

Company number: 07314865

Charity Number: 1138585

# Disability Rights UK

Report and financial statements

For the year ended 31 March 2015

Contents

For the year ended 31 March 2015

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## Disability Rights UK

### Reference and administrative details

#### For the year ended 31 March 2015

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<b>Status</b>	The organisation is a charitable company limited by guarantee, incorporated on 14 July 2010. Disability Rights UK registered as a charity on 26 October 2010.
<b>Company number</b>	07314865
<b>Charity number</b>	1138585
<b>Registered office and operational address</b>	CAN Mezzanine 49-51 East Road Old Street London N1 6AH
<b>Trustees</b>	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:  Phil Friend                      Chair (resigned 26 January 2015) Asif Hussain                      Chair (appointed Chair 26 Jan 2015, was a Trustee) Mike Smith                      Vice Chair Michael Bromwich              Treasurer Geoff Adams-Spink              (resigned 26 November 2014) Saghir Alam                      (resigned 25 February 2015) Anne Beales Roger Berry Daniel Holt                      (appointed 26 January 2015) Ian Loynes Carolyn McLaughlin Martin Smith                      (appointed 26 January 2015) Martin Stevens                      (appointed 26 January 2015) Rob Trent                      (appointed 26 January 2015) Jane Cordell                      (resigned 6 October 2014)
<b>Bankers</b>	Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB
<b>Auditors</b>	Sayer Vincent LLP Chartered Accountants and Statutory Auditors Invicta House 108-114 Golden Lane LONDON EC1Y 0TL

The trustees present their report and the audited financial statements for the year ended 31 March 2015.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with the current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005).

### FROM SET-UP TO DELIVERY AND IMPACT: THE STORY SO FAR

#### **We are disabled people leading change – working to create a society where everyone with lived experience of disability or health conditions can participate equally as full citizens**

With the support of our members, partners and funders we have been able to move from setting up a new organisation to delivering change with and for disabled people.

Disability Rights UK is the largest UK organisation led by people with all types of impairment or health condition. We were born in 2012 from a 3-way merger. We are:

- Led by people with lived experience of disability or long-term health conditions. 91% of our trustees have personal experience (and it will never fall below 75%, in line with our constitution)
- Committed to working with and for people with all types of impairment and health conditions: our trustees and senior staff include people with mental health issues, physical health conditions, hearing impairments, visual impairments, learning difficulties, mobility impairments and more
- A member-led charity with disabled people, and organisations led by disabled people, having the controlling vote.

In our third full year (April 2014–March 2015) we focused on two top priorities set by our Board:

- 1 Independent living: getting a life
- 2 Career opportunities: getting work, education and skills

We made progress on these priorities by:

#### **Putting information, advice and tools in the hands of large numbers of individuals**

- Our free factsheets were downloaded more than 1.3 million times – up from 700,000 the previous year. Information is power – and over 90% of factsheet users we surveyed said they were useful to their particular purposes (for instance, understanding what support might be available at university, or how to appeal against a benefit decision). We created new factsheets to meet identified needs.
- We had over 10,000 deeper contacts with individuals, through advice services (information line, student helpline, member helpline, independent living line) and events. Our independent living line won a prestigious Zero Project award for international good practice (<http://www.disabilityrightsuk.org/news/2015/march/zero-project-award-event>); over 85% of people using this service rated the service as excellent or good.

- We published and sold over 13,000 copies of our Disability Rights Handbook – and launched new publications ‘Taking Charge’ (a practical guide to living with a disability or health condition), and ‘Into Further Education’. We also sold over 10,000 Radar keys to accessible toilets.
- We engaged thousands of disabled people in our campaigns. For example, we made a Freedom of Information request to find out whether local authorities planned to ring-fence resources allocated to them from the (closing) Independent Living Fund and published the responses: this enabled local disabled people to see what their own local authority was planning and many campaigned locally as a result. See <http://www.disabilityrightsuk.org/news/2014/august/most-councils-will-not-ringfence-ilf-resources>

#### **Delivering projects, working with local Disabled People’s Organisations (DPOs) and others, to demonstrate new approaches to disabled people’s participation**

- We published guides on how to create more ‘inclusive communities’ – ie local communities in which people with any experience of disability or health conditions can participate fully. See <http://www.disabilityrightsuk.org/policy-campaigns/reports-and-research/inclusive-communities>. This included a literature review, top lessons from research, and guides for both DPOs and local authorities. These were promoted widely including through the local government Commissioning Academy and the gov.uk website.
- We established a Leadership Academy and delivered a career development programme for a cohort of 25 disabled people keen to progress in their careers. The programme was very well received, with several participants securing promotions with the support of the programme; and it is set to be expanded.
- We completed a project to remove barriers for disabled people to apprenticeships in London, working with employers, training providers and colleges.
- We delivered a project to improve good practice materials for DPOs in supporting individuals to use personal budgets to manage their own support and live independent lives.
- We continued, with our Ambassador Stephen Brookes, to promote guidance for DPOs acting as ‘third party hate crime reporting centres’. Evidence from Blackpool shows reports of crimes go up significantly when you can report safely to another disabled person. In 2014–15 we promoted DR UK’s guidance to DPOs, police and prosecutors at a range of events. This is spreading good practice nationally.
- We secured resources for a new campaign, led by young disabled people, to improve job opportunities for young disabled people.
- We secured resources for a new project, run jointly with 3 local DPOs in Cheshire, Leicestershire and Norfolk, to enable more disabled people to participate in physical activity.
- With sister organisations in Scotland, Wales and Northern Ireland, we secured resources to establish what we believe to be the world’s first major research programme on independent living led by disabled people. See <http://www.disabilityrightsuk.org/news/2015/february/new-drill-research-programme>

