

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

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023  
FOR  
INCLUSION LONDON**

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

# INCLUSION LONDON

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**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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 2023. 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 2022 to March 2023 we worked with 70 + DDPOs in London providing a range of vital DDPO capacity building support with over 1,000 attendees from DDPOs taking part in our training, events and forums, all of which were focused on supporting and strengthening DDPOs work and influence. 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. All our work over the year was made possible by funding from Three Guineas Trust, Trust for London, National Lottery Community Fund, Oak Foundation, Greater London Authority and The City Bridge Trust. This report covers this period and outlines plans for future work.

**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.

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 2023

### 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:

- successfully campaigning to ensure the new ULEZ scheme in London now includes significant concessions for Disabled Londoners.
- jointly set up and supported the Disability Poverty Campaign Group (DPCG), a coalition of DDPOs and charities working on poverty.
- co-leading a campaign to ban forced pre-payment meters in households with a Disabled person. We sent 734 letters to MPs from constituents on the issue. As a result of this work and the work of other organisations campaigning in this space, Ofgem published a new Code of Practice which effectively banned forced installation of a prepayment meter in relation to some Disabled people last year.
- creating resources to help Disabled people know their rights in the context of social care charging including developing a chat bot which will help Disabled people identify and evidence their Disability Related Expenditure and therefore to protect more of their money from being taken away in social care charges. We are now working with DDPOs and carers groups across England to support people and organisations to use the chatbot.
- co-ordinating a campaign to highlight to MPs the dire impact of social care charging debt which included 3668 individuals writing to their MPs.
- setting up and running an intensive campaign leadership programme for 11 Disabled activists.
- supporting the London campaign forum which meets quarterly and has a membership of over 140 activists.
- running a total of 50 campaigns, policy and justice training, briefings and forums for DDPOs over the year.
- successfully setting up the Free Our People Now project (FOPN) to help end the detention of Disabled people in institutions by building the confidence, skills and capacity of disabled inpatients and disabled allies to support each other to better challenge detention and secure appropriate community-based support.
- giving oral evidence to London Assembly on ULEZ, to the Women and Equalities Select Committee on the court judgment that the National Disability Strategy was unlawful and the Work and Pensions select committee on disability benefit assessments.
- facilitating monthly meetings of the national DPO Forum England which is a growing but currently unfunded network of over 40 DDPOs across England. These meetings give DDPOs the opportunity to coordinate campaigns, identify priority issues and jointly respond to policy developments.
- supporting the DPO forum's work to lobby the Minister for Disabled people and the Disability Unit to commit to regular engagement with the DPO Forum. The forum now has quarterly meetings with the Minister for Disabled People. We support DDPOs who are involved in those meetings to prepare, develop messages and specific asks for the meetings with the Minister and jointly coordinate and facilitate working between Disability Unit and the DPO forum.
- continuing to support the quarterly strategic DDPO stakeholder engagement forum with the GLA.

#### 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:

- commissioning and delivering 9 bespoke organisational training workshops for DDPOs and providing 175 hours of targeted advice, information and coaching support to DDPOs over the year.
- supporting 5 DDPOs with a successful £700,000 funding Partnership application to Propel to increase the number of Disabled people entering advice work within DDPOs and to create better career progression pathways for Disabled advice workers so they stay in our sector.
- provided funding advice and pre-application support to over 40 DDPOs.
- commissioning and co-ordinating 15 'Strengthening Voices, Realising Rights' (SVRR) training courses and peer network meetings which were attended by 165 DDPO representatives.

