

**REGISTERED COMPANY NUMBER: 6729420 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1157376**

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021  
FOR  
INCLUSION LONDON**

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

# INCLUSION LONDON

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## **INCLUSION LONDON**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

Inclusion London was set up in October 2008 and became operational in July 2009. In the period April 2020 to March 2021 Inclusion London continued to deliver a range of bespoke and accessible capacity building services to over 70 Deaf and Disabled People's Organisations (DDPOs) in London with a key focus on supporting DDPOs through the covid-19 crisis and ensuring the needs and views of Disabled people were heard in responses to the pandemic. We also continued to have a regional, national and international voice and influencing role on Deaf and disability equality issues through our grassroots campaigning and policy making. All our work over the year was made possible by funding from Three Guineas Trust, Trust for London, The Baring Foundation, National Lottery Community Fund, National Emergency Trust, Greater London Authority and The City Bridge Trust. This report covers this period and outlines plans for future work that we know we can deliver in the context of the on-going impact and challenges of covid-19 pandemic.

##### **Our Vision**

An inclusive world, free of disabling barriers where diversity and human rights are valued and where Deaf and Disabled people have dignity, independence and equality of opportunity.

##### **Our Mission**

To promote Deaf and Disabled peoples equality and inclusion by supporting Deaf and Disabled peoples organisations (DDPOs) in London to have a strong and influential collective voice, deliver empowering and effective services and by raising awareness and understanding of the unique contribution DDPOs make to London and Deaf and Disabled Londoners.

##### **Our Strategic aims**

1. Collective voice and influence: To support London DDPOs to have a strong, collective and influential voice so that the needs, interests and views of Deaf and Disabled people are met and disabling barriers removed.
2. Support and strengthen our organisations: To provide a range of accessible services that build the skills, knowledge, capacity and sustainability of London DDPOs.
3. Promote awareness and understanding of the unique contribution DDPOs make to London: To evidence and communicate the value of DDPOs and increase Deaf and Disabled peoples involvement, influence and leadership within DDPOs

In setting its aims and objectives the trustees confirm they have had due regard to guidance published by the Charity Commission on public benefit.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### STRATEGIC REPORT

##### Achievement and performance

##### Charitable activities

##### Campaigns, Policy and Justice work

Inclusion London continued to deliver a range of effective campaigns, policy and justice work that raised the profile and understanding of Deaf and disability issues and the needs, views, experiences and aspirations of Deaf and Disabled Londoners as well as addressing the specific and urgent challenges of the covid-19 crisis. Specific achievements over the year included:

- Raising awareness of the negative impact of many of the provisions in the emergency Coronavirus Act including provisions for withdrawing all duties to provide social care. This work resulted in over 2,200 people writing to their MP and a group of MPs raising our issues and quoting our policy briefing in Parliamentary debates.
- Carrying out research with DDPOs to gather a range of evidence on the impact of covid which we have shared with policy makers, decisionmakers and Parliamentarians.
- Producing a range of information including template letters for DDPOs to use to raise covid related issues with Local councils about social care and PPE.
- Supporting, online, a number of local campaign groups with a focus on challenging social care charging and supporting a national scrap social care charging campaign.
- Setting up two innovative partnerships with lawyers and the Legal Education Foundation, including creating a trainee lawyer position for a Disabled person who will be jointly employed by IL and Deighton Pierce Glyn solicitors and will work across both organisations to facilitate access to justice for Disabled people.
- Actively raising DDPO concerns about the lack of strategic engagement by the UK government with DDPOs including the lack of meaningful engagement in the National Disability strategy.
- Organizing a national, 2 day online Reclaiming Our Futures Alliance conference attended by representatives from 67 DDPOs across England.

##### Strategic capacity building support to London's DDPO's

We continued to deliver bespoke capacity building support to over 70 London DDPOs including specific advice and support to enable DDPOs to meet the challenges of the covid-19 crisis. Specific achievements included:

- Working with 3 national DPOs in Northern Ireland, Wales and Scotland to secure and distribute over £1 million of funding from the National Emergency Trust to provide emergency funding to grassroots DDPOs to tackle covid-19 needs.
- Setting up a range of regular '121' and peer group advice and problem solving sessions for CEO's and managers of DDPOs on responding to the crisis including moving to on-line service delivery provision.
- Working collaboratively with key London funders to build understanding of DDPOs and to provide targeted advice and support to DDPOs applying for covid related funding.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

- Carrying out national research with DDPOs across England to gather a robust body of evidence on our sector's needs and to develop a costed set of recommendations to try and secure strategic long term funding for the sector in England.
- Delivering our pilot 'Developing Deaf and Disabled Leaders of the Future' project to 10 Deaf and Disabled people wanting to lead change within their DDPO.
- Setting up our GLA Roots Fund 'Without Us' project which will build the capacity of our sector to understand and embed intersectional approaches in DDPO work through developing training and peer learning opportunities and bespoke resources.
- Maintaining and moving on-line a range of support to DDPOs involved in our tackling Hate Crime partnership project and our employment support Making It Work project.

#### **Financial review**

##### **Financial position**

The financial position of the charity at the year-end is set out on page 13. Inclusion London experienced an increase in income on the previous year with a total income for the financial year of £1,335,571 of which £125,679 was unrestricted including training and consultancy income. Our expenditure totalled £1,066,788 which enabled us to increase our unrestricted reserve to £288,680.

