excess of their carrying amount. The rationale for this is to provide a fair presentation of the results and financial position of the company. The trustees are of the opinion that the value of the fixed assets is not less than their net book value.

The board is aware of the impact of funding cuts over the past few years on the unrestricted cash reserves of the organisation. These continue to be monitored.

The Northern Ireland Charities Pension Scheme (NICPS) is a multi-employer final salary scheme which was closed in 2009. There are currently 444 scheme members and 11 actively participating scheme employers. The overall scheme deficit identified by the September 2022 actuarial valuation was £3.2mil.

Plans for future periods

We are committed to working diligently to achieve a financial surplus in 2024/25 and the future of the organisation. During the year several key contracts were renewed and we were also successful in our tender for the Department of Economy Disability Support Services contract.

We continue to adapt to the challenges brought to the our staff members with Covid-19 and the Cost of Living crisis and continue to ensure the safety and wellbeing of all staff and participants.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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

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

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

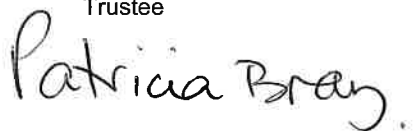
- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 11 November 2025 and signed on behalf of the board of trustees by:

P Bray
Trustee



M Douglas
Trustee



Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI)

Year ended 31 March 2025

Opinion

We have audited the financial statements of Disability Action (NI) (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2025

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2025

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standard for Auditors', in the circumstances set out in note 35 to the financial statements.

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

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2025

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

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

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

- the nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for directors' remuneration, bonus levels and performance targets;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether management were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether management have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations.
- the matters discussed among the audit engagement team including significant component audit teams and relevant internal specialists, including tax and valuations specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

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

We also obtained an understanding of the legal and regulatory frameworks in operation, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included ongoing compliance with the UK Companies Act and tax legislation.

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 may be fundamental for their ability to operate or to avoid a material penalty.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2025

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2025

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standard for Auditors', in the circumstances set out in note 35 to the financial statements.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Dolan FCA (Senior Statutory Auditor)

For and on behalf of
Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

11 November 2025

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		Unrestricted funds £	2025 Restricted funds £	Total funds £	2024 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	17,459	–	17,459	4,641
Charitable activities	6	1,902,953	4,917,128	6,820,081	5,815,435
Other trading activities	7	30,203	–	30,203	15,655
Investment income	8	658	–	658	663
Other income	9	–	–	–	6,438
Total income		<u>1,951,273</u>	<u>4,917,128</u>	<u>6,868,401</u>	<u>5,842,832</u>
Expenditure					
Expenditure on charitable activities	10,11	(1,710,714)	(4,728,187)	(6,438,901)	(5,819,354)
Other expenditure	13	(1,092)	–	(1,092)	–
Total expenditure		<u>(1,711,806)</u>	<u>(4,728,187)</u>	<u>(6,439,993)</u>	<u>(5,819,354)</u>
Net income and net movement in funds		<u>239,467</u>	<u>188,941</u>	<u>428,408</u>	<u>23,478</u>
Reconciliation of funds					
Total funds brought forward		320,526	181,059	501,585	478,107
Total funds carried forward		<u>559,993</u>	<u>370,000</u>	<u>929,993</u>	<u>501,585</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 16 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

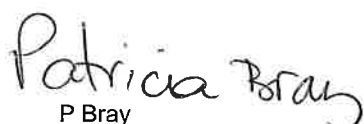
Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	18	1,011,894	1,044,258
Investments	19	251	251
		<u>1,012,145</u>	<u>1,044,509</u>
Current assets			
Debtors	20	681,101	582,309
Cash at bank and in hand		248,932	76,000
		<u>930,033</u>	<u>658,309</u>
Creditors: amounts falling due within one year	22	(549,259)	(680,669)
Net current assets		<u>380,774</u>	<u>(22,360)</u>
Total assets less current liabilities		<u>1,392,919</u>	<u>1,022,149</u>
Creditors: amounts falling due after more than one year	23	(37,954)	(60,354)
Provisions	25	(424,972)	(460,210)
Net assets		<u>929,993</u>	<u>501,585</u>
Funds of the charity			
Restricted funds		370,000	181,059
Unrestricted funds		559,993	320,526
Total charity funds	27	<u>929,993</u>	<u>501,585</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 11 November 2025, and are signed on behalf of the board by:


P Bray
Trustee

M Douglas
Trustee



The notes on pages 16 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net income		428,408	23,478
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		58,273	58,627
Other interest receivable and similar income		(658)	(663)
Loss/(gains) on disposal of tangible fixed assets		1,092	(6,438)
Accrued expenses		184,147	234,075
<i>Changes in:</i>			
Trade and other debtors		(279,579)	141,008
Trade and other creditors		73,584	(451,154)
Provisions and employee benefits		(35,238)	258,054
Cash generated from operations		430,029	256,987
Interest received		658	663
Net cash from operating activities		<u>430,687</u>	<u>257,650</u>
Cash flows from investing activities			
Purchase of tangible assets		(27,001)	(60,403)
Proceeds from sale of tangible assets		—	831
Net cash used in investing activities		<u>(27,001)</u>	<u>(59,572)</u>
Net increase in cash and cash equivalents		403,686	198,078
Cash and cash equivalents at beginning of year		<u>(154,754)</u>	<u>(352,832)</u>
Cash and cash equivalents at end of year	21	<u>248,932</u>	<u>(154,754)</u>

The notes on pages 16 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Portside Business Park, 189 Airport Road West, Belfast, BT3 9ED.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Management estimate an appropriate discount rate for present value calculations in measuring the pension liability recognised in the Statement of Financial Position

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Long leasehold property	- Nil
Motor vehicles	- 20% straight line
Equipment	- 15% - 20% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Investments *(continued)*

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in income or expenditure unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises, and is allocated to the appropriate expenditure heading.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Employee benefits

Employee benefits are recognised as an expense when employees become entitled as a result of service rendered during the reporting period.

Termination benefits are recognised as an expense in income or expenditure immediately. Termination benefits are recognised as a liability and expense only when the company is demonstrably committed either to terminate the employment of an employee or group of employees before the normal retirement date or to provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

Termination benefits are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date. In the case of an offer made to encourage voluntary redundancy, measurement is based on the number of employees expected to accept the offer. When termination benefits are due more than 12 months after the end of the reporting period, they shall be measured at their discounted present value.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2025

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up while it is a member, or within one year after it ceases to be a member, for payment of the debts and liabilities of the charitable company contracted before it ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Donations				
Donations	7,459	7,459	4,641	4,641
Legacies				
Legacies	10,000	10,000	—	—
	<u>17,459</u>	<u>17,459</u>	<u>4,641</u>	<u>4,641</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Department of Health - core grant	—	61,932	61,932
Department of Infrastructure (DATS)	—	2,141,391	2,141,391
NH&SCT	—	79,069	79,069
SH&SCT (Advocacy)	—	259,822	259,822
WH&SCT (Advocacy)	—	25,684	25,684
Housing Executive	—	38,000	38,000
IMTAC	—	40,456	40,456
Empower	—	1,021,429	1,021,429
Mobility Centre lessons	33,939	—	33,939
Mobility Exhibition assessments	335,455	—	335,455
Fares Income	—	65,527	65,527
Other Income	38,257	—	38,257
CFNI Mental Health Fund	—	—	—
DSS	1,495,302	—	1,495,302
Motability Grant	—	417,095	417,095
Workable NI	—	611,705	611,705
IFI - Civic Initiative	—	128,548	128,548
Onside	—	26,470	26,470
	<u>1,902,953</u>	<u>4,917,128</u>	<u>6,820,081</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Department of Health - core grant	–	61,182	61,182
Department of Infrastructure (DATS)	–	2,055,077	2,055,077
NH&SCT	–	61,333	61,333
SH&SCT (Advocacy)	–	223,587	223,587
WH&SCT (Advocacy)	–	22,675	22,675
Housing Executive	–	30,000	30,000
IMTAC	–	37,217	37,217
Empower	–	821,895	821,895
Mobility Centre lessons	15,856	–	15,856
Mobility Exhibition assessments	280,697	–	280,697
Fares Income	–	61,596	61,596
Other Income	21,379	–	21,379
CFNI Mental Health Fund	–	113,500	113,500
DSS	1,208,598	–	1,208,598
Motability Grant	–	122,903	122,903
Workable NI	–	640,975	640,975
IFI - Civic Initiative	–	36,965	36,965
Onside	–	–	–
	<u>1,526,530</u>	<u>4,288,905</u>	<u>5,815,435</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Training & Seminars	2,870	2,870	7,213	7,213
Consultancy income	15,233	15,233	–	–
Rental Income	12,100	12,100	8,442	8,442
	<u>30,203</u>	<u>30,203</u>	<u>15,655</u>	<u>15,655</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>658</u>	<u>658</u>	<u>683</u>	<u>683</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

9. Other income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Gain on disposal of tangible fixed assets held for charity's own use	—	—	6,438	6,438

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Information and advice services	179,142	725,063	904,205
Policy and research	150,792	—	150,792
Transport and mobility services	443,686	1,992,768	2,436,454
Training and employment support services	302,959	1,219,909	1,522,868
Support costs	634,135	790,447	1,424,582
	<u>1,710,714</u>	<u>4,728,187</u>	<u>6,438,901</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Information and advice services	102,040	476,648	578,688
Policy and research	299,559	43,633	343,192
Transport and mobility services	226,983	2,042,954	2,269,937
Training and employment support services	72,238	1,636,269	1,708,507
Support costs	381,857	537,173	919,030
	<u>1,082,677</u>	<u>4,736,677</u>	<u>5,819,354</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2025 £	Total fund 2024 £
Information and advice services	904,205	103,808	1,008,013	610,665
Policy and research	150,792	—	150,792	343,192
Transport and mobility services	2,436,454	424,567	2,861,021	2,565,418
Training and employment support services	1,522,868	834,207	2,357,075	2,275,575
Governance costs	—	62,000	62,000	24,504
	<u>5,014,319</u>	<u>1,424,582</u>	<u>6,438,901</u>	<u>5,819,354</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2025

12. Analysis of support costs

	Information and advice services £	Transport and mobility services £	Training and employment support services £	Governance Costs £	Total 2025 £	Total 2024 £
Staff costs	49,636	203,007	398,876	—	651,519	421,056
Premises	27,039	110,586	217,284	—	354,909	315,437
Communications and IT	20,431	83,562	164,187	—	268,180	109,920
General office	6,702	27,412	53,860	—	87,974	48,113
Governance costs	—	—	—	62,000	62,000	24,504
	<u>103,808</u>	<u>424,567</u>	<u>834,207</u>	<u>62,000</u>	<u>1,424,582</u>	<u>919,030</u>

13. Other expenditure

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Loss on disposal of tangible fixed assets held for charity's own use	<u>1,092</u>	<u>1,092</u>	<u>—</u>	<u>—</u>

14. Net income

Net income is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	58,273	58,627
Loss/(gains) on disposal of tangible fixed assets	<u>1,092</u>	<u>(6,438)</u>

15. Auditors remuneration

	2025 £	2024 £
Fees payable for the audit of the financial statements	<u>15,300</u>	<u>17,234</u>

16. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	3,341,909	2,828,314
Social security costs	284,884	234,315
Employer contributions to pension plans	171,927	204,877
Other employee benefits	<u>40,767</u>	<u>46,852</u>
	<u>3,839,487</u>	<u>3,314,358</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

16. Staff costs *(continued)*

The average head count of employees during the year was 157 (2024: 146). The average number of full-time equivalent employees during the year is analysed as follows:

	2025 No.	2024 No.
Number of training support staff	88	71
Number of administrative and finance staff	19	15
Number of senior management staff	3	3
Number of other staff	18	22
Number of driving staff	29	35
	<u>157</u>	<u>146</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £188,517 (2024:£193,599).

17. Trustee remuneration and expenses

No trustee received any remuneration during the year (2024: £Nil). No trustees received expenses during the year (2024: £Nil)

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2025

18. Tangible fixed assets

	Long leasehold property £	Motor vehicles £	Equipment £	Total £
Cost				
At 1 April 2024	1,388,451	382,070	526,826	2,297,347
Additions	—	9,900	17,101	27,001
Disposals	—	(7,320)	—	(7,320)
At 31 March 2025	1,388,451	384,650	543,927	2,317,028
Depreciation				
At 1 April 2024	505,893	296,846	450,350	1,253,089
Charge for the year	—	30,197	28,076	58,273
Disposals	—	(6,228)	—	(6,228)
At 31 March 2025	505,893	320,815	478,426	1,305,134
Carrying amount				
At 31 March 2025	882,558	63,835	65,501	1,011,894
At 31 March 2024	882,558	85,224	76,476	1,044,258

The building at 189 Airport Road West, Belfast has not been revalued since 2017.

19. Investments

	Other investments £
Cost or valuation	
At 1 April 2024	251
Additions	—
At 31 March 2025	251
Impairment	
At 1 April 2024 and 31 March 2025	—
Carrying amount	
At 31 March 2025	251
At 31 March 2024	251

All investments shown above are held at valuation.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Investments *(continued)*

These investments relate to the holding of 250 ordinary £1 shares in the Ulster Community Investment Trust Limited and one ordinary £1 share in Disability Action Tradeable Services Limited, which represents 100% of its issued share capital.

Disability Action (NI) considers that Disability Action (NI) Employment and Training, a charity and a company limited by guarantee, is a wholly owned subsidiary.

20. Debtors

	2025	2024
	£	£
Trade debtors	392,207	115,479
Amounts owed by group undertakings	114,418	113,056
Prepayments and accrued income	174,476	353,774
	<u>681,101</u>	<u>582,309</u>

21. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2025	2024
	£	£
Cash at bank and in hand	248,932	76,000
Bank overdrafts	—	(230,754)
	<u>248,932</u>	<u>(154,754)</u>

22. Creditors: amounts falling due within one year

	2025	2024
	£	£
Bank loans and overdrafts	—	230,754
Trade creditors	205,104	207,525
Accruals and deferred income	98,685	70,593
Social security and other taxes	195,976	126,412
Pension contributions due	25,789	19,779
Sundry creditors	4,105	8,806
Other creditors	19,600	16,800
	<u>549,259</u>	<u>680,669</u>

23. Creditors: amounts falling due after more than one year

	2025	2024
	£	£
TPT Pension	<u>37,954</u>	<u>60,354</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

24. Deferred income

	2025	2024
	£	£
At 1 April 2024	–	242,132
Amount released to income	–	(242,132)
Amount deferred in year	24,732	–
At 31 March 2025	24,732	–

25. Provisions

	Pensions and similar obligations
	£
At 1 April 2024	460,210
Remeasurements - impact of any change in assumptions	(9,436)
Unwinding of discount	20,502
Payments to fund deficit	(46,304)
At 31 March 2025	424,972

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

26. Pensions and other post retirement benefits

The company participates in the scheme, a multi-employer scheme which provides benefits to some 11 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

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

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £22.8m, liabilities of £26.0m and a deficit of £3.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From August 2020 to 29 February 2028: £1,280,605 in total (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUE OF PROVISION

	2025	2024	2023
	£	£	£
Present value of provision	424,972	460,210	202,156

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	2025	2024
	£	£
Provision at start of period	460,210	202,156
Unwinding of the discount factor (interest expense)	20,502	9,234
Deficit contribution paid	(46,304)	(46,304)
Remeasurements - impact of any change in assumptions	(9,436)	11,216
Remeasurements - amendments to the contribution schedule	–	283,908

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Provision at end of period	424,972	460,210
----------------------------	---------	---------

INCOME AND EXPENDITURE IMPACT

	2025 £	2024 £
Interest expense	20,502	9,234
Remeasurements - impact of any changes in assumptions	(9,436)	11,216
Remeasurements - amendments to the contribution schedule	–	283,908

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	2025 £	2024 £	2023 £
Rate of discount	5	5	5

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

27. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
General funds	320,526	1,951,273	(1,711,806)	–	559,993

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
General funds	328,107	1,553,927	(1,082,677)	(478,831)	320,526

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

27. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Department of Health -					
Core Grant	—	61,932	(61,932)	—	—
Department of					
Infrastructure - DATS	—	2,141,391	(2,141,391)	—	—
Fares Income	—	65,527	(65,527)	—	—
NHSCT	—	79,069	(79,069)	—	—
SHSCT	—	259,822	(259,822)	—	—
WHSCT	—	25,684	(25,684)	—	—
Housing Executive	—	25,368	(25,368)	—	—
Department for					
Communities -					
Jobmatch	—	—	—	—	—
Department for					
Communities - Peer					
Advocacy	—	611,705	(611,705)	—	—
IMTAC	—	40,456	(40,456)	—	—
SEUPB - ONSIDE	—	26,470	(26,470)	—	—
Empower	—	1,034,061	(1,034,061)	—	—
Motability grant	31,059	417,095	(228,154)	—	220,000
IFI - Civic Initiative	—	128,548	(128,548)	—	—
Erasmus	—	—	—	—	—
Altantic Philanthropies	150,000	—	—	—	150,000
CFNI Mental Health	—	—	—	—	—
Arts Council NI	—	—	—	—	—
	<u>181,059</u>	<u>4,917,128</u>	<u>(4,728,187)</u>	<u>—</u>	<u>370,000</u>

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Department of Health -					
Core Grant	—	61,182	(65,724)	4,542	—
Department of					
Infrastructure - DATS	—	2,055,077	(2,282,060)	226,983	—
Fares Income	—	61,596	(61,596)	—	—
NHSCT	—	61,333	(61,333)	—	—
SHSCT	—	223,587	(268,346)	44,759	—
WHSCT	—	22,675	(22,675)	—	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

27. Analysis of charitable funds *(continued)*

Housing Executive	—	30,000	(30,000)	—	—
Department for Communities - Jobmatch	—	—	(113)	113	—
Department for Communities - Peer Advocacy	—	640,975	(735,167)	94,192	—
IMTAC	—	37,217	(37,217)	—	—
SEUPB - ONSIDE	—	—	—	—	—
Empower	—	821,895	(901,102)	79,207	—
Motability grant	—	122,903	(91,844)	—	31,059
IFI - Civic Initiative	—	36,965	(38,633)	1,668	—
Erasmus	—	—	(22,367)	22,367	—
Altantic Philanthropies	150,000	—	—	—	150,000
CFNI Mental Health	—	113,500	(113,500)	—	—
Arts Council NI	—	—	(5,000)	5,000	—
	<u>150,000</u>	<u>4,288,905</u>	<u>(4,736,677)</u>	<u>478,831</u>	<u>181,059</u>

Transfers took place in the year 23/24 which related to income received in relation to services delivered, as all conditions had been met and services had been delivered during the year, the remaining balance had then been transferred to unrestricted reserves. Further transfers had taken place to correct expenditure previously being recognised within unrestricted funds, these balances have been fully spent.

Funds had also been transferred from unrestricted to restricted funds during the year 23/24 due to the operational deficits on multiple projects, these project deficits continue to run but were supported by unrestricted funding.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

28. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	1,011,894	–	1,011,894
Investments	251	–	251
Current assets	535,301	394,732	930,033
Creditors less than 1 year	(524,527)	(24,732)	(549,259)
Creditors greater than 1 year	(37,954)	–	(37,954)
Provisions	(424,972)	–	(424,972)
Net assets	559,993	370,000	929,993

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,044,258	–	1,044,258
Investments	251	–	251
Current assets	455,206	203,103	658,309
Creditors less than 1 year	(658,625)	(22,044)	(680,669)
Creditors greater than 1 year	(60,354)	–	(60,354)
Provisions	(460,210)	–	(460,210)
Net assets	320,526	181,059	501,585

29. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

30. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

31. Lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Not later than 1 year	13,000	13,000
Later than 1 year and not later than 5 years	–	13,000

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

32. Analysis of changes in net debt

	At 1 Apr 2024	Cash flows	At 31 Mar 2025
	£	£	£
Cash at bank and in hand	76,000	172,932	248,932
Bank overdrafts	(230,754)	230,754	—
	<u>(154,754)</u>	<u>403,686</u>	<u>248,932</u>

33. Security and contingencies

The Ulster Bank Limited holds separate inter-company guarantees between Disability Action (NI) and Disability Action (NI) Employment & Training, and Disability Action (NI) and Disability Action Tradeable Services Limited. It also holds a collateral leasehold first legal charge over property at Portside Business Park, Airport Road West, Belfast.

As at 31 March 2025, Disability Action (NI) owed Ulster Bank Limited £Nil (2024: £230,754) in respect of bank overdrafts.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

34. Related parties

With Disability Action (NI) Employment & Training

Relationship - Disability Action (NI) Employment & Training is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2025	2024
	£	£
Amounts owed by group undertakings - DAET	64,302	62,940

Outstanding balances are unsecured and interest-free.

With Disability Action Tradeable Services Limited

Relationship - Disability Action Tradeable Services Limited is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2025	2024
	£	£
Amounts owed by group undertakings - DATS	50,116	50,116

Outstanding balances are unsecured and interest-free.

The trustees of Disability Action (NI) intend to offer ongoing financial support to Disability Action (NI) Employment & Training, which is considered to be a subsidiary entity. The financial statements of Disability Action (NI) Employment & Training as at 31 March 2025 show net current liabilities of £96,926, non-current liabilities of £36,597 and a pension provision of £288,409 resulting in total net liabilities of £421,932.

35. Ethical standards

In common with many other entities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

Accounts

Disability Action (NI)
Company Limited by Guarantee
Financial Statements
31 March 2024

Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Disability Action (NI)

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	6
Statement of financial activities (including income and expenditure account)	12
Statement of financial position	13
Statement of cash flows	14
Notes to the financial statements	15

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name	Disability Action (NI)
Charity registration number	NIC100004
Company registration number	NI019258
Principal office and registered office	Portside Business Park 189 Airport Road West Belfast BT3 9ED

The trustees

P Bray
M Douglas
G Maguire
M Marshall
J Carberry
W Clarke
A Passmore
P Lyle

Company secretary A Brown

Auditor Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Bankers

Ulster Bank Limited Arches Retail Park Belfast BT5 4AF	Dankse Bank Forestside Shopping Centre Upper Galwally Belfast BT8 6FX
---	---

Solicitors

Elliott Duffy Garrett 40 Linenhall Street Belfast BT2 8BA	Cleaver Fulton Rankin 50 Bedford Street Belfast BT2 7FW
--	--

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management

Disability Action (NI) is a company limited by guarantee and a registered charity. The organisation is governed by up to 12 trustees who are nominated by member groups and elected by postal ballot at the AGM, if required. One third of the trustees retire each year on a rotational basis.

Recruiting and Appointing Trustees

Trustees are recruited through an annual election process to conform to the Memorandum and Articles of Association. In the charity's case a postal ballot is undertaken with its 100 member organisations.

Newly appointed trustees undergo an induction process and receive an induction pack. Trustees are also appointed to sub committees which best match their skills and are supported by the relevant senior staff member.

The board meets bi-monthly with sub-committees meeting in alternate months. The company's standing sub-committee structure comprises a Human Resources Sub-Committee and a Finance, Strategy & Audit Sub-Committee. Each standing sub-committee also includes co-opted members who are proposed and agreed by the main board. The work of all sub-committees is presented to the board for its approval and the board refers issues to specific sub-committees. All trustees serve on at least one sub-committee.

