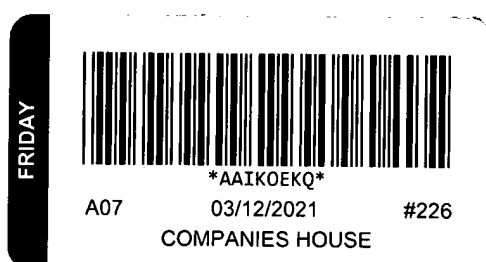




Disability Sheffield
Centre for Independent Living

**Disability Sheffield
Centre for Independent Living Limited**

**Annual Report and Unaudited Financial
Statements for the year ending 31 March
2021**



**Registered Charity Number: 1112712
Company Number: 04639160**

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Disability Centre for Independent Living Limited Report of the trustees for the year ending 31 March 2021

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the 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) issued in October 2019.

Our vision is for Sheffield to be a place where disabled people have freedom, equality and independence

Disability Sheffield Centre for Independent Living Limited (Disability Sheffield) is a registered charity and a Disabled People's User Led Organisation (DPULO). DPULOs are organisations run by disabled people, for disabled people.

Since 2003, our small local charity has been enabling disabled people in Sheffield to overcome the barriers that prevent them from being fully included in society.

We are committed to and promote the 'Social Model of Disability'. We believe that people with impairments are disabled by the barriers they face in everyday life – e.g. inaccessible communication formats, people's attitudes or inaccessible buildings – not by the way their minds and bodies work.

A high percentage of our dedicated team (i.e. trustees, staff and volunteers) have personal experience of living with an impairment. We are therefore well placed to equip disabled people with the knowledge and confidence to address the challenges they face.

During 2020/21 our fantastic dedicated team of paid staff, trustees and volunteers adapted to the challenges of Covid-19 in responding to the needs of disabled people in Sheffield. As a result we increased our engagement and contact with disabled people during this time. In March 2021 we had a staff team of 16 and over 40 volunteers, including our trustees. Despite working remotely during November Sheffield Voices was able to host 2 medical students.

In August we said goodbye to our engagement worker Andrew, who left through ill health and in December 2020 our advocate Darren Proberts secured a new job. We thank them for sharing their experience and skills over the years and wish them well for the future.

Our purposes and activities

The purposes of the charity are:

To promote the benefit of participants (person with substantial and long term impairments who is thereby subject to disability) and their dependents and families resident in the city of Sheffield and elsewhere by:

- Providing, or encouraging provision of, services aimed at improving their condition of life
 - Facilitating their active participation and full inclusion in society.
 - Providing services for the relief of effects of disability, such as providing specialist advice, equipment or accommodation or providing access to services and adaptations for disabled people
- To advance education amongst participants (as defined above) and their dependants and families
- To promote and/or provide training in skills of all kinds, particularly such skills as will assist the participants (as defined above) or those who assist in their care, in pursuing an independent life and in promoting their inclusion within the community generally.
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society
- To promote equality and diversity for the public benefit by the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion
 - Advancing education and raising awareness in equality and diversity;
 - Conducting or commissioning research on equality and diversity issues and publishing the results to the public
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations)
 - Monitor abuses of human rights
 - Comment on proposed human rights legislation
- To provide advice and counselling
 - Where appropriate the provision of advocacy and assistance to persons who, through lack of means, would otherwise be unable to obtain such advice

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance the guidance 'public benefit: running a charity (PB2)'.

Our Aims

We work alongside disabled people, organisations that represent them, the statutory and voluntary sectors, and the wider community to:

- Promote inclusion, choice and control.
- Encourage independent living.
- Give a collective voice to one of Sheffield's lesser heard communities.
- Challenge negative perceptions of disability.

We achieve our aims by:

Campaigning for change through strengthening the voice of disabled people

Equality Partnership and Engagement Work

This year we continued to facilitate the Disability Partnership as part of the Equality Partnership raising issues of concern for disabled people in the City, working closely with the other Partnerships to raise issues of inequality.

Much of the focus over the past year has been Covid-19 related with regular Covid-19 focused engagement sessions, providing an opportunity to talk about their experiences and to share issues. Our engagement worker has been acting on these experiences and other issues picked up through our work and feeding them into discussions with the local authority and health.

In partnership with Healthwatch Sheffield we presented a report to the Health and Wellbeing Scrutiny Board on 'The impact of Covid-19 on disabled people' which reflected the experiences and issues of disabled people we had engaged with and had a number of recommendations. The Scrutiny Board developed an action plan in response and we have been regularly talking to the council about how the recommendations and actions are being responded to.

Our new engagement worker James joined us in September linking our work much more closely to the Access Liaison Group and Sheffield Transport for All. Work has included linking with Connecting Sheffield and being actively involved in challenging plans for the City Centre which will impact on accessibility for disabled people and suggesting improvements.

We secured some funding from the CCG to support them with the roll out of vaccinations ensuring that they are accessible for all. This included our engagement worker carrying out access audits of some vaccination hubs as well as providing clear messaging to disabled people and following up access issues people raised.

Sheffield Voices

Our self-advocacy group for people with a learning disability and/or autism responded to the challenges of covid-19 by moving on-line, with a range of sessions throughout the week including self-advocacy issues-based discussion, evening social, healthy living sessions, peer support. Over the past year the group has grown from 5 to 50 members. This includes people who were not engaged with any groups previously and those who were unable to attend their usual day activities. The group has really strengthened the voice of people with a learning disability and/or autism in the city with statutory sector colleagues requesting to meet with the group to discuss issues and to influence plans. The group plans to deliver a combination of face-to-face and on-line sessions over the coming year.

