

REGISTERED COMPANY NUMBER: 06729420 (England and Wales)
REGISTERED CHARITY NUMBER: 1157376

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022
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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FOR THE YEAR ENDED 31 MARCH 2022**

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INCLUSION LONDON

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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 2022. 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 2021 to March 2022 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 as well as expand into new thematic areas of work including work on the de-institutionalisation of Disabled people, support to DDPOs to speak out on housing issues and developing training and resources to support our sector to become more intersectional in its work. We continued to enable DDPOs to have a regional, national and international voice and influencing role on disability equality issues through our grassroots campaigning and the setting up and support of strategic forums where DDPOs and policymakers work together. We also produced a national 'state of the sector' report on DDPOs and co-produced our new three year Strategic Business plan. All our work over the year was made possible by funding from Three Guineas Trust, Trust for London, National Lottery Community Fund, 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 and current cost of living crisis.

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 human rights, needs and aspirations of all Disabled people are met, disabling and structural barriers removed and appropriate resources and support are provided.
- 2. Support and strengthen DDPOs:** To provide a range of accessible business and organisational support services that build the skills, knowledge, reach, capacity and sustainability of London DDPOs and the people working in our sector.
- 3. Building our movement:** To provide a range of disability equality, intersectional and co-production capacity building support to enable DDPOs to reach and empower more Disabled people; be more representative and inclusive of marginalised / intersectional groups of Disabled people including people who experience disabling barriers but do not identify as being disabled; increase Disabled people's involvement, influence and leadership within DDPOs and the wider community and to build the understanding and profile of DDPOs and the unique contribution DDPOs make to London and society.

INCLUSION LONDON

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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 disability equality issues and the needs, views, experiences and aspirations of Disabled Londoners. Specific achievements over the year included:

- Establishing a new area of work supporting DDPOs to carry out policy, voice and campaigning work on housing issues.
- Setting up a 'National Scrap Care Charges' campaign, which now has 43 grassroots campaigners and organisations as members. This campaign mobilised 4,566 people to write to their MPs and 2,304 to individuals to sign a petition asking them to lobby to make social care, free and, as an interim step, to raise the Minimum Income Guarantee (MIG). Since this campaigning the government has increased the MIG, for the first time since 2015. This MIG increase means Disabled people get to keep around £220 extra per year in their pocket.
- Setting up publicity for the Scrap Social Care Charging campaign, with the [website](#) with information and links to campaigning groups; Tax on Disability [film](#) and short clips. The film has had 5k views on YouTube and 91k impressions on social media.
- Initiating joint working among DDPOs in England to create a stronger more united voice to influence the social care reform debate. Together with other DDPOs we developed a shared set of key principles that any social care reform should be based on which reflect our UNCRDP independent living vision. We have shared these principles with the Secretary of State for Health and Social Care and have set up a DPO social care sub group of DPO forum England, which is coordinating our joint campaigning on social care reform.
- Supporting the pre-action legal work to challenge the National Disability Strategy. Four Disabled people as a result got legal aid to challenge the strategy and the court then ruled then that the strategy was unlawful because the government failed to adequately consult with Disabled people.
- Produced a shadow civil society report for the UN Disability Committees periodic review of the UK government which gathered and collated hundreds of pages of evidence and lived experience testimony from DDPOs and Disabled people across England.
- Supported both the GLA and DPPOs to run the GLA DDPO Stakeholder forum
- Supported the DPO Forum England and represented the forum at regular meetings with Ministers for Disabled people and the Disability Unit
- Gave oral evidence to the Work and Pensions select committee on the reform of health assessments for benefits

Strategic capacity building support to London's DDPO's

We continued to deliver bespoke capacity building support to over 70 London DDPOs Specific achievements included:

- Producing the ‘Understanding the needs of DPOs in England’ state of the sector report which involved working with seven DDPOs across England to carry out research on the needs and experiences of DPOs and our strategic vision and proposals for strengthening and supporting our sector.
- Working with DDPOs to gather evidence on Disabled Londoners experience of policing and producing our [Poor Police Response Report: Disabled Victims of hate crime - Inclusion London](#) . This report led to us giving evidence at the London Assembly and also resulted in a newly formed working group with the Metropolitan Police Service, co-chaired by Inclusion London, to look at ways to improve services and responses under current legislation.
- Developing, piloting and delivering new intersectional training for the DDPO sector, through our ‘With Us’ intersectional project that will help build the capacity of our sector to better understand and embed intersectional approaches in our work.
- Capturing learning from our Making it Work employment support project and producing a range of bespoke employment and peer support resources for DDPOs
- Continued work with key Charitable Trust funders to increase awareness, amongst funders, of disability as a social justice/human rights issue and more awareness of DDPOs as distinct from non user-led disability charities. This awareness has translated into funders explicitly prioritising user-led equity organisations, including DDPOs, in funding programmes and as a result has increased access by DDPOs to Charitable Trust funding.