**Influencing policy and practice on the basis of lived experience and good practice led by disabled people**

- We completed work, linking with the Department for Business, Innovation and Skills, on improving skills for employment for disabled people. We published a literature review and reflective report (rooted in our own helpline data and experience) on the factors likely to support both young disabled people and those acquiring an impairment later in life to acquire skills for careers. We held working group events involving partners such as DPOs, employers, colleges and national organisations (eg Association of Colleges, National Apprenticeship Service, UK Commission for Employment and Skills (UKCES)) and made proposals for both practice and policy changes to support disabled people's skills. See <http://www.disabilityrightsuk.org/closing-disability-skills-gap>
- We delivered work with partners Shaping Our Lives and Change (all user-led organisations) to embed user-led developments in health and social care nationally, working as part of the Department of Health strategic partner programme. This included spreading peer support and user-driven commissioning of health and social care. See <http://www.disabilityrightsuk.org/news/2015/april/03-strategic-partner-updates-april-2015>
- We influenced government to make improvements to Access to Work: we worked with a group of DPOs to produce a report with recommendations – see <http://www.disabilityrightsuk.org/news/2015/april/access-work-call-members> – and with others influenced government to accept our proposal that instead of tying people up in bureaucracy, Access to Work should be given as a personal budget (although challenges remain to be overcome).
- We influenced government to consult on proposed changes to Disabled Students' Allowance (DSA), rather than introduce changes that could jeopardise disabled people's university careers. We produced research showing that DSA both encourages disabled people to go to university and – importantly – prevents drop-out; and we worked with partners to influence change.
- We influenced government on a number of specific policy issues: for instance, DWP changed its website and factsheet information to make clear that people on ESA (Employment and Support Allowance) can undertake permitted work and can do so indefinitely.
- The Work and Pensions Select Committee reflected our strong written and oral evidence objecting to how sanctions are applied to disabled people. See <http://www.disabilityrightsuk.org/news/2015/january/disability-rights-uk-impact-sanctions>
- We provided the Secretariat to the increasingly influential All-party Parliamentary Disability Group, which brings disabled people's voices into Parliament.
- We chaired the Disability Action Alliance (DAA), which brings together DPOs with private and public sector organisations to stimulate practical changes through partnership. Achievements of the DAA have included the roll-out of a travel card to enable disabled people to communicate their access needs easily and the launch of the Charter on Disabled People and Volunteering.
- We promoted our campaigns in the media: for instance, securing BBC Today programme coverage for our campaign on the Independent Living Fund transfer and coverage on a range

## Disability Rights UK

### Report of the trustees

#### For the year ended 31 March 2015

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of topics in tabloid, broadsheet, national and local broadcast and on-line media. See <http://disabilityrightsuk.org/about-us/press-office>

- We increased our social media presence – up from 16,000 to over 25,000 twitter followers.

On our underpinning work to build our membership we have:

- Doubled our membership from 758 in 2014 to 1455
- Improved membership processes and services, for instance our member organisation helpline.

On our underpinning work to build our reputation and communications we:

- Secured media profile across our priorities of independent living and careers, through channels including national TV and radio, national, local and specialist press
- Engaged with stakeholders across different regions, through speaking at events, joining meetings; and being part of significant coalitions such as Think Local Act Personal, the Disability Charities Consortium and Disability Benefits Consortium
- Hosted significant events to bring stakeholders together, including an Independent Living Conference and the Jack Ashley Memorial Lecture, delivered this year by David Blunkett.

On our underpinning work to generate income and manage resources we:

- Increased the proportion of our income that is unrestricted, in particular through growing our consultancy and training business and enhancing our publishing. We delivered successful projects for organisations in the public, private and non-profit sectors
- Built a committed team working to achieve disabled people's rights, with huge commitment to the organisation evidenced through a staff survey
- Made a surplus in 2014–15, with a projected surplus also in 2015–16
- Addressed a historic pension deficit.

#### **Our plans and priorities for 2015–2016**

During 2015–16 we will consult on a new Strategic Plan to run from April 2016.

Disability Rights UK's top two priorities for 2015–2016 are:

#### **Independent living: getting a life**

- We want to see more disabled people exercising choice and control over our support and our lives, to realise the human right to participate fully in society
- Our top campaign will be for independent living in practice
- We will reach thousands with new interactive resources and video stories to support using personal budgets and benefits to get a life – to participate in everything from sport to family and community.

Report of the trustees

For the year ended 31 March 2015

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**Career opportunities: getting work, education and skills**

- We want greater equality at work – a reduced gap between disabled and non-disabled people's employment and pay
- Our top campaign will be led by young disabled people, demanding better career opportunities
- We will further develop our Leadership Academy and its alumni, supporting disabled people to move out of low-paid positions and to realise their potential.

These will be underpinned by 2 organisational priorities:

**Building voice and reach: active, engaged members**

- We aim to increase individual members to 2,000 and organisational members to 500. We will work for active member engagement in our work and campaigns, through new policy and campaign forums.

**Creating a recognised and respected organisation**

- We aim to be recognised as an authentic, authoritative organisation – the go-to organisation led by disabled people on our priorities of getting a life and career opportunities.

This will be funded through the following programmes:

**Independent living: getting a life**

We have secured, or are seeking, resources to:

- Deliver our Get Yourself Active project, jointly with 3 DPOs, to enable disabled people to use part of their personal budgets for sport and exercise
- Deliver, with partners, a major new research programme DRILL (Disability Research on Independent Living and Learning)
- Expand access to our independent living advice, interactive guides and factsheets, including through promoting our new guide Taking Charge
- Develop a new policy agenda for independent living in practice. We plan a new independent living Agenda, building on a conference we held in 2014 and with input from a high level independent living strategy group. This would involve building a strong partnership of commitment across the statutory, business and non-profit sector
- We will also work to track PIP and the impact of its roll-out, working with the Disability Benefits Consortium; and to promote understanding of the new Care and Support Act.

**Career opportunities: getting work, education and skills**

We have secured, or are seeking, resources to:

- Expand access to our careers interactive guides and factsheets – through on-line video clips and interactive resources on further education, apprenticeships, good work experience, higher education, further education, career planning and more
- Develop the next stage of our successful Leadership Academy offering career development programmes run by and for disabled people

- Run our I Can Make It campaign, for young disabled people's job opportunities. At 16 young disabled people and non-disabled people have the same aspirations. At 24 young disabled people are twice as likely to not be in education, employment or training and by 26 many young disabled people feel hopeless. Our campaign will work to open up opportunities, through engaging large numbers of young disabled people and influencing both employers and government
- Make policy proposals on disability and employment, universal credit and related benefits issues.