We were able to support a number of people to become digitally included through funding from SYCF and Good Things Foundation which enabled the purchasing of tablets and data, alongside support for people to learn how to contact on-line. Funding NET and SYCF also enabled us to employ a group facilitator to work with Sheffield Voices manager in expanding the group. Members of Sheffield Voices also attended meetings with other self-advocacy groups around the country and contributed to a number of projects including 'Missing Voices'

Direct Payment engagement work

We have continued to facilitate the Individual Employer and PA Development Group which meets to discuss and raise issues of concern for people in receipt of employing their own personal assistant, including discussions around direct payment support within the City. We are currently working with the group to review its purpose and looking to increase membership.

Alongside this work we won a tender to support engagement and co-production of the council's direct payment strategy and related workstreams. This was initially for 6 months but then extended for a further 9 months. Through this work we have engaged with a wider number of people in receipt of a direct payment and are currently exploring engagement with groups whose experiences and suggestions for improvements are currently not being heard.

Developing and delivering services which promote inclusive living – and promote good practice across Sheffield and Nationally

Advocacy and Information Service

We continued to provide advocacy support for people struggling to access health and social care and an information service for disabled people through our grant from Sheffield CCG. Staff adapted well to providing advocacy support remotely, with a pause on any face to face work during the year. We entered our 4th year working with Citizens Advice Sheffield Cloverleaf as part of the Advocacy Hub for the City, providing statutory advocacy.

We were pleased to also secure a 4th year of funding from Sheffield Association in Aid of the Adult Deaf Community Fund enabling us to continue to provide an advocacy service specifically for the Deaf Community. We are currently exploring how we can embed this work within the wider advocacy team.

Due to home working and lockdown restrictions we diverted our office phone. The advocacy team have been amazing picking up all our initial phone calls through a duty phone rota.

Information and Communication

Our information service has been key to providing disabled people with up to date information throughout the pandemic. We developed a dedicated CV19 webpage which has been updated throughout the year, with regular news items and posts of social media. We secured some funding from the council to support this work enabling us to pay for a communication worker, particularly to develop our engagement through social media which has led to much wider engagement.

Alongside this we ensured that up to date covid-19 information was available for people in receipt of a direct payment on our website. We worked closely with the council in the

development of their guidance on the use of a direct payment during the pandemic, co-producing a risk assessment template for PA returning to work which was used by people beyond Sheffield and shared on Skills for Care website.

Our information worker continued to provide some one-to-one case work supporting individuals with a range of issues including queries related to the wearing of face coverings and access to essential shopping, through to an increasing number of requests for support related to council housing medical priority.

Support for people in receipt of a direct payment

At the beginning of the covid-pandemic we were aware that there was a real gap in support for people in receipt of a direct payment and in particular individual employers. In response we developed an emergency PA register and a PPE delivery service, funded by the council. Over the past year we have delivered PPE to over 150 individual employers on a regular basis thanks to a team of dedicated volunteer delivery drivers. Initially the work was co-ordinated by SC4A but as it grew we developed a PPE co-ordinator post.

Our support for people in receipt of direct payments during the pandemic was used as a good practice example by the Department of Health.

Our Direct Payment development worker has supported people in receipt of direct payments throughout the year with both covid-19 and non-covid related issues. Complementing this work, SCCG funded us increase our support for people who received a Personal Health Budget and to look at explore ways of increasing the PA workforce.

Sheffield Cycling 4 All

The project continues to expand its reach and cycling opportunities, using the 5 year Lottery community programme grant as a basis for the work. With Covid-19 restrictions the project adapted its delivery, offering one-to-one sessions in a covid-secure way where rules allowed. Gifting of 4 E-Trikes from the council and funding within existing grants has enabled the development of an E-Trike loan scheme enabling disabled people to borrow an E-Trike for 3 months.

Thanks to Sports England Tackling Inequalities Funding and flexibility of how lottery funding could be spent the project continued to engage with disabled people encouraging physical activity through the provision of a number of on-line zoom sessions throughout the week including Movement4All, Dance4All, Yoga4All, Boxing4All. Over 100 disabled people benefited from the provision of exercise equipment delivered to their home including items such as yoga mats, mini pedlars, balance balls, dumb bells

The securing of a national lottery heritage grant by Age UK Sheffield led to the loss of bike storage location in Hillsborough Park and resulted in the need for us to relocate our 2 shipping containers within the Park. The project was successful in securing a Sports England Return to Play grant, along with a successful crowd funder, enabling us to purchase 3 new shipping containers and to cover the relocation costs including planning permission and the securing of a 11 year lease. This will provide additional storage and a more permanent base for the project. The relocation was not without its challenges and the project co-ordinators did an amazing job of working through all the associated bureaucracy.

Training

Our development worker has continued to look at developing our training offer including work to develop our autism training, a new learning disability training session, delivering mental health training to PAs and developing a workshop for individual employers who employ PAs in the workplace. The hate crime training for schools was adapted to enable sessions to be delivered remotely enabling the sessions to be delivered to 100's of school pupils.

We secured a 3rd year of funding from Skills for Care to offer a training programme for over 60 personal assistants employed by people in receipt of a direct payment. This was supported by more people accessing our PA register.

Working in partnership with a range of organisations:

We have worked in partnership with a range of organisations including amongst others; Healthwatch Sheffield, Sheffield City Council, Sheffield Clinical Commissioning Group. Our engagement worker James is vice chair of Access Liaison Group and ST4A. During the pandemic we became a specialist Community Hub working closely with VAS and other partner organisations and have sat on the Covid-19 Prevention and Management Board. We have continued to be members of the Learning Disability and Autism Partnership Boards, and have supported the development of an Autism Partnership Network in the City.

