

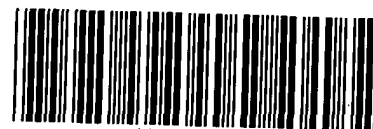
Charity Registration No. 1109054

Company Registration No. 04655406 (England and Wales)

REGISTRAR

**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2014**

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COMPANIES HOUSE

**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**LEGAL AND ADMINISTRATIVE INFORMATION**

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**Trustees**

R Farnsworth  
K Masterman  
G A Sulman  
D I Chester  
F Harradence  
D A Walmsley  
D Gill

**Secretary**

K Masterman

**Charity number**

1109054

**Company number**

04655406

**Principal address**

Galax Business Centre  
Fitzwilliam Road  
Eastwood Trading Estate  
Rotherham  
South Yorkshire  
S65 1SL

**Registered office**

Galax Business Centre  
Fitzwilliam Road  
Eastwood Trading Estate  
Rotherham  
South Yorkshire  
S65 1SL

**Auditors**

Hart Shaw LLP  
Europa Link  
Sheffield Business Park  
Sheffield  
S9 1XU

**Bankers**

Barclays Bank Plc  
Rotherham Branch  
Sheffield and Rotherham Group  
PO Box 43  
Sheffield  
S1 1NG

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**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**LEGAL AND ADMINISTRATIVE INFORMATION**

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**Solicitors**

Harthills  
1a Effingham Street  
Rotherham  
S65 1AQ

Cross Keys Law  
Cross Keys House  
10 Market Place  
Crowle  
Scunthorpe  
DN17 4LA

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**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
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**SPEAKUP SELF ADVOCACY LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
TRUSTEES' REPORT**

**FOR THE YEAR ENDED 31 MARCH 2014**

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The trustees present their report and accounts for the year ended 31 March 2014.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

**Structure, governance and management**

The Charity is a company limited by guarantee without share capital, number 04655406. It is a registered charity number 1109054.

The trustees, who are also the directors for the purpose of company law, who served during the year were:

R Farnsworth

K Masterman

G A Sulman

D I Chester

F Harradence

D A Walmsley

D Gill

(Appointed 8 August 2013)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

On appointment new trustees are provided with induction training in relation to their duties and responsibilities for the Charity. Trustees are also provided with additional training if required and take part in a range of activities to enable them to update and improve their skills and knowledge.

The Management Committee (Team) is responsible for ensuring the work of the Charity is conducted within the framework of the Memorandum and Articles of Association.

The Management Committee is made up of twelve people with learning difficulties, including three of the directors/trustees of Charity. The committee operates through the use of employed self advocacy workers assisted by a number of support staff.

Support staff include principal finance, business and commercial officers, media officers, lead tutors, expert by experience trainers and researchers (employed self-advocates) and fundraisers. These people enable the Management Committee to fulfil all of the objectives of the Charity and relevant regulations.

The only related party is Ms V Farnsworth who is employed by the charity on a full time basis. She is the daughter of one of the trustees, R Farnsworth.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

# **SPEAKUP SELF ADVOCACY LIMITED**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2014**

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#### **Objectives and activities**

The Charity consists of a team of people with learning disabilities and their supporters working with equal rights and responsibilities. The objects for which the Charity is established are to advance the education of adults, children and young people with learning disabilities, autism and mental health in self advocacy and related areas. Powers in promoting the objectives amongst others include:

- (a) help people to speak for themselves;
- (b) make information available in a form which everyone can understand;
- (c) create employment opportunities for members and others;
- (d) teach members and others to speak to other groups and to talk to professionals to help them learn more; and
- (e) do anything else which will promote self advocacy.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and we have had regard to it when reviewing our aims and objectives, and in planning our future activities. In particular we consider how planned activities will contribute to the aims and objectives we have set.

#### **Achievements and performance**

As forecast in the trustees' report for the year ended March 2013 we expected to achieve a similar level of income during the financial year ending March 2014, however we have managed to achieve a slight increase as demonstrated in the Statement of Financial Activities.