**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2023**

- jointly setting up and running the 'Talking about disability' project which aims to find better ways of talking about disability. Working with 7 project partners the project is creating new ways of talking about disability, harnessing the best knowledge and practice from strategic communication approaches.
- completing the DDPO Disability Hate Crime Data project, which involved researching 300 hate crime cases and reporting on our findings written up in our 'Beyond the Numbers: Supporting Victims of Disability Hate Crime' report. This, and other findings from the project, have been used for campaigning, responses to policy, and in advocating for change within hate crime and criminal justice spaces.
- publishing the 'Disability, Crime, and Hate Crime in the News' report, which explored media reporting on crime involving Disabled people, and the role this plays in perpetuating disablism. The report offers guidance to journalists on responsible reporting, and respectful reporting on Disabled victims. It includes practical advice for recognising and eliminating disablist rhetoric in crime reporting.
- 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.

## **STRATEGIC REPORT**

### **Financial review**

#### **Financial position**

The financial position of the charity at the year-end is set out on page 13. Inclusion London's total income for the financial year was £1,112,197. Our expenditure totalled £1,111,926 and our unrestricted reserve stood at £352,113.

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 £627,063 of which £274,950 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 2022/23's expenditure, the monthly operating costs (excluding sub-contractor costs) amount to circa £56,000. The charity's total free reserves, excluding tangible fixed assets, at 31st March 2023 amounted to £343,127 (2022 £307,378). 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 2023**

**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 (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.

**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**Future plans**

Work for 2024-25 will focus on consolidating and developing our DDPO organisational capacity building, our campaigns, justice and policy work and setting up new 'movement building' support. 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 supporting Disabled people and DDPOs to become advocates and allies to Disabled inpatients with autism and learning difficulties and support each other to better challenge detention and help secure appropriate support in the community.
- Setting up and rolling out our strengthened organisational capacity building training and support to DDPOs including a new leadership programme funded by Propel (City Bridge Foundation)
- Setting up our new movement building programme of disability equality, intersectional and co-production training and peer support funded by the National Lottery Community Fund
- Improving understanding & data on DDPO sector needs through increased data and research capacity.
- Rolling out guidance and learning from our 'Talking About Disability' strategic communication project to the DDPO sector.

**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 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

**INCLUSION LONDON**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**Registered office**

336 Brixton Road

London  
SW9 7AA

**Trustees**

Valerie Charbit  
Paul Hawkins  
Justine Jones (resigned 23.2.23)  
Thomas Lichy  
Aisling Gallagher  
Adam Gabsi  
Indigo Rose Fuller Ayling (appointed 21.2.23)  
Natalie Jane South-Law (appointed 21.2.23)  
Kush Kanodia (appointed 21.2.23)  
Stephen Bunbury (appointed 21.2.23)

**Company Secretary**

Tracey Celia Lazard

**Auditors**

Haines Watts  
Chartered Accountants & Statutory Auditors  
Old Station House  
Station Approach  
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 2023**

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

### 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.

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

### **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:

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

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  
Swindon  
Wiltshire  
SN1 3DU

Date: 13 November 2023

**INCLUSION LONDON**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2023**


	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	68,710	1,019,433	1,088,143	1,015,180
Other income		<u>24,054</u>	<u>-</u>	<u>24,054</u>	<u>16,163</u>
<b>Total</b>		<u>92,764</u>	<u>1,019,433</u>	<u>1,112,197</u>	<u>1,031,343</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Support of DDPO's	3	<u>83,223</u>	<u>1,028,703</u>	<u>1,111,926</u>	<u>1,019,235</u>
<b>NET INCOME/(EXPENDITURE)</b>					
Transfers between funds	11	9,541	(9,270)	271	12,108
		<u>22,111</u>	<u>(22,111)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		31,652	(31,381)	271	12,108
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>320,461</u>	<u>306,331</u>	<u>626,792</u>	<u>614,684</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>352,113</u></u>	<u><u>274,950</u></u>	<u><u>627,063</u></u>	<u><u>626,792</u></u>