Trustees, staff members and volunteers represent the organisation on a number of local, regional and national boards, committees and partnerships including; Disability Rights UK Your Voices Group, Regional Disability Network, DPO Forum, Learning Disability England, BUiLD amongst others. The Chief Executive regularly meets with other social leaders in the city through the Sheffield VCS Leaders Forum.

We worked in partnership with ROFA and Inclusion London on 2 projects, looking at capacity building of the DPO sector. The initial project mapped DPOs in South Yorkshire and the Humber, supporting them to apply for small pots of funding to deliver projects in response to the impact of Covid-19. Following on from this work we fed into national research on the state of DPOs in the region, the issues facing them and opportunities. The national report includes recommendations for capacity building within the sector and infrastructure support required.

How we funded our work

We are grateful to our funders who have enabled us to continue working with disabled people in Sheffield and for allowing us to use the funding in a flexible way in response to CV19 pandemic.

Our largest funders this year were Reaching Communities Fund, NHS Sheffield Clinical Commissioning Group, Sheffield City Council, and Skills for Care. Funding also came from Sheffield City Council via Citizens Advice Sheffield as lead partner for the Advocacy Hub.

We secured a number of pots of funding from SCCG, SCC, SYCF, Sports England, NET focused on tackling inequalities faced by disabled people as a result of the CV19 pandemic. This enabled us to respond to the needs of the communities

We are also grateful to our other funders including: Sheffield Association in Aid of the Adult Deaf Community Fund, Awards for All, Police and Crime Commissioner, Sports England, Evan

Cornish, Inclusion London, Good Things Foundation and Sheffield Town Trust who continue to support us through their annual subscription list.

The Covid pandemic meant that we were unable to run our fundraising gigs as we had planned. We are very grateful for the donations we have received in support of our work including; being chosen as one of Tramlines charities, Sainsbury's Division Street who continued to host some collection tins, ongoing anonymous donation to support bike maintenance. Some donations have been as a thank you for the service people have accessed and others in memory of a loved ones.

We were excited to receive a large grant from Sports England Return to Play which has enabled us to fund the purchase of 3 new shipping locations for our bike storage and the associated costs of relocation, planning permission and legal paperwork. We would also like to say thank you to those who responded to our crowd funding appeal to cover costs we were unable to include in the grant.

Developments

The Covid-19 pandemic has meant the focus has been on day-to-day operational delivery and responding to a fast changing environment with limited time to focus on future development. However, as we ease out of Covid-19 restrictions we will look to reviewing the actions that came out of our away day in January 2020. This will include a review of our memorandums and article.

Over the past year we have grown as an organisation both in terms of the numbers of staff, volunteers and also the disabled people we engage with. We will therefore be reviewing our staffing structures and resources over the coming year to ensure that they are still fit for purpose as we become a larger organisation.

Since the new year we have had a funding and fundraising board sub-group which meets bi-monthly. This has provided the opportunity for more focused discussions on our funding situation and enabled us to explore options to diversify our income as they have arisen.

In response to the death of George Floyd, we have formed an internal group POTs (Part of the Solution) made up of staff, trustees and volunteers. The group is helping us to focus as an organisation on how we become a more diverse and inclusive organisation. We have given evidence to the Sheffield Race Equality Commission and have been in discussions with ALFIE to develop a programme of activity to support this work, which we are currently seeking funding for.

The security of The Circle as an office location during the pandemic, and the considerate way VAS have managed the building means that plans to explore relocating our accommodation in response to the development of new services and projects have been put on hold. With an expanded staff team and new projects we are currently reviewing our accommodation requirements in light of our new model of hybrid working.

Over the coming year we will continue to look at raising funds in a range of ways to enable us to increase the number of disabled people we are reaching. There have been a number of opportunities to generate income through delivery of training and consultancy support, as well as input into national and local projects which we will carry on developing. We will also relook at community fundraising opportunities. Having been fortunate to be named as one of Tramlines charities, due to the relationship with SC4A.

Impact of Coronavirus

Since March 2020 the impact of coronavirus and the period of lockdown has had a big impact on the services and support we have been able to provide to disabled people. Staff and volunteers have been amazing in their flexibility to adapting to new ways of working and in the range of support they have provided. In particular we have focused on providing support for people in receipt of a direct payment who employ their own PAs, developing a PA register and PPE delivery service, thanks to funding from SCC. We have also become a key resource for accessing up to date coronavirus information focused on disabled people. Alongside this support for other disabled people we have contact with developed including regular phone calls, weekly fitness and chat zoom sessions. Sheffield Voices through their on-line activities have provided increased engagement with people with a learning disability or autism.

The Circle, the building our office is based in, closed mid-March and only re-opened in August 21, with certain restrictions in place to ensure that the building remained as covid secure as possible. This meant that some staff worked partially in the office and partially at home until the Autumn. From the end of August we were able to move the PPE delivery service into the office and away from the chief execs home. Due to lockdown restrictions office working reverted to only essential work including PPE packing. Over the summer we will be looking at a phased return but anticipate hybrid working for all staff for the foreseeable future.

We are currently looking at delivery of our regular services with face-to-face advocacy meetings resuming. SC4A has adapted their offer providing one-to-one and smaller group cycling sessions. With restrictions lifting Sheffield Voices are looking to resume some face-to-face meetings whilst continuing with some on-line activity. We have covid19 risk assessed all activities restarting including the introduction of twice weekly LFT testings for indoor face to face work.