**New debates on disability policy**

We have secured, or are seeking, resources to:

- Develop disabled people's engagement in new technologies – through our In the Making Fabrication Laboratory project
- Host a series of working groups and debates on our priority areas
- With partners, undertake solution-focused research
- Inform the UN Committee on the Rights of Persons with Disabilities of disabled people's rights in the UK, as they will be examining the UK in the coming period.

## **Disability Rights UK**

### **Report of the trustees**

**For the year ended 31 March 2015**

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#### **With thanks to our Funders**

We would like thank our funders and supporters for their funding and kind donations through the year and for their continuing support in 2015 including:

The Ajahma Charitable Trust  
Barclays Bank PLC (UK)  
Canterbury Cathedral  
The City Bridge Trust  
Comic Relief  
Department for Business, Innovation and Skills  
Department of Health  
Elizabeth and Prince Zaiger Trust  
Enham Trust  
Equality and Diversity Forum  
Esmée Fairbairn Foundation  
GD Herbert Charitable Trust  
Habinteg  
Harris and Sheldon Group Ltd  
The Henry Smith Charity  
The Ian Askew Charitable Trust  
In Control  
Irwin Mitchell  
John Ellerman Foundation  
Joseph Rowntree Foundation  
The Leathersellers' Company Charitable Fund  
Livability  
Low Income Tax Reform Group  
Office for Disability Issues  
Priory Group  
PF Charitable Trust  
Seven Families  
Sport England  
The Sir Jules Thorn Charitable Trust  
Trust for London

A special thanks also to all our members and supporters who enable us to delivery our priorities and strengthen our voice.

#### Consultancy

Through our consultancy services and by utilising our reach in the disabled community as well as our own equality expertise we have been able to impact a number of high profile projects within other organisations. We worked with the Independent Police Complaints Commission on a project to review and revise its guidelines for the police on handling allegations of discrimination. DR UK's role was to provide detailed, anonymised examples of disability discrimination that could be used as tent pole examples to inform specific areas of the new guidelines. These will be published by the IPCC later in 2015.

In 2014 DR UK won a tender to research and report on the barriers to career progression faced by disabled people working in the Civil Service. With a workforce approaching 450,000, at least 27,000 of which live with disabilities or health conditions this was a significant piece of work which involved a review of the policies that existed within the Civil Service, analysis of the existing staff and survey data held by the service, collecting new data through survey and also completing a programme of one to one interviews with disabled staff, senior civil servants, network leads and disabled employees as well as a series of focus groups. DR UK published findings and recommendations which the Civil Service has incorporated into its refreshed talent action plan: Removing the Barriers to Success which went live in March 2015.

DR UK conducted a similar piece of work for NHS Employers where a staff survey, interrogation of existing data as well as primary qualitative research was used to understand more about the experience of disabled staff within NHS organisations through the country. The findings were used to inform an NHS Employers summit on disability earlier this year from which an agenda for change and improvement will be forged.

#### Financial summary

- **Results for the year**

The results of the Charity for the third full year of existence include some unusual items reflecting the changes to the pension scheme and moving office that were mentioned in last year's accounts.

Firstly, compensation was received for leaving City Forum. The net figure received, after moving costs was £200,895.

This enabled the Charity to make a one off payment to the Pension Protection Fund (PPF) of £175,000 as part of the CVA on 11 November 2014.

In addition to this payment, the terms of the CVA included payments of £80,000 per annum for the next seven years, totalling £560,000. The payments started in December and so four were made by year end, (£26,667).

The full amount of the CVA of £735,000 has been charged to the SOFA and the monthly payments are on the balance sheet under creditors within one year (£80,000) and creditors outside one year (£453,333).

Report of the trustees

For the year ended 31 March 2015

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The Radar Pension Scheme entered the PPF assessment period in March 2015 and this can be confirmed at [www.pensionprotectionfund.org.uk](http://www.pensionprotectionfund.org.uk).

The last unusual item is the write back of the FRS17 pension reserve of £1,321,000 which is no longer required.

Finally, the pension payments for the old Radar scheme and the Pensions Trust, along with related expenses totalled £64,205.

With these items excluded from the SOFA, the net incoming resources position would have been £127,622.

- **Overall position**

The charity's overall funds position at 31 March 2015 has improved since the prior year. Net liabilities were £1,185,561 at 31 March 2014 reducing to £335,249 at 31 March 2015. This improvement reflects the compensation from leaving City Forum and the agreement entered into regarding the pension scheme.

Whilst the position has improved, the charity's unrestricted funds at 31 March 2015 are still in deficit. This is represented by assets and liabilities as follows:

Tangible fixed assets	£17,081
Investments	£6,055
Net current assets (excluding pension creditor)	£111,408
Pension creditor (CVA payment) due within one year	(£80,000)
Net current assets within general funds	£31,408
Pension creditor (CVA payments) due after one year	(£453,333)
Net liabilities representing unrestricted funds	(£398,789)

This is also set out in note 14 to the financial statements.

The deficit in unrestricted funds, therefore, is caused by the total CVA liability of £533,333 of which only £80,000 is payable within the next year. This is taken into account when setting the budget.

Disability Rights UK carefully manages its cashflow in order to maintain the liquidity it needs to run its day to day operations and pay off the regular amounts to clear the pension creditor over a period of 7 years from December 2014 and then build up its general funds. The charity is monitoring and forecasting both cashflow and net current assets to ensure it has the liquidity it needs. With the improvement in the charity's underlying results and the certainty around the ongoing pension costs, net current assets have improved year on year from £80,840 to £94,948.

### Report of the trustees

For the year ended 31 March 2015

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- **Expectations for 2015/16**

A budget has been set for 2015/16 which shows a surplus after CVA payments of around £70k. We continue to work hard to achieve this and keep the financial position under close review throughout the year.