Disability Action (NI) is a member of a number of network organisations e.g. NICVA and Children NI and has strong relationships with the private sector e.g. Northern Ireland Chamber of Commerce and Industry and public sector groupings.

Risk Management Statement

Significant risks to funding have led to the development of a strategic plan which allows for the diversification of charitable activities. In addition, corporate risk is managed by ensuring that appropriate insurance cover is in place, adhering to rigorous internal financial controls, implementation of an annual budgetary process and the operation of a staff appraisal scheme.

Management and Remuneration

The Board of Trustees delegates the daily operation of the charity to the Senior Management team which is headed by the Chief Executive Officer. Remuneration of key management personnel is set by the Board based on appraisal of industry benchmarks.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities

Disability Action's Strategic plan for 2022 - 26 sets out a vision of a truly inclusive society where our mission is to support Human Rights for All. Our 5 key strategic principles are to:

- Advocate for human rights for all
- Change attitudes to enhance social inclusion and independence
- Support through skills and employment
- Educate to empower through training
- Be a sustainable organisation

In order to fulfil these priorities Disability Action (NI) will continue to work with and for Disabled people and their representative organisations throughout Northern Ireland. Key activities include the provision of information and advice services, employment and vocational training programmes, transport services, research, training and equality work, community development, mobility assessments and lessons, and a human rights programme. The charity represents people regardless of their disability; whether that is a physical, mental health, sensory, hidden or learning disability.

Achievements and performance

Continuing political instability hampers the sectors' ability to progress, the cost-of-living crisis has had a devastating impact on disabled people. This was shown in small way by the demand for food vouchers distributed by DANI from Belfast City Council's Social Supermarket scheme. The return of the NI Executive gives us hope of addressing the longstanding issues - incorporation of the UNCRPD into the NI legislative framework, a funded, disabled person led Disability Strategy and a Programme for Government.

Disability Action reported to the UN Committee on the NI governments progress on fulfilling its obligation under the UNCRPD. A delegation from NI attended with representatives from the 4 nations to the committee session in Geneva in August 2023. Representatives from any UK nation failed to attend, and a further report was made remotely in February 2024.

Empower is a programme funded by UKSPF aimed at reaching the economically inactive and supporting them into work. Disability Action are working in partnership with USEL and Specialisterne to assist disabled people into employment. This is a 2-year programme running until March 2025 hoping to achieve 1000 people into good, sustainable employment.

Due to budgetary constraints the Dept of Health stopped Disability Action's Core Funding from September 2023, while this funding (at 23/24 levels) has been reinstated for the 24/25 financial year DANI intend to continue to challenge the legality of the decision made by the Permanent Secretary, we are being supported to do this by PILS (Public interest Litigation Service).

Disability Action were successful in 2023/24 of securing funding from the Motability Foundation. This funding will be used to enhance the motor fleet to assist in driving lessons and assessments and train 2 new assessors to secure the future of the Mobility Centre.

The TPPD grant has been used solely for the purposes intended and in accordance with the terms and conditions of grant.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review

Net expenditure for the year ended 31 March 2024 was (£23,478). The organisation uses the following key financial performance indicator (KFPI) to monitor financial performance - 'Net income before capital grants and depreciation and impairment charges'. The KFPI of (£82,105).

The charity's main source of income continues to be from services delivered under government contract. The main category of expenditure is staff dedicated to our objects of working with disabled people and such costs represent 57% of revenues (2023 - 54%).

Depreciation is not charged on buildings on the grounds that the charge would be immaterial, due to the residual value of the buildings being in excess of their carrying amount. The rationale for this is to provide a fair presentation of the results and financial position of the company. The trustees are of the opinion that the value of the fixed assets is not less than their net book value.

The board is aware of the impact of funding cuts over the past few years on the unrestricted cash reserves of the organisation. These continue to be monitored.

The Northern Ireland Charities Pension Scheme (NICPS) is a multi-employer final salary scheme which was closed in 2009. There are currently 444 scheme members and 11 actively participating scheme employers. The overall scheme deficit identified by the September 2022 actuarial valuation was £3.2mil.

Plans for future periods

We are committed to working diligently to achieve a financial surplus in 2024/25 and the future of the organisation. During the year several key contracts were renewed and we were also successful in our tender for the Department of Economy Disability Support Services contract.

We continue to adapt to the challenges brought to the our staff members with Covid-19 and the Cost of Living crisis and continue to ensure the safety and wellbeing of all staff and participants.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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

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

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 12th December 2024 and signed on behalf of the board of trustees by:

Patricia Bray . M. Douglas

P Bray
Trustee

M Douglas
Trustee

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI)

Year ended 31 March 2024

Opinion

We have audited the financial statements of Disability Action (NI) (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

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

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

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

- the nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for directors' remuneration, bonus levels and performance targets;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether management were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether management have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations.
- the matters discussed among the audit engagement team including significant component audit teams and relevant internal specialists, including tax and valuations specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

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

We also obtained an understanding of the legal and regulatory frameworks in operation, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included ongoing compliance with the UK Companies Act and tax legislation.

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 may be fundamental for their ability to operate or to avoid a material penalty.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standard for Auditors', in the circumstances set out in note 33 to the financial statements.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Dolan FCA (Senior Statutory Auditor)

For and on behalf of
Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

12th December 2024

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	4,641	—	4,641	111,639
Charitable activities	6	1,526,530	4,288,905	5,815,435	6,335,434
Other trading activities	7	15,655	—	15,655	12,030
Investment income	8	663	—	663	12
Other income	9	6,438	—	6,438	3,500
Total income		<u>1,553,927</u>	<u>4,288,905</u>	<u>5,842,832</u>	<u>6,462,615</u>
Expenditure					
Expenditure on charitable activities	10,11	(1,082,677)	(4,736,677)	(5,819,354)	(6,597,802)
Total expenditure		<u>(1,082,677)</u>	<u>(4,736,677)</u>	<u>(5,819,354)</u>	<u>(6,597,802)</u>
Net income/(expenditure)		<u>471,250</u>	<u>(447,772)</u>	<u>23,478</u>	<u>(135,187)</u>
Transfers between funds		(478,831)	478,831	—	—
Net movement in funds		<u>(7,581)</u>	<u>31,059</u>	<u>23,478</u>	<u>(135,187)</u>
Reconciliation of funds					
Total funds brought forward		328,107	150,000	478,107	613,294
Total funds carried forward		<u>320,526</u>	<u>181,059</u>	<u>501,585</u>	<u>478,107</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	17	1,044,258	1,043,313
Investments	18	251	251
		<u>1,044,509</u>	<u>1,043,564</u>
Current assets			
Debtors	19	582,309	970,848
Cash at bank and in hand		76,000	63,245
		<u>658,309</u>	<u>1,034,093</u>
Creditors: amounts falling due within one year	21	(680,669)	(1,335,391)
Net current liabilities		<u>(22,360)</u>	<u>(301,298)</u>
Total assets less current liabilities		1,022,149	742,266
Creditors: amounts falling due after more than one year	22	(60,354)	(62,003)
Provisions	24	(460,210)	(202,156)
Net assets		<u>501,585</u>	<u>478,107</u>
Funds of the charity			
Restricted funds		181,059	150,000
Unrestricted funds		320,526	328,107
Total charity funds	26	<u>501,585</u>	<u>478,107</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 12th December 2024, and are signed on behalf of the board by:

Patricia Bray

P Bray
Trustee

M. Douglas

M Douglas
Trustee

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net income/(expenditure)		23,478	(135,187)
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		58,627	50,325
Other interest receivable and similar income		(663)	(12)
Gains on disposal of tangible fixed assets		(6,438)	(3,500)
Accrued expenses		234,075	105,621
<i>Changes in:</i>			
Trade and other debtors		141,008	(45,737)
Trade and other creditors		(451,154)	161,122
Provisions and employee benefits		258,054	(88,711)
Cash generated from operations		256,987	43,921
Interest received		663	12
Net cash from operating activities		<u>257,650</u>	<u>43,933</u>
Cash flows from investing activities			
Purchase of tangible assets		(60,403)	(22,422)
Proceeds from sale of tangible assets		831	—
Net cash used in investing activities		<u>(59,572)</u>	<u>(22,422)</u>
Net increase in cash and cash equivalents		198,078	21,511
Cash and cash equivalents at beginning of year		(352,832)	(374,343)
Cash and cash equivalents at end of year	20	<u>(154,754)</u>	<u>(352,832)</u>

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Portside Business Park, 189 Airport Road West, Belfast, BT3 9ED.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Management estimate an appropriate discount rate for present value calculations in measuring the pension liability recognised in the Statement of Financial Position

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Long leasehold property	- Nil
Motor vehicles	- 20% straight line
Equipment	- 15% - 20% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Investments *(continued)*

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in income or expenditure unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises, and is allocated to the appropriate expenditure heading.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Employee benefits

Employee benefits are recognised as an expense when employees become entitled as a result of service rendered during the reporting period.

Termination benefits are recognised as an expense in income or expenditure immediately. Termination benefits are recognised as a liability and expense only when the company is demonstrably committed either to terminate the employment of an employee or group of employees before the normal retirement date or to provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

Termination benefits are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date. In the case of an offer made to encourage voluntary redundancy, measurement is based on the number of employees expected to accept the offer. When termination benefits are due more than 12 months after the end of the reporting period, they shall be measured at their discounted present value.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up while it is a member, or within one year after it ceases to be a member, for payment of the debts and liabilities of the charitable company contracted before it ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	4,641	4,641	2,979	2,979
Legacies				
Legacies	—	—	108,660	108,660
	<u>4,641</u>	<u>4,641</u>	<u>111,639</u>	<u>111,639</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Department of Health - core grant	–	61,182	61,182
Department of Infrastructure (DATS)	–	2,055,077	2,055,077
NH&SCT	–	61,333	61,333
SH&SCT (Advocacy)	–	223,587	223,587
WH&SCT (Advocacy)	–	22,675	22,675
Housing Executive	–	30,000	30,000
Department for Communities (Job Match)	–	–	–
Department for Communities (Peer Advocacy)	–	–	–
IMTAC	–	37,217	37,217
Empower	–	821,895	821,895
Mobility Centre lessons	15,856	–	15,856
Mobility Exhibition assessments	280,697	–	280,697
Fares Income	–	61,596	61,596
Other Income	21,379	–	21,379
CFNI Mental Health Fund	–	113,500	113,500
DSS	1,208,598	–	1,208,598
Arts Council NI	–	–	–
Motability Grant	–	122,903	122,903
Workable NI	–	640,975	640,975
IFI - Civic Initiative	–	36,965	36,965
Onside	–	–	–
NET Project	–	–	–
Jobstart	–	–	–
Department for Infrastructure - Capital Grant	–	–	–
	<u>1,526,530</u>	<u>4,288,905</u>	<u>5,815,435</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Department of Health - core grant	—	123,864	123,864
Department of Infrastructure (DATS)	—	2,125,942	2,125,942
NH&SCT	—	65,160	65,160
SH&SCT (Advocacy)	—	227,897	227,897
WH&SCT (Advocacy)	—	—	—
Housing Executive	—	20,000	20,000
Department for Communities (Job Match)	—	469,664	469,664
Department for Communities (Peer Advocacy)	—	23,598	23,598
IMTAC	—	35,876	35,876
Empower	—	—	—
Mobility Centre lessons	11,534	—	11,534
Mobility Exhibition assessments	244,840	—	244,840
Fares Income	—	56,146	56,146
Other Income	297	—	297
CFNI Mental Health Fund	—	100,000	100,000
DSS	696,931	—	696,931
Arts Council NI	—	10,000	10,000
Motability Grant	—	—	—
Workable NI	146,165	463,310	609,475
IFI - Civic Initiative	—	—	—
Onside	—	1,402,174	1,402,174
NET Project	—	29,050	29,050
Jobstart	—	4,192	4,192
Department for Infrastructure - Capital Grant	—	78,794	78,794
	<u>1,099,767</u>	<u>5,235,667</u>	<u>6,335,434</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Training & Seminars	7,213	7,213	3,315	3,315
Consultancy income	—	—	2,115	2,115
Rental Income	8,442	8,442	6,600	6,600
	<u>15,655</u>	<u>15,655</u>	<u>12,030</u>	<u>12,030</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	663	663	12	12

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

9. Other income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Gain on disposal of tangible fixed assets held for charity's own use	6,438	6,438	3,500	3,500

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Information and advice services	102,040	476,648	580,431
Policy and research	299,559	43,633	343,192
Transport and mobility services	226,983	2,042,954	2,269,937
Training and employment support services	72,238	1,636,269	1,706,764
Support costs	381,857	537,173	919,030
	<u>1,082,677</u>	<u>4,736,677</u>	<u>5,819,354</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Information and advice services	279,325	401,531	680,856
Policy and research	74,243	1,246,901	1,321,144
Transport and mobility services	90,601	1,893,372	1,983,973
Training and employment support services	130,300	1,136,779	1,267,079
Support costs	597,683	747,067	1,344,750
	<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2024 £	Total fund 2023 £
Information and advice services	580,431	30,234	610,665	1,185,857
Policy and research	343,192	—	343,192	1,413,185
Transport and mobility services	2,269,937	295,481	2,565,418	2,264,712
Training and employment support services	1,706,764	568,811	2,275,575	1,659,602
Governance costs	—	24,504	24,504	74,446
	<u>4,900,324</u>	<u>919,030</u>	<u>5,819,354</u>	<u>6,597,802</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

12. Analysis of support costs

	Information and advice services	Transport and mobility services	Training and employment support services	Governance Costs	Total 2024	Total 2023
	£	£	£	£	£	£
Staff costs	10,465	139,041	271,550	–	421,056	468,692
Premises	10,178	104,361	200,898	–	315,437	324,981
Communications and IT	6,516	36,212	67,192	–	109,920	244,487
General office	3,075	15,867	29,171	–	48,113	232,144
Governance costs	–	–	–	24,504	24,504	74,446
	<u>30,234</u>	<u>295,481</u>	<u>568,811</u>	<u>24,504</u>	<u>919,030</u>	<u>1,344,750</u>

13. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	58,627	50,325
Gains on disposal of tangible fixed assets	(6,438)	(3,500)
Foreign exchange differences	–	16,150
	<u>–</u>	<u>16,150</u>

14. Auditors remuneration

	2024	2023
	£	£
Fees payable for the audit of the financial statements	<u>17,234</u>	<u>15,173</u>

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	2,828,314	2,932,479
Social security costs	234,315	265,855
Employer contributions to pension plans	204,877	204,934
Other employee benefits	46,852	48,024
	<u>3,314,358</u>	<u>3,451,292</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

15. Staff costs *(continued)*

The average head count of employees during the year was 146 (2023: 129). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of training support staff	71	56
Number of administrative and finance staff	15	15
Number of senior management staff	3	3
Number of other staff	22	21
Number of driving staff	35	34
	<u>146</u>	<u>129</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £193,599 (2023: £191,361).

16. Trustee remuneration and expenses

No trustee received any remuneration during the year (2023: £Nil). No trustees received expenses during the year (2023: £Nil)

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

17. Tangible fixed assets

	Long leasehold property £	Motor vehicles £	Equipment £	Total £
Cost				
At 1 April 2023	1,388,451	335,877	518,166	2,242,494
Additions	—	51,743	8,660	60,403
Disposals	—	(5,550)	—	(5,550)
At 31 March 2024	1,388,451	382,070	526,826	2,297,347
Depreciation				
At 1 April 2023	505,893	268,595	424,693	1,199,181
Charge for the year	—	32,970	25,657	58,627
Disposals	—	(4,719)	—	(4,719)
At 31 March 2024	505,893	296,846	450,350	1,253,089
Carrying amount				
At 31 March 2024	882,558	85,224	76,476	1,044,258
At 31 March 2023	882,558	67,282	93,473	1,043,313

18. Investments

	Other investments £
Cost or valuation	
At 1 April 2023	251
Additions	—
At 31 March 2024	251
Impairment	
At 1 April 2023 and 31 March 2024	—
Carrying amount	
At 31 March 2024	251
At 31 March 2023	251

All investments shown above are held at valuation.

These investments relate to the holding of 250 ordinary £1 shares in the Ulster Community Investment Trust Limited and one ordinary £1 share in Disability Action Tradeable Services Limited, which represents 100% of its issued share capital.

Disability Action (NI) considers that Disability Action (NI) Employment and Training, a charity and a company limited by guarantee, is a wholly owned subsidiary.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Debtors

	2024	2023
	£	£
Trade debtors	115,479	259,696
Amounts owed by group undertakings	113,056	119,694
Prepayments and accrued income	353,774	591,458
	<u>582,309</u>	<u>970,848</u>

20. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2024	2023
	£	£
Cash at bank and in hand	76,000	63,245
Bank overdrafts	(230,754)	(416,077)
	<u>(154,754)</u>	<u>(352,832)</u>

21. Creditors: amounts falling due within one year

	2024	2023
	£	£
Bank loans and overdrafts	230,754	416,077
Trade creditors	207,525	258,205
Accruals and deferred income	70,593	326,180
Social security and other taxes	126,412	216,510
Pension contributions due	19,779	49,440
Sundry creditors	8,806	1,508
Other creditors	16,800	67,471
	<u>680,669</u>	<u>1,335,391</u>

22. Creditors: amounts falling due after more than one year

	2024	2023
	£	£
TPT Pension	<u>60,354</u>	<u>62,003</u>

23. Deferred income

	2024	2023
	£	£
At 1 April 2023	242,132	261,135
Amount released to income	(242,132)	(261,135)
Amount deferred in year	–	242,132
At 31 March 2024	<u>–</u>	<u>242,132</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

24. Provisions

	Pensions and similar obligations £
At 1 April 2023	202,156
Remeasurements - impact of any change in assumptions	11,216
Unwinding of discount	9,234
Payments to fund deficit	(46,304)
Remeasurements - amendments to the contribution schedule	283,908
At 31 March 2024	<u>460,210</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

25. Pensions and other post retirement benefits

The company participates in the scheme, a multi-employer scheme which provides benefits to some 11 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

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

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £22.8m, liabilities of £26.0m and a deficit of £3.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From August 2020 to 29 February 2028: £1,280,605 in total (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUE OF PROVISION

	2024	2023	2022
	£	£	£
Present value of provision	460,210	202,156	254,731

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	2024	2023
	£	£
Provision at start of period	202,156	254,731
Unwinding of the discount factor (interest expense)	9,234	5,881
Deficit contribution paid	(46,304)	(46,304)
Remeasurements - impact of any change in assumptions	11,216	(12,152)
Remeasurements - amendments to the contribution schedule	283,908	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

Provision at end of period	460,210	202,156
----------------------------	---------	---------

INCOME AND EXPENDITURE IMPACT

	2024	2023
	£	£
Interest expense	9,234	5,881
Remeasurements - impact of any changes in assumptions	11,216	(12,152)
Remeasurements - amendments to the contribution schedule	283,908	–

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	2024	2023	2022
	£	£	£
Rate of discount	5	5	3

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

26. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	<u>328,107</u>	<u>1,553,927</u>	<u>(1,082,677)</u>	<u>(478,831)</u>	<u>320,526</u>

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	<u>288,595</u>	<u>1,226,948</u>	<u>(1,172,152)</u>	<u>(15,284)</u>	<u>328,107</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Department of Health - Core Grant	—	61,182	(65,724)	4,542	—
Department of Infrastructure - DATS	—	2,055,077	(2,282,060)	226,983	—
Fares Income	—	61,596	(61,596)	—	—
NHSCT	—	61,333	(61,333)	—	—
SHSCT	—	223,587	(268,346)	44,759	—
WHSCT	—	22,675	(22,675)	—	—
Housing Executive	—	30,000	(30,000)	—	—
Department for Communities - Jobmatch	—	—	(113)	113	—
Department for Communities - Peer Advocacy	—	640,975	(735,167)	94,192	—
IMTAC	—	37,217	(37,217)	—	—
DRILL	—	—	—	—	—
SEUPB - ONSIDE	—	—	—	—	—
NET	—	—	—	—	—
Equality Commission	—	—	—	—	—
Department for Communities - Jobstart	—	—	—	—	—
Department of Infrastructure - Capital Grant	—	—	—	—	—
Empower	—	821,895	(901,102)	79,207	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Motability grant	–	122,903	(91,844)	–	31,059
IFI - Civic Initiative	–	36,965	(38,633)	1,668	–
Erasmus	–	–	(22,367)	22,367	–
Altantic Philanthropies	150,000	–	–	–	150,000
CFNI Mental Health	–	113,500	(113,500)	–	–
Arts Council NI	–	–	(5,000)	5,000	–
Workable NI	–	–	–	–	–
	<u>150,000</u>	<u>4,288,905</u>	<u>(4,736,677)</u>	<u>478,831</u>	<u>181,059</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Department of Health - Core Grant	61,644	192,557	(162,165)	(92,036)	–
Department of Infrastructure - DATS	44,818	2,125,942	(2,312,221)	141,461	–
Fares Income	–	56,146	(56,146)	–	–
NHSCT	–	65,160	(72,730)	7,570	–
SHSCT	–	207,906	(225,612)	17,706	–
WHSCT	–	19,991	(24,936)	4,945	–
Housing Executive	20,000	20,000	–	(40,000)	–
Department for Communities - Jobmatch	–	469,664	(528,637)	58,973	–
Department for Communities - Peer Advocacy	5,878	23,598	(23,607)	(5,869)	–
IMTAC	–	35,876	(35,876)	–	–
DRILL	20,144	–	–	(20,144)	–
SEUPB - ONSIDE	–	1,333,481	(1,311,680)	(21,801)	–
NET	21,299	29,050	–	(50,349)	–
Equality Commission	916	–	–	(916)	–
Department for Communities - Jobstart	–	4,192	–	(4,192)	–
Department of Infrastructure - Capital Grant	–	78,794	(100,794)	22,000	–
Empower	–	–	–	–	–
Motability grant	–	–	–	–	–
IFI - Civic Initiative	–	–	–	–	–
Erasmus	–	–	–	–	–
Altantic Philanthropies	150,000	–	–	–	150,000
CFNI Mental Health	–	100,000	(97,936)	(2,064)	–
Arts Council NI	–	10,000	(10,000)	–	–
Workable NI	–	463,310	(463,310)	–	–
	<u>324,699</u>	<u>5,235,667</u>	<u>(5,425,650)</u>	<u>15,284</u>	<u>150,000</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Transfers have taken place in the year which relate to income received in relation to services delivered, as all conditions have been met and services have been delivered during the year, the remaining balance has been transferred to unrestricted reserves. Further transfers have taken place to correct expenditure previously being recognised within unrestricted funds, these balances have been fully spent.

Funds have been transferred from unrestricted to restricted funds during the year due to the operational deficits on multiple projects, these project deficits continue to run but are supported by unrestricted funding.

27. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,044,258	–	1,044,258
Investments	251	–	251
Current assets	455,206	203,103	658,309
Creditors less than 1 year	(658,625)	(22,044)	(680,669)
Creditors greater than 1 year	(60,354)	–	(60,354)
Provisions	(460,210)	–	(460,210)
Net assets	320,526	181,059	501,585

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,043,313	–	1,043,313
Investments	251	–	251
Current assets	641,961	392,132	1,034,093
Creditors less than 1 year	(1,093,259)	(242,132)	(1,335,391)
Creditors greater than 1 year	(62,003)	–	(62,003)
Provisions	(202,156)	–	(202,156)
Net assets	328,107	150,000	478,107

28. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

29. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

30. Analysis of changes in net debt

	At 1 Apr 2023	Cash flows	At 31 Mar 2024
	£	£	£
Cash at bank and in hand	63,245	12,755	76,000
Bank overdrafts	(416,077)	185,323	(230,754)
	<u>(352,832)</u>	<u>198,078</u>	<u>(154,754)</u>

31. Security and contingencies

The Ulster Bank Limited holds separate inter-company guarantees between Disability Action (NI) and Disability Action (NI) Employment & Training, and Disability Action (NI) and Disability Action Tradeable Services Limited. It also holds a collateral leasehold first legal charge over property at Portside Business Park, Airport Road West, Belfast.

As at 31 March 2024, Disability Action (NI) owed Ulster Bank Limited £230,754 (2023: £416,077) in respect of bank overdrafts.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

32. Related parties

With Disability Action (NI) Employment & Training

Relationship - Disability Action (NI) Employment & Training is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2024	2023
	£	£
Amounts owed by group undertakings - DAET	62,940	69,578

Outstanding balances are unsecured and interest-free.

With Disability Action Tradeable Services Limited

Relationship - Disability Action Tradeable Services Limited is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2024	2023
	£	£
Amounts owed by group undertakings - DATS	50,116	50,116

Outstanding balances are unsecured and interest-free.

The trustees of Disability Action (NI) intend to offer ongoing financial support to Disability Action (NI) Employment & Training, which is considered to be a subsidiary entity. The financial statements of Disability Action (NI) Employment & Training as at 31 March 2024 show net current liabilities of £87,863, non-current liabilities of £47,421 and a pension provision of £313,323 resulting in total net liabilities of £447,607.

33. Ethical standards

In common with many other entities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

Disability Action (NI)

Northern Ireland - Charity number 100004

Annual report

Disability Action (NI)
Company Limited by Guarantee
Financial Statements
31 March 2024

Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Disability Action (NI)

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	6
Statement of financial activities (including income and expenditure account)	12
Statement of financial position	13
Statement of cash flows	14
Notes to the financial statements	15

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name	Disability Action (NI)
Charity registration number	NIC100004
Company registration number	NI019258
Principal office and registered office	Portside Business Park 189 Airport Road West Belfast BT3 9ED

The trustees

P Bray
M Douglas
G Maguire
M Marshall
J Carberry
W Clarke
A Passmore
P Lyle

Company secretary A Brown

Auditor Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Bankers

Ulster Bank Limited Arches Retail Park Belfast BT5 4AF	Dankse Bank Forestside Shopping Centre Upper Galwally Belfast BT8 6FX
---	---

Solicitors

Elliott Duffy Garrett 40 Linenhall Street Belfast BT2 8BA	Cleaver Fulton Rankin 50 Bedford Street Belfast BT2 7FW
--	--

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management

Disability Action (NI) is a company limited by guarantee and a registered charity. The organisation is governed by up to 12 trustees who are nominated by member groups and elected by postal ballot at the AGM, if required. One third of the trustees retire each year on a rotational basis.

Recruiting and Appointing Trustees

Trustees are recruited through an annual election process to conform to the Memorandum and Articles of Association. In the charity's case a postal ballot is undertaken with its 100 member organisations.

Newly appointed trustees undergo an induction process and receive an induction pack. Trustees are also appointed to sub committees which best match their skills and are supported by the relevant senior staff member.

The board meets bi-monthly with sub-committees meeting in alternate months. The company's standing sub-committee structure comprises a Human Resources Sub-Committee and a Finance, Strategy & Audit Sub-Committee. Each standing sub-committee also includes co-opted members who are proposed and agreed by the main board. The work of all sub-committees is presented to the board for its approval and the board refers issues to specific sub-committees. All trustees serve on at least one sub-committee.

Disability Action (NI) is a member of a number of network organisations e.g. NICVA and Children NI and has strong relationships with the private sector e.g. Northern Ireland Chamber of Commerce and Industry and public sector groupings.

Risk Management Statement

Significant risks to funding have led to the development of a strategic plan which allows for the diversification of charitable activities. In addition, corporate risk is managed by ensuring that appropriate insurance cover is in place, adhering to rigorous internal financial controls, implementation of an annual budgetary process and the operation of a staff appraisal scheme.

Management and Remuneration

The Board of Trustees delegates the daily operation of the charity to the Senior Management team which is headed by the Chief Executive Officer. Remuneration of key management personnel is set by the Board based on appraisal of industry benchmarks.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities

Disability Action's Strategic plan for 2022 - 26 sets out a vision of a truly inclusive society where our mission is to support Human Rights for All. Our 5 key strategic principles are to:

- Advocate for human rights for all
- Change attitudes to enhance social inclusion and independence
- Support through skills and employment
- Educate to empower through training
- Be a sustainable organisation

In order to fulfil these priorities Disability Action (NI) will continue to work with and for Disabled people and their representative organisations throughout Northern Ireland. Key activities include the provision of information and advice services, employment and vocational training programmes, transport services, research, training and equality work, community development, mobility assessments and lessons, and a human rights programme. The charity represents people regardless of their disability; whether that is a physical, mental health, sensory, hidden or learning disability.

Achievements and performance

Continuing political instability hampers the sectors' ability to progress, the cost-of-living crisis has had a devastating impact on disabled people. This was shown in small way by the demand for food vouchers distributed by DANI from Belfast City Council's Social Supermarket scheme. The return of the NI Executive gives us hope of addressing the longstanding issues - incorporation of the UNCRPD into the NI legislative framework, a funded, disabled person led Disability Strategy and a Programme for Government.

Disability Action reported to the UN Committee on the NI governments progress on fulfilling its obligation under the UNCRPD. A delegation from NI attended with representatives from the 4 nations to the committee session in Geneva in August 2023. Representatives from any UK nation failed to attend, and a further report was made remotely in February 2024.

Empower is a programme funded by UKSPF aimed at reaching the economically inactive and supporting them into work. Disability Action are working in partnership with USEL and Specialisterne to assist disabled people into employment. This is a 2-year programme running until March 2025 hoping to achieve 1000 people into good, sustainable employment.

Due to budgetary constraints the Dept of Health stopped Disability Action's Core Funding from September 2023, while this funding (at 23/24 levels) has been reinstated for the 24/25 financial year DANI intend to continue to challenge the legality of the decision made by the Permanent Secretary, we are being supported to do this by PILS (Public interest Litigation Service).

Disability Action were successful in 2023/24 of securing funding from the Motability Foundation. This funding will be used to enhance the motor fleet to assist in driving lessons and assessments and train 2 new assessors to secure the future of the Mobility Centre.

The TPPD grant has been used solely for the purposes intended and in accordance with the terms and conditions of grant.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review

Net expenditure for the year ended 31 March 2024 was (£23,478). The organisation uses the following key financial performance indicator (KFPI) to monitor financial performance - 'Net income before capital grants and depreciation and impairment charges'. The KFPI of (£82,105).

The charity's main source of income continues to be from services delivered under government contract. The main category of expenditure is staff dedicated to our objects of working with disabled people and such costs represent 57% of revenues (2023 - 54%).

Depreciation is not charged on buildings on the grounds that the charge would be immaterial, due to the residual value of the buildings being in excess of their carrying amount. The rationale for this is to provide a fair presentation of the results and financial position of the company. The trustees are of the opinion that the value of the fixed assets is not less than their net book value.

The board is aware of the impact of funding cuts over the past few years on the unrestricted cash reserves of the organisation. These continue to be monitored.

The Northern Ireland Charities Pension Scheme (NICPS) is a multi-employer final salary scheme which was closed in 2009. There are currently 444 scheme members and 11 actively participating scheme employers. The overall scheme deficit identified by the September 2022 actuarial valuation was £3.2mil.

Plans for future periods

We are committed to working diligently to achieve a financial surplus in 2024/25 and the future of the organisation. During the year several key contracts were renewed and we were also successful in our tender for the Department of Economy Disability Support Services contract.

We continue to adapt to the challenges brought to the our staff members with Covid-19 and the Cost of Living crisis and continue to ensure the safety and wellbeing of all staff and participants.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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

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

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 12th December 2024 and signed on behalf of the board of trustees by:

Patricia Bray

M. Douglas

P Bray
Trustee

M Douglas
Trustee

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI)

Year ended 31 March 2024

Opinion

We have audited the financial statements of Disability Action (NI) (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

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

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

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

- the nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for directors' remuneration, bonus levels and performance targets;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether management were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether management have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations.
- the matters discussed among the audit engagement team including significant component audit teams and relevant internal specialists, including tax and valuations specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

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

We also obtained an understanding of the legal and regulatory frameworks in operation, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included ongoing compliance with the UK Companies Act and tax legislation.

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 may be fundamental for their ability to operate or to avoid a material penalty.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standard for Auditors', in the circumstances set out in note 33 to the financial statements.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Dolan FCA (Senior Statutory Auditor)

For and on behalf of
Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

12th December 2024

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	4,641	—	4,641	111,639
Charitable activities	6	1,526,530	4,288,905	5,815,435	6,335,434
Other trading activities	7	15,655	—	15,655	12,030
Investment income	8	663	—	663	12
Other income	9	6,438	—	6,438	3,500
Total income		<u>1,553,927</u>	<u>4,288,905</u>	<u>5,842,832</u>	<u>6,462,615</u>
Expenditure					
Expenditure on charitable activities	10,11	(1,082,677)	(4,736,677)	(5,819,354)	(6,597,802)
Total expenditure		<u>(1,082,677)</u>	<u>(4,736,677)</u>	<u>(5,819,354)</u>	<u>(6,597,802)</u>
Net income/(expenditure)		<u>471,250</u>	<u>(447,772)</u>	<u>23,478</u>	<u>(135,187)</u>
Transfers between funds		(478,831)	478,831	—	—
Net movement in funds		<u>(7,581)</u>	<u>31,059</u>	<u>23,478</u>	<u>(135,187)</u>
Reconciliation of funds					
Total funds brought forward		328,107	150,000	478,107	613,294
Total funds carried forward		<u>320,526</u>	<u>181,059</u>	<u>501,585</u>	<u>478,107</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	17	1,044,258	1,043,313
Investments	18	251	251
		<u>1,044,509</u>	<u>1,043,564</u>
Current assets			
Debtors	19	582,309	970,848
Cash at bank and in hand		76,000	63,245
		<u>658,309</u>	<u>1,034,093</u>
Creditors: amounts falling due within one year	21	(680,669)	(1,335,391)
Net current liabilities		<u>(22,360)</u>	<u>(301,298)</u>
Total assets less current liabilities		1,022,149	742,266
Creditors: amounts falling due after more than one year	22	(60,354)	(62,003)
Provisions	24	(460,210)	(202,156)
Net assets		<u>501,585</u>	<u>478,107</u>
Funds of the charity			
Restricted funds		181,059	150,000
Unrestricted funds		320,526	328,107
Total charity funds	26	<u>501,585</u>	<u>478,107</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 12th December 2024, and are signed on behalf of the board by:

Patricia Bray

P Bray
Trustee

M. Douglas

M Douglas
Trustee

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net income/(expenditure)		23,478	(135,187)
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		58,627	50,325
Other interest receivable and similar income		(663)	(12)
Gains on disposal of tangible fixed assets		(6,438)	(3,500)
Accrued expenses		234,075	105,621
<i>Changes in:</i>			
Trade and other debtors		141,008	(45,737)
Trade and other creditors		(451,154)	161,122
Provisions and employee benefits		258,054	(88,711)
Cash generated from operations		256,987	43,921
Interest received		663	12
Net cash from operating activities		<u>257,650</u>	<u>43,933</u>
Cash flows from investing activities			
Purchase of tangible assets		(60,403)	(22,422)
Proceeds from sale of tangible assets		831	—
Net cash used in investing activities		<u>(59,572)</u>	<u>(22,422)</u>
Net increase in cash and cash equivalents		198,078	21,511
Cash and cash equivalents at beginning of year		(352,832)	(374,343)
Cash and cash equivalents at end of year	20	<u>(154,754)</u>	<u>(352,832)</u>

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Portside Business Park, 189 Airport Road West, Belfast, BT3 9ED.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Management estimate an appropriate discount rate for present value calculations in measuring the pension liability recognised in the Statement of Financial Position

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Long leasehold property	- Nil
Motor vehicles	- 20% straight line
Equipment	- 15% - 20% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Investments *(continued)*

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in income or expenditure unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises, and is allocated to the appropriate expenditure heading.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Employee benefits

Employee benefits are recognised as an expense when employees become entitled as a result of service rendered during the reporting period.

Termination benefits are recognised as an expense in income or expenditure immediately. Termination benefits are recognised as a liability and expense only when the company is demonstrably committed either to terminate the employment of an employee or group of employees before the normal retirement date or to provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

Termination benefits are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date. In the case of an offer made to encourage voluntary redundancy, measurement is based on the number of employees expected to accept the offer. When termination benefits are due more than 12 months after the end of the reporting period, they shall be measured at their discounted present value.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up while it is a member, or within one year after it ceases to be a member, for payment of the debts and liabilities of the charitable company contracted before it ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	4,641	4,641	2,979	2,979
Legacies				
Legacies	—	—	108,660	108,660
	<u>4,641</u>	<u>4,641</u>	<u>111,639</u>	<u>111,639</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Department of Health - core grant	–	61,182	61,182
Department of Infrastructure (DATS)	–	2,055,077	2,055,077
NH&SCT	–	61,333	61,333
SH&SCT (Advocacy)	–	223,587	223,587
WH&SCT (Advocacy)	–	22,675	22,675
Housing Executive	–	30,000	30,000
Department for Communities (Job Match)	–	–	–
Department for Communities (Peer Advocacy)	–	–	–
IMTAC	–	37,217	37,217
Empower	–	821,895	821,895
Mobility Centre lessons	15,856	–	15,856
Mobility Exhibition assessments	280,697	–	280,697
Fares Income	–	61,596	61,596
Other Income	21,379	–	21,379
CFNI Mental Health Fund	–	113,500	113,500
DSS	1,208,598	–	1,208,598
Arts Council NI	–	–	–
Motability Grant	–	122,903	122,903
Workable NI	–	640,975	640,975
IFI - Civic Initiative	–	36,965	36,965
Onside	–	–	–
NET Project	–	–	–
Jobstart	–	–	–
Department for Infrastructure - Capital Grant	–	–	–
	<u>1,526,530</u>	<u>4,288,905</u>	<u>5,815,435</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Department of Health - core grant	—	123,864	123,864
Department of Infrastructure (DATS)	—	2,125,942	2,125,942
NH&SCT	—	65,160	65,160
SH&SCT (Advocacy)	—	227,897	227,897
WH&SCT (Advocacy)	—	—	—
Housing Executive	—	20,000	20,000
Department for Communities (Job Match)	—	469,664	469,664
Department for Communities (Peer Advocacy)	—	23,598	23,598
IMTAC	—	35,876	35,876
Empower	—	—	—
Mobility Centre lessons	11,534	—	11,534
Mobility Exhibition assessments	244,840	—	244,840
Fares Income	—	56,146	56,146
Other Income	297	—	297
CFNI Mental Health Fund	—	100,000	100,000
DSS	696,931	—	696,931
Arts Council NI	—	10,000	10,000
Motability Grant	—	—	—
Workable NI	146,165	463,310	609,475
IFI - Civic Initiative	—	—	—
Onside	—	1,402,174	1,402,174
NET Project	—	29,050	29,050
Jobstart	—	4,192	4,192
Department for Infrastructure - Capital Grant	—	78,794	78,794
	<u>1,099,767</u>	<u>5,235,667</u>	<u>6,335,434</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Training & Seminars	7,213	7,213	3,315	3,315
Consultancy income	—	—	2,115	2,115
Rental Income	8,442	8,442	6,600	6,600
	<u>15,655</u>	<u>15,655</u>	<u>12,030</u>	<u>12,030</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	663	663	12	12

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

9. Other income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Gain on disposal of tangible fixed assets held for charity's own use	6,438	6,438	3,500	3,500

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Information and advice services	102,040	476,648	580,431
Policy and research	299,559	43,633	343,192
Transport and mobility services	226,983	2,042,954	2,269,937
Training and employment support services	72,238	1,636,269	1,706,764
Support costs	381,857	537,173	919,030
	<u>1,082,677</u>	<u>4,736,677</u>	<u>5,819,354</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Information and advice services	279,325	401,531	680,856
Policy and research	74,243	1,246,901	1,321,144
Transport and mobility services	90,601	1,893,372	1,983,973
Training and employment support services	130,300	1,136,779	1,267,079
Support costs	597,683	747,067	1,344,750
	<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2024 £	Total fund 2023 £
Information and advice services	580,431	30,234	610,665	1,185,857
Policy and research	343,192	—	343,192	1,413,185
Transport and mobility services	2,269,937	295,481	2,565,418	2,264,712
Training and employment support services	1,706,764	568,811	2,275,575	1,659,602
Governance costs	—	24,504	24,504	74,446
	<u>4,900,324</u>	<u>919,030</u>	<u>5,819,354</u>	<u>6,597,802</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

12. Analysis of support costs

	Information and advice services	Transport and mobility services	Training and employment support services	Governance Costs	Total 2024	Total 2023
	£	£	£	£	£	£
Staff costs	10,465	139,041	271,550	–	421,056	468,692
Premises	10,178	104,361	200,898	–	315,437	324,981
Communications and IT	6,516	36,212	67,192	–	109,920	244,487
General office	3,075	15,867	29,171	–	48,113	232,144
Governance costs	–	–	–	24,504	24,504	74,446
	<u>30,234</u>	<u>295,481</u>	<u>568,811</u>	<u>24,504</u>	<u>919,030</u>	<u>1,344,750</u>

13. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	58,627	50,325
Gains on disposal of tangible fixed assets	(6,438)	(3,500)
Foreign exchange differences	–	16,150
	<u>–</u>	<u>–</u>

14. Auditors remuneration

	2024	2023
	£	£
Fees payable for the audit of the financial statements	<u>17,234</u>	<u>15,173</u>

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	2,828,314	2,932,479
Social security costs	234,315	265,855
Employer contributions to pension plans	204,877	204,934
Other employee benefits	46,852	48,024
	<u>3,314,358</u>	<u>3,451,292</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

15. Staff costs *(continued)*

The average head count of employees during the year was 146 (2023: 129). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of training support staff	71	56
Number of administrative and finance staff	15	15
Number of senior management staff	3	3
Number of other staff	22	21
Number of driving staff	35	34
	<u>146</u>	<u>129</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £193,599 (2023: £191,361).

16. Trustee remuneration and expenses

No trustee received any remuneration during the year (2023: £Nil). No trustees received expenses during the year (2023: £Nil)

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

17. Tangible fixed assets

	Long leasehold property £	Motor vehicles £	Equipment £	Total £
Cost				
At 1 April 2023	1,388,451	335,877	518,166	2,242,494
Additions	—	51,743	8,660	60,403
Disposals	—	(5,550)	—	(5,550)
At 31 March 2024	1,388,451	382,070	526,826	2,297,347
Depreciation				
At 1 April 2023	505,893	268,595	424,693	1,199,181
Charge for the year	—	32,970	25,657	58,627
Disposals	—	(4,719)	—	(4,719)
At 31 March 2024	505,893	296,846	450,350	1,253,089
Carrying amount				
At 31 March 2024	882,558	85,224	76,476	1,044,258
At 31 March 2023	882,558	67,282	93,473	1,043,313

18. Investments

	Other investments £
Cost or valuation	
At 1 April 2023	251
Additions	—
At 31 March 2024	251
Impairment	
At 1 April 2023 and 31 March 2024	—
Carrying amount	
At 31 March 2024	251
At 31 March 2023	251

All investments shown above are held at valuation.

These investments relate to the holding of 250 ordinary £1 shares in the Ulster Community Investment Trust Limited and one ordinary £1 share in Disability Action Tradeable Services Limited, which represents 100% of its issued share capital.

Disability Action (NI) considers that Disability Action (NI) Employment and Training, a charity and a company limited by guarantee, is a wholly owned subsidiary.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Debtors

	2024	2023
	£	£
Trade debtors	115,479	259,696
Amounts owed by group undertakings	113,056	119,694
Prepayments and accrued income	353,774	591,458
	<u>582,309</u>	<u>970,848</u>

20. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2024	2023
	£	£
Cash at bank and in hand	76,000	63,245
Bank overdrafts	(230,754)	(416,077)
	<u>(154,754)</u>	<u>(352,832)</u>

21. Creditors: amounts falling due within one year

	2024	2023
	£	£
Bank loans and overdrafts	230,754	416,077
Trade creditors	207,525	258,205
Accruals and deferred income	70,593	326,180
Social security and other taxes	126,412	216,510
Pension contributions due	19,779	49,440
Sundry creditors	8,806	1,508
Other creditors	16,800	67,471
	<u>680,669</u>	<u>1,335,391</u>

22. Creditors: amounts falling due after more than one year

	2024	2023
	£	£
TPT Pension	<u>60,354</u>	<u>62,003</u>

23. Deferred income

	2024	2023
	£	£
At 1 April 2023	242,132	261,135
Amount released to income	(242,132)	(261,135)
Amount deferred in year	–	242,132
At 31 March 2024	<u>–</u>	<u>242,132</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

24. Provisions

	Pensions and similar obligations £
At 1 April 2023	202,156
Remeasurements - impact of any change in assumptions	11,216
Unwinding of discount	9,234
Payments to fund deficit	(46,304)
Remeasurements - amendments to the contribution schedule	283,908
At 31 March 2024	<u>460,210</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

25. Pensions and other post retirement benefits

The company participates in the scheme, a multi-employer scheme which provides benefits to some 11 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

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

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £22.8m, liabilities of £26.0m and a deficit of £3.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From August 2020 to 29 February 2028: £1,280,605 in total (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUE OF PROVISION

	2024	2023	2022
	£	£	£
Present value of provision	460,210	202,156	254,731

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	2024	2023
	£	£
Provision at start of period	202,156	254,731
Unwinding of the discount factor (interest expense)	9,234	5,881
Deficit contribution paid	(46,304)	(46,304)
Remeasurements - impact of any change in assumptions	11,216	(12,152)
Remeasurements - amendments to the contribution schedule	283,908	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

Provision at end of period	460,210	202,156
----------------------------	---------	---------

INCOME AND EXPENDITURE IMPACT

	2024	2023
	£	£
Interest expense	9,234	5,881
Remeasurements - impact of any changes in assumptions	11,216	(12,152)
Remeasurements - amendments to the contribution schedule	283,908	–

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	2024	2023	2022
	£	£	£
Rate of discount	5	5	3

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

26. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	<u>328,107</u>	<u>1,553,927</u>	<u>(1,082,677)</u>	<u>(478,831)</u>	<u>320,526</u>

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	<u>288,595</u>	<u>1,226,948</u>	<u>(1,172,152)</u>	<u>(15,284)</u>	<u>328,107</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Department of Health - Core Grant	—	61,182	(65,724)	4,542	—
Department of Infrastructure - DATS	—	2,055,077	(2,282,060)	226,983	—
Fares Income	—	61,596	(61,596)	—	—
NHSCT	—	61,333	(61,333)	—	—
SHSCT	—	223,587	(268,346)	44,759	—
WHST	—	22,675	(22,675)	—	—
Housing Executive	—	30,000	(30,000)	—	—
Department for Communities - Jobmatch	—	—	(113)	113	—
Department for Communities - Peer Advocacy	—	640,975	(735,167)	94,192	—
IMTAC	—	37,217	(37,217)	—	—
DRILL	—	—	—	—	—
SEUPB - ONSIDE	—	—	—	—	—
NET	—	—	—	—	—
Equality Commission	—	—	—	—	—
Department for Communities - Jobstart	—	—	—	—	—
Department of Infrastructure - Capital Grant	—	—	—	—	—
Empower	—	821,895	(901,102)	79,207	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Motability grant	–	122,903	(91,844)	–	31,059
IFI - Civic Initiative	–	36,965	(38,633)	1,668	–
Erasmus	–	–	(22,367)	22,367	–
Altantic Philanthropies	150,000	–	–	–	150,000
CFNI Mental Health	–	113,500	(113,500)	–	–
Arts Council NI	–	–	(5,000)	5,000	–
Workable NI	–	–	–	–	–
	<u>150,000</u>	<u>4,288,905</u>	<u>(4,736,677)</u>	<u>478,831</u>	<u>181,059</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Department of Health - Core Grant	61,644	192,557	(162,165)	(92,036)	–
Department of Infrastructure - DATS	44,818	2,125,942	(2,312,221)	141,461	–
Fares Income	–	56,146	(56,146)	–	–
NHSCT	–	65,160	(72,730)	7,570	–
SHSCT	–	207,906	(225,612)	17,706	–
WHSCT	–	19,991	(24,936)	4,945	–
Housing Executive	20,000	20,000	–	(40,000)	–
Department for Communities - Jobmatch	–	469,664	(528,637)	58,973	–
Department for Communities - Peer Advocacy	5,878	23,598	(23,607)	(5,869)	–
IMTAC	–	35,876	(35,876)	–	–
DRILL	20,144	–	–	(20,144)	–
SEUPB - ONSIDE	–	1,333,481	(1,311,680)	(21,801)	–
NET	21,299	29,050	–	(50,349)	–
Equality Commission	916	–	–	(916)	–
Department for Communities - Jobstart	–	4,192	–	(4,192)	–
Department of Infrastructure - Capital Grant	–	78,794	(100,794)	22,000	–
Empower	–	–	–	–	–
Motability grant	–	–	–	–	–
IFI - Civic Initiative	–	–	–	–	–
Erasmus	–	–	–	–	–
Altantic Philanthropies	150,000	–	–	–	150,000
CFNI Mental Health	–	100,000	(97,936)	(2,064)	–
Arts Council NI	–	10,000	(10,000)	–	–
Workable NI	–	463,310	(463,310)	–	–
	<u>324,699</u>	<u>5,235,667</u>	<u>(5,425,650)</u>	<u>15,284</u>	<u>150,000</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Transfers have taken place in the year which relate to income received in relation to services delivered, as all conditions have been met and services have been delivered during the year, the remaining balance has been transferred to unrestricted reserves. Further transfers have taken place to correct expenditure previously being recognised within unrestricted funds, these balances have been fully spent.