Unlike many organisations we have been fortunate that the pandemic has not impacted on us financially and has provided new funding opportunities and means for engagement with both disabled people and statutory bodies. We anticipate that funding opportunities will be reduced from April 2022, particularly with many Grant funding bodies focusing their funding on Covid responses.

The securing of a 3 year grant from Sheffield CCG for our generic advocacy service, 3 year grant for a healthy living and physical activity project alongside the 5 year grant from Reaching Communities for SC4A gives us some security in the future though the re-commissioning of statutory advocacy in the City for April 2022 provides some uncertainty for our advocacy provision going forward.

Financial results of activities and events

The total income for the year was £444,622 (2020: £334,926) and total expenditure amounted to £385,947 (2020: £341,782) Disability Sheffield saw an increase in income for this financial year of £109,696 and an increase in expenditure of £44,165. This resulted in a net income of £58,675. Over the last couple of years the organisation has managed surpluses and maintained a good level of unrestricted reserves to guard against sudden changes. However with the continued pressure on resources the Board recognise the importance of building up continuing to ensure that the organisation has sufficient unrestricted reserves.

Reserves policy

The trustees have agreed that reserves should be maintained at a level which ensures that the organisation's core activity could continue during a period of unforeseen difficulty, and could meet all known liabilities, both contingent and actual involved in winding up the organisation including redundancy costs should that be necessary.

The reserves target is calculated annually and reviewed at the end of each financial year in line with the Reserves Policy. Within the annual accounts where the reserves are above the agreed total in the policy the Directors will be explicit about how this funding should be deployed. The directors consider it prudent that the level of unrestricted reserves held should be no less than £86,500.

As at 31 March 2021 free reserves (general funds excluding fixed assets) stood at £107,090 which is in line with the sum required by Disability Sheffield Centre for Independent Living.

An additional £36,315 was held in designated funds for ongoing projects.

Future Aims with regard to Reserves

Disability Sheffield Centre for Independent Living will continue to ensure that sufficient grant funding and revenue income is sought in a timely manner to retain reserves at the agreed level within each financial accounting period.

Monitoring and Reviewing

The adequacy of the level of reserves required will be reviewed on an annual basis by the directors.

Governing documents

The organisation is a charitable company limited by guarantee, incorporated on 16th January 2003 and registered as a charity on 13th January 2006. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1 to the assets of the charity. The total number of such guarantees at 31 March 2021 is 36 (2020 - 36). The Directors' have no beneficial interest in the charity.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as Directors. Under the requirements of the

Memorandum and Articles of Association the members of the Board are elected to serve a year after which they must be re-elected at the next Annual General Meeting. Temporary vacancies are filled by the Directors until the following AGM and can be re-elected. The Board appoints the honorary officers at its first meeting after the Annual General Meeting.

Darren Lee continues for a further year as Chair and Natalie Yarrow as Vice Chair. New directors are subject to a recruitment process, to encourage individuals to think about what they will bring to the organisation. It gives the Chair, Vice Chair and directors an opportunity to meet with candidates before joining the Board.

The Board seeks to represent the voice of disabled people in the City and we strive to ensure that 75% of its members are disabled people. This is an important part of our structure and one that ensures Disability Sheffield remains a Disabled People's User Led Organisation (DPULO).

Organisational structure

All directors serve on the Board, which meets a minimum of 4 times per year to review performance and long-term strategies for Disability Sheffield. Task and finish groups are established as required to support one-off projects.

During 2020 - 21 The Chief Executive Emily Morton and Advocacy Manager made up the senior management team. They led a team of 14 staff (majority part-time) and over 40 volunteers.

Overall strategic responsibility for the organisation lies with the directors who serve on the Board to set policy and monitor performance. The Chief Executive implements the policies; manages day to day affairs, and report to the Board. The Chief Executive is supported by a team of staff underpinned by robust governance and decision-making arrangements to ensure the effective running of the organisation.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
04639160 (England and Wales)

Registered Charity number
1112712

Registered office
The Circle
33 Rockingham Lane
Sheffield
South Yorkshire
S1 4FW

Directors and Trustees

The directors of the charitable company (charity) are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

A G Pick		
C Griffiths		
B E Hodges		
D R Lee	Chair	
J K Fuller		
K J Whittaker		
L M Harker		
M Gardner		Resigned 18 September 2020
M D Gibson	Treasurer	
N J Simpson		
N Yarrow	Vice Chair	Until 19 th March 2021
Z Malik	Vice Chair	From 19 th March 2021
A Butcher		Appointed 20 November 2020

Independent Examiner

Susan Cochrane, FCA,
On behalf of:
VAS Community Accountancy
The Circle
33 Rockingham Lane
Sheffield S1 4FW

Exemptions

The trustees have taken advantage of the exemptions available to small companies including the audit exemption (see statement on balance sheet).

Approved by order of the board of trustees on19/11/21..... And signed on behalf by:



M D Gibson
Treasurer, Trustee

Independent examiner's report to the directors of Disability Sheffield Centre for Independent Living Limited ('the Company')

I report to the charity directors on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the directors of the Company you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to organisations preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: S. Cochrane
Susan Cochrane, FCA
On behalf of:
VAS Community Accountancy
The Circle
33 Rockingham Lane
Sheffield S1 4FW