#### **Reserves Policy**

In accordance with SORP 2005, the Trustees include here a statement of the reserves policy. The policy is firstly a short run policy of building up reserves at the beginning of the financial year to finance deficit expenditure at the end of the year and secondly a long run policy to build up reserves to the equivalent of three months expenditure. The figure for 3 months running costs is approximately £265,000. The reserves policy should be viewed in conjunction with the fact that the Charity continues to make payments to the PPF of £80,000 a year which affects the ability of the Charity to build up such reserves.

#### **Statement of Public Benefit**

Our strategic plan is developed to ensure we provide public benefit and achieve our objectives as set out in our governing document. Disability Rights UK board of trustees regularly monitors and reviews the success of the organisation in delivering its objectives which are:

- 1 to promote disabled people's independent living and their social inclusion by preventing them from being socially excluded or by assisting them to participate as equal citizens in society;
- 2 to promote the equality and diversity of disabled people and their access to appropriate support; and
- 3 to prevent or relieve the poverty or financial hardship of disabled people, and to meet their needs.
- 4 Our top priorities for 2015–2016 in meeting these objectives are: Independent Living: getting a life and career Opportunities: getting work, education and skills. These will be underpinned by two organisational priorities of building voice and reach through active engagement of members and creating a recognised and respected brand.

The trustees confirm, in the light of the guidance contained in the Charity Commission's general guidance on public benefit, that these aims fully meet the public benefit test and that all the activities of the charity, described in the report of the trustees, are undertaken in pursuit of these aims.

#### **Risk Management and Internal Controls**

The trustees have overall responsibility for ensuring that the organisation operates an appropriate system of controls, financial and otherwise, to provide reasonable assurance that:

- the charity is operating efficiently and effectively
- proper records are maintained and financial information, used within the charity or for publication, is reliable
- the charity complies with relevant laws and regulations.

**Report of the trustees**

**For the year ended 31 March 2015**

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The Financial Performance Committee is responsible for monitoring the effectiveness of the internal controls and reports to the board the results of such monitoring. This is achieved through:

- regular review of the risk register to identify and manage risks
- review of operational policies and procedures to ensure appropriate financial controls are in place
- a business plan, annual budget and cash flow forecast
- regular consideration by the trustees of actual results compared with budgets and forecasts
- segregation of duties
- a regular review of financial procedures.

**Trustees, Organisational Structure and Governance**

The board currently consists of 11 trustees and is made up of at least 75% disabled people. It is therefore controlled and led by disabled people. Three quarters of the board are elected by the membership and one quarter appointed by the board. The board manages the business of the charity and exercises all the powers of Disability Rights UK. It seeks to ensure the charity is compliant with charity and company law and works with its charitable objectives.

There are 3 sub committees accountable to the main board, each with agreed terms of reference. They are Financial Performance Committee, People Committee and Income Generation Committee.

New trustees are appointed through a fair and open process ensuring, as far as possible, representation from a cross section of society, including different experiences of disability and skills.

The trustees delegate the day-to-day running of the organisation to the Management Team which is made up of the Chief Executive, the Deputy Chief Executive, the Financial Controller, the Head of Business Development, the Policy and Development Manager and the Head of Advice and Operations.

**Related Party transactions**

Disability Rights UK does not pay its trustees for work carried out on behalf of the charity and therefore no such payments were made this year.

Report of the trustees

For the year ended 31 March 2015

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**Statement of responsibilities of the trustees**

The trustees (who are also directors of Disability Rights UK for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company/group for that period. In preparing these financial statements, 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2015 was 11 (2014 – 11). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the group or the charity.

## **Disability Rights UK**

### **Report of the trustees**

**For the year ended 31 March 2015**

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#### **Auditors**

Sayer Vincent LLP were appointed as the group and charity's auditors during the year and have expressed their willingness to continue in that capacity.

The report of the trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 27 August 2015 and signed on its behalf by

Michael Bromwich – Treasurer

## **Independent auditors report**

**To the members of**

**Disability Rights UK**

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We have audited the financial statements of Disability Rights UK for the year ended 31 March 2015 which comprise the Consolidated Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the 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 company and the company's 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 responsibilities of the trustees set out in the report of the trustees, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts. Our responsibility is to audit and express an opinion on the financial statements 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 financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company'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 financial statements. In addition, we read all the financial and non-financial information in the report of the trustees to identify material inconsistencies with the audited financial statements 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 financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2015, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;

## Independent auditors report

To the members of

Disability Rights UK

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- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

### Emphasis of matter

#### Going concern

In forming our opinion on the financial statements, which is not modified, we have considered the adequacy of the disclosure made in note 1b in the financial statements concerning the charitable company's ability to continue as a going concern. At 31 March 2015, the charitable company had negative reserves of £336,290, after recognising in full the cost of entering into a Company Voluntary Arrangement on 11 November 2014. Details of payments due under that arrangement are set out in the note. The note also explains that; the budget for the year to 31 March 2016 shows a surplus, two of the charity's larger contracts have been renewed and that the Trustees consider the charity and group to be a going concern. The financial statements do not include any adjustments that would result if the charitable company was unable to continue as a going concern.

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

In our opinion the information given in the report of the trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

#### 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 and the Charities Act 2011 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies' exemptions in preparing the report of the trustees and take advantage for the small companies' exemption from the requirement to prepare a strategic report.

Judith Miller (Senior statutory auditor)

1 September 2015

for and on behalf of Sayer Vincent LLP, Statutory Auditors

Invicta House, 108-114 Golden Lane, LONDON EC1Y 0TL

Sayer Vincent LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Disability Rights UK

Consolidated Statement of Financial Activities (incorporating an income and expenditure account)