The notes form part of these financial statements

**INCLUSION LONDON**  
**STATEMENT OF FINANCIAL POSITION**  
**31 MARCH 2023**

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	8,986	-	8,986	13,083
<b>CURRENT ASSETS</b>					
Debtors	9	18,948	-	18,948	24,050
Cash at bank		<u>445,262</u>	<u>274,950</u>	<u>720,212</u>	<u>867,314</u>
		464,210	274,950	739,160	891,364
<b>CREDITORS</b>					
Amounts falling due within one year	10	<u>(121,083)</u>	-	<u>(121,083)</u>	<u>(277,655)</u>
<b>NET CURRENT ASSETS</b>					
		<u>343,127</u>	<u>274,950</u>	<u>618,077</u>	<u>613,709</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>352,113</u>	<u>274,950</u>	<u>627,063</u>	<u>626,792</u>
<b>NET ASSETS</b>					
		<u>352,113</u>	<u>274,950</u>	<u>627,063</u>	<u>626,792</u>
<b>FUNDS</b>					
Unrestricted funds	11			352,113	320,461
Restricted funds				<u>274,950</u>	<u>306,331</u>
<b>TOTAL FUNDS</b>					
				<u>627,063</u>	<u>626,792</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 11 December 2023 and were signed on its behalf by:



.....  
Paul Hawkins - Trustee

**INCLUSION LONDON**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

Notes	2023 £	2022 £
<b>Cash flows from operating activities</b>		
Cash generated from operations            1	<u>(147,586)</u>	<u>131,725</u>
Net cash (used in)/provided by operating activities	<u>(147,586)</u>	<u>131,725</u>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	-	(2,852)
Sale of tangible fixed assets	<u>484</u>	<u>-</u>
Net cash provided by/(used in) investing activities	<u>484</u>	<u>(2,852)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		
	(147,102)	128,873
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<u>867,314</u>	<u>738,441</u>
<b>Cash and cash equivalents at the end of the reporting period</b>	<u><u>720,212</u></u>	<u><u>867,314</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 2023**

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2023 £	2022 £
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	271	12,108
<b>Adjustments for:</b>		
Depreciation charges	3,613	4,116
Loss on disposal of fixed assets	-	1,156
Decrease in debtors	5,102	67,644
(Decrease)/increase in creditors	<u>(156,572)</u>	<u>46,701</u>
<b>Net cash (used in)/provided by operations</b>	<u>(147,586)</u>	<u>131,725</u>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1/4/22 £	Cash flow £	At 31/3/23 £
<b>Net cash</b>			
Cash at bank	<u>867,314</u>	<u>(147,102)</u>	<u>720,212</u>
	<u>867,314</u>	<u>(147,102)</u>	<u>720,212</u>
<b>Total</b>	<u>867,314</u>	<u>(147,102)</u>	<u>720,212</u>

The notes form part of these financial statements

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

#### 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
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##### **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.

##### **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.

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023**

**1. ACCOUNTING POLICIES - continued**

**Cash**

**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 £	2023 Total funds £	2022 Total funds £
Donations	68,710	-	68,710	48,432
Grants	<u>-</u>	<u>1,019,433</u>	<u>1,019,433</u>	<u>966,748</u>
	<u>68,710</u>	<u>1,019,433</u>	<u>1,088,143</u>	<u>1,015,180</u>

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

	2023 £	2022 £
Baring Foundation - Disability Justice	-	9,306
City Bridge Trust - Making it work	39,500	157,250
Three Guineas Trust	186,000	186,000
Network For Social Change	18,000	19,292
NLCF - Hate Crime	147,809	115,939
Trust For London - SVRR	46,000	52,500
Trust For London - Stronger Voices	83,000	80,972
City Bridge Trust - London Funders	15,000	-
City Bridge Trust - Follow on Support	37,500	50,000
Greater London Authority	33,300	65,000
NLCF - Catalyst	-	14,999
Three Guineas - COVID Support grant	-	50,000
City Bridge Trust - Cornerstone	134,700	25,000
City Bridge Trust - CTC	75,590	76,570
City Bridge Trust - LCRF	-	50,000
EQHRC - DJP	-	13,920
Oak Foundation	128,034	-
Three Guineas - FOPC	<u>75,000</u>	<u>-</u>
	<u>1,019,433</u>	<u>966,748</u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023**