Date: 19 / 11 / 21



Disability Sheffield
Centre for Independent Living

Balance Sheet
As at 31 March 2021

	Notes	2021 £	2020 £
Tangible fixed assets	7	34,154	18,497
Current assets			
Debtors	8	34,621	33,707
Cash at bank and in hand		154,382	95,950
Total current assets		189,003	129,657
Creditors: amounts falling due within one year	9	(42,144)	(25,816)
Net current assets		146,859	103,841
Total assets less current liabilities		181,013	122,338
Creditors: amounts falling due after more than one year		-	-
Total net assets		181,013	122,338
Represented by:			
Funds of the Charity			
General funds		107,090	90,855
Designated funds	11	36,315	319
Total unrestricted funds		143,405	91,174
Restricted income funds	12	37,608	31,164
	13	181,013	122,338

For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The director's acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

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

Approved by the board of trustees on 19/11/21

Signed on behalf of the board by:

M D Gibson
Treasurer, Trustee



Disability Sheffield
Centre for Independent Living

Statement of financial activities
(incorporating the income and expenditure account)
For the year to 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Unrestricted funds £	Restricted funds £	Total 2020 £
Income from:							
Donations and grants	2	55,381	295,029	350,410	16,140	219,320	235,460
Charitable activities	3	94,212	-	94,212	97,277	2,189	99,466
		149,593	295,029	444,622	113,417	221,509	334,926
Expenditure on:							
Fundraising		644	167	811	133	200	333
Charitable activities	4	100,181	284,955	385,136	116,703	224,746	341,449
		100,825	285,122	385,947	116,836	224,946	341,782
Net income/(expenditure)		48,768	9,907	58,675	(3,419)	(3,437)	(6,856)
Transfers between funds	12	3,463	(3,463)	-	(2,325)	2,325	-
Net movement in funds		52,231	6,444	58,675	(5,744)	(1,112)	(6,856)
Total funds brought forward		91,174	31,164	122,338	96,918	32,276	129,194
Total funds carried forward		143,405	37,608	181,013	91,174	31,164	122,338

Notes to the Accounts For the year to 31 March 2021

1 Accounting Policies

(a) General

Disability Sheffield Centre for Independent Living Limited is a charitable company in the United Kingdom limited by guarantee. In the event that the charity is wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice. The financial statements have adopted Charities SORP (FRS102) Bulletin 1, and taken advantage of the option not to prepare a Statement of Cashflows.

Disability Sheffield Centre for Independent Living Limited meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

(b) Income

Income is recognised when the organisation has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income for multi or split financial year projects, as specified by the funder, has been recognised in that year. This may result in deferred income or income received in advance.

Income from services provided is included in the year in which the service took place. Investment income is included when receivable.

(c) Donated goods and services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(d) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(e) Fixed Assets

Depreciation has been calculated to write down the cost or valuation, less estimated residual value, of all tangible fixed assets over their expected useful life, as follows:

Fixtures, fittings & equipment	- straight line over 3 to 5 years
Bicycles	- straight line over 3 to 5 years

(f) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

(g) Trade debtors

Trade debtors are amounts due from customers for services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables.



Disability Sheffield
Centre for Independent Living

Notes to the accounts (continued)
For the year to 31 March 2021

1 Accounting Policies (continued)

(h) Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities. Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

(i) Fund accounting

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated funds are funds set aside at the discretion of the trustees for a specific project.

Restricted funds are to be used for specific purposes as laid down by the funder.

(j) Pension costs and other post-retirement benefits

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

(k) Taxation

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

(l) Leases

Rental payable and receivable under operation leases are charged to the SOFA on a straight line basis over the period of the lease.

(m) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that the charity will continue to operate for 12 months from authorising these financial statements. Not all funding streams are secure this far in advance however the trustees will develop a plan of action to be taken to reduce costs, should the required income not be secured.



Disability Sheffield
Centre for Independent Living

Notes to the accounts (continued)
For the year to 31 March 2021

2 Income from grants and donations

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
NHS Sheffield CCG- Disability Health Advocacy & Info Services	-	91,046	91,046	-	88,825	88,825
Department for Works and Pensions - Access to Work	-	23,403	23,403	-	27,937	27,937
Sheffield Voices	1,750	-	1,750	-	-	-
Sheffield City Council - Carer and Access	-	-	-	-	5,362	5,362
Sheffield City Council - EF16029 Equality Hub	-	19,000	19,000	-	15,000	15,000
Sheffield Association in Aid of the Adult Deaf	-	-	-	-	-	-
Community Fund (SYCF)	-	5,000	5,000	-	5,000	5,000
People's Postcode Trust	-	-	-	-	12,500	12,500
SfC Training	-	-	-	-	17,895	17,895
The Big Lottery Community Fund	-	81,673	81,673	-	43,001	43,001
Awards for All	-	7,500	7,500	-	2,500	2,500
Police & Crime Commissioner	-	2,730	2,730	-	800	800
Sports England	-	3,518	3,518	-	500	500
Sheffield Town Trust	2,350	-	2,350	2,350	-	2,350
SYCF Covid-19 Response	-	4,084	4,084	-	-	-
SfC Training WP2.1-DIS-20012 2020-21	-	8,918	8,918	-	-	-
Sports England Tackling Inequalities	-	9,975	9,975	-	-	-
Evan Cornish Foundation	-	2,916	2,916	-	-	-
SCC direct payment support	-	19,000	19,000	-	-	-
NET funding	-	3,383	3,383	-	-	-
SCC Covid response	-	4,950	4,950	-	-	-
SYCF Resilience Fund	-	3,750	3,750	-	-	-
Sports England Return to Play	-	973	973	-	-	-
CCG vaccine support	-	2,210	2,210	-	-	-
SCC Direct Payment Engagement Work	10,000	-	10,000	-	-	-
Healthwatch Speak Up small grant	-	1,000	1,000	-	-	-
Other donations	41,281	-	41,281	13,790	-	13,790
	55,381	295,029	350,410	16,140	219,320	235,460