During the financial year we were successful in obtaining new project funding from the Trusthouse Charitable Foundation, The Percy Bilton Charity and The Charles & Elsie Sykes Trust. Continuation project funding from the Department of Health's Third Sector Investment Programme to deliver a highly innovative project was expended and completed successfully. The Lloyds TSB Foundation for England and Wales continuation funding provides cover for some of our core costs. We secured funding from the Key Fund in the form of a loan and grant which continues our excellent relationship with the North of England's largest Community Development Finance Institution.

During the year 2013-2014 The Economic and Social Research Council (ESRC) funding for a national research project titled "Big Society? Disabled People with Learning Disabilities and Civil Society" commenced. We are collaborating on this research project which is being led by Professor Dan Goodley from the University of Sheffield and Dr Katherine Runswick-Cole from Manchester Metropolitan University. Other partners include the universities of Bristol and Northumbria, the Foundation for People with Learning Disabilities, Mencap and a number of people well known for their expertise in the field of learning disability.

The main achievements, in addition to the above, continue to be the excellent work undertaken as required by our Service Level Agreements with the Rotherham Learning Disability Service and Barnsley Social Services and our joint social enterprise "I'm a Person Too!" continuing to deliver its excellent training programmes to a variety of organisations, including educational providers.

We continue to increase the number of health and social care students on work placements, which is proving to be beneficial not only to ourselves but the Universities we collaborate with.

We continue to organise and facilitate the highly successful and valued Yorkshire and Humber Regional Forum for People with a Learning Disability together with our local People's Parliament and our co-production work with the Rotherham Learning Disability Service remains as a 'Beacon' standard for others to aspire to.

Speakup, the Charity, remains an Investors in People organisation, a Disability Symbol User (positive about disabled people), an ISO9001 accredited organisation and full members of Social Firms UK.

**SPEAKUP SELF ADVOCACY LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
TRUSTEES' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2014**

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**Financial review**

The principal funding sources for the year were derived from our service level agreements with Rotherham MBC and Barnsley MBC, the Department of Health, the Lloyds TSB Foundation for England and Wales, the ESRC research project, Student Placements and fees generated for services provided.

Expenditure continues to support our key objectives of making information available in a form that everyone understands, creating employment opportunities for people with learning disabilities and/or autism, to teach members and others to speak up for themselves and learn more, and to promote self-advocacy. As will be seen from the statement of financial activities, we maintained our expenditure at a similar level to that of 2012-2013 to ensure that all our service provision was maintained to an excellent standard and that all project outcomes and milestones were delivered, and continue to be delivered, with great success; whilst at the same time safeguarding employment for people with a learning disability and/or autism. This further endorses our belief that the services we provide are of an invaluable need for all the people we support, in what are still very difficult economic times, and for the future prospects of the Charity.

Speakup has net assets of £154,923 (2013 - £197,050) and will continue in its aim of achieving the levels of reserves as stated by the reserves policy below.

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised.

Notwithstanding the above, the trustees believe it is appropriate to comment at this time on the likely effects and the impact the current economic climate continues to have on the Charity for the foreseeable future.

During the year ended March 2014 the Charity submitted numerous funding applications as we have done in previous financial years, and again our success rate has been similarly impeded - feedback, in the main was as last year; simply that the funding 'pots' were substantially oversubscribed. Therefore, we will expect to see a similar level of charitable income for the year ending March 2015.

On a more positive note, at the time of writing we have been successful in securing a continuation of our Service Level Agreement with the Rotherham Learning Disability Service for 2014-2015 for our invaluable preventative work in supporting people to maintain and improve their health and well-being; for which we are extremely grateful given the financial cuts that local authorities have to address. In addition, we have secured funding for new projects to be delivered in 2014-2015 from the South Yorkshire Fire and Rescue Authority and The Equitable Charitable Trust and are expecting a series of commissions from the Rotherham Clinical Commissioning Group to deliver services and training.

On a more positive note, we are hopeful that we will be able to create new opportunities to provide services that will generate income during the coming financial year.