A key strategic objective continues to be the diversification and expansion of our funding base. We will continue to build on the expansion of our training and consultancy services to increase our unrestricted income and build up a much-needed contingency reserve. We will also apply for Charitable Trust funding for additional strategic capacity building support work.

##### **Reserves policy**

The Trustees regularly review the reserves of the charity. A general unrestricted reserve is maintained with an objective to cover up to 6 months of the running costs of the charity to enable Inclusion London to meet contingency situations and/or carry out discreet pieces of work that will help us meet our strategic business plan aims.

Total reserves at the year-end amounted to £614,684 of which £326,004 represented restricted reserves.

The Trustee's reserves policy in accordance to the Charity Commission guidelines is to maintain total free reserves, excluding the element which relates to tangible fixed assets, at a level which is no less than approximately six month's operating costs in order to provide the charity with some ability to cope with unforeseen expenditure and for interruptions in income flows. Based on 2020/21's expenditure, the monthly operating costs amount to circa £44,000. The charity's total free reserves, excluding tangible fixed assets, at 31st March 2021 amounted to £273,176 (2020 £206,169) which is in line with the desired level.

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### STRATEGIC REPORT

##### Principal risks and uncertainties

The Trustees regularly review and assess the risks faced by the charity. Appropriate actions are then scheduled to address the residual risk, mitigating it to a level the Trustees considers acceptable. Principal risks and uncertainties primarily concern lack of long term non-project core funding. We continued to work to our current Strategic business plan (2018-2021) and will be developing in 2021, in consultation with our members and DDPO sector, a new 3 year Business plan that will consolidate and develop the work we have been doing over the last 3 years to meet the needs of our sector, incorporate the change and learning generated from the covid-19 crisis and identify new potential sources of Charitable Trust funding and new opportunities to expand our Training and consultancy services to bring in additional unrestricted income. Monitoring of the implementation of the fundraising strategy and financial, organisational and reputational risks more generally is carried out via completion of a Risk Register that is presented to Trustees at every Board meeting. This risk register identifies all key areas of risks across the organisation, rating of current levels of risk under each organisational area (high, average and low), actions taken to mitigate risks and any changes in risk ratings since the last register.

##### Future plans

Work for 2021-22 will focus on consolidating and developing our capacity building and our campaigns, justice and policy work. Key areas of activity include:

- continuing to support DDPOs through the covid-19 crisis and raising the needs and views of Deaf/Disabled people with decisionmakers
- delivering and refining our core range of rights based campaigns, policy and justice training, advice, policy and networking support to DDPOs.
- working with regional and national government to set up meaningful strategic engagement with DDPOs especially in light of the disproportionate impact covid-19 crisis has had on Disabled people
- expanding our capacity to support local Deaf and Disabled people to set up effective campaign groups on local issues especially social care cuts and charging policies
- continuing our involvement in the grassroots DDPO Reclaiming Our Futures Alliance to campaign for the engagement of DDPOs in government policy affecting Deaf and Disabled people.
- working with funders to raise awareness of the DDPO sector and the role and importance we have in protecting and advancing Disabled people's rights, equality and inclusion.
- delivering our 'With Us' intersectional project that supports DDPOs to build their intersectional, social model and co-production understanding, skills and practice.
- securing significant and strategic funding to meet the infrastructure needs of the DDPOs across England
- supporting the delivery of our DDPO partnership projects in the context of covid restrictions : Making It Work and our Hate Crime DDPO partnership so that DDPOs have increased skills, resources and capacity to provide employment support and support to Deaf and disabled victims of hate crime
- carrying out in-depth engagement with our members, sector and stakeholders as part of development of our next 3 year Business plan 2022-2025

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation was incorporated as a community interest company limited by guarantee, on 21 October 2008. On 9 June 2014 the company obtained charitable status.

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

##### Recruitment and appointment of new trustees

Inclusion London's policies for the recruitment and appointment of the Board are laid out in detail in our governing documents. In order to comply with our constitution Inclusion London's Board of Directors must consist of the following:

- up to 12 individuals approved by full members at the AGM;
- up to 3 individuals co-opted by the Board who shall serve on the Board until the conclusion of the next Annual General Meeting;
- Not less than 50% of the directors will be from member organisations.
- Not less than 100% of the directors will be Deaf or Disabled people

The Directors who served during the year are set out on page 1. Appointments of Directors are by the charity through ordinary resolution or by a general meeting procedure detailed in the constitution. Directors must retire after 3 years of service. Inclusion London's Board of Directors receive full induction and on-going training and support. The trustees delegate day to day management to Tracey Lazard, the CEO. Remuneration of key management is set using market benchmarking and sector recognised job evaluation assessment framework.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Company number

6729420 (England and Wales)

##### Registered Charity number

1157376

##### Registered office

336 Brixton Road  
London  
SW9 7AA

## INCLUSION LONDON

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### **Trustees**

Valerie Charbit  
Tara Flood  
Paul Hawkins  
Justine Jones  
Alan Murray (resigned 30.3.21)  
Anne Novis  
Paul Ntulila  
Faisal Yusuf  
Thomas Adam Lichy

#### **Company Secretary**

Tracey Celia Lazard

#### **Auditors**

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

#### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Inclusion London for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

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

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

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

**INCLUSION LONDON**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2021**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued**

In so far as the trustees are aware:

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

**AUDITORS**

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

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 14.12.2021 and signed on the board's behalf by:



.....  
Paul Hawkins - Trustee

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON**

### **Opinion**

We have audited the financial statements of Inclusion London (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON**

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

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

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF INCLUSION LONDON**

### **Our responsibilities for the audit of the financial statements**

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

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charities Act 2016 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
INCLUSION LONDON**