For the year ended 31 March 2015

	Note	Unrestricted £	Restricted £	2015 Total £	2014 Total £
<b>Incoming resources</b>					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	127,252	-	127,252	71,466
Activities for generating income					
Training and consultancy		193,838	-	193,838	142,366
Trading subsidiary	11	16	-	16	11,526
Rental income		-	-	-	26,394
Investment income		-	-	-	2,002
<i>Incoming resources from charitable activities</i>					
Member services	3	59,045	-	59,045	45,360
Promoting social inclusion	3	101,489	633,075	734,564	651,086
Advice and publications	3	428,631	80,000	508,631	746,194
<i>Other incoming resources</i>	4	1,531,260	-	1,531,260	542
<b>Total incoming resources</b>		<b>2,441,531</b>	<b>713,075</b>	<b>3,154,606</b>	<b>1,696,936</b>
<b>Resources expended</b>					
<i>Costs of generating funds:</i>					
Voluntary income		70,272	-	70,272	40,068
Training and consultancy		135,950	-	135,950	120,132
Trading subsidiary	11	111	-	111	(11,174)
<i>Charitable activities</i>					
Member services		118,636	-	118,636	153,595
Promoting social inclusion		73,997	604,285	678,282	955,945
Advice and publications		385,300	80,000	465,300	367,494
<i>Governance costs</i>		46,299	-	46,299	40,143
<i>Other resources expended</i>		744,105	45,339	789,444	43,899
<b>Total resources expended</b>	5	<b>1,574,670</b>	<b>729,624</b>	<b>2,304,294</b>	<b>1,710,102</b>
<b>Net incoming/(outgoing) resources before other gains/(losses)</b>	6	<b>866,861</b>	<b>(16,549)</b>	<b>850,312</b>	<b>(13,166)</b>
Transfers between funds		-	-	-	-
<b>Net income/(expenditure) for the year</b>		<b>866,861</b>	<b>(16,549)</b>	<b>850,312</b>	<b>(13,166)</b>
Actuarial gain on defined benefit scheme	17	-	-	-	111,000
<b>Net movement in funds</b>		<b>866,861</b>	<b>(16,549)</b>	<b>850,312</b>	<b>97,834</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		(1,265,650)	80,089	(1,185,561)	(1,283,395)
<b>Total funds carried forward</b>		<b>(398,789)</b>	<b>63,540</b>	<b>(335,249)</b>	<b>(1,185,561)</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed above and in note 15 to the financial statements.

Disability Rights UK

Balance sheets

Company no. 07314865

As at 31 March 2015

	Note	The group		The charity	
		2015 £	2014 £	2015 £	2014 £
<b>Fixed assets</b>					
Tangible fixed assets	9	17,081	48,544	17,081	48,544
Investments	10	6,055	6,055	6,057	6,057
		<u>23,136</u>	<u>54,599</u>	<u>23,138</u>	<u>54,601</u>
<b>Current assets</b>					
Debtors	12	232,215	206,451	232,434	206,091
Stock		30,485	-	30,485	-
Cash at bank and in hand		68,687	67,741	66,877	66,764
		<u>331,387</u>	<u>274,192</u>	<u>329,796</u>	<u>272,855</u>
<b>Liabilities</b>					
Creditors: amounts due within one year	13	236,439	193,352	235,891	193,007
<b>Net current assets</b>		<u>94,948</u>	<u>80,840</u>	<u>93,905</u>	<u>79,848</u>
<b>Net assets before pension liability</b>		<u>118,084</u>	<u>135,439</u>	<u>117,043</u>	<u>134,449</u>
CVA pension liability	13	(453,333)	-	(453,333)	-
Defined benefit pension scheme liability	17	-	(1,321,000)	-	(1,321,000)
<b>Net liabilities</b>	14	<u>(335,249)</u>	<u>(1,185,561)</u>	<u>(336,290)</u>	<u>(1,186,551)</u>
<b>Funds</b>					
Restricted funds					
Other funds in surplus		63,540	80,089	63,540	80,089
Unrestricted funds					
General funds		(212,651)	241,394	(399,830)	54,360
Trading subsidiary funds		(186,138)	(186,044)	-	-
Pension reserve		-	(1,321,000)	-	(1,321,000)
<b>Total charity funds</b>	15	<u>(335,249)</u>	<u>(1,185,561)</u>	<u>(336,290)</u>	<u>(1,186,551)</u>

Approved by the trustees on 27 August 2015 and signed on their behalf by

Michael Bromwich      Treasurer

**1. Accounting policies**

- a) The financial statements have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2005).

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Disability Rights Enterprises Limited. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities for the charitable company itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006 and paragraph 397 of SORP 2005.

**b) Going concern**

As mentioned in last years accounts, a Company Voluntary Arrangement (CVA) was approved on 11 November 2014 which enabled the deficit on the defined benefit pension schemes to be transferred to the Pension Protection Fund. A one off payment was made of £175,000 together with monthly payments of £6,667, over seven years, which started in December 2014.

The charity was able to make the one off payment as it received compensation from vacating its previous office at the beginning of the year. The move to serviced accommodation has resulted in savings in running costs and administration time.

The budget for the year 2015/16 has been set and shows a surplus. Two of the larger contracts have been renewed and the Trustees consider it appropriate to prepare the financial statements on a going concern basis.

- c) Voluntary income received by way of subscriptions, donations and gifts to the charity is included in full in the statement of financial activities when receivable.
- d) Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

- e) Resources expended are allocated to the particular activity where the cost relates directly to that activity. Resources expended include attributable VAT which cannot be recovered. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

	<b>2015</b>	<b>2014</b>
Cost of generating voluntary income	<b>3.4%</b>	4.4%
Training and consultancy	<b>7.8%</b>	8.1%
Member services	<b>13.4%</b>	12.6%
Promoting social inclusion	<b>47.9%</b>	40.3%
Advice and publications	<b>24.2%</b>	30.6%
Governance costs	<b>3.3%</b>	4.0%

## Disability Rights UK

### Notes to the financial statements

For the year ended 31 March 2015

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#### 1. Accounting policies (continued)

Governance costs are for constitutional and statutory requirements, including Board and sub-committee meetings and include any costs associated with the strategic management of the charity's activities.

- f) The costs of generating funds relate to the costs incurred by the group and charitable company in raising funds for the charitable work.
- g) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Equipment and furniture	3 years
Website and software	3 years

Items are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

- h) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund, together with a fair allocation of management and support costs.
- i) Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.
- j) The charitable company operates a defined contribution pension scheme to satisfy stakeholder pension requirements. The employer's contributions are charged to the Statement of Financial Activities as incurred.