**Asset cover for funds**

Note 14 sets out an analysis of the assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet Speakup's obligations on a fund by fund basis.

**SPEAKUP SELF ADVOCACY LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
TRUSTEES' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2014**

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**Plans for the future**

There continues to be a greater emphasis and pressure placed on people who receive workless and disability benefits to gain meaningful employment. To this end we will continue to offer employment opportunities and work placements to as many people with a learning disability and/or autism as we are able to and, for as long as we are able to do so.

As a pioneering, highly innovative and nationally recognised self-advocacy organisation, committed to the employment of people with a learning disability and/or autism and increasing employment opportunities whenever possible, we will endeavour to seek new opportunities that will enable us to embrace our philosophies and objectives.

Whilst we will continue to apply for grant funding where appropriate our aspiration is that Speakup, over time, becomes wholly self sustainable. This can be achieved by the social firms generating a surplus, being commercial activities in their own right, and covenanting any surplus to Speakup.

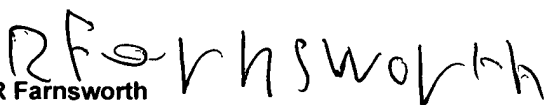
**Disclosure of information to auditors**

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

**Auditors**

A resolution proposing that Hart Shaw LLP be reappointed as auditors of the company will be put to the members.

On behalf of the board of trustees

  
**R Farnsworth**

Trustee

Dated: 24 June 2014



**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

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The trustees, who are also the directors of Speakup Self Advocacy Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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

**SPEAKUP SELF ADVOCACY LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
INDEPENDENT AUDITORS' REPORT**

**TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED**

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We have audited the accounts of Speakup Self Advocacy Limited for the year ended 31 March 2014 set out on pages 8 to 17. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice).

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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of trustees and auditors**

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of Speakup Self Advocacy Limited for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**Scope of the audit of the accounts**

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion on accounts**

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2014 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 applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Report for the financial year for which the accounts are prepared is consistent with the accounts.

**SPEAKUP SELF ADVOCACY LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
INDEPENDENT AUDITORS' REPORT (CONTINUED)**

**TO THE MEMBERS OF SPEAKUP SELF ADVOCACY LIMITED**

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**Matters on which we are required to report by exception**

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 accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from preparing a Strategic Report.



Martin McDonagh (Senior Statutory Auditor)  
for and on behalf of Hart Shaw LLP

**Chartered Accountants**

**Statutory Auditor**

Europa Link  
Sheffield Business Park  
Sheffield  
S9 1XU

Dated: 11/7/14

**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**INCLUDING INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 MARCH 2014**

	Notes	Unrestricted funds £	Restricted funds £	Total 2014 £	Total 2013 £
<b><u>Incoming resources from generated funds</u></b>					
Donations and legacies	2	6,628	-	6,628	9,957
Investment income	3	8	-	8	-
		6,636	-	6,636	9,957
Incoming resources from charitable activities	4	212,026	67,899	279,925	276,920
Other incoming resources	5	9,977	-	9,977	3,788
<b>Total incoming resources</b>		<b>228,639</b>	<b>67,899</b>	<b>296,538</b>	<b>290,665</b>
<b><u>Resources expended</u></b>					
<b>Charitable activities</b>					
Activities furthering the company's objects	6	272,478	61,518	333,996	332,316
Governance costs		4,669	-	4,669	7,191
<b>Total resources expended</b>		<b>277,147</b>	<b>61,518</b>	<b>338,665</b>	<b>339,507</b>
<b>Net (outgoing)/incoming resources before transfers</b>		<b>(48,508)</b>	<b>6,381</b>	<b>(42,127)</b>	<b>(48,842)</b>
Gross transfers between funds		268	(268)	-	-
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		<b>(48,240)</b>	<b>6,113</b>	<b>(42,127)</b>	<b>(48,842)</b>
Fund balances at 1 April 2013		193,821	3,229	197,050	245,892
<b>Fund balances at 31 March 2014</b>		<b>145,581</b>	<b>9,342</b>	<b>154,923</b>	<b>197,050</b>