Disability Sheffield
Centre for Independent Living

Notes to the accounts (continued)
For the year to 31 March 2021

3 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Sheffield Hallam University - placement fee	-	-	-	-	-	-
MS Benefits Service	-	-	-	-	1,667	1,667
Sheffield Cycling 4 All - designated funds	3,571	-	3,571	10,454	-	10,454
Sheffield Voices	5,125	-	5,125	-	-	-
Other service income	85,516	-	85,516	86,823	522	87,345
	94,212	-	94,212	97,277	2,189	99,466

4 Expenditure on charitable activities

Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Transcription and interpreter	-	1,151	1,151	-	1,646	1,646
Project costs	(6,108)	11,979	5,871	1,110	11,492	12,602
Staff salary costs	73,804	215,446	289,250	87,755	164,625	252,380
Consultancy	7,459	5,618	13,077	8,952	2,118	11,070
Staff training	-	2,500	2,500	167	1,208	1,375
Staff travel, meeting and subsistence costs	241	497	738	1,433	7,662	9,095
Volunteer travel, meeting and subsistence costs	21	1,810	1,831	997	1,089	2,086
Payroll administration	1,501	80	1,581	218	1,155	1,373
Rent, rates and room hire	6,313	20,838	27,151	9,910	15,510	25,420
Insurance	-	2,544	2,544	89	1,706	1,795
Printing, stationery and office costs	2,249	5,657	7,906	1,417	5,649	7,066
Advertising	-	-	-	-	-	-
Publications and subscriptions	(614)	777	163	-	438	438
IT maintenance, support and equipment	673	5,082	5,755	438	6,259	6,697
Depreciation	11,208	7,724	18,932	1,597	2,365	3,962
Other expenses	568	1,091	1,659	1,642	983	2,625
Bank charges	179	51	230	27	225	252
Trustees' travel expenses	-	172	172	243	16	259
Legal and professional fees	2,687	48	2,735	48	-	48
Independent examination fees	-	1,890	1,890	660	600	1,260
	100,181	284,955	385,136	116,703	224,746	341,449

Notes to the accounts (continued)
For the year to 31 March 2021

5 Fees payable to Independent examiner's organisation

	2021 £	2020 £
Independent examination fees	<u>1,890</u>	<u>1,260</u>
Payroll administration	1,581	1,373
Rent rates and room hire	21,208	24,042
IT maintenance, support and equipment	1,845	1,966
Printing, stationery and office costs	336	634
	<u>24,970</u>	<u>28,015</u>

The charity operates from the VAS building - this is the independent examiner's organisation.

6 Staff salary costs

	2021 £	2020 £
Salaries	258,293	224,952
Employer's National Insurance	16,364	13,432
Employer's pension contribution	14,593	13,399
Redundancy costs	-	597
	<u>289,251</u>	<u>252,380</u>

No employee received emoluments of more than £60,000. The average monthly number of employees during the year was 14.8 (2020: 13.2).

7 Tangible fixed assets

	Fixtures, fittings and equipment £	Bicycles £	Total £
Cost or Valuation			
As at 1 April 2020	12,886	18,227	31,113
Additions	1,797	32,792	34,589
Disposals	-	-	-
As at 31 March 2021	<u>14,683</u>	<u>51,019</u>	<u>65,702</u>
Depreciation			
As at 1 April 2020	7,737	4,879	12,616
Charge this period	2,691	16,241	18,932
Disposals	-	-	-
As at 31 March 2021	<u>10,428</u>	<u>21,120</u>	<u>31,548</u>
Net Book Value			
As at 31 March 2021	<u>4,255</u>	<u>29,899</u>	<u>34,154</u>
As at 31 March 2020	<u>5,149</u>	<u>13,348</u>	<u>18,497</u>



Disability Sheffield
Centre for Independent Living

Notes to the accounts (continued)
For the year to 31 March 2021

8 Debtors

	2021 £	2020 £
Trade debtors	32,404	31,691
Prepayments	2,217	2,016
	<u>34,621</u>	<u>33,707</u>

9 Creditors: amounts falling due within one year

	Note	2021 £	2020 £
Trade creditors		7,880	6,092
Accruals		1,890	1,260
Deferred income	10	32,374	18,464
		<u>42,144</u>	<u>25,816</u>

10 Deferred income

	2021 £	2020 £
Deferred income brought forward	18,464	22,862
Income released in the year	(18,464)	(24,112)
Income received in the year	32,374	19,714
	<u>32,374</u>	<u>18,464</u>

11 Designated funds

	Brought forward £	Income £	Expenditure £	Transfers £	Carried forward £
Sheffield Cycling 4 All - designated funds	319	41,023	(14,820)	-	26,522
Sheffield Voices	-	9,375	(3,045)	3,463	9,793
	<u>319</u>	<u>50,398</u>	<u>(17,865)</u>	<u>3,463</u>	<u>36,315</u>

Sheffield Cycling 4 All - designated funds

Prior to April 2016 Sheffield Cycling 4 All was operating as a small community group. In April 2016 it became part of Disability Sheffield. The community group ceased to exist and all funds were transferred across from the groups bank account to Disability Sheffield and ring-fenced for inclusive cycling. The overspend from the People's Health Trust (Health Rich) restricted fund has been transferred to this designated fund.

Sheffield Voices

Reserves brought across to Disability Sheffield following the closure of SUFA, a self-advocacy organisation for people with learning difficulties. The reserves are held in a cost centre to support the project costs of the group who meet regularly, both in person and on zoom. The group is now known as Sheffield Voices. Funds include earned income from involvement in regional and national projects, and providing training.