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 2022

Financial review

Financial position

The financial position of the charity at the year-end is set out on page 14. Inclusion London's total income for the financial year was £1,031,343. Our expenditure totalled £1,019,235 and our unrestricted reserve stood at £320,461.

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 £626,792 of which £306,331 represented restricted reserves.

The Trustee's reserves policy in accordance with 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 2021/22's expenditure, the monthly operating costs (excluding sub-contractor costs) amount to circa £54,000. The charity's total free reserves, excluding tangible fixed assets, at 31st March 2022 amounted to £307,378 (2021 £273,176). The trustees are taking steps to increase and maintain free reserves to the desired level.

INCLUSION LONDON

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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 carried out extensive engagement with DDPOs to develop our next three year Strategic business plan (2022 to 2025) which consolidates and develops the work we have been doing over the last 3 years to meet the needs of our sector. 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 2022-23 will focus on consolidating and developing our DDPO organisational capacity building and our campaigns, justice and policy work. Key areas of activity include:

- Building the capacity of London DDPOs to make effective housing advice, voice, influencing and campaign interventions
- Delivering our pilot Free Our People Campaign Now project that will support Disabled people and DDPOs to become advocates and allies to Disabled inpatients with autism and learning difficulties and support each other to better challenge detainment and help secure appropriate support in the community.
- Increasing the collective voice and influence of DDPOs working on Hate crime issues, victim support and the criminal justice system.
- Securing funding to strategically tackle the recruitment and leadership crisis within DDPOs and increase the leadership opportunities, support and skills of Disabled people working in the DDPO sector.
- Securing funding to deliver a movement building programme of disability equality, intersectional and co-production training and peer support to the DDPO sector.
- Improving understanding & data on DDPO sector needs through increased data and research capacity.
- Increasing core business and organisational skills of DDPOs through securing funding to develop, commission and deliver bespoke training and support

INCLUSION LONDON

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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 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

06729420 (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 2022

Trustees

Valerie Charbit
Tara Flood (resigned 22.2.22)
Paul Hawkins
Justine Jones
Anne Novis (resigned 22.2.22)
Paul Ntulila (resigned 22.6.21)
Faisal Yusuf (resigned 22.2.22)
Thomas Adam Lichy
Aisling Gallagher (appointed 22.2.22)
Adam Gabsi (appointed 22.2.22)

Company Secretary

Tracey 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 2022**

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 **25 January 2023** 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 2022 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 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, 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.

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

We obtained an understanding of the legal and regulatory 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, Charities Act 2013, Charity SORP FRS 102, UK GAAP (FRS102) 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 design effectiveness of the controls in place to prevent and detect fraud;
- * 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. 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: 26 January 2023

INCLUSION LONDON

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	54,429	960,751	1,015,180	1,311,649
Other income		<u>16,163</u>	<u>-</u>	<u>16,163</u>	<u>23,922</u>
Total		<u>70,592</u>	<u>960,751</u>	<u>1,031,343</u>	<u>1,335,571</u>
 EXPENDITURE ON					
Charitable activities	3				
Support of DDPO's		38,811	980,424	1,019,235	1,066,788
NET INCOME/(EXPENDITURE)		31,781	(19,673)	12,108	268,783
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>288,680</u>	<u>326,004</u>	<u>614,684</u>	<u>345,901</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>320,461</u></u>	<u><u>306,331</u></u>	<u><u>626,792</u></u>	<u><u>614,684</u></u>