**Use of our report**

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



Susan Plumb ACA (Senior Statutory Auditor)  
for and on behalf of Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
Newport Street  
Swindon  
Wiltshire  
SN1 3DU

Date: 17 December 2021

**INCLUSION LONDON**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2021**

|                                    | Notes | Unrestricted<br>fund<br>£ | Restricted<br>funds<br>£ | 2021<br>Total<br>funds<br>£ | 2020<br>Total<br>funds<br>£ |
|------------------------------------|-------|---------------------------|--------------------------|-----------------------------|-----------------------------|
| <b>INCOME AND ENDOWMENTS FROM</b>  |       |                           |                          |                             |                             |
| Donations and legacies             | 2     | 101,757                   | 1,209,892                | 1,311,649                   | 954,904                     |
| Other income                       |       | <u>23,922</u>             | <u>-</u>                 | <u>23,922</u>               | <u>19,012</u>               |
| <b>Total</b>                       |       | 125,679                   | 1,209,892                | 1,335,571                   | 973,916                     |
| <b>EXPENDITURE ON</b>              |       |                           |                          |                             |                             |
| <b>Charitable activities</b>       | 3     |                           |                          |                             |                             |
| Support of DDPO's                  |       | <u>55,905</u>             | <u>1,010,883</u>         | <u>1,066,788</u>            | <u>891,809</u>              |
| <b>NET INCOME</b>                  |       | 69,774                    | 199,009                  | 268,783                     | 82,107                      |
| <b>RECONCILIATION OF FUNDS</b>     |       |                           |                          |                             |                             |
| <b>Total funds brought forward</b> |       | <u>218,906</u>            | <u>126,995</u>           | <u>345,901</u>              | <u>263,794</u>              |
| <b>TOTAL FUNDS CARRIED FORWARD</b> |       | <u><u>288,680</u></u>     | <u><u>326,004</u></u>    | <u><u>614,684</u></u>       | <u><u>345,901</u></u>       |

The notes form part of these financial statements

**INCLUSION LONDON**

**STATEMENT OF FINANCIAL POSITION  
31 MARCH 2021**

|  | Notes | Unrestricted<br>fund<br>£ | Restricted<br>funds<br>£ | 2021<br>Total<br>funds<br>£ | 2020<br>Total<br>funds<br>£ |
|--|-------|---------------------------|--------------------------|-----------------------------|-----------------------------|
| <b>FIXED ASSETS</b>                          |       |                           |                          |                             |                             |
| Tangible assets                              | 8     | 15,504                    | -                        | 15,504                      | 12,737                      |
| <b>CURRENT ASSETS</b>                        |       |                           |                          |                             |                             |
| Debtors                                      | 9     | 91,693                    | -                        | 91,693                      | 30,226                      |
| Cash at bank                                 |       | <u>412,437</u>            | <u>326,004</u>           | <u>738,441</u>              | <u>375,749</u>              |
|  |       | 504,130                   | 326,004                  | 830,134                     | 405,975                     |
| <b>CREDITORS</b>                             |       |                           |                          |                             |                             |
| Amounts falling due within one year          | 10    | (230,954)                 | -                        | (230,954)                   | (72,811)                    |
|  |       | <u>273,176</u>            | <u>326,004</u>           | <u>599,180</u>              | <u>333,164</u>              |
| <b>NET CURRENT ASSETS</b>                    |       |                           |                          |                             |                             |
|  |       | 288,680                   | 326,004                  | 614,684                     | 345,901                     |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b> |       |                           |                          |                             |                             |
|  |       | <u>288,680</u>            | <u>326,004</u>           | <u>614,684</u>              | <u>345,901</u>              |
| <b>NET ASSETS</b>                            |       |                           |                          |                             |                             |
|  |       | <u>288,680</u>            | <u>326,004</u>           | <u>614,684</u>              | <u>345,901</u>              |
| <b>FUNDS</b>                                 |       |                           |                          |                             |                             |
|  | 11    |                           |                          | 288,680                     | 218,906                     |
| Unrestricted funds                           |       |                           |                          | <u>326,004</u>              | <u>126,995</u>              |
| Restricted funds                             |       |                           |                          |                             |                             |
| <b>TOTAL FUNDS</b>                           |       |                           |                          |                             |                             |
|  |       |                           |                          | <u>614,684</u>              | <u>345,901</u>              |

The financial statements were approved by the Board of Trustees and authorised for issue on 14.12.2021 and were signed on its behalf by:



.....  
Paul Hawkins - Trustee

The notes form part of these financial statements

**INCLUSION LONDON**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2021**

|   | Notes | 2021<br>£             | 2020<br>£             |
|---|-------|-----------------------|-----------------------|
| <b>Cash flows from operating activities</b>                               |       |                       |                       |
| Cash generated from operations  | 1     | <u>367,912</u>        | <u>(86,886)</u>       |
| Net cash provided by/(used in) operating activities                       |       | <u>367,912</u>        | <u>(86,886)</u>       |
| <b>Cash flows from investing activities</b>                               |       |                       |                       |
| Purchase of tangible fixed assets   |       | <u>(5,220)</u>        | <u>(9,042)</u>        |
| Net cash used in investing activities                                     |       | <u>(5,220)</u>        | <u>(9,042)</u>        |
| <hr/>   |       |                       |                       |
| <b>Change in cash and cash equivalents in the reporting period</b>        |       | 362,692               | (95,928)              |
| <b>Cash and cash equivalents at the beginning of the reporting period</b> |       | <u>375,749</u>        | <u>471,677</u>        |
| <b>Cash and cash equivalents at the end of the reporting period</b>       |       | <u><u>738,441</u></u> | <u><u>375,749</u></u> |