Prior year comparison

	Brought forward £	Income £	Expenditure £	Transfers £	Carried forward £
Sheffield Cycling 4 All	13,696	15,679	(26,731)	(2,325)	319
	<u>13,696</u>	<u>15,679</u>	<u>(26,731)</u>	<u>(2,325)</u>	<u>319</u>



Disability Sheffield
Centre for Independent Living

Notes to the accounts (continued)
For the year to 31 March 2021

12 Restricted funds

	Brought forward £	Income £	Expenditure £	Transfers £	Carried forward £
NHS Sheffield CCG- Disability Health Advocacy & Info Services	8,608	91,046	(95,054)	-	4,600
Department for Works and Pensions - Access to Work	4,233	23,403	(22,656)	-	4,980
Sheffield Voices	3,463	-	-	(3,463)	-
Sheffield City Council - Carer and Access Card	-	-	-	-	-
Sheffield City Council - EF16029 Equality Hub	128	19,000	(16,546)	-	2,582
MS Benefits Service	-	-	-	-	-
Sheffield Association in Aid of the Adult Deaf Community Fund (SYCF)	48	5,000	(4,998)	-	50
Peoples Health Trust (Health Rich)	-	-	-	-	-
SfC Innovation Fund INN-DIS-18010 2018-19	-	-	-	-	-
Zachery Merton & George Woofindin Convalscent Trust	-	-	-	-	-
The Talbot Trusts	-	-	-	-	-
People's Postcode Trust	1,165	-	(1,165)	-	-
SfC Training	365	-	(365)	-	-
The Big Lottery Community Fund	8,663	81,673	(78,350)	-	11,986
Sheffield Cycling 4 All - restricted funds	2,286	-	(2,286)	-	-
Awards for All	955	7,500	(8,455)	-	-
Police & Crime Commissioner	800	2,730	(3,530)	-	-
Sports England	450	3,518	(85)	-	3,883
SYCF Covid-19 Response	-	4,084	(4,084)	-	-
SfC Training WP2.1-DIS-20012 2020-21	-	8,918	(5,950)	-	2,968
Sports England Tackling Inequalities	-	9,975	(4,112)	-	5,863
Evan Cornish Foundation	-	2,916	(2,894)	-	22
SCC direct payment support	-	19,000	(18,989)	-	11
NET funding	-	3,383	(2,773)	-	610
SCC Covid response	-	4,950	(4,897)	-	53
SYCF Resilience Fund	-	3,750	(3,750)	-	-
Sports England Return to Play	-	973	(973)	-	-
CCG vaccine support	-	2,210	(2,210)	-	-
Healthwatch Speak Up small grant	-	1,000	(1,000)	-	-
	31,164	295,029	(285,122)	(3,463)	37,608

NHS Sheffield CCG- Disability Health Advocacy & Info Services

To support the delivery of an independent, free of charge, dedicated Advocacy and Disability Information Service for all disabled people over 18 years of age living in Sheffield, and who are encountering barriers to receiving an NHS funded and/or provided health services which they feel meets their individual requirements.

Department for Works and Pensions - Access to Work

Individual payments and support provided by Access to Work - DWP to disabled employees within the organisation including travel and support worker costs.

Sheffield Voices

Reserves brought across to Disability Sheffield following the closure of SUFA, a self-advocacy organisation for people with learning difficulties. The reserves are held in a cost centre to support the project costs of the Thursday group who meet on a regular basis at The Circle. The group is now known as Sheffield Voices.

Sheffield City Council - Carer and Access Card

Funding to support the continued develop of the Access Card and to develop a Carer's access card recognising the barriers carers and disabled people face in accessing services. The project has worked with businesses to provide discounts and offers as well as raising accessibility issues.

Sheffield City Council - EF16029 Equality Hub

An award from Sheffield City Council to support the development of the Equality Network and Disability Hub in Sheffield and to engage with the lesser heard voices within the disabled people's community. Disability Sheffield is supporting the development of a Disability Hub which is part of the wider Equality Hub Network in Sheffield.



Disability Sheffield

Centre for Independent Living

Notes to the accounts (continued) For the year to 31 March 2021

12 Restricted funds (continued)

MS Benefits Service

Project funded by Rotherham & Sheffield Branch MS Society and Barnsley Branch MS Society to provide benefits advice to people with MS and their family.

Sheffield Association in Aid of the Adult Deaf Community Fund (SYCF)

Funding awarded for an advocacy worker to work specifically with the Deaf Community and people with a hearing impairment.

Peoples Health Trust (Health Rich)

An award from the Peoples Health Trust (Health Rich) for 2 years to expand the amount of inclusive cycling we provide via Sheffield Cycling 4 All. This includes purchasing 2 new bikes, increasing the number of drop in sessions provided and widening out the reach of Sheffield Cycling 4 All to more groups. The fund was overspent by £2,325 so a transfer from the Sheffield Cycling 4 All designated fund has been made to cover this deficit.

SfC Innovation Fund INN-DIS-18010 2018-19

Funding secured to develop a good practice workbook on person-centred supervision and appraisal.

Zachery Merton & George Woofindin Convalscent Trust

Funding awarded to support our work with businesses, with the aim of improving accessibility for disabled people. This included money to enable a staff member to attend the Centre for Accessible Environments 'Access Auditing and Equality Act' Course

The Talbot Trusts

A grant to develop the work of our advocacy service to support Deaf people in accessing mental health provision.

People's Postcode Trust

Funding awarded for Sheffield Voices learning disability group to develop some short films and training resources that challenge discrimination disabled people face.

SfC Training

Funding awarded to facilitate a programme of training for Individual Employers and their PAs.