**3. CHARITABLE ACTIVITIES COSTS**

	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
Support of DDPO's	76,914	1,025,493	1,102,407	1,013,077
Support costs	<u>6,309</u>	<u>3,210</u>	<u>9,519</u>	<u>6,158</u>
	<u>83,223</u>	<u>1,028,703</u>	<u>1,111,926</u>	<u>1,019,235</u>

**4. SUPPORT COSTS**

	Governance costs £ <u>9,519</u>
Support costs	

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

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

	2023 £	2022 £
Auditors' remuneration	4,200	3,900
Depreciation - owned assets	3,613	4,117
Deficit on disposal of fixed assets	<u>-</u>	<u>1,156</u>

**6. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

**Trustees' expenses**

Two trustees received travel and access expenses of £1,265 during the year (2022: £Nil).

**7. STAFF COSTS**

	2023 £	2022 £
Wages and salaries	470,391	439,525
Social security costs	45,435	38,784
Other pension costs	<u>21,831</u>	<u>19,831</u>
	<u>537,657</u>	<u>498,140</u>

Redundancy payments totally £5,136 were paid during the year (2022 £nil)

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

<u>2023</u>	<u>2022</u>
13	15

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

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023**

**7. STAFF COSTS - continued**

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 £69,665 (2022 :£66,639).

**8. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £
<b>COST</b>	
At 1 April 2022	22,486
Disposals	<u>(2,564)</u>
At 31 March 2023	<u>19,922</u>
<b>DEPRECIATION</b>	
At 1 April 2022	9,403
Charge for year	3,613
Eliminated on disposal	<u>(2,080)</u>
At 31 March 2023	<u>10,936</u>
<b>NET BOOK VALUE</b>	
At 31 March 2023	<u>8,986</u>
At 31 March 2022	<u>13,083</u>

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

	2023	2022
	£	£
Trade debtors	7,700	13,655
Prepayments and accrued income	<u>11,248</u>	<u>10,395</u>
	<u>18,948</u>	<u>24,050</u>

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023	2022
	£	£
Trade creditors	9,365	48,303
Social security and other taxes	12,362	13,072
Other creditors	2,820	2,790
Accruals and deferred income	<u>96,536</u>	<u>213,490</u>
	<u>121,083</u>	<u>277,655</u>

Included in the above figure of £96,536 is deferred income of:

	2023	2022
	£	£
At 1 April 2022	180,034	99,738
Amount released to income	(180,034)	(99,738)
Amount deferred in year	<u>49,680</u>	<u>180,034</u>
At 31 March 2023	<u>49,680</u>	<u>180,034</u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023**