The notes form part of these financial statements

**INCLUSION LONDON**

**NOTES TO THE STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2021**

| 1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES                | 2021                  | 2020                   |
|---|-----------------------|------------------------|
|   | £                     | £                      |
| <b>Net income for the reporting period (as per the Statement of Financial Activities)</b> | 268,783               | 82,107                 |
| <b>Adjustments for:</b>   |                       |                        |
| Depreciation charges  | 2,453                 | 2,573                  |
| Increase in debtors   | (61,467)              | (5,449)                |
| Increase/(decrease) in creditors  | <u>158,143</u>        | <u>(166,117)</u>       |
| <b>Net cash provided by/(used in) operations</b>  | <u><u>367,912</u></u> | <u><u>(86,886)</u></u> |

| 2. ANALYSIS OF CHANGES IN NET FUNDS | At 1/4/20             | Cash flow             | At 31/3/21            |
|-------------------------------------|-----------------------|-----------------------|-----------------------|
|                                     | £                     | £                     | £                     |
| <b>Net cash</b>                     |                       |                       |                       |
| Cash at bank                        | <u>375,749</u>        | <u>362,692</u>        | <u>738,441</u>        |
|                                     | <u>375,749</u>        | <u>362,692</u>        | <u>738,441</u>        |
| <b>Total</b>                        | <u><u>375,749</u></u> | <u><u>362,692</u></u> | <u><u>738,441</u></u> |

The notes form part of these financial statements

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

##### **Going concern**

The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funding, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is that, given the measures that could be undertaken to mitigate the current adverse conditions and the current resources available, they can continue to adopt the going concern basis in preparing the financial statements.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

|                     |                      |
|---------------------|----------------------|
| Fixtures & Fittings | 25% reducing balance |
|---------------------|----------------------|

##### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 1. ACCOUNTING POLICIES - continued

##### Fund accounting

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

##### Cash

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

##### Debtors and Creditors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

#### 2. DONATIONS AND LEGACIES

|           | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 2021<br>Total<br>funds<br>£ | 2020<br>Total<br>funds<br>£ |
|-----------|----------------------------|--------------------------|-----------------------------|-----------------------------|
| Donations | 101,757                    | -                        | 101,757                     | 185,260                     |
| Grants    | -                          | 1,209,892                | 1,209,892                   | 769,644                     |
|           | <u>101,757</u>             | <u>1,209,892</u>         | <u>1,311,649</u>            | <u>954,904</u>              |

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**2. DONATIONS AND LEGACIES - continued**

Grants received, included in the above, are as follows:

|   | 2021             | 2020           |
|---|------------------|----------------|
|   | £                | £              |
| Baring Foundation - Disability Justice      | -                | 45,302         |
| City Bridge Trust - Making it work          | 154,000          | 201,939        |
| EQHRC - Disability Justice Resource Project | -                | 13,270         |
| Three Guineas Trust                         | 181,000          | 181,000        |
| Merton CIL T4L                              | 8,610            | 8,358          |
| Arts Council England                        | 13,560           | 16,951         |
| Network For Social Change                   | -                | 18,000         |
| NLCF - Lived Experience                     | 21,187           | 40,748         |
| NLCF - Hate Crime                           | 105,594          | 118,438        |
| Trust For London - SVRR                     | 52,500           | 46,000         |
| Trust For London - Stronger Voices          | 79,390           | 79,638         |
| City Bridge Trust - London Funders          | 15,000           | -              |
| City Bridge Trust - Follow on Support       | 37,500           | -              |
| City Bridge Trust - Stepping Stones         | 50,000           | -              |
| City Bridge Trust - LCRF                    | 59,616           | -              |
| Greater London Authority                    | 50,000           | -              |
| National Emergency Trust                    | 199,197          | -              |
| NLCF - DPO Development                      | 89,600           | -              |
| NLCF - Catalyst                             | 12,138           | -              |
| Three Guineas - COVID Support grant         | 81,000           | -              |
|   | <u>1,209,892</u> | <u>769,644</u> |

**3. CHARITABLE ACTIVITIES COSTS**

|                   | Unrestricted  | Restricted       | 2021             | 2020           |
|-------------------|---------------|------------------|------------------|----------------|
|                   | Funds         | Funds            | Total            | Total          |
|                   | £             | £                | £                | £              |
| Support of DDPO's | 18,085        | 1,038,533        | 1,056,618        | 880,885        |
| Support costs     | 3,866         | 6,304            | 10,170           | 10,924         |
|                   | <u>21,951</u> | <u>1,044,837</u> | <u>1,066,788</u> | <u>891,809</u> |

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**4. SUPPORT COSTS**

|                   |   |
|-------------------|---|
|                   | Governance<br>costs<br>£<br><u>10,170</u> |
| Support of DDPO's |   |

**5. NET INCOME/(EXPENDITURE)**

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

|                             | 2021         | 2020         |
|-----------------------------|--------------|--------------|
|                             | £            | £            |
| Auditors' remuneration      | 3,480        | 3,200        |
| Depreciation - owned assets | <u>2,453</u> | <u>2,573</u> |

**6. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Trustees' expenses**

One trustee received travel and access expenses of £324 during the year (2017: £879).