The notes form part of these financial statements

INCLUSION LONDON

**STATEMENT OF FINANCIAL POSITION
31 MARCH 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	8	13,083	-	13,083	15,504
CURRENT ASSETS					
Debtors	9	24,050	-	24,050	91,693
Cash at bank		<u>560,983</u>	<u>306,331</u>	<u>867,314</u>	<u>738,441</u>
		585,033	306,331	891,364	830,134
CREDITORS					
Amounts falling due within one year	10	(277,655)	-	(277,655)	(230,954)
		<u>307,378</u>	<u>306,331</u>	<u>613,709</u>	<u>599,180</u>
NET CURRENT ASSETS					
		<u>320,461</u>	<u>306,331</u>	<u>626,792</u>	<u>614,684</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>320,461</u>	<u>306,331</u>	<u>626,792</u>	<u>614,684</u>
NET ASSETS					
		<u>320,461</u>	<u>306,331</u>	<u>626,792</u>	<u>614,684</u>
FUNDS					
	11			320,461	288,680
Unrestricted funds				<u>306,331</u>	<u>326,004</u>
Restricted funds				<u>626,792</u>	<u>614,684</u>
TOTAL FUNDS					
				<u>626,792</u>	<u>614,684</u>

The financial statements were approved by the Board of Trustees and authorised for issue on **25 January 2023** 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 2022**

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	<u>131,725</u>	<u>367,912</u>
Net cash provided by operating activities		<u>131,725</u>	<u>367,912</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(2,852)</u>	<u>(5,220)</u>
Net cash used in investing activities		<u>(2,852)</u>	<u>(5,220)</u>
<hr/>			
Change in cash and cash equivalents in the reporting period		128,873	362,692
Cash and cash equivalents at the beginning of the reporting period		<u>738,441</u>	<u>375,749</u>
Cash and cash equivalents at the end of the reporting period		<u><u>867,314</u></u>	<u><u>738,441</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 2022**

1.	RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES		
	2022	2021	
	£	£	
	Net income for the reporting period (as per the Statement of Financial Activities)	12,108	268,783
	Adjustments for:		
	Depreciation charges	4,116	2,453
	Loss on disposal of fixed assets	1,156	-
	Decrease/(increase) in debtors	67,644	(61,467)
	Increase in creditors	<u>46,701</u>	<u>158,143</u>
	Net cash provided by operations	<u><u>131,725</u></u>	<u><u>367,912</u></u>
2.	ANALYSIS OF CHANGES IN NET FUNDS		
	At 1/4/21	Cash flow	At 31/3/22
	£	£	£
	Net cash		
	Cash at bank	<u>738,441</u>	<u>128,873</u>
		<u>867,314</u>	
		<u>738,441</u>	<u>128,873</u>
		<u>867,314</u>	
	Total	<u><u>738,441</u></u>	<u><u>128,873</u></u>
		<u><u>867,314</u></u>	

The notes form part of these financial statements

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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

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

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.

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.

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES - continued

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 funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Donations	48,432	-	48,432	101,757
Grants	<u>5,997</u>	<u>960,751</u>	<u>966,748</u>	<u>1,209,892</u>
	<u>54,429</u>	<u>960,751</u>	<u>1,015,180</u>	<u>1,311,649</u>

INCLUSION LONDON

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

2. DONATIONS AND LEGACIES - continued

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

	2022	2021
	£	£
Baring Foundation - Disability Justice	9,306	-
City Bridge Trust - Making it work	157,250	154,000
Three Guineas Trust	186,000	181,000
Merton CIL T4L	-	8,610
Arts Council England	-	13,560
Network For Social Change	19,292	-
NLCF - Lived Experience	-	21,187
NLCF - Hate Crime	115,939	105,594
Trust For London - SVRR	52,500	52,500
Trust For London - Stronger Voices	80,972	79,390
City Bridge Trust - London Funders	-	15,000
City Bridge Trust - Follow on Support	50,000	37,500
City Bridge Trust - Stepping Stones	-	50,000
City Bridge Trust - LCRF	-	59,616
Greater London Authority	65,000	50,000
National Emergency Trust	-	199,197
NLCF - DPO Development	-	89,600
NLCF - Catalyst	14,999	12,138
Three Guineas - COVID Support grant	50,000	81,000
City Bridge Trust - Cornerstone	25,000	-
City Bridge Trust - CTC	76,570	-
City Bridge Trust - LCRF	50,000	-
EQHRC - DJP	13,920	-
	<u>966,748</u>	<u>1,209,892</u>

INCLUSION LONDON

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

3. CHARITABLE ACTIVITIES COSTS

	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	£	£	£	£
Support of DDPO's	37,911	975,166		1,056,618
Support costs	<u>900</u>	<u>5,258</u>	<u>6,158</u>	<u>10,170</u>
	<u><u>38,811</u></u>	<u><u>980,424</u></u>	<u><u>1,019,235</u></u>	<u><u>1,066,788</u></u>

4. SUPPORT COSTS

	Governance costs £
Support of DDPO's	<u>6,158</u>

5. NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Auditors' remuneration	3,900	3,480
Depreciation - owned assets	4,117	2,453
Deficit on disposal of fixed assets	<u>1,156</u>	<u>-</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

Three trustees received travel and access expenses of £2,235 during the year (2021: £324 was paid to one trustee).