The Big Lottery Community Fund

Funding awarded for 5 years (2019- 2024) for developing Sheffield Cycling 4 All inclusive cycling project.

Sheffield Cycling 4 All - restricted funds

Funding awarded to refurbish the wheelchair transporter trikes, which are part of the Sheffield Cycling 4 All inclusive cycling project.

Awards for All

An award to develop training for Employers and Businesses to enable them to become more disability confident.

Police & Crime Commissioner

Funding to deliver hate crime training sessions, building on work developed through People's Postcode Trust in 2018-19.

Sports England

An award to expand the work of Sheffield

SYCF Covid-19 Response

Funding to support Sheffield Voices on-line activities during Covid-19, including the purchasing of IT equipment to support people with a learning disability or Autism who are digitally excluded.

SfC Training WP2.1-DIS-20012 2020-21

Funding awarded to facilitate a programme of training for Individual Employers and their PAs.

Sports England Tackling Inequalities

Funding awarded to help tackle inequalities in physical activity, experienced by disabled people and people with long term health conditions, during the Covid-19 pandemic.

Evan Cornish Foundation

Funding awarded to deliver hate crime training sessions to schools building on work funded through the Police and Crime Commissioner.

SCC direct payment support

Funding to provide information to people in receipt of direct payments during Covid-19 and the provision of a PPE delivery service for people who employ their own PAs.



Disability Sheffield
Centre for Independent Living

Notes to the accounts (continued)
For the year to 31 March 2021

12 Restricted funds (continued)

NET funding

Funding to support Sheffield Voices delivery of on-line activities and to increase engagement of people with a learning disability and autism during Covid-19

SCC Covid response

Funding for staffing hours to increase communication, accessibility of information and engagement with disabled people in Sheffield related to COVID-19.

SYCF Resilience Fund

Funding for the continuation of the work of Sheffield Voice group and increased engagement with people with learning disabilities and Autism during Covid-19, both online and then starting to move into more face to face activities again.

Sports England Return to Play

Funding for the purchase and re-location of 3 shipping containers and associated costs for storing SC4A trikes to enable the project to continue to operate from Hillsborough Park and to increase the number of disabled people accessing cycling post-covid19.

CCG vaccine support

Funding to support the increased take up of CV19 vaccination including; engaging disabled people, promoting vaccine hubs, sharing key messages and providing feedback, insights, and concerns regarding hesitancies and barriers to having a Covid vaccination.

Healthwatch Speak Up small grant

Small pots of funding secured to carry out health and social care engagement activity

<i>Prior year comparison</i>	<i>Brought forward</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers</i> £	<i>Carried forward</i> £
<i>NHS Sheffield CCG- Disability Health Advocacy & Info Services</i>	11,873	88,825	(92,090)	-	8,608
<i>Department for Works and Pensions - Access to Work</i>	2,647	27,937	(26,351)	-	4,233
<i>Sheffield Voices</i>	5,909	100	(2,546)	-	3,463
<i>Sheffield City Council - Carer and Access Card</i>	228	5,362	(5,590)	-	-
<i>Sheffield City Council - EF16029 Equality Hub</i>	103	15,422	(15,397)	-	128
<i>MS Benefits Service</i>	-	1,667	(1,667)	-	-
<i>Sheffield Association in Aid of the Adult Deaf Community Fund (SYCF)</i>	47	5,000	(4,999)	-	48
<i>Peoples Health Trust (Health Rich)</i>	266	-	(2,591)	2,325	-
<i>SfC Innovation Fund INN-DIS-18010 2018-19</i>	1,290	-	(1,290)	-	-
<i>Zachery Merton & George Woofindin</i>	-	-	-	-	-
<i>Convalscent Trust</i>	1,000	-	(1,000)	-	-
<i>The Talbot Trusts</i>	4,732	-	(4,732)	-	-
<i>People's Postcode Trust</i>	1,895	12,500	(13,230)	-	1,165
<i>SfC Training</i>	-	17,895	(17,530)	-	365
<i>The Big Lottery Community Fund</i>	-	43,001	(34,338)	-	8,663
<i>Sheffield Cycling 4 All - restricted funds</i>	2,286	-	-	-	2,286
<i>Awards for All</i>	-	2,500	(1,545)	-	955
<i>Police & Crime Commissioner</i>	-	800	-	-	800
<i>Sports England</i>	-	500	(50)	-	450
	<u>32,276</u>	<u>221,509</u>	<u>(224,946)</u>	<u>2,325</u>	<u>31,164</u>



Disability Sheffield
Centre for Independent Living

Notes to the accounts (continued)
For the year to 31 March 2021

13 Net asset by fund

	General funds £	Designated funds £	Restricted funds £	Total 2021 £
Fixed assets	-	18,754	15,400	34,154
Net current assets/ (liabilities)	107,090	17,561	22,208	146,859
	107,090	36,315	37,608	181,013
<i>Prior year comparison</i>	<i>General funds £</i>	<i>Designated funds £</i>	<i>Restricted funds £</i>	<i>Total 2020 £</i>
Fixed assets	250	3,652	14,595	18,497
Net current assets	90,605	(3,333)	16,569	103,841
	90,855	319	31,164	122,338

14 Trustees and key management remuneration, benefits and expenses

No trustees were reimbursed for travel costs during the year (2020: 3 totalling £259).

The key management personnel of the charity comprise the trustees and the senior management team (the Chief Executive and Advocacy manager). The total employee benefits of the key management personnel of the charity were £67,625 (2020 :£62,287).

15 Related Party Transactions

There were no related party transactions other than those detailed above.