**7. STAFF COSTS**

|                       | 2021           | 2020           |
|-----------------------|----------------|----------------|
|                       | £              | £              |
| Wages and salaries    | 377,542        | 358,117        |
| Social security costs | 32,112         | 32,740         |
| Other pension costs   | <u>16,982</u>  | <u>17,605</u>  |
|                       | <u>426,636</u> | <u>408,462</u> |

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

|                      | 2021      | 2020      |
|----------------------|-----------|-----------|
| Delivery staff       | 14        | 11        |
| Administrative staff | <u>4</u>  | <u>2</u>  |
|                      | <u>18</u> | <u>13</u> |

No employees received emoluments in excess of £60,000.

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**7. STAFF COSTS - continued**

**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 £65,323 (2020:£63,013).

**8. TANGIBLE FIXED ASSETS**

|                       | Fixtures<br>and<br>fittings<br>£ |
|-----------------------|----------------------------------|
| <b>COST</b>           |                                  |
| At 1 April 2020       | 35,139                           |
| Additions             | <u>5,220</u>                     |
| At 31 March 2021      | <u>40,359</u>                    |
| <b>DEPRECIATION</b>   |                                  |
| At 1 April 2020       | 22,402                           |
| Charge for year       | <u>2,453</u>                     |
| At 31 March 2021      | <u>24,855</u>                    |
| <b>NET BOOK VALUE</b> |                                  |
| At 31 March 2021      | <u>15,504</u>                    |
| At 31 March 2020      | <u>12,737</u>                    |

**9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                                | 2021          | 2020          |
|--------------------------------|---------------|---------------|
|                                | £             | £             |
| Trade debtors                  | 35,163        | 6,310         |
| Prepayments and accrued income | <u>56,530</u> | <u>23,916</u> |
|                                | <u>91,693</u> | <u>30,226</u> |

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

|                                 | 2021           | 2020          |
|---------------------------------|----------------|---------------|
|                                 | £              | £             |
| Trade creditors                 | 60,906         | 17,930        |
| Social security and other taxes | 9,328          | 10,218        |
| Other creditors                 | 2,359          | 2,271         |
| Accruals and deferred income    | <u>158,361</u> | <u>42,392</u> |
|                                 | <u>230,954</u> | <u>72,811</u> |

Included in the above figure of £158,361 is deferred income of:

|                           | 2021          | 2020          |
|---------------------------|---------------|---------------|
|                           | £             | £             |
| At 1 April 2020           | 30,520        | 187,747       |
| Amount released to income | (30,520)      | (187,747)     |
| Amount deferred in year   | <u>99,738</u> | <u>30,520</u> |
| At 31 March 2021          | <u>99,738</u> | <u>30,520</u> |

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**11. MOVEMENT IN FUNDS**

|  | At 1/4/20             | Net<br>movement<br>in funds | At<br>31/3/21         |
|--|-----------------------|-----------------------------|-----------------------|
|  | £                     | £                           | £                     |
| <b>Unrestricted funds</b>                      |                       |                             |                       |
| General fund                                   | 218,906               | 69,774                      | 288,680               |
| <b>Restricted funds</b>                        |                       |                             |                       |
| City Bridge Trust - Making it work             | 17,399                | 4,394                       | 21,793                |
| EQHRC - Disability Justice Resource<br>Project | 11,040                | (11,040)                    | -                     |
| Three Guineas Trust                            | 7,677                 | 8,849                       | 16,526                |
| Merton CIL T4L                                 | 4,214                 | 309                         | 4,523                 |
| Matrix (Prism Gift Fund)                       | 4,513                 | (4,513)                     | -                     |
| Crowd Justice Funding                          | 9,570                 | -                           | 9,570                 |
| Arts Council England                           | 2,337                 | 6,895                       | 9,232                 |
| Network For Social Change                      | 2,000                 | (2,000)                     | -                     |
| NLCF - Lived Experience Leadership             | 7,869                 | (1,598)                     | 6,271                 |
| NLCF - Hate Crime                              | 29,694                | 16,632                      | 46,326                |
| Trust For London - SVRR                        | 4,364                 | (709)                       | 3,655                 |
| Trust For London - Stronger Voices             | 17,110                | (2,900)                     | 14,210                |
| Other income                                   | 9,208                 | (9,208)                     | -                     |
| CBT - London Funders                           | -                     | 12,755                      | 12,755                |
| CBT - Stepping Stones                          | -                     | 45,040                      | 45,040                |
| CBT - LCRF                                     | -                     | 37,981                      | 37,981                |
| Greater London Authority                       | -                     | 26,665                      | 26,665                |
| National Emergency Trust                       | -                     | 26,150                      | 26,150                |
| NLCF - DPO Development                         | -                     | 30,676                      | 30,676                |
| Three Guineas - COVID support                  | -                     | 14,631                      | 14,631                |
|  | <u>126,995</u>        | <u>199,009</u>              | <u>326,004</u>        |
| <b>TOTAL FUNDS</b>                             | <u><u>345,901</u></u> | <u><u>268,783</u></u>       | <u><u>614,684</u></u> |