**11. MOVEMENT IN FUNDS**

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
<b>Unrestricted funds</b>				
General fund	320,461	9,541	22,111	352,113
<b>Restricted funds</b>				
City Bridge Trust - Making it work	69,325	(50,562)	-	18,763
Three Guineas Trust	35,929	(5,583)	(16,525)	13,821
Merton CIL T4L	1,604	-	-	1,604
Crowd Justice Funding	9,570	-	-	9,570
Arts Council England	2,235	(2,440)	205	-
Barings Foundation - Disability Justice	(694)	-	694	-
Network For Social Change	7,252	12,200	-	19,452
NLCF - Lived Experience Leadership	5,111	-	-	5,111
NLCF - Hate Crime	23,070	389	-	23,459
Trust For London - SVRR	-	8,926	-	8,926
Trust For London - Stronger Voices	15,725	(858)	-	14,867
CBT - London Funders	12,755	15,000	-	27,755
CBT - Stepping Stones	44,140	(31,057)	-	13,083
CBT - LCRF	1	-	-	1
Greater London Authority	32,402	(22,702)	-	9,700
National Emergency Trust	(2,212)	-	2,212	-
NLCF - DPO Development	8,730	-	(8,730)	-
NLCF - Catalyst	(33)	-	33	-
Three Guineas - COVID support	18,248	(18,223)	-	25
CBT - Cornerstone	-	17,202	-	17,202
CBT-CTC	12,783	(9,077)	-	3,706
CBT - LCRF Wave 5	10,390	(10,390)	-	-
Greater London Authority - Digital Tools	-	27,180	-	27,180
Oak Foundation	-	15,225	-	15,225
Three Guineas Trust - FOPC	-	45,500	-	45,500
	<u>306,331</u>	<u>(9,270)</u>	<u>(22,111)</u>	<u>274,950</u>
<b>TOTAL FUNDS</b>	<u><u>626,792</u></u>	<u><u>271</u></u>	<u><u>-</u></u>	<u><u>627,063</u></u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023**

**11. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	92,764	(83,223)	9,541
<b>Restricted funds</b>			
City Bridge Trust - Making it work	39,500	(90,062)	(50,562)
Three Guineas Trust	186,000	(191,583)	(5,583)
Arts Council England	-	(2,440)	(2,440)
Network For Social Change	18,000	(5,800)	12,200
NLCF - Hate Crime	147,809	(147,420)	389
Trust For London - SVRR	46,000	(37,074)	8,926
Trust For London - Stronger Voices	83,000	(83,858)	(858)
CBT - London Funders	15,000	-	15,000
CBT - Follow on Support	37,500	(37,500)	-
CBT - Stepping Stones	-	(31,057)	(31,057)
Greater London Authority	-	(22,702)	(22,702)
Three Guineas - COVID support	-	(18,223)	(18,223)
CBT - Cornerstone	134,700	(117,498)	17,202
CBT-CTC	75,590	(84,667)	(9,077)
CBT - LCRF Wave 5	-	(10,390)	(10,390)
Greater London Authority - Digital Tools	33,300	(6,120)	27,180
Oak Foundation	128,034	(112,809)	15,225
Three Guineas Trust - FOPC	75,000	(29,500)	45,500
	<u>1,019,433</u>	<u>(1,028,703)</u>	<u>(9,270)</u>
<b>TOTAL FUNDS</b>	<u><u>1,112,197</u></u>	<u><u>(1,111,926)</u></u>	<u><u>271</u></u>

**INCLUSION LONDON**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023**

**11. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1/4/21 £	Net movement in funds £	At 31/3/22 £
<b>Unrestricted funds</b>			
General fund	288,680	31,781	320,461
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 2023

#### 11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	70,592	(38,811)	31,781
<b>Restricted funds</b>			
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)
Trust For London - SVRR	115,939	(139,195)	(23,256)
Trust For London - Stronger Voices	46,503	(50,158)	(3,655)
CBT - Follow on Support	80,972	(79,457)	1,515
CBT - Stepping Stones	50,000	(50,000)	-
CBT - LCRF	-	(900)	(900)
Greater London Authority	-	(37,980)	(37,980)
National Emergency Trust	65,000	(59,263)	5,737
NLCF - DPO Development	-	(28,362)	(28,362)
NLCF - Catalyst	-	(21,946)	(21,946)
Three Guineas - COVID support	14,999	(15,032)	(33)
CBT - Cornerstone	50,000	(46,383)	3,617
CBT-CTC	25,000	(25,000)	-
CBT - LCRF Wave 5	76,570	(63,787)	12,783
	<u>50,000</u>	<u>(39,610)</u>	<u>10,390</u>
	<u>960,751</u>	<u>(980,424)</u>	<u>(19,673)</u>
<b>TOTAL FUNDS</b>	<u><u>1,031,343</u></u>	<u><u>(1,019,235)</u></u>	<u><u>12,108</u></u>

#### City Bridge Trust - Making It Work

Inclusion London received £39,500, a final payment for year 5 funding cycle from City Bridge Trust during the year. "Making It Work" project objectives were 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 for this project was over 5 years which was concluded during the financial year.