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**BALANCE SHEET**

**AS AT 31 MARCH 2014**

	Notes	2014 £	£	2013 £	£
<b>Fixed assets</b>					
Tangible assets	9		176,731		201,466
<b>Current assets</b>					
Debtors	10	44,740		60,750	
Cash at bank and in hand		1,722		3,217	
		<u>46,462</u>		<u>63,967</u>	
<b>Creditors: amounts falling due within one year</b>	11	<u>(43,272)</u>		<u>(41,419)</u>	
<b>Net current assets</b>			3,190		22,548
<b>Total assets less current liabilities</b>			179,921		224,014
<b>Creditors: amounts falling due after more than one year</b>	12		<u>(24,998)</u>		<u>(26,964)</u>
<b>Net assets</b>			<u>154,923</u>		<u>197,050</u>
<b>Income funds</b>					
Restricted funds	13		9,342		3,229
Unrestricted funds					
Unrestricted income funds		105,475		153,715	
Revaluation reserve		<u>40,106</u>		<u>40,106</u>	
			145,581		193,821
			<u>154,923</u>		<u>197,050</u>

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 with the Financial Reporting Standards for Smaller Entities (effective April 2008)

The accounts were approved by the Board on 24 June 2014

*R Farnsworth*

R Farnsworth  
Trustee

Company Registration No. 04655406

**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2014**

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**1 Accounting policies**

**1.1 Basis of preparation**

The accounts have been prepared under the historical cost convention modified to include the revaluation of certain fixed assets.

The Charity has taken advantage of the exemption in Financial Reporting Standard No 1 from the requirement to produce a cash flow statement on the grounds that it is a small company.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005, the Companies Act 2006 and the Financial Reporting Standards for Smaller Entities (effective April 2008).

**1.2 Incoming resources**

All incoming resources are included in the SOFA when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy.

No amounts are included in the financial statements for services donated by volunteers.

Upon incorporation, the net assets donated from Speakup Self Advocacy have been valued at their estimated market value.

Donations and gifts comprise amounts received in the year.

Grants and awards comprise amounts receivable in the UK. Grants of a revenue nature are credited to income so as to match them with the expenditure to which they relate.

**1.3 Resources expended**

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category.

A proportion of costs are attributed to direct charitable expenditure and governance costs based on the actual costs incurred.

**1.4 Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation less estimated residual value of each asset over its expected useful life, as follows:

Film production assets	10% to 25% straight line per annum
Computers, office and media equipment	25% to 33.3% straight line per annum
Assets under construction	No depreciation charged

No depreciation is provided in respect of freehold land and buildings. The charity's property was revalued during 2007 and in the trustees' opinion the value has not materially changed.

**1.5 Leasing and hire purchase commitments**

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2014**

**1 Accounting policies** **(Continued)**

**1.6 Accumulated funds**

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

**1.7 Revaluation of land and buildings**

The Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005, requires the value of fixed assets which are carried at revalued amounts to be updated on a regular basis. To achieve this the trustees use a reasonable approach to valuation at least every five years, subject only to obtaining advice as to the possibility of any material movements between individual valuations.

**2 Donations and legacies**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Donations and gifts	<b>6,628</b>	<b>9,957</b>

**3 Investment income**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Interest receivable	<b>8</b>	<b>-</b>

**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2014**

**4 Incoming resources from charitable activities**

	Unrestricted funds £	Restricted funds £	Total 2014 £	Total 2013 £
Service level agreement and commissions	207,154	67,899	275,053	268,600
Video sales	1,202	-	1,202	2,035
Conferences and other fee income	3,670	-	3,670	6,285
	<u>212,026</u>	<u>67,899</u>	<u>279,925</u>	<u>276,920</u>

**5 Other incoming resources**

	2014 £	2013 £
Other income	<u>9,977</u>	<u>3,788</u>

**6 Total resources expended**

	Staff costs £	Depreciation £	Other costs £	Total 2014 £	Total 2013 £
<b>Charitable activities</b>					
<u>Activities furthering the company's objects</u>					
Activities undertaken directly	169,162	28,694	136,140	333,996	332,316
<b>Governance costs</b>	-	-	4,669	4,669	7,191
	<u>169,162</u>	<u>28,694</u>	<u>140,809</u>	<u>338,665</u>	<u>339,507</u>

Governance costs include:

- audit fees of £3,300 (2013 - £3,200).