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**11. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

|  | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Movement<br>in funds<br>£ |
|--|----------------------------|----------------------------|---------------------------|
| <b>Unrestricted funds</b>  |                            |                            |                           |
| General fund   | 125,679                    | (55,905)                   | 69,774                    |
| <b>Restricted funds</b>  |                            |                            |                           |
| Baring Foundation  | (9,904)                    | 9,904                      | -                         |
| City Bridge Trust - Making it work                                   | 154,000                    | (149,606)                  | 4,394                     |
| EQHRC - Disability Justice Resource<br>Project                       | -                          | (11,040)                   | (11,040)                  |
| Three Guineas Trust  | 181,000                    | (172,151)                  | 8,849                     |
| Merton CIL T4L   | 8,610                      | (8,301)                    | 309                       |
| Matrix (Prism Gift Fund)   | -                          | (4,513)                    | (4,513)                   |
| Arts Council England   | 13,560                     | (6,665)                    | 6,895                     |
| Barings Foundation - Disability Justice<br>Network For Social Change | 9,904                      | (9,904)                    | -                         |
|  | -                          | (2,000)                    | (2,000)                   |
| NLCF - Lived Experience Leadership                                   | 21,187                     | (22,785)                   | (1,598)                   |
| NLCF - Hate Crime  | 105,594                    | (88,962)                   | 16,632                    |
| Trust For London - SVRR  | 52,500                     | (53,209)                   | (709)                     |
| Trust For London - Stronger Voices                                   | 79,390                     | (82,290)                   | (2,900)                   |
| Other income   | -                          | (9,208)                    | (9,208)                   |
| CBT - London Funders   | 15,000                     | (2,245)                    | 12,755                    |
| CBT - Follow on Support  | 37,500                     | (37,500)                   | -                         |
| CBT - Stepping Stones  | 50,000                     | (4,960)                    | 45,040                    |
| CBT - LCRF   | 59,616                     | (21,635)                   | 37,981                    |
| Greater London Authority   | 50,000                     | (23,335)                   | 26,665                    |
| National Emergency Trust   | 199,197                    | (173,047)                  | 26,150                    |
| NLCF - DPO Development   | 89,600                     | (58,924)                   | 30,676                    |
| NLCF - Catalyst  | 12,138                     | (12,138)                   | -                         |
| Three Guineas - COVID support  | 81,000                     | (66,369)                   | 14,631                    |
|  | <u>1,209,892</u>           | <u>(1,010,883)</u>         | <u>199,009</u>            |
| <b>TOTAL FUNDS</b>   | <u><u>1,335,571</u></u>    | <u><u>(1,066,788)</u></u>  | <u><u>268,783</u></u>     |

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

|  | At 1/4/19<br>£ | Net<br>movement<br>in funds<br>£ | At<br>31/3/20<br>£ |
|--|----------------|----------------------------------|--------------------|
| <b>Unrestricted funds</b>                      |                |                                  |                    |
| General fund                                   | 214,117        | 4,789                            | 218,906            |
| <b>Restricted funds</b>                        |                |                                  |                    |
| Baring Foundation                              | 3,031          | (3,031)                          | -                  |
| City Bridge Trust - Making it work             | 10,143         | 7,256                            | 17,399             |
| EQHRC - Disability Justice Resource<br>Project | -              | 11,040                           | 11,040             |
| Three Guineas Trust                            | 21,680         | (14,003)                         | 7,677              |
| Merton CIL T4L                                 | 740            | 3,474                            | 4,214              |
| Matrix (Prism Gift Fund)                       | 4,513          | -                                | 4,513              |
| Crowd Justice Funding                          | 9,570          | -                                | 9,570              |
| Arts Council England                           | -              | 2,337                            | 2,337              |
| Network For Social Change                      | -              | 2,000                            | 2,000              |
| NLCF - Lived Experience Leadership             | -              | 7,869                            | 7,869              |
| NLCF - Hate Crime                              | -              | 29,694                           | 29,694             |
| Trust For London - SVRR                        | -              | 4,364                            | 4,364              |
| Trust For London - Stronger Voices             | -              | 17,110                           | 17,110             |
| Other income                                   | -              | 9,208                            | 9,208              |
|  | <u>49,677</u>  | <u>77,318</u>                    | <u>126,995</u>     |
| <b>TOTAL FUNDS</b>                             | <u>263,794</u> | <u>82,107</u>                    | <u>345,901</u>     |

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**11. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

|  | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Movement<br>in funds<br>£ |
|--|----------------------------|----------------------------|---------------------------|
| <b>Unrestricted funds</b>                      |                            |                            |                           |
| General fund                                   | 195,064                    | (190,275)                  | 4,789                     |
| <b>Restricted funds</b>                        |                            |                            |                           |
| Baring Foundation                              | 45,302                     | (48,333)                   | (3,031)                   |
| City Bridge Trust - Making it work             | 201,939                    | (194,683)                  | 7,256                     |
| EQHRC - Disability Justice Resource<br>Project | 13,270                     | (2,230)                    | 11,040                    |
| Three Guineas Trust                            | 181,000                    | (195,003)                  | (14,003)                  |
| Merton CIL T4L                                 | 8,358                      | (4,884)                    | 3,474                     |
| Arts Council England                           | 16,951                     | (14,614)                   | 2,337                     |
| Network For Social Change                      | 18,000                     | (16,000)                   | 2,000                     |
| NLCF - Lived Experience Leadership             | 40,748                     | (32,879)                   | 7,869                     |
| NLCF - Hate Crime                              | 118,438                    | (88,744)                   | 29,694                    |
| Trust For London - SVRR                        | 46,000                     | (41,636)                   | 4,364                     |
| Trust For London - Stronger Voices             | 79,638                     | (62,528)                   | 17,110                    |
| Other income                                   | 9,208                      | -                          | 9,208                     |
|  | <u>778,852</u>             | <u>(701,534)</u>           | <u>77,318</u>             |
| <b>TOTAL FUNDS</b>                             | <u>973,916</u>             | <u>(891,809)</u>           | <u>82,107</u>             |