Funds have been transferred from unrestricted to restricted funds during the year due to the operational deficits on multiple projects, these project deficits continue to run but are supported by unrestricted funding.

27. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,044,258	–	1,044,258
Investments	251	–	251
Current assets	455,206	203,103	658,309
Creditors less than 1 year	(658,625)	(22,044)	(680,669)
Creditors greater than 1 year	(60,354)	–	(60,354)
Provisions	(460,210)	–	(460,210)
Net assets	320,526	181,059	501,585

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,043,313	–	1,043,313
Investments	251	–	251
Current assets	641,961	392,132	1,034,093
Creditors less than 1 year	(1,093,259)	(242,132)	(1,335,391)
Creditors greater than 1 year	(62,003)	–	(62,003)
Provisions	(202,156)	–	(202,156)
Net assets	328,107	150,000	478,107

28. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

29. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

30. Analysis of changes in net debt

	At 1 Apr 2023	Cash flows	At 31 Mar 2024
	£	£	£
Cash at bank and in hand	63,245	12,755	76,000
Bank overdrafts	(416,077)	185,323	(230,754)
	<u>(352,832)</u>	<u>198,078</u>	<u>(154,754)</u>

31. Security and contingencies

The Ulster Bank Limited holds separate inter-company guarantees between Disability Action (NI) and Disability Action (NI) Employment & Training, and Disability Action (NI) and Disability Action Tradeable Services Limited. It also holds a collateral leasehold first legal charge over property at Portside Business Park, Airport Road West, Belfast.

As at 31 March 2024, Disability Action (NI) owed Ulster Bank Limited £230,754 (2023: £416,077) in respect of bank overdrafts.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

32. Related parties

With Disability Action (NI) Employment & Training

Relationship - Disability Action (NI) Employment & Training is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2024	2023
	£	£
Amounts owed by group undertakings - DAET	62,940	69,578

Outstanding balances are unsecured and interest-free.

With Disability Action Tradeable Services Limited

Relationship - Disability Action Tradeable Services Limited is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2024	2023
	£	£
Amounts owed by group undertakings - DATS	50,116	50,116

Outstanding balances are unsecured and interest-free.

The trustees of Disability Action (NI) intend to offer ongoing financial support to Disability Action (NI) Employment & Training, which is considered to be a subsidiary entity. The financial statements of Disability Action (NI) Employment & Training as at 31 March 2024 show net current liabilities of £87,863, non-current liabilities of £47,421 and a pension provision of £313,323 resulting in total net liabilities of £447,607.

33. Ethical standards

In common with many other entities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

Annual return

Disability Action (NI)
Company Limited by Guarantee
Financial Statements
31 March 2024

Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Disability Action (NI)

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	6
Statement of financial activities (including income and expenditure account)	12
Statement of financial position	13
Statement of cash flows	14
Notes to the financial statements	15

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name	Disability Action (NI)
Charity registration number	NIC100004
Company registration number	NI019258
Principal office and registered office	Portside Business Park 189 Airport Road West Belfast BT3 9ED

The trustees

P Bray
M Douglas
G Maguire
M Marshall
J Carberry
W Clarke
A Passmore
P Lyle

Company secretary A Brown

Auditor Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Bankers

Ulster Bank Limited Arches Retail Park Belfast BT5 4AF	Dankse Bank Forestside Shopping Centre Upper Galwally Belfast BT8 6FX
---	---

Solicitors

Elliott Duffy Garrett 40 Linenhall Street Belfast BT2 8BA	Cleaver Fulton Rankin 50 Bedford Street Belfast BT2 7FW
--	--

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management

Disability Action (NI) is a company limited by guarantee and a registered charity. The organisation is governed by up to 12 trustees who are nominated by member groups and elected by postal ballot at the AGM, if required. One third of the trustees retire each year on a rotational basis.

Recruiting and Appointing Trustees

Trustees are recruited through an annual election process to conform to the Memorandum and Articles of Association. In the charity's case a postal ballot is undertaken with its 100 member organisations.

Newly appointed trustees undergo an induction process and receive an induction pack. Trustees are also appointed to sub committees which best match their skills and are supported by the relevant senior staff member.

The board meets bi-monthly with sub-committees meeting in alternate months. The company's standing sub-committee structure comprises a Human Resources Sub-Committee and a Finance, Strategy & Audit Sub-Committee. Each standing sub-committee also includes co-opted members who are proposed and agreed by the main board. The work of all sub-committees is presented to the board for its approval and the board refers issues to specific sub-committees. All trustees serve on at least one sub-committee.

Disability Action (NI) is a member of a number of network organisations e.g. NICVA and Children NI and has strong relationships with the private sector e.g. Northern Ireland Chamber of Commerce and Industry and public sector groupings.

Risk Management Statement

Significant risks to funding have led to the development of a strategic plan which allows for the diversification of charitable activities. In addition, corporate risk is managed by ensuring that appropriate insurance cover is in place, adhering to rigorous internal financial controls, implementation of an annual budgetary process and the operation of a staff appraisal scheme.

Management and Remuneration

The Board of Trustees delegates the daily operation of the charity to the Senior Management team which is headed by the Chief Executive Officer. Remuneration of key management personnel is set by the Board based on appraisal of industry benchmarks.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities

Disability Action's Strategic plan for 2022 - 26 sets out a vision of a truly inclusive society where our mission is to support Human Rights for All. Our 5 key strategic principles are to:

- Advocate for human rights for all
- Change attitudes to enhance social inclusion and independence
- Support through skills and employment
- Educate to empower through training
- Be a sustainable organisation

In order to fulfil these priorities Disability Action (NI) will continue to work with and for Disabled people and their representative organisations throughout Northern Ireland. Key activities include the provision of information and advice services, employment and vocational training programmes, transport services, research, training and equality work, community development, mobility assessments and lessons, and a human rights programme. The charity represents people regardless of their disability; whether that is a physical, mental health, sensory, hidden or learning disability.

Achievements and performance

Continuing political instability hampers the sectors' ability to progress, the cost-of-living crisis has had a devastating impact on disabled people. This was shown in small way by the demand for food vouchers distributed by DANI from Belfast City Council's Social Supermarket scheme. The return of the NI Executive gives us hope of addressing the longstanding issues - incorporation of the UNCRPD into the NI legislative framework, a funded, disabled person led Disability Strategy and a Programme for Government.

Disability Action reported to the UN Committee on the NI governments progress on fulfilling its obligation under the UNCRPD. A delegation from NI attended with representatives from the 4 nations to the committee session in Geneva in August 2023. Representatives from any UK nation failed to attend, and a further report was made remotely in February 2024.

Empower is a programme funded by UKSPF aimed at reaching the economically inactive and supporting them into work. Disability Action are working in partnership with USEL and Specialisterne to assist disabled people into employment. This is a 2-year programme running until March 2025 hoping to achieve 1000 people into good, sustainable employment.

Due to budgetary constraints the Dept of Health stopped Disability Action's Core Funding from September 2023, while this funding (at 23/24 levels) has been reinstated for the 24/25 financial year DANI intend to continue to challenge the legality of the decision made by the Permanent Secretary, we are being supported to do this by PILS (Public interest Litigation Service).

Disability Action were successful in 2023/24 of securing funding from the Motability Foundation. This funding will be used to enhance the motor fleet to assist in driving lessons and assessments and train 2 new assessors to secure the future of the Mobility Centre.

The TPPD grant has been used solely for the purposes intended and in accordance with the terms and conditions of grant.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review

Net expenditure for the year ended 31 March 2024 was (£23,478). The organisation uses the following key financial performance indicator (KFPI) to monitor financial performance - 'Net income before capital grants and depreciation and impairment charges'. The KFPI of (£82,105).

The charity's main source of income continues to be from services delivered under government contract. The main category of expenditure is staff dedicated to our objects of working with disabled people and such costs represent 57% of revenues (2023 - 54%).

Depreciation is not charged on buildings on the grounds that the charge would be immaterial, due to the residual value of the buildings being in excess of their carrying amount. The rationale for this is to provide a fair presentation of the results and financial position of the company. The trustees are of the opinion that the value of the fixed assets is not less than their net book value.

The board is aware of the impact of funding cuts over the past few years on the unrestricted cash reserves of the organisation. These continue to be monitored.

The Northern Ireland Charities Pension Scheme (NICPS) is a multi-employer final salary scheme which was closed in 2009. There are currently 444 scheme members and 11 actively participating scheme employers. The overall scheme deficit identified by the September 2022 actuarial valuation was £3.2mil.

Plans for future periods

We are committed to working diligently to achieve a financial surplus in 2024/25 and the future of the organisation. During the year several key contracts were renewed and we were also successful in our tender for the Department of Economy Disability Support Services contract.

We continue to adapt to the challenges brought to the our staff members with Covid-19 and the Cost of Living crisis and continue to ensure the safety and wellbeing of all staff and participants.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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

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

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 12th December 2024 and signed on behalf of the board of trustees by:

Patricia Bray . M. Douglas

P Bray
Trustee

M Douglas
Trustee

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI)

Year ended 31 March 2024

Opinion

We have audited the financial statements of Disability Action (NI) (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

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

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

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

- the nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for directors' remuneration, bonus levels and performance targets;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether management were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether management have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations.
- the matters discussed among the audit engagement team including significant component audit teams and relevant internal specialists, including tax and valuations specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

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

We also obtained an understanding of the legal and regulatory frameworks in operation, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included ongoing compliance with the UK Companies Act and tax legislation.

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 may be fundamental for their ability to operate or to avoid a material penalty.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2024

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standard for Auditors', in the circumstances set out in note 33 to the financial statements.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Dolan FCA (Senior Statutory Auditor)

For and on behalf of
Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

12th December 2024

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	4,641	—	4,641	111,639
Charitable activities	6	1,526,530	4,288,905	5,815,435	6,335,434
Other trading activities	7	15,655	—	15,655	12,030
Investment income	8	663	—	663	12
Other income	9	6,438	—	6,438	3,500
Total income		<u>1,553,927</u>	<u>4,288,905</u>	<u>5,842,832</u>	<u>6,462,615</u>
Expenditure					
Expenditure on charitable activities	10,11	(1,082,677)	(4,736,677)	(5,819,354)	(6,597,802)
Total expenditure		<u>(1,082,677)</u>	<u>(4,736,677)</u>	<u>(5,819,354)</u>	<u>(6,597,802)</u>
Net income/(expenditure)		<u>471,250</u>	<u>(447,772)</u>	<u>23,478</u>	<u>(135,187)</u>
Transfers between funds		(478,831)	478,831	—	—
Net movement in funds		<u>(7,581)</u>	<u>31,059</u>	<u>23,478</u>	<u>(135,187)</u>
Reconciliation of funds					
Total funds brought forward		328,107	150,000	478,107	613,294
Total funds carried forward		<u>320,526</u>	<u>181,059</u>	<u>501,585</u>	<u>478,107</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

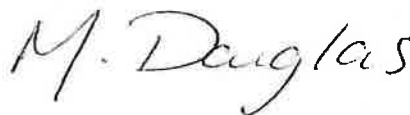
	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	17	1,044,258	1,043,313
Investments	18	251	251
		<u>1,044,509</u>	<u>1,043,564</u>
Current assets			
Debtors	19	582,309	970,848
Cash at bank and in hand		76,000	63,245
		<u>658,309</u>	<u>1,034,093</u>
Creditors: amounts falling due within one year	21	(680,669)	(1,335,391)
Net current liabilities		<u>(22,360)</u>	<u>(301,298)</u>
Total assets less current liabilities		1,022,149	742,266
Creditors: amounts falling due after more than one year	22	(60,354)	(62,003)
Provisions	24	(460,210)	(202,156)
Net assets		<u>501,585</u>	<u>478,107</u>
Funds of the charity			
Restricted funds		181,059	150,000
Unrestricted funds		320,526	328,107
Total charity funds	26	<u>501,585</u>	<u>478,107</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 12th December 2024, and are signed on behalf of the board by:



P Bray
Trustee



M Douglas
Trustee

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net income/(expenditure)		23,478	(135,187)
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		58,627	50,325
Other interest receivable and similar income		(663)	(12)
Gains on disposal of tangible fixed assets		(6,438)	(3,500)
Accrued expenses		234,075	105,621
<i>Changes in:</i>			
Trade and other debtors		141,008	(45,737)
Trade and other creditors		(451,154)	161,122
Provisions and employee benefits		258,054	(88,711)
Cash generated from operations		256,987	43,921
Interest received		663	12
Net cash from operating activities		<u>257,650</u>	<u>43,933</u>
Cash flows from investing activities			
Purchase of tangible assets		(60,403)	(22,422)
Proceeds from sale of tangible assets		831	—
Net cash used in investing activities		<u>(59,572)</u>	<u>(22,422)</u>
Net increase in cash and cash equivalents		198,078	21,511
Cash and cash equivalents at beginning of year		(352,832)	(374,343)
Cash and cash equivalents at end of year	20	<u>(154,754)</u>	<u>(352,832)</u>

The notes on pages 15 to 36 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Portside Business Park, 189 Airport Road West, Belfast, BT3 9ED.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Management estimate an appropriate discount rate for present value calculations in measuring the pension liability recognised in the Statement of Financial Position

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Long leasehold property	- Nil
Motor vehicles	- 20% straight line
Equipment	- 15% - 20% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Investments *(continued)*

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in income or expenditure unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises, and is allocated to the appropriate expenditure heading.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Employee benefits

Employee benefits are recognised as an expense when employees become entitled as a result of service rendered during the reporting period.

Termination benefits are recognised as an expense in income or expenditure immediately. Termination benefits are recognised as a liability and expense only when the company is demonstrably committed either to terminate the employment of an employee or group of employees before the normal retirement date or to provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

Termination benefits are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date. In the case of an offer made to encourage voluntary redundancy, measurement is based on the number of employees expected to accept the offer. When termination benefits are due more than 12 months after the end of the reporting period, they shall be measured at their discounted present value.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up while it is a member, or within one year after it ceases to be a member, for payment of the debts and liabilities of the charitable company contracted before it ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	4,641	4,641	2,979	2,979
Legacies				
Legacies	—	—	108,660	108,660
	<u>4,641</u>	<u>4,641</u>	<u>111,639</u>	<u>111,639</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Department of Health - core grant	–	61,182	61,182
Department of Infrastructure (DATS)	–	2,055,077	2,055,077
NH&SCT	–	61,333	61,333
SH&SCT (Advocacy)	–	223,587	223,587
WH&SCT (Advocacy)	–	22,675	22,675
Housing Executive	–	30,000	30,000
Department for Communities (Job Match)	–	–	–
Department for Communities (Peer Advocacy)	–	–	–
IMTAC	–	37,217	37,217
Empower	–	821,895	821,895
Mobility Centre lessons	15,856	–	15,856
Mobility Exhibition assessments	280,697	–	280,697
Fares Income	–	61,596	61,596
Other Income	21,379	–	21,379
CFNI Mental Health Fund	–	113,500	113,500
DSS	1,208,598	–	1,208,598
Arts Council NI	–	–	–
Motability Grant	–	122,903	122,903
Workable NI	–	640,975	640,975
IFI - Civic Initiative	–	36,965	36,965
Onside	–	–	–
NET Project	–	–	–
Jobstart	–	–	–
Department for Infrastructure - Capital Grant	–	–	–
	<u>1,526,530</u>	<u>4,288,905</u>	<u>5,815,435</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Department of Health - core grant	—	123,864	123,864
Department of Infrastructure (DATS)	—	2,125,942	2,125,942
NH&SCT	—	65,160	65,160
SH&SCT (Advocacy)	—	227,897	227,897
WH&SCT (Advocacy)	—	—	—
Housing Executive	—	20,000	20,000
Department for Communities (Job Match)	—	469,664	469,664
Department for Communities (Peer Advocacy)	—	23,598	23,598
IMTAC	—	35,876	35,876
Empower	—	—	—
Mobility Centre lessons	11,534	—	11,534
Mobility Exhibition assessments	244,840	—	244,840
Fares Income	—	56,146	56,146
Other Income	297	—	297
CFNI Mental Health Fund	—	100,000	100,000
DSS	696,931	—	696,931
Arts Council NI	—	10,000	10,000
Motability Grant	—	—	—
Workable NI	146,165	463,310	609,475
IFI - Civic Initiative	—	—	—
Onside	—	1,402,174	1,402,174
NET Project	—	29,050	29,050
Jobstart	—	4,192	4,192
Department for Infrastructure - Capital Grant	—	78,794	78,794
	<u>1,099,767</u>	<u>5,235,667</u>	<u>6,335,434</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Training & Seminars	7,213	7,213	3,315	3,315
Consultancy income	—	—	2,115	2,115
Rental Income	8,442	8,442	6,600	6,600
	<u>15,655</u>	<u>15,655</u>	<u>12,030</u>	<u>12,030</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	663	663	12	12

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

9. Other income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Gain on disposal of tangible fixed assets held for charity's own use	6,438	6,438	3,500	3,500

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Information and advice services	102,040	476,648	580,431
Policy and research	299,559	43,633	343,192
Transport and mobility services	226,983	2,042,954	2,269,937
Training and employment support services	72,238	1,636,269	1,706,764
Support costs	381,857	537,173	919,030
	<u>1,082,677</u>	<u>4,736,677</u>	<u>5,819,354</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Information and advice services	279,325	401,531	680,856
Policy and research	74,243	1,246,901	1,321,144
Transport and mobility services	90,601	1,893,372	1,983,973
Training and employment support services	130,300	1,136,779	1,267,079
Support costs	597,683	747,067	1,344,750
	<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2024 £	Total fund 2023 £
Information and advice services	580,431	30,234	610,665	1,185,857
Policy and research	343,192	—	343,192	1,413,185
Transport and mobility services	2,269,937	295,481	2,565,418	2,264,712
Training and employment support services	1,706,764	568,811	2,275,575	1,659,602
Governance costs	—	24,504	24,504	74,446
	<u>4,900,324</u>	<u>919,030</u>	<u>5,819,354</u>	<u>6,597,802</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

12. Analysis of support costs

	Information and advice services	Transport and mobility services	Training and employment support services	Governance Costs	Total 2024	Total 2023
	£	£	£	£	£	£
Staff costs	10,465	139,041	271,550	–	421,056	468,692
Premises	10,178	104,361	200,898	–	315,437	324,981
Communications and IT	6,516	36,212	67,192	–	109,920	244,487
General office	3,075	15,867	29,171	–	48,113	232,144
Governance costs	–	–	–	24,504	24,504	74,446
	<u>30,234</u>	<u>295,481</u>	<u>568,811</u>	<u>24,504</u>	<u>919,030</u>	<u>1,344,750</u>

13. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	58,627	50,325
Gains on disposal of tangible fixed assets	(6,438)	(3,500)
Foreign exchange differences	–	16,150
	<u>–</u>	<u>–</u>

14. Auditors remuneration

	2024	2023
	£	£
Fees payable for the audit of the financial statements	<u>17,234</u>	<u>15,173</u>

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	2,828,314	2,932,479
Social security costs	234,315	265,855
Employer contributions to pension plans	204,877	204,934
Other employee benefits	46,852	48,024
	<u>3,314,358</u>	<u>3,451,292</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

15. Staff costs *(continued)*

The average head count of employees during the year was 146 (2023: 129). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of training support staff	71	56
Number of administrative and finance staff	15	15
Number of senior management staff	3	3
Number of other staff	22	21
Number of driving staff	35	34
	<u>146</u>	<u>129</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £193,599 (2023: £191,361).

16. Trustee remuneration and expenses

No trustee received any remuneration during the year (2023: £Nil). No trustees received expenses during the year (2023: £Nil)

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

17. Tangible fixed assets

	Long leasehold property £	Motor vehicles £	Equipment £	Total £
Cost				
At 1 April 2023	1,388,451	335,877	518,166	2,242,494
Additions	—	51,743	8,660	60,403
Disposals	—	(5,550)	—	(5,550)
At 31 March 2024	1,388,451	382,070	526,826	2,297,347
Depreciation				
At 1 April 2023	505,893	268,595	424,693	1,199,181
Charge for the year	—	32,970	25,657	58,627
Disposals	—	(4,719)	—	(4,719)
At 31 March 2024	505,893	296,846	450,350	1,253,089
Carrying amount				
At 31 March 2024	882,558	85,224	76,476	1,044,258
At 31 March 2023	882,558	67,282	93,473	1,043,313

18. Investments

	Other investments £
Cost or valuation	
At 1 April 2023	251
Additions	—
At 31 March 2024	251
Impairment	
At 1 April 2023 and 31 March 2024	—
Carrying amount	
At 31 March 2024	251
At 31 March 2023	251

All investments shown above are held at valuation.