**7 Trustees**

None of the trustees received any remuneration or benefits from the charity during the current or previous year. No trustees received any expenses during the year (2013 - £nil).

See note 16 for details of remuneration received by a connected person.



**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2014**

**8 Employees**

**Number of employees**

The average monthly number of employees during the year was:

	<b>2014</b>	<b>2013</b>
	<b>Number</b>	<b>Number</b>
Advocacy staff	8	4
Support staff	6	6
Enterprise workers	3	3
	<u>17</u>	<u>13</u>

**Employment costs**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Wages and salaries	157,048	141,954
Social security costs	9,578	10,669
Enterprise workers	2,536	2,457
	<u>169,162</u>	<u>155,080</u>

There were no employees whose annual emoluments were £60,000 or more.

**SPEAKUP SELF ADVOCACY LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2014**

**9 Tangible fixed assets**

	Freehold property	Film production assets	Computer media and office equipment	Total
	£	£	£	£
<b>Cost or valuation</b>				
At 1 April 2013	70,000	273,032	99,248	442,280
Additions	-	-	3,959	3,959
<b>At 31 March 2014</b>	<b>70,000</b>	<b>273,032</b>	<b>103,207</b>	<b>446,239</b>
<b>Depreciation</b>				
At 1 April 2013	-	145,143	95,671	240,814
Charge for the year	-	25,888	2,806	28,694
<b>At 31 March 2014</b>	<b>-</b>	<b>171,031</b>	<b>98,477</b>	<b>269,508</b>
<b>Net book value</b>				
<b>At 31 March 2014</b>	<b>70,000</b>	<b>102,001</b>	<b>4,730</b>	<b>176,731</b>
At 31 March 2013	70,000	127,889	3,577	201,466

The land and buildings were last valued by the trustees on 31 March 2007. The trustees are of the opinion that has been no material movement in the valuation of the property in the year to 31 March 2014.

**Comparable historical cost for the land and buildings included at valuation:**

	2014 £	2013 £
Cost	31,802	31,802
Accumulated depreciation	6,996	6,360
<b>At 31 March 2014</b>	<b>24,806</b>	<b>25,442</b>

All other tangible fixed assets are stated at historical cost.

**10 Debtors**

	2014 £	2013 £
Trade debtors	44,740	59,340
Prepayments and accrued income	-	1,410
	<b>44,740</b>	<b>60,750</b>

**SPEAKUP SELF ADVOCACY LIMITED**  
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<b>11 Creditors: amounts falling due within one year</b>	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Bank loans	<b>5,291</b>	5,086
Bank overdrafts	<b>15,388</b>	24,528
Other loans	<b>10,000</b>	-
Trade creditors	<b>5,168</b>	2,713
Taxes and social security costs	<b>3,175</b>	5,103
Accruals	<b>4,250</b>	3,989
	<b>43,272</b>	41,419

Bank loans and overdrafts amounting to £20,679 (2013 - £29,614) are secured.

<b>12 Creditors: amounts falling due after more than one year</b>	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Bank loans	<b>21,665</b>	26,964
Other loans	<b>3,333</b>	-
	<b>24,998</b>	26,964

**Analysis of loans**

Wholly repayable within five years	<b>40,289</b>	32,050
Included in current liabilities	<b>15,291</b>	5,086
	<b>24,998</b>	26,964

**Loan maturity analysis**

Debt due in one year or less	<b>(15,291)</b>	5,086
In more than two years but not more than five years	<b>(24,998)</b>	22,479
In more than five years	-	4,485
	<b>(40,289)</b>	32,050

Bank loans and overdrafts amounting to £21,665 (2013 - £26,964) are secured.