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**11. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

|                                    | At 1/4/19<br>£ | Net<br>movement<br>in funds<br>£ | At<br>31/3/21<br>£ |
|------------------------------------|----------------|----------------------------------|--------------------|
| <b>Unrestricted funds</b>          |                |                                  |                    |
| General fund                       | 214,117        | 74,563                           | 288,680            |
| <b>Restricted funds</b>            |                |                                  |                    |
| Baring Foundation                  | 3,031          | (3,031)                          | -                  |
| City Bridge Trust - Making it work | 10,143         | 11,650                           | 21,793             |
| Three Guineas Trust                | 21,680         | (5,154)                          | 16,526             |
| Merton CIL T4L                     | 740            | 3,783                            | 4,523              |
| Matrix (Prism Gift Fund)           | 4,513          | (4,513)                          | -                  |
| Crowd Justice Funding              | 9,570          | -                                | 9,570              |
| Arts Council England               | -              | 9,232                            | 9,232              |
| NLCF - Lived Experience Leadership | -              | 6,271                            | 6,271              |
| NLCF - Hate Crime                  | -              | 46,326                           | 46,326             |
| Trust For London - SVRR            | -              | 3,655                            | 3,655              |
| Trust For London - Stronger Voices | -              | 14,210                           | 14,210             |
| CBT - London Funders               | -              | 12,755                           | 12,755             |
| CBT - Stepping Stones              | -              | 45,040                           | 45,040             |
| CBT - LCRF                         | -              | 37,981                           | 37,981             |
| Greater London Authority           | -              | 26,665                           | 26,665             |
| National Emergency Trust           | -              | 26,150                           | 26,150             |
| NLCF - DPO Development             | -              | 30,676                           | 30,676             |
| Three Guineas - COVID support      | -              | 14,631                           | 14,631             |
|                                    | <u>49,677</u>  | <u>276,327</u>                   | <u>326,004</u>     |
| <b>TOTAL FUNDS</b>                 | <u>263,794</u> | <u>350,890</u>                   | <u>614,684</u>     |

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

|  | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Movement<br>in funds<br>£ |
|--|----------------------------|----------------------------|---------------------------|
| <b>Unrestricted funds</b>  |                            |                            |                           |
| General fund   | 320,743                    | (246,180)                  | 74,563                    |
| <b>Restricted funds</b>  |                            |                            |                           |
| Baring Foundation  | 35,398                     | (38,429)                   | (3,031)                   |
| City Bridge Trust - Making it work                                   | 355,939                    | (344,289)                  | 11,650                    |
| EQHRC - Disability Justice Resource<br>Project                       | 13,270                     | (13,270)                   | -                         |
| Three Guineas Trust  | 362,000                    | (367,154)                  | (5,154)                   |
| Merton CIL T4L   | 16,968                     | (13,185)                   | 3,783                     |
| Matrix (Prism Gift Fund)   | -                          | (4,513)                    | (4,513)                   |
| Arts Council England   | 30,511                     | (21,279)                   | 9,232                     |
| Barings Foundation - Disability Justice<br>Network For Social Change | 9,904                      | (9,904)                    | -                         |
| NLCF - Lived Experience Leadership                                   | 18,000                     | (18,000)                   | -                         |
| NLCF - Hate Crime  | 61,935                     | (55,664)                   | 6,271                     |
| Trust For London - SVRR  | 224,032                    | (177,706)                  | 46,326                    |
| Trust For London - Stronger Voices                                   | 98,500                     | (94,845)                   | 3,655                     |
| Other income   | 159,028                    | (144,818)                  | 14,210                    |
| CBT - London Funders   | 9,208                      | (9,208)                    | -                         |
| CBT - Follow on Support  | 15,000                     | (2,245)                    | 12,755                    |
| CBT - Stepping Stones  | 37,500                     | (37,500)                   | -                         |
| CBT - LCRF   | 50,000                     | (4,960)                    | 45,040                    |
| Greater London Authority   | 59,616                     | (21,635)                   | 37,981                    |
| National Emergency Trust   | 50,000                     | (23,335)                   | 26,665                    |
| NLCF - DPO Development   | 199,197                    | (173,047)                  | 26,150                    |
| NLCF - Catalyst  | 89,600                     | (58,924)                   | 30,676                    |
| Three Guineas - COVID support  | 12,138                     | (12,138)                   | -                         |
|  | <u>81,000</u>              | <u>(66,369)</u>            | <u>14,631</u>             |
|  | <u>1,988,744</u>           | <u>(1,712,417)</u>         | <u>276,327</u>            |
| <b>TOTAL FUNDS</b>   | <u><u>2,309,487</u></u>    | <u><u>(1,958,597)</u></u>  | <u><u>350,890</u></u>     |

#### City Bridge Trust - Making It Work

Inclusion London continued receiving funding from City Bridge Trust to run the Making It Work project that builds the capacity of DDPOs to provide employment support services that will reduce the barriers of employment and develop new recruitment routes for Disabled people. The funding was over 5 years and a further £154,000 was received this financial year (year 4 funding cycle) for Making it Work project.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 11. MOVEMENT IN FUNDS - continued

##### **Baring Foundation - Disability Justice Project**

Baring Foundation funded remaining work on the Disability Justice Project to build DDPOs capacity to use the law and human rights approach to tackle discrimination experienced by Deaf and Disabled people. No extra funding was received during the period and £9,904 was a deferred income from prior year.