These investments relate to the holding of 250 ordinary £1 shares in the Ulster Community Investment Trust Limited and one ordinary £1 share in Disability Action Tradeable Services Limited, which represents 100% of its issued share capital.

Disability Action (NI) considers that Disability Action (NI) Employment and Training, a charity and a company limited by guarantee, is a wholly owned subsidiary.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Debtors

	2024	2023
	£	£
Trade debtors	115,479	259,696
Amounts owed by group undertakings	113,056	119,694
Prepayments and accrued income	353,774	591,458
	<u>582,309</u>	<u>970,848</u>

20. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2024	2023
	£	£
Cash at bank and in hand	76,000	63,245
Bank overdrafts	(230,754)	(416,077)
	<u>(154,754)</u>	<u>(352,832)</u>

21. Creditors: amounts falling due within one year

	2024	2023
	£	£
Bank loans and overdrafts	230,754	416,077
Trade creditors	207,525	258,205
Accruals and deferred income	70,593	326,180
Social security and other taxes	126,412	216,510
Pension contributions due	19,779	49,440
Sundry creditors	8,806	1,508
Other creditors	16,800	67,471
	<u>680,669</u>	<u>1,335,391</u>

22. Creditors: amounts falling due after more than one year

	2024	2023
	£	£
TPT Pension	<u>60,354</u>	<u>62,003</u>

23. Deferred income

	2024	2023
	£	£
At 1 April 2023	242,132	261,135
Amount released to income	(242,132)	(261,135)
Amount deferred in year	–	242,132
At 31 March 2024	<u>–</u>	<u>242,132</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

24. Provisions

	Pensions and similar obligations £
At 1 April 2023	202,156
Remeasurements - impact of any change in assumptions	11,216
Unwinding of discount	9,234
Payments to fund deficit	(46,304)
Remeasurements - amendments to the contribution schedule	283,908
At 31 March 2024	<u>460,210</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

25. Pensions and other post retirement benefits

The company participates in the scheme, a multi-employer scheme which provides benefits to some 11 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

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

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £22.8m, liabilities of £26.0m and a deficit of £3.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From August 2020 to 29 February 2028: £1,280,605 in total (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUE OF PROVISION

	2024	2023	2022
	£	£	£
Present value of provision	460,210	202,156	254,731

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	2024	2023
	£	£
Provision at start of period	202,156	254,731
Unwinding of the discount factor (interest expense)	9,234	5,881
Deficit contribution paid	(46,304)	(46,304)
Remeasurements - impact of any change in assumptions	11,216	(12,152)
Remeasurements - amendments to the contribution schedule	283,908	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

Provision at end of period	460,210	202,156
----------------------------	---------	---------

INCOME AND EXPENDITURE IMPACT

	2024	2023
	£	£
Interest expense	9,234	5,881
Remeasurements - impact of any changes in assumptions	11,216	(12,152)
Remeasurements - amendments to the contribution schedule	283,908	–

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	2024	2023	2022
	£	£	£
Rate of discount	5	5	3

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

26. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	<u>328,107</u>	<u>1,553,927</u>	<u>(1,082,677)</u>	<u>(478,831)</u>	<u>320,526</u>

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	<u>288,595</u>	<u>1,226,948</u>	<u>(1,172,152)</u>	<u>(15,284)</u>	<u>328,107</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Department of Health - Core Grant	—	61,182	(65,724)	4,542	—
Department of Infrastructure - DATS	—	2,055,077	(2,282,060)	226,983	—
Fares Income	—	61,596	(61,596)	—	—
NHSCT	—	61,333	(61,333)	—	—
SHSCT	—	223,587	(268,346)	44,759	—
WHsCT	—	22,675	(22,675)	—	—
Housing Executive	—	30,000	(30,000)	—	—
Department for Communities - Jobmatch	—	—	(113)	113	—
Department for Communities - Peer Advocacy	—	640,975	(735,167)	94,192	—
IMTAC	—	37,217	(37,217)	—	—
DRILL	—	—	—	—	—
SEUPB - ONSIDE	—	—	—	—	—
NET	—	—	—	—	—
Equality Commission	—	—	—	—	—
Department for Communities - Jobstart	—	—	—	—	—
Department of Infrastructure - Capital Grant	—	—	—	—	—
Empower	—	821,895	(901,102)	79,207	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Motability grant	–	122,903	(91,844)	–	31,059
IFI - Civic Initiative	–	36,965	(38,633)	1,668	–
Erasmus	–	–	(22,367)	22,367	–
Altantic Philanthropies	150,000	–	–	–	150,000
CFNI Mental Health	–	113,500	(113,500)	–	–
Arts Council NI	–	–	(5,000)	5,000	–
Workable NI	–	–	–	–	–
	<u>150,000</u>	<u>4,288,905</u>	<u>(4,736,677)</u>	<u>478,831</u>	<u>181,059</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Department of Health - Core Grant	61,644	192,557	(162,165)	(92,036)	–
Department of Infrastructure - DATS	44,818	2,125,942	(2,312,221)	141,461	–
Fares Income	–	56,146	(56,146)	–	–
NHSCT	–	65,160	(72,730)	7,570	–
SHSCT	–	207,906	(225,612)	17,706	–
WHSCT	–	19,991	(24,936)	4,945	–
Housing Executive	20,000	20,000	–	(40,000)	–
Department for Communities - Jobmatch	–	469,664	(528,637)	58,973	–
Department for Communities - Peer Advocacy	5,878	23,598	(23,607)	(5,869)	–
IMTAC	–	35,876	(35,876)	–	–
DRILL	20,144	–	–	(20,144)	–
SEUPB - ONSIDE	–	1,333,481	(1,311,680)	(21,801)	–
NET	21,299	29,050	–	(50,349)	–
Equality Commission	916	–	–	(916)	–
Department for Communities - Jobstart	–	4,192	–	(4,192)	–
Department of Infrastructure - Capital Grant	–	78,794	(100,794)	22,000	–
Empower	–	–	–	–	–
Motability grant	–	–	–	–	–
IFI - Civic Initiative	–	–	–	–	–
Erasmus	–	–	–	–	–
Altantic Philanthropies	150,000	–	–	–	150,000
CFNI Mental Health	–	100,000	(97,936)	(2,064)	–
Arts Council NI	–	10,000	(10,000)	–	–
Workable NI	–	463,310	(463,310)	–	–
	<u>324,699</u>	<u>5,235,667</u>	<u>(5,425,650)</u>	<u>15,284</u>	<u>150,000</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

26. Analysis of charitable funds *(continued)*

Transfers have taken place in the year which relate to income received in relation to services delivered, as all conditions have been met and services have been delivered during the year, the remaining balance has been transferred to unrestricted reserves. Further transfers have taken place to correct expenditure previously being recognised within unrestricted funds, these balances have been fully spent.

Funds have been transferred from unrestricted to restricted funds during the year due to the operational deficits on multiple projects, these project deficits continue to run but are supported by unrestricted funding.

27. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,044,258	–	1,044,258
Investments	251	–	251
Current assets	455,206	203,103	658,309
Creditors less than 1 year	(658,625)	(22,044)	(680,669)
Creditors greater than 1 year	(60,354)	–	(60,354)
Provisions	(460,210)	–	(460,210)
Net assets	320,526	181,059	501,585

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,043,313	–	1,043,313
Investments	251	–	251
Current assets	641,961	392,132	1,034,093
Creditors less than 1 year	(1,093,259)	(242,132)	(1,335,391)
Creditors greater than 1 year	(62,003)	–	(62,003)
Provisions	(202,156)	–	(202,156)
Net assets	328,107	150,000	478,107

28. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

29. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

30. Analysis of changes in net debt

	At 1 Apr 2023	Cash flows	At 31 Mar 2024
	£	£	£
Cash at bank and in hand	63,245	12,755	76,000
Bank overdrafts	(416,077)	185,323	(230,754)
	<u>(352,832)</u>	<u>198,078</u>	<u>(154,754)</u>

31. Security and contingencies

The Ulster Bank Limited holds separate inter-company guarantees between Disability Action (NI) and Disability Action (NI) Employment & Training, and Disability Action (NI) and Disability Action Tradeable Services Limited. It also holds a collateral leasehold first legal charge over property at Portside Business Park, Airport Road West, Belfast.

As at 31 March 2024, Disability Action (NI) owed Ulster Bank Limited £230,754 (2023: £416,077) in respect of bank overdrafts.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

32. Related parties

With Disability Action (NI) Employment & Training

Relationship - Disability Action (NI) Employment & Training is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2024	2023
	£	£
Amounts owed by group undertakings - DAET	62,940	69,578

Outstanding balances are unsecured and interest-free.

With Disability Action Tradeable Services Limited

Relationship - Disability Action Tradeable Services Limited is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2024	2023
	£	£
Amounts owed by group undertakings - DATS	50,116	50,116

Outstanding balances are unsecured and interest-free.

The trustees of Disability Action (NI) intend to offer ongoing financial support to Disability Action (NI) Employment & Training, which is considered to be a subsidiary entity. The financial statements of Disability Action (NI) Employment & Training as at 31 March 2024 show net current liabilities of £87,863, non-current liabilities of £47,421 and a pension provision of £313,323 resulting in total net liabilities of £447,607.

33. Ethical standards

In common with many other entities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

Accounts

COMPANY REGISTRATION NUMBER: NI019258
CHARITY REGISTRATION NUMBER: NIC100004

Disability Action (NI)
Company Limited by Guarantee
Financial Statements
31 March 2023

Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Disability Action (NI)

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	6
Statement of financial activities (including income and expenditure account)	12
Statement of financial position	13
Statement of cash flows	14
Notes to the financial statements	15

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name Disability Action (NI)

Charity registration number NIC100004

Company registration number NI019258

Principal office and registered office Portside Business Park
189 Airport Road West
Belfast
BT3 9ED

The trustees

P Bray
M Douglas
I Elliott (Resigned 19 June 2022)
G Maguire
M Marshall
J Carberry
W Clarke
A Passmore
P Lyle

Company secretary A Brown

Auditor Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Bankers

Ulster Bank Limited Arches Retail Park Belfast BT5 4AF	Dankse Bank Forestsides Shopping Centre Upper Galwally Belfast BT8 6FX
---	--

Solicitors

Elliott Duffy Garrett 40 Linenhall Street Belfast BT2 8BA	Cleaver Fulton Rankin 50 Bedford Street Belfast BT2 7FW
--	--

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management

Disability Action (NI) is a company limited by guarantee and a registered charity. The organisation is governed by up to 12 trustees who are nominated by member groups and elected by postal ballot at the AGM, if required. One third of the trustees retire each year on a rotational basis.

Recruiting and Appointing Trustees

Trustees are recruited through an annual election process to conform to the Memorandum and Articles of Association. In the charity's case a postal ballot is undertaken with its 100 member organisations.

Newly appointed trustees undergo an induction process and receive an induction pack. Trustees are also appointed to sub committees which best match their skills and are supported by the relevant senior staff member.

The board meets bi-monthly with sub-committees meeting in alternate months. The company's standing sub-committee structure comprises a Human Resources Sub-Committee and a Finance, Strategy & Audit Sub-Committee. Each standing sub-committee also includes co-opted members who are proposed and agreed by the main board. The work of all sub-committees is presented to the board for its approval and the board refers issues to specific sub-committees. All trustees serve on at least one sub-committee.

Disability Action (NI) is a member of a number of network organisations e.g. NICVA and Children NI and has strong relationships with the private sector e.g. Northern Ireland Chamber of Commerce and Industry and public sector groupings.

Risk Management Statement

Significant risks to funding have led to the development of a strategic plan which allows for the diversification of charitable activities. In addition, corporate risk is managed by ensuring that appropriate insurance cover is in place, adhering to rigorous internal financial controls, implementation of an annual budgetary process and the operation of a staff appraisal scheme.

Management and Remuneration

The Board of Trustees delegates the daily operation of the charity to the Senior Management team which is headed by the Chief Executive Officer. Remuneration of key management personnel is set by the Board based on appraisal of industry benchmarks.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Objectives and activities

Disability Action's Strategic plan for 2022 - 26 sets out a vision of a truly inclusive society where our mission is to support Human Rights for All. Our 5 key strategic principles are to:

- Advocate for human rights for all
- Change attitudes to enhance social inclusion and independence
- Support through skills and employment
- Educate to empower through training
- Be a sustainable organisation

In order to fulfil these priorities Disability Action (NI) will continue to work with and for Disabled people and their representative organisations throughout Northern Ireland. Key activities include the provision of information and advice services, employment and vocational training programmes, transport services, research, training and equality work, community development, mobility assessments and lessons, and a human rights programme. The charity represents people regardless of their disability; whether that is a physical, mental health, sensory, hidden or learning disability.

Achievements and performance

Set against a backdrop of political instability, European funding ending and potential budget cuts the financial year to 31st March 2023 has been difficult. ESF funding ended and we were successful in a joint bid to the UKSPF to continue supporting disabled people into employment, which secured the jobs of Disability Action staff. The new DSS (disability specialist support) contract under Dept for Economy's Skills for Work and Life programme has been building slowly with great results.

Disability Action piloted a Mental Health Counselling programme through funding from the Community Foundation, giving disabled people direct access to counselling provision. This has proved very successful, and we will continue to develop mental health provision across all our contracts.

Coming out of 2 years with COVID restrictions has proved slow progress with both DATS (Disability Action Transport Scheme) and Mobility Centre assessment seeing slow increase in numbers. DATS received their first electric bus provided by the Dept for Infrastructure, which will be monitored for effectiveness within the service.

February 2023 brought the end to our ONSIDE project. ONSIDE was a cross-border project funded by the European Union's INTERREG VA Programme and managed by the Special European Union Programme Body. Disability Action was lead partner, working alongside Independent Living Movement Ireland, the Northern Ireland Housing Executive and Supporting Communities. The ethos of the project was to enable and empower disabled people to take control of their social connections and become active in their local and online communities. 2500 people took part in the programme where we distributed 2410 tablets and 963 other pieces of equipment to assist with accessibility. 99% of participants said they would recommend ONSIDE to others.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Net expenditure for the year ended 31 March 2023 was (£144,309). The organisation uses the following key financial performance indicator (KFPI) to monitor financial performance - 'Net income before capital grants and depreciation and impairment charges'. The KFPI of (£93,984).

The charity's main source of income continues to be from services delivered under government contract. The main category of expenditure is staff dedicated to our objects of working with disabled people and such costs represent 54% of revenues (2022 - 46.2%).

Depreciation is not charged on buildings on the grounds that the charge would be immaterial, due to the residual value of the buildings being in excess of their carrying amount. The rationale for this is to provide a fair presentation of the results and financial position of the company. The trustees are of the opinion that the value of the fixed assets is not less than their net book value.

The board is aware of the impact of funding cuts over the past few years on the unrestricted cash reserves of the organisation. Measures were put in place in 2020 in order to replenish and rebuild unrestricted cash reserves to the level of £250,000 over the next three years. These continue to be monitored.

The Northern Ireland Charities Pension Scheme (NICPS) is a multi-employer final salary scheme which was closed in 2009. There are currently 444 scheme members and 11 actively participating scheme employers. The overall scheme deficit identified by the September 2022 actuarial valuation was £3.2mil.

Plans for future periods

We are committed to working diligently to achieve a financial surplus in 2023/24 and the future of the organisation. During the year several key contracts were renewed and we were also successful in our tender for the Department of Economy Disability Support Services contract.

We continue to adapt to the challenges brought to our staff members with Covid-19 and the Cost of Living crisis and continue to ensure the safety and wellbeing of all staff and participants.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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

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

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

Auditor

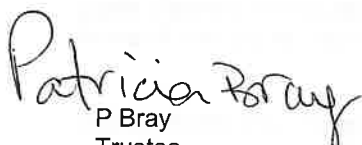
Each of the persons who is a trustee at the date of approval of this report confirms that:

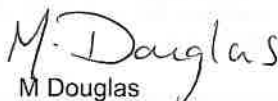
- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 27 March 2024 and signed on behalf of the board of trustees by:


P Bray
Trustee


M Douglas
Trustee

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI)

Year ended 31 March 2023

Opinion

We have audited the financial statements of Disability Action (NI) (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

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

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

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

- the nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for directors' remuneration, bonus levels and performance targets;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether management were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether management have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations.
- the matters discussed among the audit engagement team including significant component audit teams and relevant internal specialists, including tax and valuations specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

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

We also obtained an understanding of the legal and regulatory frameworks in operation, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included ongoing compliance with the UK Companies Act and tax legislation.

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 may be fundamental for their ability to operate or to avoid a material penalty.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standard for Auditors', in the circumstances set out in note 32 to the financial statements.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Dolan FCA (Senior Statutory Auditor)

For and on behalf of
Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

27 March 2024

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

			2023		2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	111,639	–	111,639	34,237
Charitable activities	6	1,099,767	5,235,667	6,335,434	5,855,675
Other trading activities	7	12,030	–	12,030	633
Investment income	8	12	–	12	12
Other income	9	3,500	–	3,500	12,184
Total income		<u>1,226,948</u>	<u>5,235,667</u>	<u>6,462,615</u>	<u>5,902,741</u>
Expenditure					
Expenditure on charitable activities	10,11	1,172,152	5,425,650	6,597,802	6,096,131
Total expenditure		<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>	<u>6,096,131</u>
Net expenditure		<u>54,796</u>	<u>(189,983)</u>	<u>(135,187)</u>	<u>(193,390)</u>
Transfers between funds		(15,284)	15,284	–	–
Net movement in funds		<u>39,512</u>	<u>(174,699)</u>	<u>(135,187)</u>	<u>(193,390)</u>
Reconciliation of funds					
Total funds brought forward		<u>288,595</u>	<u>324,699</u>	<u>613,294</u>	<u>806,684</u>
Total funds carried forward		<u>328,107</u>	<u>150,000</u>	<u>478,107</u>	<u>613,294</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

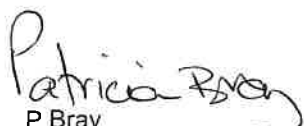
Statement of Financial Position

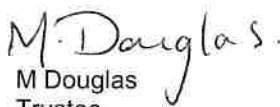
31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	17	1,043,313	1,071,216
Investments	18	251	251
		<u>1,043,564</u>	<u>1,071,467</u>
Current assets			
Debtors	19	970,848	1,007,509
Cash at bank and in hand		63,245	66,064
		<u>1,034,093</u>	<u>1,073,573</u>
Creditors: amounts falling due within one year	21	<u>1,335,391</u>	<u>1,240,879</u>
Net current liabilities		<u>301,298</u>	<u>167,306</u>
Total assets less current liabilities		<u>742,266</u>	<u>904,161</u>
Creditors: amounts falling due after more than one year	22	62,003	—
Provisions	24	<u>202,156</u>	<u>290,867</u>
Net assets		<u>478,107</u>	<u>613,294</u>
Funds of the charity			
Restricted funds		150,000	324,699
Unrestricted funds		328,107	288,595
Total charity funds	26	<u>478,107</u>	<u>613,294</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 27 March 2024, and are signed on behalf of the board by:


P Bray
Trustee


M Douglas
Trustee

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net expenditure		(135,187)	(193,390)
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		50,325	84,576
Other interest receivable and similar income		(12)	(12)
Gains on disposal of tangible fixed assets		(3,500)	—
Accrued expenses/(income)		105,621	(29,609)
<i>Changes in:</i>			
Trade and other debtors		(45,737)	42,682
Trade and other creditors		161,122	(197,082)
Provisions and employee benefits		(88,711)	—
Cash generated from operations		43,921	(292,835)
Interest received		12	12
Net cash from/(used in) operating activities		<u>43,933</u>	<u>(292,823)</u>
Cash flows from investing activities			
Purchase of tangible assets		(22,422)	(179,933)
Proceeds from sale of tangible assets		—	(228)
Net cash used in investing activities		<u>(22,422)</u>	<u>(180,161)</u>
Net increase/(decrease) in cash and cash equivalents		21,511	(472,984)
Cash and cash equivalents at beginning of year		<u>(374,343)</u>	<u>98,641</u>
Cash and cash equivalents at end of year	20	<u>(352,832)</u>	<u>(374,343)</u>

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Portside Business Park, 189 Airport Road West, Belfast, BT3 9ED.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Management estimate an appropriate discount rate for present value calculations in measuring the pension liability recognised in the Statement of Financial Position

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Long leasehold property	- Nil
Motor vehicles	- 20% straight line
Equipment	- 15% - 20% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Investments *(continued)*

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in income or expenditure unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises, and is allocated to the appropriate expenditure heading.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Employee benefits

Employee benefits are recognised as an expense when employees become entitled as a result of service rendered during the reporting period.