#### 2. Voluntary income

	Unrestricted	Restricted	2015 Total	2014 Total
	£	£	£	£
Donations	75,960	–	75,960	47,069
Legacies	51,292	–	51,292	24,397
Total	<u>127,252</u>	<u>–</u>	<u>127,252</u>	<u>71,466</u>

## Disability Rights UK

### Notes to the financial statements

For the year ended 31 March 2015

#### 3. Incoming resources from charitable activities

	Unrestricted £	Restricted £	2015 Total £	2014 Total £
<b>a Member services</b>				
Organisational members	53,016	–	53,016	40,652
Individual members	6,029	–	6,029	4,708
<b>Total</b>	<b>59,045</b>	<b>–</b>	<b>59,045</b>	<b>45,360</b>
<b>b Promoting social inclusion</b>				
Government grants	–	341,000	341,000	396,000
Trust and foundation grants	22,921	292,075	314,996	181,025
Contracts	9,698	–	9,698	–
Key sales	68,870	–	68,870	74,061
<b>Total</b>	<b>101,489</b>	<b>633,075</b>	<b>734,564</b>	<b>651,086</b>
<b>c Advice and publications</b>				
Publications	279,046	–	279,046	296,001
Advice services	26,150	30,000	56,150	276,129
Contracts	123,435	–	123,435	124,064
Website funding	–	50,000	50,000	50,000
<b>Total</b>	<b>428,631</b>	<b>80,000</b>	<b>508,631</b>	<b>746,194</b>

#### 4. Other incoming resources

	Unrestricted £	Restricted £	2015 Total £	2014 Total £
<b>a)</b>				
Lease termination compensation	210,000	–	210,000	–
Release of reserve on pension schem	1,321,000	–	1,321,000	–
Other income	260	–	260	542
<b>Total</b>	<b>1,531,260</b>	<b>–</b>	<b>1,531,260</b>	<b>542</b>

b) In the year ended 31 March 2015, agreement was reached with the freeholder for DR UK to surrender its leasehold interest in its former head office, in return for which statutory compensation of £210,000 was received.

Following the transfer of the Radar pension scheme (note 17) under a Company Voluntary Agreement, the liability under FRS 17 previously shown on the balance sheet was reversed, as DR UK no longer has any liability under the previous scheme.

Disability Rights UK

Notes to the financial statements

For the year ended 31 March 2015

5. Resources expended

	Voluntary Income £	Training and consultancy £	Trading subsidiary £	Member services £	Promoting social inclusion £	Advice and publications £	Governance £	Other resources expended £	Support £	2015 Total £	2014 Total £
<b>Costs directly allocated to activities</b>											
Staff costs	-	48,426	-	51,313	180,822	173,741	-	-	263,820	718,122	774,838
Direct project costs	30,866	45,734	111	5,717	261,175	195,206	7,512	45,339	250,407	842,067	935,264
CVA settlement	-	-	-	-	-	-	-	735,000	-	735,000	-
Office move costs	-	-	-	-	-	-	-	9,105	-	9,105	-
<b>Total Direct Costs</b>	<b>30,866</b>	<b>94,160</b>	<b>111</b>	<b>57,030</b>	<b>441,997</b>	<b>368,947</b>	<b>7,512</b>	<b>789,444</b>	<b>514,227</b>	<b>2,304,294</b>	<b>1,710,102</b>
<b>Support costs allocated to activities</b>											
Support staff costs	30,892	22,259	-	28,051	116,340	35,754	30,524	-	(263,820)	-	-
Premises	2,799	6,422	-	11,032	39,436	19,924	2,717	-	(82,330)	-	-
Office running costs	5,715	13,109	-	22,523	80,509	40,675	5,546	-	(168,077)	-	-
<b>Total Support costs</b>	<b>39,406</b>	<b>41,790</b>	<b>-</b>	<b>61,606</b>	<b>236,285</b>	<b>96,353</b>	<b>38,787</b>	<b>-</b>	<b>(514,227)</b>	<b>-</b>	<b>-</b>
<b>Total Resources expended</b>	<b>70,272</b>	<b>135,950</b>	<b>111</b>	<b>118,636</b>	<b>678,282</b>	<b>465,300</b>	<b>46,299</b>	<b>789,444</b>	<b>-</b>	<b>2,304,294</b>	<b>1,710,102</b>

Notes

Direct project costs include external consultants, payments to partners, editorial costs, design and production, interpreting, room hire and other costs associated with running the projects. See note 17 for further information on the CVA settlement.

Support staff costs relate to seven members of staff, whose time is not directly posted to projects, including the CEO and Deputy CEO who both work predominantly on charitable activities.

Premises costs are rent (licence fee) paid to the landlord and rates.

Office running costs are standard costs that are closely monitored and controlled as we are now in serviced accommodation. They include £64,205 pension deficit payments and running costs of the old pension scheme pre-CVA.

## Disability Rights UK

### Notes to the financial statements

For the year ended 31 March 2015

#### 6. Net incoming/(outgoing) resources for the year

This is stated after charging:

	2015	2014
	£	£
Depreciation	47,708	65,024
Trustees' expenses	2,085	1,770
Auditors' remuneration (audit):	18,000	20,000
Operating lease rentals:		
▪ Property	77,000	80,000
▪ Other (including photocopying rental)	1,154	700

Trustees' expenses represent travel and subsistence costs of 11 (2014: 11) trustees. No trustee received any remuneration for their services during the year.

#### 7. Staff costs and numbers

Staff costs were as follows:

	2015	2014
	£	£
Salaries and wages	637,636	698,890
Social security costs	63,315	65,256
Pension contributions	17,171	10,692
	<u>718,122</u>	<u>774,838</u>

One member of staff was paid gross salary excluding employer's NIC and pension of more than £60,000 in the year (2014: one). Employer pension contributions for this member were £4,552 (2014: £4,536).

The average weekly number of employees (full-time equivalent) was as follows:

	2015	2014
Voluntary income	0.6	0.9
Training & consultancy	1.4	1.6
Member Services	2.4	2.5
Promoting social inclusion	8.6	8.0
Advice & publications	4.3	6.0
Governance	0.6	0.8
	<u>17.9</u>	<u>19.8</u>

The numbers include support staff allocated across the above categories. These are also referred to in the note on resources expended.