#### Three Guineas Trust

Three Guineas Trust continued support for Inclusion London and during the financial year £186,000 (year 2 funding cycle) was received under the grant agreement TGT507-509 for 3 inter linked projects: (a) Core costs for campaigns justice policy work (b) Hate Crime partnership and (c) for business and organisational support for Deaf and disabled people's organisations. The above projects funding was over two years for 2021-2022 and 2022-2023 financial years.

#### Network for Social Change (NSC)

During the year £18,000 was received from NSC to provide additional resources to the campaign to

## INCLUSION LONDON

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

scrap social care charges, which is led by a coalition of grassroots organisations of Disabled people and carers.

#### **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. A final year funding of £147,809 was received during the year.

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

Trust For London continued funding for SVRR project for the provision of capacity building support to Deaf and Disabled people's Organisations (DDPOs) funded by the Advice strand of Strengthening Voices Realising Rights programme from 1st April 2022 to 31st March 2024 with total grant value of £92,000 over two years (£46,000 each year).

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

Trust For London continued support for "Stronger Voices Project" and awarded new grant of £249,000 over three years (£83,000 in each year) to continue work to build capacity of the DDPO sector and to strengthen the rights of Deaf and disabled people.

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

Inclusion London's involvement in Propel as an Equity partner over 9 months (three quarters) from 1 July 2022 to 31 March 2023 and a one-off funding of £15,000 was received for this work.

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

Inclusion London received further funding of £37,500 (Feb'22 £12,500 and Oct'22 £25,000) for extension of 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. This project was concluded during the financial year.

#### **City Bridge Trust – Cornerstone Fund**

Inclusion London secured funding from City Bridge Trust for Cornerstone project £308,200 over three years (£134,700; £165,300; £8,200) to engage seven DDPO project partners to co-produce new communications messages about disability and support implementation of the new, reframed messages into partners' work through strategic communications training. An independent evaluation of the project's impact is also funded as part of this project.

#### **City Bridge Trust - CTC grant (connecting the capital) -**

CBT continued funding CTC project and received second year funding of £75,590 to cover 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 is 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 2023

#### 11. MOVEMENT IN FUNDS - continued

##### **Greater London Authority – Digital Tools**

Grant Funding in respect of Cost of Living – Digital tools grant programme to set up an advisory group to design an initial prototype Identify and commission an IT contractor. Develop content for the tool in consultation with the advisory group. Consult on content with wider IL networks. The new tool will guide people through a series of questions and prompts to support them in constructing a claim for Disability Related Expenditure. Key users of the new digital tool will be Deaf and Disabled people with the highest support needs and lowest incomes. Inclusion London received £33,300 towards the cost of the project during the year.

##### **Oak Foundation -**

Oak Foundation approved a two-year grant of £251,034 (Year1, £128,034 Year2 £123,000) for the project of "Housing Advocacy for Deaf and Disabled People" and the grant purposes are charitable and for the public benefit and to be expended over two years during the period April 2022 to March 2024. The objective of the grant is to build capacity of London DDPOs to carry out effective voice, influencing and campaign work on housing issues.

##### **Three Guineas Trust – FOPC**

The trustees of Three Guineas Trust a grant of £200,000 under grant agreement TGT537 to Inclusion London towards development and provision of peer advocacy for disabled people detained in assessment and treatment units and other psychiatric institutions, (The Free Our People Campaign project). During the year £75,000 was received (out of the total grant £200,000) towards the cost of this project.

#### 12. EMPLOYEE BENEFIT OBLIGATIONS

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £21,825 (2022 £19,831).

#### 13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

#### 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.