Termination benefits are recognised as an expense in income or expenditure immediately. Termination benefits are recognised as a liability and expense only when the company is demonstrably committed either to terminate the employment of an employee or group of employees before the normal retirement date or to provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

Termination benefits are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date. In the case of an offer made to encourage voluntary redundancy, measurement is based on the number of employees expected to accept the offer. When termination benefits are due more than 12 months after the end of the reporting period, they shall be measured at their discounted present value.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up while it is a member, or within one year after it ceases to be a member, for payment of the debts and liabilities of the charitable company contracted before it ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Donations				
Donations	2,979	2,979	4,237	4,237
Victoria Housing	—	—	30,000	30,000
Legacies				
Legacies	108,660	108,660	—	—
	<u>111,639</u>	<u>111,639</u>	<u>34,237</u>	<u>34,237</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Department of Health - core grant	–	123,864	123,864
Department of Infrastructure (DATS)	–	2,125,942	2,125,942
NH&SCT	–	65,160	65,160
SH&SCT (Advocacy)	–	227,897	227,897
WH&SCT (Advocacy)	–	–	–
Housing Executive	–	20,000	20,000
Department for Communities (Job Match)	–	469,664	469,664
Department for Communities (Peer Advocacy)	–	23,598	23,598
IMTAC	–	35,876	35,876
Mobility Centre lessons	11,534	–	11,534
Mobility Exhibition assessments	244,840	–	244,840
Fares Income	–	56,146	56,146
Other Income	297	–	297
CFNI Mental Health Fund	–	100,000	100,000
DSS	696,931	–	696,931
Arts Council NI	–	10,000	10,000
Workable NI	146,165	463,310	609,475
Training for Success	–	–	–
Equality Commission NI	–	–	–
Onside	–	1,402,174	1,402,174
NET Project	–	29,050	29,050
Jobstart	–	4,192	4,192
Department for Infrastructure - Capital Grant	–	78,794	78,794
Covid Recovery Grant	–	–	–
	<u>1,099,767</u>	<u>5,235,667</u>	<u>6,335,434</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

6. Charitable activities (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Department of Health - core grant	–	123,864	123,864
Department of Infrastructure (DATS)	–	2,125,942	2,125,942
NH&SCT	–	53,981	53,981
SH&SCT (Advocacy)	–	146,500	146,500
WH&SCT (Advocacy)	–	26,209	26,209
Housing Executive	–	20,000	20,000
Department for Communities (Job Match)	–	468,564	468,564
Department for Communities (Peer Advocacy)	–	52,563	52,563
IMTAC	–	35,133	35,133
Mobility Centre lessons	6,181	–	6,181
Mobility Exhibition assessments	278,635	–	278,635
Fares Income	–	42,227	42,227
Other Income	11,500	–	11,500
CFNI Mental Health Fund	–	–	–
DSS	–	–	–
Arts Council NI	–	–	–
Workable NI	656,680	–	656,680
Training for Success	351,484	–	351,484
Equality Commission NI	–	20,625	20,625
Onside	–	989,958	989,958
NET Project	–	302,596	302,596
Jobstart	–	21,223	21,223
Department for Infrastructure - Capital Grant	–	48,101	48,101
Covid Recovery Grant	73,709	–	73,709
	<u>1,378,189</u>	<u>4,477,486</u>	<u>5,855,675</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Training & Seminars	3,315	3,315	400	400
Consultancy income	2,115	2,115	–	–
Rental Income	6,600	6,600	233	233
	<u>12,030</u>	<u>12,030</u>	<u>633</u>	<u>633</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	12	12	12	12

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

9. Other income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Gain on disposal of tangible fixed assets held for charity's own use	3,500	3,500	3,728	3,728
Coronavirus Job Retention Scheme	—	—	8,456	8,456
	<u>3,500</u>	<u>3,500</u>	<u>12,184</u>	<u>12,184</u>

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Information and advice services	279,325	401,531	680,856
Policy and research	74,243	1,246,901	1,321,144
Transport and mobility services	90,601	1,893,372	1,983,973
Training and employment support services	130,300	1,136,779	1,267,079
Support costs	597,683	747,067	1,344,750
	<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Information and advice services	22,796	350,545	373,341
Policy and research	38,544	1,293,803	1,332,347
Transport and mobility services	174,136	1,844,813	2,018,949
Training and employment support services	908,023	431,366	1,339,389
Support costs	418,728	613,377	1,032,105
	<u>1,562,227</u>	<u>4,533,904</u>	<u>6,096,131</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023 £	Total fund 2022 £
Information and advice services	680,856	505,001	1,185,857	406,947
Policy and research	1,321,144	92,041	1,413,185	1,449,612
Transport and mobility services	1,983,973	280,739	2,264,712	2,429,274
Training and employment support services	1,267,079	392,523	1,659,602	1,708,873
Governance costs	—	74,446	74,446	101,425
	<u>5,253,052</u>	<u>1,344,750</u>	<u>6,597,802</u>	<u>6,096,131</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Analysis of support costs

	Information and advice services £	Policy and research £	Transport and mobility services £	Training and employment support services £	Governance Costs £	Total 2023 £	Total 2022 £
Staff costs	92,526	56,537	132,808	186,821	–	468,692	529,395
Premises	186,907	13,407	51,984	72,683	–	324,981	129,455
Communications and IT	125,960	10,783	45,271	62,473	–	244,487	99,780
General office	99,608	11,314	50,676	70,546	–	232,144	172,050
Governance costs	–	–	–	–	74,446	74,446	101,425
	<u>505,001</u>	<u>92,041</u>	<u>280,739</u>	<u>392,523</u>	<u>74,446</u>	<u>1,344,750</u>	<u>1,032,105</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

13. Net expenditure

Net expenditure is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation of tangible fixed assets	50,325	84,576
Gains on disposal of tangible fixed assets	(3,500)	(3,728)
Foreign exchange differences	16,150	16,150

14. Auditors remuneration

	2023	2022
	£	£
Fees payable for the audit of the financial statements	15,173	14,450

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	2,932,479	2,802,836
Social security costs	265,855	243,998
Employer contributions to pension plans	204,934	165,049
Other employee benefits	48,024	27,775
	3,451,292	3,239,658

The average head count of employees during the year was 129 (2022: 101). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of training support staff	56	31
Number of administrative and finance staff	3	10
Number of senior management staff	15	4
Number of other staff	21	19
Number of driving staff	34	37
	129	101

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £191,361 (2022: £165,006).

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

16. Trustee remuneration and expenses

No trustee received any remuneration during the year (2022: £Nil). No trustees received expenses during the year (2022: £Nil)

17. Tangible fixed assets

	Long leasehold property £	Motor vehicles £	Equipment £	Total £
Cost				
At 1 April 2022	1,380,893	337,065	510,602	2,228,560
Additions	7,558	7,300	7,564	22,422
Disposals	—	(8,488)	—	(8,488)
At 31 March 2023	1,388,451	335,877	518,166	2,242,494
Depreciation				
At 1 April 2022	505,893	253,106	398,345	1,157,344
Charge for the year	—	23,977	26,348	50,325
Disposals	—	(8,488)	—	(8,488)
At 31 March 2023	505,893	268,595	424,693	1,199,181
Carrying amount				
At 31 March 2023	882,558	67,282	93,473	1,043,313
At 31 March 2022	875,000	83,959	112,257	1,071,216

18. Investments

	Other investments £
Cost or valuation	
At 1 April 2022	251
Additions	—
At 31 March 2023	251
Impairment	
At 1 April 2022 and 31 March 2023	—
Carrying amount	
At 31 March 2023	251
At 31 March 2022	251

All investments shown above are held at valuation.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

18. Investments (continued)

These investments relate to the holding of 250 ordinary £1 shares in the Ulster Community Investment Trust Limited and one ordinary £1 share in Disability Action Tradeable Services Limited, which represents 100% of its issued share capital.

Disability Action (NI) considers that Disability Action (NI) Employment and Training, a charity and a company limited by guarantee, is a wholly owned subsidiary.

19. Debtors

	2023	2022
	£	£
Trade debtors	259,696	194,969
Amounts owed by group undertakings	119,694	132,558
Prepayments and accrued income	591,458	679,982
	<u>970,848</u>	<u>1,007,509</u>

20. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2023	2022
	£	£
Cash at bank and in hand	63,245	66,064
Bank overdrafts	(416,077)	(440,407)
	<u>(352,832)</u>	<u>(374,343)</u>

21. Creditors: amounts falling due within one year

	2023	2022
	£	£
Bank loans and overdrafts	416,077	440,407
Trade creditors	258,205	228,989
Accruals and deferred income	326,180	321,960
Social security and other taxes	216,510	230,876
Pension contributions due	49,440	17,190
Sundry creditors	1,508	1,457
TPT Pension - ST	67,471	—
	<u>1,335,391</u>	<u>1,240,879</u>

22. Creditors: amounts falling due after more than one year

	2023	2022
	£	£
TPT Pension - LT	<u>62,003</u>	<u>—</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Deferred income

	2023 £	2022 £
At 1 April 2022	261,135	643,613
Amount released to income	(261,135)	(643,613)
Amount deferred in year	242,132	261,135
At 31 March 2023	242,132	261,135

24. Provisions

	Pensions and similar obligations £
At 1 April 2022	290,867
Unwinding of discount	8,753
Changes in assumption	(23,512)
Other movements	(73,952)
At 31 March 2023	202,156

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

25. Pensions and other post retirement benefits

The company participates in the scheme, a multi-employer scheme which provides benefits to some 11 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

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

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £22.8m, liabilities of £26.0m and a deficit of £3.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From August 2020 to 29 February 2028: £1,280,605 in total (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUE OF PROVISION

	31 March 2023	31 March 2022	31 March 2021
	£	£	£
Present value of provision	202,156	254,731	309,523

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2023	Period ending 31 March 2022
	£	£
Provision at start of period	254,731	309,523
Unwinding of the discount factor (interest expense)	5,881	2,872
Deficit contribution paid	(46,304)	(46,304)
Remeasurements - impact of any change in assumptions	(12,152)	(11,360)
Provision at end of period	202,156	254,731

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2023 (£s) £	Period ending 31 March 2022 (£s) £
Interest expense	5,881	2,872
Remeasurements - impact of any changes in assumptions	(12,152)	(11,360)

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Rate of discount	5.35	2.56	1.01

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

26. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	288,595	1,226,948	(1,172,152)	(15,284)	328,107

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	426,194	1,425,255	(1,562,227)	(627)	288,595

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Department of Health - Core Grant	61,644	192,557	(162,165)	(92,036)	—
Department of Infrastructure - DATS	44,818	2,125,942	(2,312,221)	141,461	—
Fares Income	—	56,146	(56,146)	—	—
NHSCT	—	65,160	(72,730)	7,570	—
SHSCT	—	207,906	(225,612)	17,706	—
WHSCT	—	19,991	(24,936)	4,945	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

26. Analysis of charitable funds (continued)

Housing Executive	20,000	20,000	—	(40,000)	—
Department for Communities - Jobmatch	—	469,664	(528,637)	58,973	—
Department for Communities - Peer Advocacy	5,878	23,598	(23,607)	(5,869)	—
IMTAC	—	35,876	(35,876)	—	—
DRILL	20,144	—	—	(20,144)	—
SEUPB - ONSIDE	—	1,333,481	(1,311,680)	(21,801)	—
NET	21,299	29,050	—	(50,349)	—
Equality Commission	916	—	—	(916)	—
Department for Communities - Jobstart	—	4,192	—	(4,192)	—
Department of Infrastructure - Capital Grant	—	78,794	(100,794)	22,000	—
Atlantic Philanthropies	150,000	—	—	—	150,000
CFNI Mental Health	—	100,000	(97,936)	(2,064)	—
Arts Council NI	—	10,000	(10,000)	—	—
Workable NI	—	463,310	(463,310)	—	—
	<u>324,699</u>	<u>5,235,667</u>	<u>(5,425,650)</u>	<u>15,284</u>	<u>150,000</u>

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Department of Health - Core Grant	55,105	123,864	(117,325)	—	61,644
Department of Infrastructure - DATS	119,385	2,125,942	(2,200,509)	—	44,818
Fares Income	—	42,227	(42,227)	—	—
NHSCT	—	53,981	(53,981)	—	—
SHSCT	—	146,500	(146,500)	—	—
WHSCT	—	26,209	(26,209)	—	—
Housing Executive	—	20,000	—	—	20,000
Department for Communities - Jobmatch	—	468,564	(468,564)	—	—
Department for Communities - Peer Advocacy	—	52,563	(46,685)	—	5,878
IMTAC	—	35,133	(35,133)	—	—
DRILL	56,000	—	(35,856)	—	20,144

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

26. Analysis of charitable funds (continued)

SEUPB - ONSIDE	—	989,958	(989,958)	—	—
NET	—	302,596	(281,297)	—	21,299
Equality Commission	—	20,625	(19,709)	—	916
Department for Communities - Jobstart	—	21,223	(21,223)	—	—
Department of Infrastructure - Capital Grant	—	48,101	(48,728)	627	—
Atlantic Philanthropies	150,000	—	—	—	150,000
CFNI Mental Health	—	—	—	—	—
Arts Council NI	—	—	—	—	—
Workable NI	—	—	—	—	—
	<u>380,490</u>	<u>4,477,486</u>	<u>(4,533,904)</u>	<u>627</u>	<u>324,699</u>

Transfers have taken place in the year which relate to income received in relation to services delivered, as all conditions have been met and services have been delivered during the year, the remaining balance has been transferred to unrestricted reserves. Further transfers have taken place to correct expenditure previously being recognised within unrestricted funds, these balances have been fully spent.

Funds have been transferred from unrestricted to restricted funds during the year due to the operational deficits on multiple projects, these project deficits continue to run but are supported by unrestricted funding.

27. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,043,313	—	1,043,313
Investments	251	—	251
Current assets	641,961	392,132	1,034,093
Creditors less than 1 year	(1,093,259)	(242,132)	(1,335,391)
Creditors greater than 1 year	(62,003)	—	(62,003)
Provisions	(202,156)	—	(202,156)
Net assets	<u>328,107</u>	<u>150,000</u>	<u>478,107</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	924,108	147,108	1,071,216
Investments	251	—	251
Current assets	596,381	477,192	1,073,573
Creditors less than 1 year	(941,278)	(299,601)	(1,240,879)
Creditors greater than 1 year	—	—	—
Provisions	(290,867)	—	(290,867)
Net assets	<u>288,595</u>	<u>324,699</u>	<u>613,294</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

28. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

29. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

30. Analysis of changes in net debt

	At 1 Apr 2022	Cash flows	At 31 Mar 2023
	£	£	£
Cash at bank and in hand	66,064	(2,819)	63,245
Bank overdrafts	(440,407)	24,330	(416,077)
	<u>(374,343)</u>	<u>21,511</u>	<u>(352,832)</u>

31. Security and contingencies

The Ulster Bank Limited holds separate inter-company guarantees between Disability Action (NI) and Disability Action (NI) Employment & Training, and Disability Action (NI) and Disability Action Tradeable Services Limited. It also holds a collateral leasehold first legal charge over property at Portside Business Park, Airport Road West, Belfast.

As at 31 March 2023, Disability Action (NI) owed Ulster Bank Limited £416,077 (2022: £440,407) in respect of bank overdrafts.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

32. Related parties

With Disability Action (NI) Employment & Training

Relationship - Disability Action (NI) Employment & Training is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2023	2022
	£	£
Amounts owed by group undertakings - DAET	69,578	82,442

Outstanding balances are unsecured and interest-free.

With Disability Action Tradeable Services Limited

Relationship - Disability Action Tradeable Services Limited is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2023	2022
	£	£
Amounts owed by group undertakings - DATS	50,116	50,116

Outstanding balances are unsecured and interest-free.

The trustees of Disability Action (NI) intend to offer ongoing financial support to Disability Action (NI) Employment & Training, which is considered to be a subsidiary entity. The financial statements of Disability Action (NI) Employment & Training as at 31 March 2023 show net current liabilities of £123,111 non-current liabilities of £48,273 and a pension provision of £137,194 resulting in total net liabilities of £308,578.

33. Ethical standards

In common with many other entities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

Disability Action (NI)

Northern Ireland - Charity number 100004

Annual report

COMPANY REGISTRATION NUMBER: NI019258
CHARITY REGISTRATION NUMBER: NIC100004

Disability Action (NI)
Company Limited by Guarantee
Financial Statements
31 March 2023

Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Disability Action (NI)

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	6
Statement of financial activities (including income and expenditure account)	12
Statement of financial position	13
Statement of cash flows	14
Notes to the financial statements	15

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name Disability Action (NI)

Charity registration number NIC100004

Company registration number NI019258

Principal office and registered office Portside Business Park
189 Airport Road West
Belfast
BT3 9ED

The trustees

P Bray
M Douglas
I Elliott (Resigned 19 June 2022)
G Maguire
M Marshall
J Carberry
W Clarke
A Passmore
P Lyle

Company secretary A Brown

Auditor Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Bankers

Ulster Bank Limited Arches Retail Park Belfast BT5 4AF	Dankse Bank Forestsides Shopping Centre Upper Galwally Belfast BT8 6FX
---	--

Solicitors

Elliott Duffy Garrett 40 Linenhall Street Belfast BT2 8BA	Cleaver Fulton Rankin 50 Bedford Street Belfast BT2 7FW
--	--

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management

Disability Action (NI) is a company limited by guarantee and a registered charity. The organisation is governed by up to 12 trustees who are nominated by member groups and elected by postal ballot at the AGM, if required. One third of the trustees retire each year on a rotational basis.

Recruiting and Appointing Trustees

Trustees are recruited through an annual election process to conform to the Memorandum and Articles of Association. In the charity's case a postal ballot is undertaken with its 100 member organisations.

Newly appointed trustees undergo an induction process and receive an induction pack. Trustees are also appointed to sub committees which best match their skills and are supported by the relevant senior staff member.

The board meets bi-monthly with sub-committees meeting in alternate months. The company's standing sub-committee structure comprises a Human Resources Sub-Committee and a Finance, Strategy & Audit Sub-Committee. Each standing sub-committee also includes co-opted members who are proposed and agreed by the main board. The work of all sub-committees is presented to the board for its approval and the board refers issues to specific sub-committees. All trustees serve on at least one sub-committee.

Disability Action (NI) is a member of a number of network organisations e.g. NICVA and Children NI and has strong relationships with the private sector e.g. Northern Ireland Chamber of Commerce and Industry and public sector groupings.

Risk Management Statement

Significant risks to funding have led to the development of a strategic plan which allows for the diversification of charitable activities. In addition, corporate risk is managed by ensuring that appropriate insurance cover is in place, adhering to rigorous internal financial controls, implementation of an annual budgetary process and the operation of a staff appraisal scheme.

Management and Remuneration

The Board of Trustees delegates the daily operation of the charity to the Senior Management team which is headed by the Chief Executive Officer. Remuneration of key management personnel is set by the Board based on appraisal of industry benchmarks.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Objectives and activities

Disability Action's Strategic plan for 2022 - 26 sets out a vision of a truly inclusive society where our mission is to support Human Rights for All. Our 5 key strategic principles are to:

- Advocate for human rights for all
- Change attitudes to enhance social inclusion and independence
- Support through skills and employment
- Educate to empower through training
- Be a sustainable organisation

In order to fulfil these priorities Disability Action (NI) will continue to work with and for Disabled people and their representative organisations throughout Northern Ireland. Key activities include the provision of information and advice services, employment and vocational training programmes, transport services, research, training and equality work, community development, mobility assessments and lessons, and a human rights programme. The charity represents people regardless of their disability; whether that is a physical, mental health, sensory, hidden or learning disability.

Achievements and performance

Set against a backdrop of political instability, European funding ending and potential budget cuts the financial year to 31st March 2023 has been difficult. ESF funding ended and we were successful in a joint bid to the UKSPF to continue supporting disabled people into employment, which secured the jobs of Disability Action staff. The new DSS (disability specialist support) contract under Dept for Economy's Skills for Work and Life programme has been building slowly with great results.

Disability Action piloted a Mental Health Counselling programme through funding from the Community Foundation, giving disabled people direct access to counselling provision. This has proved very successful, and we will continue to develop mental health provision across all our contracts.

Coming out of 2 years with COVID restrictions has proved slow progress with both DATS (Disability Action Transport Scheme) and Mobility Centre assessment seeing slow increase in numbers. DATS received their first electric bus provided by the Dept for Infrastructure, which will be monitored for effectiveness within the service.

February 2023 brought the end to our ONSIDE project. ONSIDE was a cross-border project funded by the European Union's INTERREG VA Programme and managed by the Special European Union Programme Body. Disability Action was lead partner, working alongside Independent Living Movement Ireland, the Northern Ireland Housing Executive and Supporting Communities. The ethos of the project was to enable and empower disabled people to take control of their social connections and become active in their local and online communities. 2500 people took part in the programme where we distributed 2410 tablets and 963 other pieces of equipment to assist with accessibility. 99% of participants said they would recommend ONSIDE to others.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Net expenditure for the year ended 31 March 2023 was (£144,309). The organisation uses the following key financial performance indicator (KFPI) to monitor financial performance - 'Net income before capital grants and depreciation and impairment charges'. The KFPI of (£93,984).

The charity's main source of income continues to be from services delivered under government contract. The main category of expenditure is staff dedicated to our objects of working with disabled people and such costs represent 54% of revenues (2022 - 46.2%).

Depreciation is not charged on buildings on the grounds that the charge would be immaterial, due to the residual value of the buildings being in excess of their carrying amount. The rationale for this is to provide a fair presentation of the results and financial position of the company. The trustees are of the opinion that the value of the fixed assets is not less than their net book value.

The board is aware of the impact of funding cuts over the past few years on the unrestricted cash reserves of the organisation. Measures were put in place in 2020 in order to replenish and rebuild unrestricted cash reserves to the level of £250,000 over the next three years. These continue to be monitored.

The Northern Ireland Charities Pension Scheme (NICPS) is a multi-employer final salary scheme which was closed in 2009. There are currently 444 scheme members and 11 actively participating scheme employers. The overall scheme deficit identified by the September 2022 actuarial valuation was £3.2mil.

Plans for future periods

We are committed to working diligently to achieve a financial surplus in 2023/24 and the future of the organisation. During the year several key contracts were renewed and we were also successful in our tender for the Department of Economy Disability Support Services contract.

We continue to adapt to the challenges brought to our staff members with Covid-19 and the Cost of Living crisis and continue to ensure the safety and wellbeing of all staff and participants.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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

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

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

Auditor

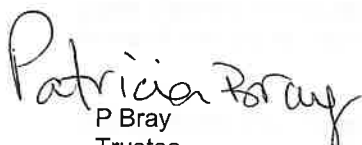
Each of the persons who is a trustee at the date of approval of this report confirms that:

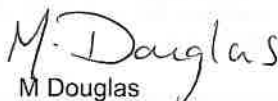
- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 27 March 2024 and signed on behalf of the board of trustees by:


P Bray
Trustee


M Douglas
Trustee

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI)

Year ended 31 March 2023

Opinion

We have audited the financial statements of Disability Action (NI) (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

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

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

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

- the nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for directors' remuneration, bonus levels and performance targets;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether management were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether management have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations.
- the matters discussed among the audit engagement team including significant component audit teams and relevant internal specialists, including tax and valuations specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

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

We also obtained an understanding of the legal and regulatory frameworks in operation, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included ongoing compliance with the UK Companies Act and tax legislation.