##### **Three Guineas Trust**

Three Guineas Trust continued funding Inclusion London for the last three years and a further £181,000 was received during the year for three inter linked projects:

- to support DDPOs capacity to tackle Hate Crime and violence against disabled people
- to strengthen DDPO's policy campaign and access to justice work.
- to strengthen DDPO's infrastructure support.

##### **Merton CIL T4L**

Merton CIL funded by Trust for London to tackle hate crime and violence against Disabled people continued in its third and final year funding and £8,610 was received during the period.

##### **Arts Council National Lottery Project Grant-Supported Pathways**

The Arts Council England awarded £33,901 grant for provide additional support to Making It Work project supported internship in creative industries which aimed to support young people with learning difficulties to gain skills needed to get paid work in the creative industries. The programme included employability skills sessions and work placements with employers, such as the National Theatre, the Royal Opera House and the British Film Institute. A further £13,560 funding was received during the year for supported Pathways Project.

##### **National Lottery Community Fund - Lived Experience Leadership**

The National Lottery Community Fund (NLCF) awarded £49,936 grant for a "Leaders with lived experience" pilot project over 2 years. The project aims to develop and test an innovative user-designed approach to supporting new Deaf and Disabled leaders within the disability rights movement, using "test and learn" approach where Deaf /Disabled people learn leadership skills by leading actual change in their organisations. During the year £21,187 funding was received with respect to this project.

##### **National Lottery Community Fund - Hate Crime**

The National Lottery awarded a partnership grant of £487,780 over 5 years for the period April 2019 to March 2023. Funding is to enable a partnership of DPPOs supported by Inclusion London, to build their DDPO skills, resources and capacity to tackle disability hate crime across London and support Disabled victims of Hate crime and a further £105,594 funding was received during the year.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 11. MOVEMENT IN FUNDS - continued

##### **Trust for London (SVRR)- Strengthening Voices, Realising Rights Initiative**

Trust for London commissioned Inclusion London over three years for the period April 2019 to March 2022 to provide a range of specialist advice training and capacity building support to DDPO's receiving SVRR funding to run advice services organisations. The contract is worth £138, 000 over the 3 years.

##### **Trust for London - Stronger Voices**

Trust for London awarded a £240,000 grant over three years for the period April 2019 to March 2022 to provide a range of campaign and social advocacy support to DDPOs and campaign groups with a focus on supporting DDPOs to carry out effective influencing and campaigning on social welfare, independent living and employment issues.

##### **City Bridge Trust - London Funders**

A one-off grant of £15,000 was received from City Bridge Trust to work with London Community Response Fund and its members and stakeholders to provide a range of support to maximum take up of funding opportunities by DDPOs in London.

##### **City Bridge Trust - Follow on Support**

£100,000 grant over two years to provide follow-on support for young people completing Supported Internships, in conjunction with the on-going project, Making It Work, also funded by City Bridge Trust. The funding period covers between 1st of August 2020 to 31st July 2022.

##### **City Bridge Trust - Stepping Stones**

During the financial year, £50,000 grant was awarded to Inclusion London to engage consultants to review current Disability Equality training products, carry out recommendations to upgrade our training resources and prepare a detailed business plan, enabling the charity to apply for social investment.

##### **City Bridge Trust - LCRF**

£49,616 restricted fund was received during the year from London Community Response Fund administered by City Bridge Trust towards the costs of the Follow-On employment support service for young disabled adults.

##### **Greater London Authority: Roots Fund**

Inclusion London was awarded £100,000 over two years to develop and deliver the 'With Us' project to build the intersectional and co-production skills and capacity of the DDPO sector.

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

#### 11. MOVEMENT IN FUNDS - continued

##### **National Emergency Trust –**

Inclusion London was lead partner for England in setting up, co-ordinating and project managing the Disabled People's Organisations Covid-19 Emergency Fund from the National Emergencies Trust (NET) working with 7 regional partners across England. A total of £240,600 was received from NET during the year which was distributed to England regional sub-partners £173,047 and associated costs and £41,403 to cover Inclusion London project management and fund administration costs. £26,150 has been carried forward due for regional and sub-partners at the end of the financial year.

##### **NLCF (National Lottery Community Fund)- DPO Development -**

£89,600 restricted fund was received from NLCF for research into DDPO sector needs in response to the covid-19 crisis. Inclusion London worked to work with a range of Disabled consultants and DDPOs across regions of England to carry out in-depth regional research on the state of the sector including mapping current DDPOs and identifying the organisational, capacity building, leadership, voice, representation and policy needs of DDPOs.

##### **NLCF (National Lottery Community Fund) - Catalyst -**

The Development Programme of the Catalyst and The National Lottery Community Fund COVID-19 Digital Response awarded Inclusion London £12,138 restricted fund during the year to develop micro site to fully connect it with Inclusion London's website so that it is easy for DDPO's to find and use it.

##### **Three Guineas - COVID support -**

Three Guineas Trust have awarded Inclusion London a grant of £81,000 during the year to support Deaf and disabled people's organisations' responses to the coronavirus pandemic to support additional campaigns, justice and policy capacity, DDPO organisational support, and operational support or to similar costs incurred as a result of responding to the coronavirus pandemic.

#### 12. EMPLOYEE BENEFIT OBLIGATIONS

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £17,605 (2019£13,927).

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**13. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2021.

**14. LIMITED BY GUARANTEE**

London Inclusion is a charitable company limited by guarantee. In the event of the charity being wound up members' liability is limited to £1.