## Disability Rights UK

### Notes to the financial statements

For the year ended 31 March 2015

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#### 8. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidiary Disability Rights Enterprises Ltd Gift Aids available profits to the charity.

#### 9. Tangible fixed assets The Group & Charity

Cost	Equipment & furniture £	Website & software £	Leasehold improvements £	Total £
At the start of the year	89,996	109,215	55,934	255,145
Additions in year	16,245	-	-	16,245
Disposals in year	(71,996)	(8,109)	(55,934)	(136,039)
At the end of the year	<u>34,245</u>	<u>101,106</u>	<u>-</u>	<u>135,351</u>
<b>Depreciation</b>				
At the start of the year	86,996	77,654	41,951	206,601
Charge for the year	2,164	31,561	13,983	47,708
Disposals in year	(71,996)	(8,109)	(55,934)	(136,039)
At the end of the year	<u>17,164</u>	<u>101,106</u>	<u>-</u>	<u>118,270</u>
<b>Net book value at the end of the year</b>	<u><u>17,081</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>17,081</u></u>
At the start of the year	<u><u>3,000</u></u>	<u><u>31,561</u></u>	<u><u>13,983</u></u>	<u><u>48,544</u></u>

## Disability Rights UK

### Notes to the financial statements

For the year ended 31 March 2015

#### 10. Investments

	The group		The charity	
	2015	2014	2015	2014
	£	£	£	£
Market value at the start and end of the year	<u>6,055</u>	<u>6,055</u>	<u>6,057</u>	<u>6,057</u>
Historic cost at the year end	<u>6,055</u>	<u>6,055</u>	<u>6,057</u>	<u>6,057</u>
Investments comprise:				
	The group		The charity	
	2015	2014	2015	2014
	£	£	£	£
UK unlisted shares	5,142	5,142	5,142	5,142
Investment in subsidiary	-	-	2	2
UK fixed interest	<u>913</u>	<u>913</u>	<u>913</u>	<u>913</u>
	<u>6,055</u>	<u>6,055</u>	<u>6,057</u>	<u>6,057</u>

Investments representing over 5% by value of the portfolio comprise:

	The group		The charity	
	2015	2014	2015	2014
	£	£	£	£
Help cards	5,142	5,142	5,142	5,142
Santander UK plc non-cumulative preference shares of £1 each	<u>913</u>	<u>913</u>	<u>913</u>	<u>913</u>

## Disability Rights UK

### Notes to the financial statements

For the year ended 31 March 2015

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#### 11. Subsidiary undertaking

The charitable company owns the whole of the issued ordinary share capital of Disability Rights Enterprises Limited, a company registered in England. The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are Gift Aided to the charitable company. A summary of the results of the subsidiary is shown below:

	2015	2014
	£	£
Turnover	16	11,526
Cost of sales	<u>-</u>	<u>(185)</u>
Gross profit	16	11,341
Operating expenses	<u>(111)</u>	<u>11,478</u>
Operating profit	(95)	22,819
Interest payable	<u>-</u>	<u>(119)</u>
Profit on ordinary activities before taxation	(95)	22,700
Tax on ordinary activities	<u>-</u>	<u>-</u>
Profit for financial year	<u>(95)</u>	<u>22,700</u>
The aggregate of the assets, liabilities and funds was:		
Assets	1,591	1,541
Liabilities	<u>(187,728)</u>	<u>(187,583)</u>
Funds	<u>(186,137)</u>	<u>(186,042)</u>

## Notes to the financial statements

For the Year Ended 31 March 2015

## 12. Debtors

	The group		The charity	
	2015	2014	2015	2014
	£	£	£	£
Trade debtors	110,693	137,978	110,912	137,618
Other debtors	23,049	20,369	23,049	20,369
Accrued income	51,956	970	51,956	970
Prepayments	46,517	47,134	46,517	47,134
	<u>232,215</u>	<u>206,451</u>	<u>232,434</u>	<u>206,091</u>

## 13. Creditors: amounts due within one year

	The group		The charity	
	2015	2014	2015	2014
	£	£	£	£
Trade creditors	36,619	65,308	36,071	64,759
Other creditors	500	11,980	500	11,980
Taxation and social security	27,810	27,128	27,810	27,332
Accruals	53,750	19,361	53,750	19,361
Deferred income	37,760	69,575	37,760	69,575
CVA payments	80,000	-	80,000	-
	<u>236,439</u>	<u>193,352</u>	<u>235,891</u>	<u>193,007</u>

Included in creditors are monthly contributions agreed under the terms of the CVA entered into as a result of a section 125 notice. Initial payments of £201,667 had been made in the year, with the full remaining balance recognised at 31 March 2015, being 80 monthly payments of £6,666.67.

The balance is repayable as follows:

<b>Due within one year</b>	<u><b>80,000</b></u>
Due within one to two years	80,000
Due within two to five years	320,000
Due after more than five years	53,333
	<u><b>453,333</b></u>

## 14. Analysis of group net assets and liabilities between funds

	Restricted	General	Total
	funds	funds	funds
	£	£	£
Tangible fixed assets	-	17,081	17,081
Investments	-	6,055	6,055
Net current assets	63,540	31,408	94,948
<b>Net assets before creditors over one year</b>	<b>63,540</b>	<b>54,544</b>	<b>118,084</b>
<b>CVA pension liability</b>	<b>-</b>	<b>(453,333)</b>	<b>(453,333)</b>
<b>Net assets/(liabilities)</b>	<b>63,540</b>	<b>(398,789)</b>	<b>(335,249)</b>

The CVA pension liability of £453,333 is payable in regular instalments from 31 March 2016 onwards into 2020. The charity's overall net assets position has improved from £80,840 to £94,948 at 31 March 2015.