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 may be fundamental for their ability to operate or to avoid a material penalty.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standard for Auditors', in the circumstances set out in note 32 to the financial statements.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Dolan FCA (Senior Statutory Auditor)

For and on behalf of
Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

27 March 2024

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

			2023		2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	111,639	–	111,639	34,237
Charitable activities	6	1,099,767	5,235,667	6,335,434	5,855,675
Other trading activities	7	12,030	–	12,030	633
Investment income	8	12	–	12	12
Other income	9	3,500	–	3,500	12,184
Total income		<u>1,226,948</u>	<u>5,235,667</u>	<u>6,462,615</u>	<u>5,902,741</u>
Expenditure					
Expenditure on charitable activities	10,11	1,172,152	5,425,650	6,597,802	6,096,131
Total expenditure		<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>	<u>6,096,131</u>
Net expenditure		<u>54,796</u>	<u>(189,983)</u>	<u>(135,187)</u>	<u>(193,390)</u>
Transfers between funds		(15,284)	15,284	–	–
Net movement in funds		<u>39,512</u>	<u>(174,699)</u>	<u>(135,187)</u>	<u>(193,390)</u>
Reconciliation of funds					
Total funds brought forward		<u>288,595</u>	<u>324,699</u>	<u>613,294</u>	<u>806,684</u>
Total funds carried forward		<u>328,107</u>	<u>150,000</u>	<u>478,107</u>	<u>613,294</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

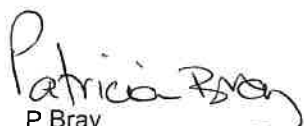
Statement of Financial Position

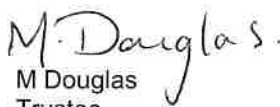
31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	17	1,043,313	1,071,216
Investments	18	251	251
		<u>1,043,564</u>	<u>1,071,467</u>
Current assets			
Debtors	19	970,848	1,007,509
Cash at bank and in hand		63,245	66,064
		<u>1,034,093</u>	<u>1,073,573</u>
Creditors: amounts falling due within one year	21	<u>1,335,391</u>	<u>1,240,879</u>
Net current liabilities		<u>301,298</u>	<u>167,306</u>
Total assets less current liabilities		<u>742,266</u>	<u>904,161</u>
Creditors: amounts falling due after more than one year	22	62,003	—
Provisions	24	<u>202,156</u>	<u>290,867</u>
Net assets		<u>478,107</u>	<u>613,294</u>
Funds of the charity			
Restricted funds		150,000	324,699
Unrestricted funds		328,107	288,595
Total charity funds	26	<u>478,107</u>	<u>613,294</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 27 March 2024, and are signed on behalf of the board by:


P Bray
Trustee


M Douglas
Trustee

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net expenditure		(135,187)	(193,390)
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		50,325	84,576
Other interest receivable and similar income		(12)	(12)
Gains on disposal of tangible fixed assets		(3,500)	—
Accrued expenses/(income)		105,621	(29,609)
<i>Changes in:</i>			
Trade and other debtors		(45,737)	42,682
Trade and other creditors		161,122	(197,082)
Provisions and employee benefits		(88,711)	—
Cash generated from operations		43,921	(292,835)
Interest received		12	12
Net cash from/(used in) operating activities		<u>43,933</u>	<u>(292,823)</u>
Cash flows from investing activities			
Purchase of tangible assets		(22,422)	(179,933)
Proceeds from sale of tangible assets		—	(228)
Net cash used in investing activities		<u>(22,422)</u>	<u>(180,161)</u>
Net increase/(decrease) in cash and cash equivalents		21,511	(472,984)
Cash and cash equivalents at beginning of year		<u>(374,343)</u>	<u>98,641</u>
Cash and cash equivalents at end of year	20	<u>(352,832)</u>	<u>(374,343)</u>

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Portside Business Park, 189 Airport Road West, Belfast, BT3 9ED.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Management estimate an appropriate discount rate for present value calculations in measuring the pension liability recognised in the Statement of Financial Position

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Long leasehold property	- Nil
Motor vehicles	- 20% straight line
Equipment	- 15% - 20% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Investments *(continued)*

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in income or expenditure unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises, and is allocated to the appropriate expenditure heading.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Employee benefits

Employee benefits are recognised as an expense when employees become entitled as a result of service rendered during the reporting period.

Termination benefits are recognised as an expense in income or expenditure immediately. Termination benefits are recognised as a liability and expense only when the company is demonstrably committed either to terminate the employment of an employee or group of employees before the normal retirement date or to provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

Termination benefits are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date. In the case of an offer made to encourage voluntary redundancy, measurement is based on the number of employees expected to accept the offer. When termination benefits are due more than 12 months after the end of the reporting period, they shall be measured at their discounted present value.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up while it is a member, or within one year after it ceases to be a member, for payment of the debts and liabilities of the charitable company contracted before it ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Donations				
Donations	2,979	2,979	4,237	4,237
Victoria Housing	—	—	30,000	30,000
Legacies				
Legacies	108,660	108,660	—	—
	<u>111,639</u>	<u>111,639</u>	<u>34,237</u>	<u>34,237</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Department of Health - core grant	–	123,864	123,864
Department of Infrastructure (DATS)	–	2,125,942	2,125,942
NH&SCT	–	65,160	65,160
SH&SCT (Advocacy)	–	227,897	227,897
WH&SCT (Advocacy)	–	–	–
Housing Executive	–	20,000	20,000
Department for Communities (Job Match)	–	469,664	469,664
Department for Communities (Peer Advocacy)	–	23,598	23,598
IMTAC	–	35,876	35,876
Mobility Centre lessons	11,534	–	11,534
Mobility Exhibition assessments	244,840	–	244,840
Fares Income	–	56,146	56,146
Other Income	297	–	297
CFNI Mental Health Fund	–	100,000	100,000
DSS	696,931	–	696,931
Arts Council NI	–	10,000	10,000
Workable NI	146,165	463,310	609,475
Training for Success	–	–	–
Equality Commission NI	–	–	–
Onside	–	1,402,174	1,402,174
NET Project	–	29,050	29,050
Jobstart	–	4,192	4,192
Department for Infrastructure - Capital Grant	–	78,794	78,794
Covid Recovery Grant	–	–	–
	<u>1,099,767</u>	<u>5,235,667</u>	<u>6,335,434</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

6. Charitable activities (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Department of Health - core grant	–	123,864	123,864
Department of Infrastructure (DATS)	–	2,125,942	2,125,942
NH&SCT	–	53,981	53,981
SH&SCT (Advocacy)	–	146,500	146,500
WH&SCT (Advocacy)	–	26,209	26,209
Housing Executive	–	20,000	20,000
Department for Communities (Job Match)	–	468,564	468,564
Department for Communities (Peer Advocacy)	–	52,563	52,563
IMTAC	–	35,133	35,133
Mobility Centre lessons	6,181	–	6,181
Mobility Exhibition assessments	278,635	–	278,635
Fares Income	–	42,227	42,227
Other Income	11,500	–	11,500
CFNI Mental Health Fund	–	–	–
DSS	–	–	–
Arts Council NI	–	–	–
Workable NI	656,680	–	656,680
Training for Success	351,484	–	351,484
Equality Commission NI	–	20,625	20,625
Onside	–	989,958	989,958
NET Project	–	302,596	302,596
Jobstart	–	21,223	21,223
Department for Infrastructure - Capital Grant	–	48,101	48,101
Covid Recovery Grant	73,709	–	73,709
	<u>1,378,189</u>	<u>4,477,486</u>	<u>5,855,675</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Training & Seminars	3,315	3,315	400	400
Consultancy income	2,115	2,115	–	–
Rental Income	6,600	6,600	233	233
	<u>12,030</u>	<u>12,030</u>	<u>633</u>	<u>633</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	12	12	12	12

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

9. Other income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Gain on disposal of tangible fixed assets held for charity's own use	3,500	3,500	3,728	3,728
Coronavirus Job Retention Scheme	—	—	8,456	8,456
	<u>3,500</u>	<u>3,500</u>	<u>12,184</u>	<u>12,184</u>

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Information and advice services	279,325	401,531	680,856
Policy and research	74,243	1,246,901	1,321,144
Transport and mobility services	90,601	1,893,372	1,983,973
Training and employment support services	130,300	1,136,779	1,267,079
Support costs	597,683	747,067	1,344,750
	<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Information and advice services	22,796	350,545	373,341
Policy and research	38,544	1,293,803	1,332,347
Transport and mobility services	174,136	1,844,813	2,018,949
Training and employment support services	908,023	431,366	1,339,389
Support costs	418,728	613,377	1,032,105
	<u>1,562,227</u>	<u>4,533,904</u>	<u>6,096,131</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023 £	Total fund 2022 £
Information and advice services	680,856	505,001	1,185,857	406,947
Policy and research	1,321,144	92,041	1,413,185	1,449,612
Transport and mobility services	1,983,973	280,739	2,264,712	2,429,274
Training and employment support services	1,267,079	392,523	1,659,602	1,708,873
Governance costs	—	74,446	74,446	101,425
	<u>5,253,052</u>	<u>1,344,750</u>	<u>6,597,802</u>	<u>6,096,131</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Analysis of support costs

	Information and advice services £	Policy and research £	Transport and mobility services £	Training and employment support services £	Governance Costs £	Total 2023 £	Total 2022 £
Staff costs	92,526	56,537	132,808	186,821	–	468,692	529,395
Premises	186,907	13,407	51,984	72,683	–	324,981	129,455
Communications and IT	125,960	10,783	45,271	62,473	–	244,487	99,780
General office	99,608	11,314	50,676	70,546	–	232,144	172,050
Governance costs	–	–	–	–	74,446	74,446	101,425
	<u>505,001</u>	<u>92,041</u>	<u>280,739</u>	<u>392,523</u>	<u>74,446</u>	<u>1,344,750</u>	<u>1,032,105</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

13. Net expenditure

Net expenditure is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation of tangible fixed assets	50,325	84,576
Gains on disposal of tangible fixed assets	(3,500)	(3,728)
Foreign exchange differences	16,150	16,150

14. Auditors remuneration

	2023	2022
	£	£
Fees payable for the audit of the financial statements	15,173	14,450

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	2,932,479	2,802,836
Social security costs	265,855	243,998
Employer contributions to pension plans	204,934	165,049
Other employee benefits	48,024	27,775
	3,451,292	3,239,658

The average head count of employees during the year was 129 (2022: 101). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of training support staff	56	31
Number of administrative and finance staff	3	10
Number of senior management staff	15	4
Number of other staff	21	19
Number of driving staff	34	37
	129	101

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £191,361 (2022: £165,006).

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

16. Trustee remuneration and expenses

No trustee received any remuneration during the year (2022: £Nil). No trustees received expenses during the year (2022: £Nil)

17. Tangible fixed assets

	Long leasehold property £	Motor vehicles £	Equipment £	Total £
Cost				
At 1 April 2022	1,380,893	337,065	510,602	2,228,560
Additions	7,558	7,300	7,564	22,422
Disposals	—	(8,488)	—	(8,488)
At 31 March 2023	1,388,451	335,877	518,166	2,242,494
Depreciation				
At 1 April 2022	505,893	253,106	398,345	1,157,344
Charge for the year	—	23,977	26,348	50,325
Disposals	—	(8,488)	—	(8,488)
At 31 March 2023	505,893	268,595	424,693	1,199,181
Carrying amount				
At 31 March 2023	882,558	67,282	93,473	1,043,313
At 31 March 2022	875,000	83,959	112,257	1,071,216

18. Investments

	Other investments £
Cost or valuation	
At 1 April 2022	251
Additions	—
At 31 March 2023	251
Impairment	
At 1 April 2022 and 31 March 2023	—
Carrying amount	
At 31 March 2023	251
At 31 March 2022	251

All investments shown above are held at valuation.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

18. Investments (continued)

These investments relate to the holding of 250 ordinary £1 shares in the Ulster Community Investment Trust Limited and one ordinary £1 share in Disability Action Tradeable Services Limited, which represents 100% of its issued share capital.

Disability Action (NI) considers that Disability Action (NI) Employment and Training, a charity and a company limited by guarantee, is a wholly owned subsidiary.

19. Debtors

	2023	2022
	£	£
Trade debtors	259,696	194,969
Amounts owed by group undertakings	119,694	132,558
Prepayments and accrued income	591,458	679,982
	<u>970,848</u>	<u>1,007,509</u>

20. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2023	2022
	£	£
Cash at bank and in hand	63,245	66,064
Bank overdrafts	(416,077)	(440,407)
	<u>(352,832)</u>	<u>(374,343)</u>

21. Creditors: amounts falling due within one year

	2023	2022
	£	£
Bank loans and overdrafts	416,077	440,407
Trade creditors	258,205	228,989
Accruals and deferred income	326,180	321,960
Social security and other taxes	216,510	230,876
Pension contributions due	49,440	17,190
Sundry creditors	1,508	1,457
TPT Pension - ST	67,471	—
	<u>1,335,391</u>	<u>1,240,879</u>

22. Creditors: amounts falling due after more than one year

	2023	2022
	£	£
TPT Pension - LT	<u>62,003</u>	<u>—</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Deferred income

	2023 £	2022 £
At 1 April 2022	261,135	643,613
Amount released to income	(261,135)	(643,613)
Amount deferred in year	242,132	261,135
At 31 March 2023	242,132	261,135

24. Provisions

	Pensions and similar obligations £
At 1 April 2022	290,867
Unwinding of discount	8,753
Changes in assumption	(23,512)
Other movements	(73,952)
At 31 March 2023	202,156

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

25. Pensions and other post retirement benefits

The company participates in the scheme, a multi-employer scheme which provides benefits to some 11 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

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

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £22.8m, liabilities of £26.0m and a deficit of £3.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From August 2020 to 29 February 2028: £1,280,605 in total (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUE OF PROVISION

	31 March 2023	31 March 2022	31 March 2021
	£	£	£
Present value of provision	202,156	254,731	309,523

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2023	Period ending 31 March 2022
	£	£
Provision at start of period	254,731	309,523
Unwinding of the discount factor (interest expense)	5,881	2,872
Deficit contribution paid	(46,304)	(46,304)
Remeasurements - impact of any change in assumptions	(12,152)	(11,360)
Provision at end of period	202,156	254,731

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2023 (£s) £	Period ending 31 March 2022 (£s) £
Interest expense	5,881	2,872
Remeasurements - impact of any changes in assumptions	(12,152)	(11,360)

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Rate of discount	5.35	2.56	1.01

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

26. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	288,595	1,226,948	(1,172,152)	(15,284)	328,107

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	426,194	1,425,255	(1,562,227)	(627)	288,595

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Department of Health - Core Grant	61,644	192,557	(162,165)	(92,036)	—
Department of Infrastructure - DATS	44,818	2,125,942	(2,312,221)	141,461	—
Fares Income	—	56,146	(56,146)	—	—
NHSCT	—	65,160	(72,730)	7,570	—
SHSCT	—	207,906	(225,612)	17,706	—
WHSCT	—	19,991	(24,936)	4,945	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

26. Analysis of charitable funds (continued)

Housing Executive	20,000	20,000	—	(40,000)	—
Department for Communities - Jobmatch	—	469,664	(528,637)	58,973	—
Department for Communities - Peer Advocacy	5,878	23,598	(23,607)	(5,869)	—
IMTAC	—	35,876	(35,876)	—	—
DRILL	20,144	—	—	(20,144)	—
SEUPB - ONSIDE	—	1,333,481	(1,311,680)	(21,801)	—
NET	21,299	29,050	—	(50,349)	—
Equality Commission	916	—	—	(916)	—
Department for Communities - Jobstart	—	4,192	—	(4,192)	—
Department of Infrastructure - Capital Grant	—	78,794	(100,794)	22,000	—
Atlantic Philanthropies	150,000	—	—	—	150,000
CFNI Mental Health	—	100,000	(97,936)	(2,064)	—
Arts Council NI	—	10,000	(10,000)	—	—
Workable NI	—	463,310	(463,310)	—	—
	<u>324,699</u>	<u>5,235,667</u>	<u>(5,425,650)</u>	<u>15,284</u>	<u>150,000</u>

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Department of Health - Core Grant	55,105	123,864	(117,325)	—	61,644
Department of Infrastructure - DATS	119,385	2,125,942	(2,200,509)	—	44,818
Fares Income	—	42,227	(42,227)	—	—
NHSCT	—	53,981	(53,981)	—	—
SHSCT	—	146,500	(146,500)	—	—
WHSCT	—	26,209	(26,209)	—	—
Housing Executive	—	20,000	—	—	20,000
Department for Communities - Jobmatch	—	468,564	(468,564)	—	—
Department for Communities - Peer Advocacy	—	52,563	(46,685)	—	5,878
IMTAC	—	35,133	(35,133)	—	—
DRILL	56,000	—	(35,856)	—	20,144

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

26. Analysis of charitable funds (continued)

SEUPB - ONSIDE	—	989,958	(989,958)	—	—
NET	—	302,596	(281,297)	—	21,299
Equality Commission	—	20,625	(19,709)	—	916
Department for Communities - Jobstart	—	21,223	(21,223)	—	—
Department of Infrastructure - Capital Grant	—	48,101	(48,728)	627	—
Atlantic Philanthropies	150,000	—	—	—	150,000
CFNI Mental Health	—	—	—	—	—
Arts Council NI	—	—	—	—	—
Workable NI	—	—	—	—	—
	<u>380,490</u>	<u>4,477,486</u>	<u>(4,533,904)</u>	<u>627</u>	<u>324,699</u>

Transfers have taken place in the year which relate to income received in relation to services delivered, as all conditions have been met and services have been delivered during the year, the remaining balance has been transferred to unrestricted reserves. Further transfers have taken place to correct expenditure previously being recognised within unrestricted funds, these balances have been fully spent.

Funds have been transferred from unrestricted to restricted funds during the year due to the operational deficits on multiple projects, these project deficits continue to run but are supported by unrestricted funding.

27. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,043,313	—	1,043,313
Investments	251	—	251
Current assets	641,961	392,132	1,034,093
Creditors less than 1 year	(1,093,259)	(242,132)	(1,335,391)
Creditors greater than 1 year	(62,003)	—	(62,003)
Provisions	(202,156)	—	(202,156)
Net assets	<u>328,107</u>	<u>150,000</u>	<u>478,107</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	924,108	147,108	1,071,216
Investments	251	—	251
Current assets	596,381	477,192	1,073,573
Creditors less than 1 year	(941,278)	(299,601)	(1,240,879)
Creditors greater than 1 year	—	—	—
Provisions	(290,867)	—	(290,867)
Net assets	<u>288,595</u>	<u>324,699</u>	<u>613,294</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

28. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

29. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

30. Analysis of changes in net debt

	At 1 Apr 2022	Cash flows	At 31 Mar 2023
	£	£	£
Cash at bank and in hand	66,064	(2,819)	63,245
Bank overdrafts	(440,407)	24,330	(416,077)
	<u>(374,343)</u>	<u>21,511</u>	<u>(352,832)</u>

31. Security and contingencies

The Ulster Bank Limited holds separate inter-company guarantees between Disability Action (NI) and Disability Action (NI) Employment & Training, and Disability Action (NI) and Disability Action Tradeable Services Limited. It also holds a collateral leasehold first legal charge over property at Portside Business Park, Airport Road West, Belfast.

As at 31 March 2023, Disability Action (NI) owed Ulster Bank Limited £416,077 (2022: £440,407) in respect of bank overdrafts.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

32. Related parties

With Disability Action (NI) Employment & Training

Relationship - Disability Action (NI) Employment & Training is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2023	2022
	£	£
Amounts owed by group undertakings - DAET	69,578	82,442

Outstanding balances are unsecured and interest-free.

With Disability Action Tradeable Services Limited

Relationship - Disability Action Tradeable Services Limited is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2023	2022
	£	£
Amounts owed by group undertakings - DATS	50,116	50,116

Outstanding balances are unsecured and interest-free.

The trustees of Disability Action (NI) intend to offer ongoing financial support to Disability Action (NI) Employment & Training, which is considered to be a subsidiary entity. The financial statements of Disability Action (NI) Employment & Training as at 31 March 2023 show net current liabilities of £123,111 non-current liabilities of £48,273 and a pension provision of £137,194 resulting in total net liabilities of £308,578.

33. Ethical standards

In common with many other entities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

Annual return

COMPANY REGISTRATION NUMBER: NI019258
CHARITY REGISTRATION NUMBER: NIC100004

Disability Action (NI)
Company Limited by Guarantee
Financial Statements
31 March 2023

Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Disability Action (NI)

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	6
Statement of financial activities (including income and expenditure account)	12
Statement of financial position	13
Statement of cash flows	14
Notes to the financial statements	15

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name Disability Action (NI)

Charity registration number NIC100004

Company registration number NI019258

Principal office and registered office Portside Business Park
189 Airport Road West
Belfast
BT3 9ED

The trustees

P Bray
M Douglas
I Elliott (Resigned 19 June 2022)
G Maguire
M Marshall
J Carberry
W Clarke
A Passmore
P Lyle

Company secretary A Brown

Auditor Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Bankers

Ulster Bank Limited Arches Retail Park Belfast BT5 4AF	Dankse Bank Forestsides Shopping Centre Upper Galwally Belfast BT8 6FX
---	--

Solicitors

Elliott Duffy Garrett 40 Linenhall Street Belfast BT2 8BA	Cleaver Fulton Rankin 50 Bedford Street Belfast BT2 7FW
--	--

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management

Disability Action (NI) is a company limited by guarantee and a registered charity. The organisation is governed by up to 12 trustees who are nominated by member groups and elected by postal ballot at the AGM, if required. One third of the trustees retire each year on a rotational basis.

Recruiting and Appointing Trustees

Trustees are recruited through an annual election process to conform to the Memorandum and Articles of Association. In the charity's case a postal ballot is undertaken with its 100 member organisations.

Newly appointed trustees undergo an induction process and receive an induction pack. Trustees are also appointed to sub committees which best match their skills and are supported by the relevant senior staff member.

The board meets bi-monthly with sub-committees meeting in alternate months. The company's standing sub-committee structure comprises a Human Resources Sub-Committee and a Finance, Strategy & Audit Sub-Committee. Each standing sub-committee also includes co-opted members who are proposed and agreed by the main board. The work of all sub-committees is presented to the board for its approval and the board refers issues to specific sub-committees. All trustees serve on at least one sub-committee.

Disability Action (NI) is a member of a number of network organisations e.g. NICVA and Children NI and has strong relationships with the private sector e.g. Northern Ireland Chamber of Commerce and Industry and public sector groupings.

Risk Management Statement

Significant risks to funding have led to the development of a strategic plan which allows for the diversification of charitable activities. In addition, corporate risk is managed by ensuring that appropriate insurance cover is in place, adhering to rigorous internal financial controls, implementation of an annual budgetary process and the operation of a staff appraisal scheme.

Management and Remuneration

The Board of Trustees delegates the daily operation of the charity to the Senior Management team which is headed by the Chief Executive Officer. Remuneration of key management personnel is set by the Board based on appraisal of industry benchmarks.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Objectives and activities

Disability Action's Strategic plan for 2022 - 26 sets out a vision of a truly inclusive society where our mission is to support Human Rights for All. Our 5 key strategic principles are to:

- Advocate for human rights for all
- Change attitudes to enhance social inclusion and independence
- Support through skills and employment
- Educate to empower through training
- Be a sustainable organisation

In order to fulfil these priorities Disability Action (NI) will continue to work with and for Disabled people and their representative organisations throughout Northern Ireland. Key activities include the provision of information and advice services, employment and vocational training programmes, transport services, research, training and equality work, community development, mobility assessments and lessons, and a human rights programme. The charity represents people regardless of their disability; whether that is a physical, mental health, sensory, hidden or learning disability.

Achievements and performance

Set against a backdrop of political instability, European funding ending and potential budget cuts the financial year to 31st March 2023 has been difficult. ESF funding ended and we were successful in a joint bid to the UKSPF to continue supporting disabled people into employment, which secured the jobs of Disability Action staff. The new DSS (disability specialist support) contract under Dept for Economy's Skills for Work and Life programme has been building slowly with great results.

Disability Action piloted a Mental Health Counselling programme through funding from the Community Foundation, giving disabled people direct access to counselling provision. This has proved very successful, and we will continue to develop mental health provision across all our contracts.

Coming out of 2 years with COVID restrictions has proved slow progress with both DATS (Disability Action Transport Scheme) and Mobility Centre assessment seeing slow increase in numbers. DATS received their first electric bus provided by the Dept for Infrastructure, which will be monitored for effectiveness within the service.

February 2023 brought the end to our ONSIDE project. ONSIDE was a cross-border project funded by the European Union's INTERREG VA Programme and managed by the Special European Union Programme Body. Disability Action was lead partner, working alongside Independent Living Movement Ireland, the Northern Ireland Housing Executive and Supporting Communities. The ethos of the project was to enable and empower disabled people to take control of their social connections and become active in their local and online communities. 2500 people took part in the programme where we distributed 2410 tablets and 963 other pieces of equipment to assist with accessibility. 99% of participants said they would recommend ONSIDE to others.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Net expenditure for the year ended 31 March 2023 was (£144,309). The organisation uses the following key financial performance indicator (KFPI) to monitor financial performance - 'Net income before capital grants and depreciation and impairment charges'. The KFPI of (£93,984).