**SPEAKUP SELF ADVOCACY LIMITED**  
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**13 Restricted funds**

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2013	Incoming resources	Resources expended	Transfers
	£	£	£	£
The Percy Bilton Charity	-	3,020	(3,020)	-
Trusthouse Charitable Foundation	-	6,500	(2,080)	-
Scottish Power	1,794	-	(384)	(1,410)
Lloyds TSB Foundation	1,435	12,000	(11,513)	-
Department of Health	-	43,379	(44,521)	1,142
The Charles & Elsie Sykes Trust	-	3,000	-	-
	<u>3,229</u>	<u>67,899</u>	<u>(61,518)</u>	<u>(268)</u>
				<u>9,342</u>

The Percy Bilton Charity - To purchase IT equipment to help people with learning disabilities design information that is accessible and helps people make informed choices. The provision of this IT equipment will increase our capacity to deliver training and also give us the flexibility to work with groups of young adults with learning disabilities off site.

Trusthouse Charitable Foundation - A contribution towards the costs of providing structured work experience programmes for young people with learning disabilities for a period of one year.

Scottish Power Energy People Trust 'I'm an Expert Energy Saver' - Supporting people with learning disabilities who live alone or with groups of friends to be energy efficient and not in energy poverty. Energy poverty is something people with learning disabilities constantly struggle with due to lack of employment and poor incomes. 12 expert trainers with learning disabilities have been trained to go out and become energy champions within their communities; supporting people to stay out of energy poverty; and offering advice and explaining to their peers how to save energy by such things as insulation and economical use of equipment.

Lloyds TSB - The Foundation has provided a two year grant (commencing in June 2012) towards core operating costs including audit and accountancy fees, telephone, internet and insurance costs. The Foundation's mission is to support charities that help disadvantaged people to play a fuller role in communities across England and Wales.

Department of Health - 'Healthy Surfers' has reduced the digital divide to health information and resources for a vulnerable, disadvantaged and socially excluded group. We have developed new ways of effectively supporting improved accessibility and choices for people with learning disabilities and/or autism. We have done this by developing skills through innovative training and information on using the internet safely, particularly about how to access main health sites (NHS Choices, NHS Direct and Easyhealth). This enables people with learning disabilities and/or autism to locate and use a variety of health and social care information.

The Charles & Elsie Sykes Trust - To develop and provide much needed friendship groups to enable people to gain in confidence, and fight loneliness both for themselves and others through active participation in 'Friendship Circles'. The project aims to develop the skills and a learning base to improve health and wellbeing and deliver person centred choice, control, responsibility and increased social inclusion for people with a learning disability and/or autism.

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**NOTES TO THE ACCOUNTS (CONTINUED)**  
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**14 Analysis of net assets between funds**

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 March 2014 are represented by:			
Tangible fixed assets	176,731	-	176,731
Current assets	37,120	9,342	46,462
Creditors: amounts falling due within one year	(43,272)	-	(43,272)
Creditors: amounts falling due after more than one year	(24,998)	-	(24,998)
	<u>145,581</u>	<u>9,342</u>	<u>154,923</u>
Unrealised gains included above:			
On tangible fixed assets	40,106	-	40,106
	<u>40,106</u>	<u>-</u>	<u>40,106</u>
Reconciliation of movements in unrealised gains			
Unrealised gains at 1 April 2013	40,106	-	40,106
Unrealised gains at 31 March 2014	<u>40,106</u>	<u>-</u>	<u>40,106</u>

**15 Commitments under operating leases**

At 31 March 2014 the company had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2014	2013
	£	£
Expiry date:		
Between two and five years	<u>3,383</u>	<u>3,075</u>

**16 Related parties**

Ms V Farnsworth is the daughter of R Farnsworth, one of the charity's trustees. During the year she was employed by the charity and received a gross salary of £6,445 (2013 - £5,319).