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

7. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	439,525	377,542
Social security costs	38,784	32,112
Other pension costs	<u>19,831</u>	<u>16,982</u>
	<u>498,140</u>	<u>426,636</u>

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

	2022	2021
Delivery staff	12	14
Administrative staff	<u>3</u>	<u>4</u>
	<u>15</u>	<u>18</u>

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

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 £66,639 (2021:£65,323).

INCLUSION LONDON

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

8. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2021	40,359
Additions	2,852
Disposals	<u>(20,725)</u>
At 31 March 2022	<u>22,486</u>
DEPRECIATION	
At 1 April 2021	24,855
Charge for year	4,117
Eliminated on disposal	<u>(19,569)</u>
At 31 March 2022	<u>9,403</u>
NET BOOK VALUE	
At 31 March 2022	<u><u>13,083</u></u>
At 31 March 2021	<u><u>15,504</u></u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	13,655	35,163
Prepayments and accrued income	<u>10,395</u>	<u>56,530</u>
	<u><u>24,050</u></u>	<u><u>91,693</u></u>

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	48,303	60,906
Social security and other taxes	13,072	9,328
Other creditors	2,790	2,359
Accruals and deferred income	<u>213,490</u>	<u>158,361</u>
	<u>277,655</u>	<u>230,954</u>

Included in the above figure of £213,490 is deferred income of:

	2022	2021
	£	£
At 1 April 2021	99,738	30,520
Amount released to income	(99,738)	(30,520)
Amount deferred in year	<u>180,034</u>	<u>99,738</u>
At 31 March 2022	<u>180,034</u>	<u>99,738</u>

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

11. MOVEMENT IN FUNDS

	At 1/4/21 £	Net movement in funds £	At 31/3/22 £
Unrestricted funds			
General fund	288,680	31,781	320,461
Restricted funds			
City Bridge Trust - Making it work	21,793	47,532	69,325
Three Guineas Trust	16,526	19,403	35,929
Merton CIL T4L	4,523	(2,919)	1,604
Crowd Justice Funding	9,570	-	9,570
Arts Council England	9,232	(6,997)	2,235
Barings Foundation - Disability Justice	-	(694)	(694)
Network For Social Change	-	7,252	7,252
NLCF - Lived Experience Leadership	6,271	(1,160)	5,111
NLCF - Hate Crime	46,326	(23,256)	23,070
Trust For London - SVRR	3,655	(3,655)	-
Trust For London - Stronger Voices	14,210	1,515	15,725
CBT - London Funders	12,755	-	12,755
CBT - Stepping Stones	45,040	(900)	44,140
CBT - LCRF	37,981	(37,980)	1
Greater London Authority	26,665	5,737	32,402
National Emergency Trust	26,150	(28,362)	(2,212)
NLCF - DPO Development	30,676	(21,946)	8,730
NLCF - Catalyst	-	(33)	(33)
Three Guineas - COVID support	14,631	3,617	18,248
CBT-CTC	-	12,783	12,783
CBT - LCRF Wave 5	-	10,390	10,390
	<u>326,004</u>	<u>(19,673)</u>	<u>306,331</u>
TOTAL FUNDS	<u>614,684</u>	<u>12,108</u>	<u>626,792</u>