The charity's main source of income continues to be from services delivered under government contract. The main category of expenditure is staff dedicated to our objects of working with disabled people and such costs represent 54% of revenues (2022 - 46.2%).

Depreciation is not charged on buildings on the grounds that the charge would be immaterial, due to the residual value of the buildings being in excess of their carrying amount. The rationale for this is to provide a fair presentation of the results and financial position of the company. The trustees are of the opinion that the value of the fixed assets is not less than their net book value.

The board is aware of the impact of funding cuts over the past few years on the unrestricted cash reserves of the organisation. Measures were put in place in 2020 in order to replenish and rebuild unrestricted cash reserves to the level of £250,000 over the next three years. These continue to be monitored.

The Northern Ireland Charities Pension Scheme (NICPS) is a multi-employer final salary scheme which was closed in 2009. There are currently 444 scheme members and 11 actively participating scheme employers. The overall scheme deficit identified by the September 2022 actuarial valuation was £3.2mil.

Plans for future periods

We are committed to working diligently to achieve a financial surplus in 2023/24 and the future of the organisation. During the year several key contracts were renewed and we were also successful in our tender for the Department of Economy Disability Support Services contract.

We continue to adapt to the challenges brought to our staff members with Covid-19 and the Cost of Living crisis and continue to ensure the safety and wellbeing of all staff and participants.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

Disability Action (NI)

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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

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

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

Auditor

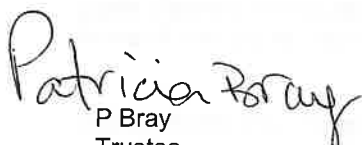
Each of the persons who is a trustee at the date of approval of this report confirms that:

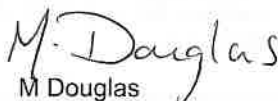
- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 27 March 2024 and signed on behalf of the board of trustees by:


P Bray
Trustee


M Douglas
Trustee

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI)

Year ended 31 March 2023

Opinion

We have audited the financial statements of Disability Action (NI) (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

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

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

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

- the nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for directors' remuneration, bonus levels and performance targets;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether management were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether management have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations.
- the matters discussed among the audit engagement team including significant component audit teams and relevant internal specialists, including tax and valuations specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

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

We also obtained an understanding of the legal and regulatory frameworks in operation, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included ongoing compliance with the UK Companies Act and tax legislation.

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 may be fundamental for their ability to operate or to avoid a material penalty.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Disability Action (NI)

Company Limited by Guarantee

Independent Auditor's Report to the Members of Disability Action (NI) *(continued)*

Year ended 31 March 2023

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standard for Auditors', in the circumstances set out in note 32 to the financial statements.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Dolan FCA (Senior Statutory Auditor)

For and on behalf of
Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

27 March 2024

Disability Action (NI)

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

			2023		2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	111,639	–	111,639	34,237
Charitable activities	6	1,099,767	5,235,667	6,335,434	5,855,675
Other trading activities	7	12,030	–	12,030	633
Investment income	8	12	–	12	12
Other income	9	3,500	–	3,500	12,184
Total income		<u>1,226,948</u>	<u>5,235,667</u>	<u>6,462,615</u>	<u>5,902,741</u>
Expenditure					
Expenditure on charitable activities	10,11	1,172,152	5,425,650	6,597,802	6,096,131
Total expenditure		<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>	<u>6,096,131</u>
Net expenditure		<u>54,796</u>	<u>(189,983)</u>	<u>(135,187)</u>	<u>(193,390)</u>
Transfers between funds		(15,284)	15,284	–	–
Net movement in funds		<u>39,512</u>	<u>(174,699)</u>	<u>(135,187)</u>	<u>(193,390)</u>
Reconciliation of funds					
Total funds brought forward		<u>288,595</u>	<u>324,699</u>	<u>613,294</u>	<u>806,684</u>
Total funds carried forward		<u>328,107</u>	<u>150,000</u>	<u>478,107</u>	<u>613,294</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

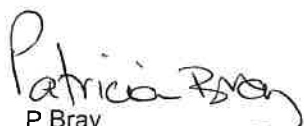
Statement of Financial Position

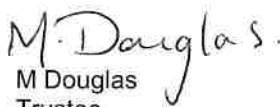
31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	17	1,043,313	1,071,216
Investments	18	251	251
		<u>1,043,564</u>	<u>1,071,467</u>
Current assets			
Debtors	19	970,848	1,007,509
Cash at bank and in hand		63,245	66,064
		<u>1,034,093</u>	<u>1,073,573</u>
Creditors: amounts falling due within one year	21	<u>1,335,391</u>	<u>1,240,879</u>
Net current liabilities		<u>301,298</u>	<u>167,306</u>
Total assets less current liabilities		<u>742,266</u>	<u>904,161</u>
Creditors: amounts falling due after more than one year	22	62,003	—
Provisions	24	<u>202,156</u>	<u>290,867</u>
Net assets		<u>478,107</u>	<u>613,294</u>
Funds of the charity			
Restricted funds		150,000	324,699
Unrestricted funds		328,107	288,595
Total charity funds	26	<u>478,107</u>	<u>613,294</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 27 March 2024, and are signed on behalf of the board by:


P Bray
Trustee


M Douglas
Trustee

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net expenditure		(135,187)	(193,390)
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		50,325	84,576
Other interest receivable and similar income		(12)	(12)
Gains on disposal of tangible fixed assets		(3,500)	—
Accrued expenses/(income)		105,621	(29,609)
<i>Changes in:</i>			
Trade and other debtors		(45,737)	42,682
Trade and other creditors		161,122	(197,082)
Provisions and employee benefits		(88,711)	—
Cash generated from operations		43,921	(292,835)
Interest received		12	12
Net cash from/(used in) operating activities		<u>43,933</u>	<u>(292,823)</u>
Cash flows from investing activities			
Purchase of tangible assets		(22,422)	(179,933)
Proceeds from sale of tangible assets		—	(228)
Net cash used in investing activities		<u>(22,422)</u>	<u>(180,161)</u>
Net increase/(decrease) in cash and cash equivalents		21,511	(472,984)
Cash and cash equivalents at beginning of year		<u>(374,343)</u>	<u>98,641</u>
Cash and cash equivalents at end of year	20	<u>(352,832)</u>	<u>(374,343)</u>

The notes on pages 15 to 35 form part of these financial statements.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Portside Business Park, 189 Airport Road West, Belfast, BT3 9ED.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Management estimate an appropriate discount rate for present value calculations in measuring the pension liability recognised in the Statement of Financial Position

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Long leasehold property	- Nil
Motor vehicles	- 20% straight line
Equipment	- 15% - 20% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Investments *(continued)*

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in income or expenditure unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises, and is allocated to the appropriate expenditure heading.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Employee benefits

Employee benefits are recognised as an expense when employees become entitled as a result of service rendered during the reporting period.

Termination benefits are recognised as an expense in income or expenditure immediately. Termination benefits are recognised as a liability and expense only when the company is demonstrably committed either to terminate the employment of an employee or group of employees before the normal retirement date or to provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

Termination benefits are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date. In the case of an offer made to encourage voluntary redundancy, measurement is based on the number of employees expected to accept the offer. When termination benefits are due more than 12 months after the end of the reporting period, they shall be measured at their discounted present value.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up while it is a member, or within one year after it ceases to be a member, for payment of the debts and liabilities of the charitable company contracted before it ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Donations				
Donations	2,979	2,979	4,237	4,237
Victoria Housing	—	—	30,000	30,000
Legacies				
Legacies	108,660	108,660	—	—
	<u>111,639</u>	<u>111,639</u>	<u>34,237</u>	<u>34,237</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Department of Health - core grant	–	123,864	123,864
Department of Infrastructure (DATS)	–	2,125,942	2,125,942
NH&SCT	–	65,160	65,160
SH&SCT (Advocacy)	–	227,897	227,897
WH&SCT (Advocacy)	–	–	–
Housing Executive	–	20,000	20,000
Department for Communities (Job Match)	–	469,664	469,664
Department for Communities (Peer Advocacy)	–	23,598	23,598
IMTAC	–	35,876	35,876
Mobility Centre lessons	11,534	–	11,534
Mobility Exhibition assessments	244,840	–	244,840
Fares Income	–	56,146	56,146
Other Income	297	–	297
CFNI Mental Health Fund	–	100,000	100,000
DSS	696,931	–	696,931
Arts Council NI	–	10,000	10,000
Workable NI	146,165	463,310	609,475
Training for Success	–	–	–
Equality Commission NI	–	–	–
Onside	–	1,402,174	1,402,174
NET Project	–	29,050	29,050
Jobstart	–	4,192	4,192
Department for Infrastructure - Capital Grant	–	78,794	78,794
Covid Recovery Grant	–	–	–
	<u>1,099,767</u>	<u>5,235,667</u>	<u>6,335,434</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

6. Charitable activities (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Department of Health - core grant	–	123,864	123,864
Department of Infrastructure (DATS)	–	2,125,942	2,125,942
NH&SCT	–	53,981	53,981
SH&SCT (Advocacy)	–	146,500	146,500
WH&SCT (Advocacy)	–	26,209	26,209
Housing Executive	–	20,000	20,000
Department for Communities (Job Match)	–	468,564	468,564
Department for Communities (Peer Advocacy)	–	52,563	52,563
IMTAC	–	35,133	35,133
Mobility Centre lessons	6,181	–	6,181
Mobility Exhibition assessments	278,635	–	278,635
Fares Income	–	42,227	42,227
Other Income	11,500	–	11,500
CFNI Mental Health Fund	–	–	–
DSS	–	–	–
Arts Council NI	–	–	–
Workable NI	656,680	–	656,680
Training for Success	351,484	–	351,484
Equality Commission NI	–	20,625	20,625
Onside	–	989,958	989,958
NET Project	–	302,596	302,596
Jobstart	–	21,223	21,223
Department for Infrastructure - Capital Grant	–	48,101	48,101
Covid Recovery Grant	73,709	–	73,709
	<u>1,378,189</u>	<u>4,477,486</u>	<u>5,855,675</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Training & Seminars	3,315	3,315	400	400
Consultancy income	2,115	2,115	–	–
Rental Income	6,600	6,600	233	233
	<u>12,030</u>	<u>12,030</u>	<u>633</u>	<u>633</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	12	12	12	12

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

9. Other income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Gain on disposal of tangible fixed assets held for charity's own use	3,500	3,500	3,728	3,728
Coronavirus Job Retention Scheme	—	—	8,456	8,456
	<u>3,500</u>	<u>3,500</u>	<u>12,184</u>	<u>12,184</u>

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Information and advice services	279,325	401,531	680,856
Policy and research	74,243	1,246,901	1,321,144
Transport and mobility services	90,601	1,893,372	1,983,973
Training and employment support services	130,300	1,136,779	1,267,079
Support costs	597,683	747,067	1,344,750
	<u>1,172,152</u>	<u>5,425,650</u>	<u>6,597,802</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Information and advice services	22,796	350,545	373,341
Policy and research	38,544	1,293,803	1,332,347
Transport and mobility services	174,136	1,844,813	2,018,949
Training and employment support services	908,023	431,366	1,339,389
Support costs	418,728	613,377	1,032,105
	<u>1,562,227</u>	<u>4,533,904</u>	<u>6,096,131</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023 £	Total fund 2022 £
Information and advice services	680,856	505,001	1,185,857	406,947
Policy and research	1,321,144	92,041	1,413,185	1,449,612
Transport and mobility services	1,983,973	280,739	2,264,712	2,429,274
Training and employment support services	1,267,079	392,523	1,659,602	1,708,873
Governance costs	—	74,446	74,446	101,425
	<u>5,253,052</u>	<u>1,344,750</u>	<u>6,597,802</u>	<u>6,096,131</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Analysis of support costs

	Information and advice services £	Policy and research £	Transport and mobility services £	Training and employment support services £	Governance Costs £	Total 2023 £	Total 2022 £
Staff costs	92,526	56,537	132,808	186,821	–	468,692	529,395
Premises	186,907	13,407	51,984	72,683	–	324,981	129,455
Communications and IT	125,960	10,783	45,271	62,473	–	244,487	99,780
General office	99,608	11,314	50,676	70,546	–	232,144	172,050
Governance costs	–	–	–	–	74,446	74,446	101,425
	<u>505,001</u>	<u>92,041</u>	<u>280,739</u>	<u>392,523</u>	<u>74,446</u>	<u>1,344,750</u>	<u>1,032,105</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

13. Net expenditure

Net expenditure is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation of tangible fixed assets	50,325	84,576
Gains on disposal of tangible fixed assets	(3,500)	(3,728)
Foreign exchange differences	16,150	16,150

14. Auditors remuneration

	2023	2022
	£	£
Fees payable for the audit of the financial statements	15,173	14,450

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	2,932,479	2,802,836
Social security costs	265,855	243,998
Employer contributions to pension plans	204,934	165,049
Other employee benefits	48,024	27,775
	3,451,292	3,239,658

The average head count of employees during the year was 129 (2022: 101). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of training support staff	56	31
Number of administrative and finance staff	3	10
Number of senior management staff	15	4
Number of other staff	21	19
Number of driving staff	34	37
	129	101

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £191,361 (2022: £165,006).

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

16. Trustee remuneration and expenses

No trustee received any remuneration during the year (2022: £Nil). No trustees received expenses during the year (2022: £Nil)

17. Tangible fixed assets

	Long leasehold property £	Motor vehicles £	Equipment £	Total £
Cost				
At 1 April 2022	1,380,893	337,065	510,602	2,228,560
Additions	7,558	7,300	7,564	22,422
Disposals	—	(8,488)	—	(8,488)
At 31 March 2023	1,388,451	335,877	518,166	2,242,494
Depreciation				
At 1 April 2022	505,893	253,106	398,345	1,157,344
Charge for the year	—	23,977	26,348	50,325
Disposals	—	(8,488)	—	(8,488)
At 31 March 2023	505,893	268,595	424,693	1,199,181
Carrying amount				
At 31 March 2023	882,558	67,282	93,473	1,043,313
At 31 March 2022	875,000	83,959	112,257	1,071,216

18. Investments

	Other investments £
Cost or valuation	
At 1 April 2022	251
Additions	—
At 31 March 2023	251
Impairment	
At 1 April 2022 and 31 March 2023	—
Carrying amount	
At 31 March 2023	251
At 31 March 2022	251

All investments shown above are held at valuation.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

18. Investments (continued)

These investments relate to the holding of 250 ordinary £1 shares in the Ulster Community Investment Trust Limited and one ordinary £1 share in Disability Action Tradeable Services Limited, which represents 100% of its issued share capital.

Disability Action (NI) considers that Disability Action (NI) Employment and Training, a charity and a company limited by guarantee, is a wholly owned subsidiary.

19. Debtors

	2023 £	2022 £
Trade debtors	259,696	194,969
Amounts owed by group undertakings	119,694	132,558
Prepayments and accrued income	591,458	679,982
	<u>970,848</u>	<u>1,007,509</u>

20. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2023 £	2022 £
Cash at bank and in hand	63,245	66,064
Bank overdrafts	(416,077)	(440,407)
	<u>(352,832)</u>	<u>(374,343)</u>

21. Creditors: amounts falling due within one year

	2023 £	2022 £
Bank loans and overdrafts	416,077	440,407
Trade creditors	258,205	228,989
Accruals and deferred income	326,180	321,960
Social security and other taxes	216,510	230,876
Pension contributions due	49,440	17,190
Sundry creditors	1,508	1,457
TPT Pension - ST	67,471	—
	<u>1,335,391</u>	<u>1,240,879</u>

22. Creditors: amounts falling due after more than one year

	2023 £	2022 £
TPT Pension - LT	<u>62,003</u>	<u>—</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Deferred income

	2023 £	2022 £
At 1 April 2022	261,135	643,613
Amount released to income	(261,135)	(643,613)
Amount deferred in year	242,132	261,135
At 31 March 2023	242,132	261,135

24. Provisions

	Pensions and similar obligations £
At 1 April 2022	290,867
Unwinding of discount	8,753
Changes in assumption	(23,512)
Other movements	(73,952)
At 31 March 2023	202,156

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

25. Pensions and other post retirement benefits

The company participates in the scheme, a multi-employer scheme which provides benefits to some 11 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

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

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £22.8m, liabilities of £26.0m and a deficit of £3.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From August 2020 to 29 February 2028: £1,280,605 in total (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUE OF PROVISION

	31 March 2023	31 March 2022	31 March 2021
	£	£	£
Present value of provision	202,156	254,731	309,523

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2023	Period ending 31 March 2022
	£	£
Provision at start of period	254,731	309,523
Unwinding of the discount factor (interest expense)	5,881	2,872
Deficit contribution paid	(46,304)	(46,304)
Remeasurements - impact of any change in assumptions	(12,152)	(11,360)
Provision at end of period	202,156	254,731

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2023 (£s) £	Period ending 31 March 2022 (£s) £
Interest expense	5,881	2,872
Remeasurements - impact of any changes in assumptions	(12,152)	(11,360)

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Rate of discount	5.35	2.56	1.01

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

26. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	288,595	1,226,948	(1,172,152)	(15,284)	328,107

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	426,194	1,425,255	(1,562,227)	(627)	288,595

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Department of Health - Core Grant	61,644	192,557	(162,165)	(92,036)	—
Department of Infrastructure - DATS	44,818	2,125,942	(2,312,221)	141,461	—
Fares Income	—	56,146	(56,146)	—	—
NHSCT	—	65,160	(72,730)	7,570	—
SHSCT	—	207,906	(225,612)	17,706	—
WHSCT	—	19,991	(24,936)	4,945	—

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

26. Analysis of charitable funds (continued)

Housing Executive	20,000	20,000	—	(40,000)	—
Department for Communities - Jobmatch	—	469,664	(528,637)	58,973	—
Department for Communities - Peer Advocacy	5,878	23,598	(23,607)	(5,869)	—
IMTAC	—	35,876	(35,876)	—	—
DRILL	20,144	—	—	(20,144)	—
SEUPB - ONSIDE	—	1,333,481	(1,311,680)	(21,801)	—
NET	21,299	29,050	—	(50,349)	—
Equality Commission	916	—	—	(916)	—
Department for Communities - Jobstart	—	4,192	—	(4,192)	—
Department of Infrastructure - Capital Grant	—	78,794	(100,794)	22,000	—
Atlantic Philanthropies	150,000	—	—	—	150,000
CFNI Mental Health	—	100,000	(97,936)	(2,064)	—
Arts Council NI	—	10,000	(10,000)	—	—
Workable NI	—	463,310	(463,310)	—	—
	<u>324,699</u>	<u>5,235,667</u>	<u>(5,425,650)</u>	<u>15,284</u>	<u>150,000</u>

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Department of Health - Core Grant	55,105	123,864	(117,325)	—	61,644
Department of Infrastructure - DATS	119,385	2,125,942	(2,200,509)	—	44,818
Fares Income	—	42,227	(42,227)	—	—
NHSCT	—	53,981	(53,981)	—	—
SHSCT	—	146,500	(146,500)	—	—
WHSCT	—	26,209	(26,209)	—	—
Housing Executive	—	20,000	—	—	20,000
Department for Communities - Jobmatch	—	468,564	(468,564)	—	—
Department for Communities - Peer Advocacy	—	52,563	(46,685)	—	5,878
IMTAC	—	35,133	(35,133)	—	—
DRILL	56,000	—	(35,856)	—	20,144

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

26. Analysis of charitable funds (continued)

SEUPB - ONSIDE	—	989,958	(989,958)	—	—
NET	—	302,596	(281,297)	—	21,299
Equality Commission	—	20,625	(19,709)	—	916
Department for Communities - Jobstart	—	21,223	(21,223)	—	—
Department of Infrastructure - Capital Grant	—	48,101	(48,728)	627	—
Atlantic Philanthropies	150,000	—	—	—	150,000
CFNI Mental Health	—	—	—	—	—
Arts Council NI	—	—	—	—	—
Workable NI	—	—	—	—	—
	<u>380,490</u>	<u>4,477,486</u>	<u>(4,533,904)</u>	<u>627</u>	<u>324,699</u>

Transfers have taken place in the year which relate to income received in relation to services delivered, as all conditions have been met and services have been delivered during the year, the remaining balance has been transferred to unrestricted reserves. Further transfers have taken place to correct expenditure previously being recognised within unrestricted funds, these balances have been fully spent.

Funds have been transferred from unrestricted to restricted funds during the year due to the operational deficits on multiple projects, these project deficits continue to run but are supported by unrestricted funding.

27. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,043,313	—	1,043,313
Investments	251	—	251
Current assets	641,961	392,132	1,034,093
Creditors less than 1 year	(1,093,259)	(242,132)	(1,335,391)
Creditors greater than 1 year	(62,003)	—	(62,003)
Provisions	(202,156)	—	(202,156)
Net assets	<u>328,107</u>	<u>150,000</u>	<u>478,107</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	924,108	147,108	1,071,216
Investments	251	—	251
Current assets	596,381	477,192	1,073,573
Creditors less than 1 year	(941,278)	(299,601)	(1,240,879)
Creditors greater than 1 year	—	—	—
Provisions	(290,867)	—	(290,867)
Net assets	<u>288,595</u>	<u>324,699</u>	<u>613,294</u>

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

28. Taxation

The Company is a registered charity, and as such is entitled to tax exemptions on income and profits in furtherance of the charity's primary objectives.

29. Contingencies

A contingent liability exists to repay grants and Trust monies received should certain conditions not be fulfilled by the charity. In the opinion of the Trustees, the terms of the Letters of Offers have been, or will be, complied with and no liability is expected.

30. Analysis of changes in net debt

	At 1 Apr 2022	Cash flows	At 31 Mar 2023
	£	£	£
Cash at bank and in hand	66,064	(2,819)	63,245
Bank overdrafts	(440,407)	24,330	(416,077)
	<u>(374,343)</u>	<u>21,511</u>	<u>(352,832)</u>

31. Security and contingencies

The Ulster Bank Limited holds separate inter-company guarantees between Disability Action (NI) and Disability Action (NI) Employment & Training, and Disability Action (NI) and Disability Action Tradeable Services Limited. It also holds a collateral leasehold first legal charge over property at Portside Business Park, Airport Road West, Belfast.

As at 31 March 2023, Disability Action (NI) owed Ulster Bank Limited £416,077 (2022: £440,407) in respect of bank overdrafts.

Disability Action (NI)

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

32. Related parties

With Disability Action (NI) Employment & Training

Relationship - Disability Action (NI) Employment & Training is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2023	2022
	£	£
Amounts owed by group undertakings - DAET	69,578	82,442

Outstanding balances are unsecured and interest-free.

With Disability Action Tradeable Services Limited

Relationship - Disability Action Tradeable Services Limited is a wholly owned subsidiary of Disability Action (NI).

Nature of transactions during the year:

	2023	2022
	£	£
Amounts owed by group undertakings - DATS	50,116	50,116

Outstanding balances are unsecured and interest-free.

The trustees of Disability Action (NI) intend to offer ongoing financial support to Disability Action (NI) Employment & Training, which is considered to be a subsidiary entity. The financial statements of Disability Action (NI) Employment & Training as at 31 March 2023 show net current liabilities of £123,111 non-current liabilities of £48,273 and a pension provision of £137,194 resulting in total net liabilities of £308,578.

33. Ethical standards

In common with many other entities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