INCLUSION LONDON

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	70,592	(38,811)	31,781
Restricted funds			
City Bridge Trust - Making it work	157,250	(109,718)	47,532
EQHRC - Disability Justice Resource Project	13,920	(13,920)	-
Three Guineas Trust	186,000	(166,597)	19,403
Merton CIL T4L	-	(2,919)	(2,919)
Arts Council England	-	(6,997)	(6,997)
Barings Foundation - Disability Justice Network For Social Change	9,306	(10,000)	(694)
NLCF - Lived Experience Leadership	19,292	(12,040)	7,252
NLCF - Hate Crime	-	(1,160)	(1,160)
NLCF - Hate Crime	115,939	(139,195)	(23,256)
Trust For London - SVRR	46,503	(50,158)	(3,655)
Trust For London - Stronger Voices	80,972	(79,457)	1,515
CBT - Follow on Support	50,000	(50,000)	-
CBT - Stepping Stones	-	(900)	(900)
CBT - LCRF	-	(37,980)	(37,980)
Greater London Authority	65,000	(59,263)	5,737
National Emergency Trust	-	(28,362)	(28,362)
NLCF - DPO Development	-	(21,946)	(21,946)
NLCF - Catalyst	14,999	(15,032)	(33)
Three Guineas - COVID support	50,000	(46,383)	3,617
CBT - Cornerstone	25,000	(25,000)	-
CBT-CTC	76,570	(63,787)	12,783
CBT - LCRF Wave 5	50,000	(39,610)	10,390
	<u>960,751</u>	<u>(980,424)</u>	<u>(19,673)</u>
TOTAL FUNDS	<u><u>1,031,343</u></u>	<u><u>(1,019,235)</u></u>	<u><u>12,108</u></u>

INCLUSION LONDON

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/20 £	Net movement in funds £	At 31/3/21 £
Unrestricted funds			
General fund	218,906	69,774	288,680
Restricted funds			
City Bridge Trust - Making it work	17,399	4,394	21,793
EQHRC - Disability Justice Resource 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>
TOTAL FUNDS	<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 2022**

11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	125,679	(55,905)	69,774
Restricted funds			
Baring Foundation	(9,904)	9,904	-
City Bridge Trust - Making it work	154,000	(149,606)	4,394
EQHRC - Disability Justice Resource 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 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>
TOTAL FUNDS	<u><u>1,335,571</u></u>	<u><u>(1,066,788)</u></u>	<u><u>268,783</u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

11. MOVEMENT IN FUNDS - continued

City Bridge Trust - Making It Work

Inclusion London continued receiving funding from City Bridge Trust to sustain and evaluate of Deaf and Disabled Peoples Organisations (DDPOs) 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 (year4 funding cycle) for Making it Work project.

Baring Foundation - Disability Justice Project

Baring Foundation continued funding during the year for Disability Justice Project for capacity building for Deaf and Disabled People Organisation in London 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 3 inter linked projects:

- to support DDPO capacity to tackle Hate Crime and violence against disabled people
- Strengthening DDPO policy campaign and access to justice.
- Strengthening 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.

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

11. MOVEMENT IN FUNDS - continued

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 DDPOs 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.

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 Deaf and Disabled Peoples Organisations (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 training products, carry out recommendations to upgrade this offer and prepare a detailed business plan, enabling the charity to apply for social investment

City Bridge Trust – LCRF wave 3

£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-

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

11. MOVEMENT IN FUNDS - continued

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.

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 DDPOs development. Inclusion London to work with a range of Disabled consultants and DDPOs in each of the six English regions (North West, North East, Midlands, East, South East & London South West) to carry out in-depth regional needs focused on organisational, capacity building, leadership, voice, representation and policy needs.

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. By making site interactive so that DDPO's can comment on use of particular digital tools on accessibility and useability.

Three Guineas - COVID support -

The trustees of 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.

City Bridge Trust – CTC grant (connecting the capital) –

CBT awarded Inclusion London £336,110 funding over five years of which £76,570 was received in this financial year for the salary of a Business Director and associated development and training activities, plus a contribution to staff capacity for shaping programme activities.

The purpose of the grant was to provide DDPOs bespoke business support and training that will increase their ability and capacity to secure funding and demonstrate & evidence the positive impact of their work on disabled people and improve Inclusion London's DDPO sector relationships to ensure needs, views and interests of London DDPOs are represented at a pan-London level and in cross sector partnership working.

INCLUSION LONDON

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

City Bridge Trust - LCRF - Wave 5

£50,000 was received from London Community Response Fund during the financial year. The purpose of this grant was to fund core costs, towards the development of a peer network support and engagement provision to DDPOs over 12 months period, so that to carry on providing support to Londoners.

City Bridge Trust - Cornerstone

During the financial year, £25,000 was received from CBT towards the development phase of a user-led partnership to develop and test strategic communications skills, messages and tools for London's DDPO organisations, to enable them to raise the profile and impact of DDPOs and support Disabled people's inclusion and human rights.

12. EMPLOYEE BENEFIT OBLIGATIONS

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £19,831 (2021 £16,982).

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

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.