## 15. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources and losses £	Transfers £	At the end of the year £
<b>Restricted funds:</b>					
Department of Health – Strategic Partnership	-	181,000	(181,000)	-	-
DWP – Inclusive Communities	14,750	-	(14,750)	-	-
Trust for London – Tribunal Advice Service	2,500	-	(2,500)	-	-
Trust for London – London Apprentice	8,250	49,500	(57,750)	-	-
City Bridge Trust – Benefits Advice work	-	30,000	(30,000)	-	-
BIS – Education	-	160,000	(160,000)	-	-
Henry Smith – Personal Budgets	9,250	45,000	(45,000)	-	9,250
Esmée Fairbairn – Leadership Academy	-	67,000	(56,511)	-	10,489
Equality & Diversity Forum – Equally Ours	-	3,500	(3,500)	-	-
The John Ellerman Foundation – Website	-	50,000	(50,000)	-	-
Sport England – Get Yourself Active	-	127,075	(82,346)	-	44,729
Comic Relief – I Can Make It	-	-	(928)	-	(928)
Headley Trust – Branding & Website capitalised	14,258	-	(14,258)	-	-
Esmée Fairbairn – Branding & Website capitalised	7,129	-	(7,129)	-	-
Unification capitalisation	23,952	-	(23,952)	-	-
<b>Total restricted funds</b>	<b>80,089</b>	<b>713,075</b>	<b>(729,624)</b>	<b>-</b>	<b>63,540</b>
<b>General funds</b>	<b>55,350</b>	<b>1,120,531</b>	<b>(1,574,670)</b>	<b>-</b>	<b>(398,789)</b>
<b>Pension reserve</b>	<b>(1,321,000)</b>	<b>1,321,000</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total funds</b>	<b>(1,185,561)</b>	<b>3,154,606</b>	<b>(2,304,294)</b>	<b>-</b>	<b>(335,249)</b>

**Purposes of restricted funds**

**Department of Health – Strategic Partnership:** this grant funds a joint project with Shaping Our Lives and Change. It aims to share knowledge of health and social care policy amongst disability groups and to feedback intelligence to the Department of Health, NHS England and Public Health England.

**Department for Work and Pensions – Inclusive Communities:** this grant funded a project which aimed to establish best practice in including disabled people in their local communities. The outcome included a review of literature and two sets of guidance which were fed back to DWP and disseminated to local authorities and Disabled People's Organisations in order to stimulate practices that encourage greater inclusion.

**Trust for London – Tribunal Advice Service:** this funding supported advice centres in London which provided advice on all aspects of social security for disabled people.

15. Movements in funds (continued)

Purposes of restricted funds (continued)

**Trust for London – London Apprentice:** to support young disabled adults, aged 16–24 into apprenticeships. The project aims to identify barriers young disabled people face in accessing and sustaining apprenticeships. It relies on partnership work to deliver relevant in-work support for both the individual and the employer. Information gathered will be used to highlight any identified barriers and provide guidance to employers on best practice through case studies.

**City Bridge Trust – Benefits Advice work:** to provide a disability benefits advice and information service.

**Department for Business Education and Skills – Education:** to support the reform of adult learning and to advise on policy development.

**Henry Smith – Personal Budgets:** to maximise the opportunities offered by personal budgets across health, social care, access to employment and education for disabled people to have choice and control over the support they receive.

**Esmée Fairbairn – The Leadership Academy Programme (LAP):** is developed for junior managers with lived experience of disability and/or a long term health condition, wanting to progress their careers and pursue more senior roles.

**Equality & Diversity Forum – Equally Ours:** to facilitate the delivery of the 'Human Rights Communication Hub' to enable charities and other non-government organisations to tell their human rights stories.

**The John Ellerman Foundation – Website:** funding towards our advice and information work particularly in relation to our website.

**Sport England – Get Yourself Active:** a grant to work with local partners to create opportunities for people with lived experience of disability, mental health issues and health conditions to use personal budgets and personal health budgets to take part in physical activity and sport.

**Comic Relief – I Can Make It:** a three year campaign focused on reducing the gap in employment between young disabled people and their non-disabled counterparts.

**Headley Trust** – funding to develop our brand and website. The spending was capitalised and has now been fully written off.

**Esmée Fairbairn** – funding to develop our brand and website. The spending was capitalised and has now been fully written off.

**Unification** – various funding to support the merger of Radar, Disability Alliance and NCIL. The spending was capitalised and has now been fully written off.

16. Operating lease commitments

The charity and the group had annual commitments at the year end under operating leases expiring as follows:

	Land and buildings	
	2015	2014
	£	£
Less than 1 year	<u>82,500</u>	<u>77,000</u>

**17. Pension overview**

**Defined contribution scheme**

The Charity now operates a defined contribution scheme which is open to all employees. The employer contributions made to this scheme are shown in the table below.

The scheme is managed by Aviva (previously Friends Life) and it is anticipated that this scheme will be used for auto-enrolment. The staging date for the Charity is 1 March 2016.

**Defined benefit schemes**

In addition, the Charity previously made contributions to the pension deficits of two Defined Benefit schemes that were inherited from the merger in 2012.

The first scheme was inherited from Radar and was managed by Capita. The scheme was closed to new members on 31 October 2005 and there are no active members. There was a deficit on this scheme which the charity has been paying into. However, following the revaluation as at 31 March 2013 it was decided the new repayments were far too great for the charity to bear.

The second scheme was inherited from Disability Alliance and was managed by The Pensions Trust. A number of charities have schemes with the Pensions Trust and are making deficit After much discussion and meetings between the charity, the Pension Trustees and Capita, The Pension Protection Fund (PPF) were approached for help. After a series of meetings, a Company Voluntary Arrangement (CVA) for the charity was agreed on 11 November 2014.

The terms of the CVA were an upfront payment of £175,000 followed by seven years of payments at £80,000 pa. The deficit payments on the two defined pensions stopped immediately and the first payment of the CVA was made in December 2014.

The trustees believe this is the best outcome for the the charity as the proposed deficit payments for the Radar scheme were realistically unaffordable, the payments now have a finite timespan and there are additional savings such as not having to prepare a FRS17 valuation each year.

Below is the analysis of pension costs included in resources expended:

	2015	2014
	£	£
<b>Defined benefit pension schemes</b>		
Radar defined benefit scheme deficit payments	51,000	87,362
DA Pension Trust Growth Plan deficit payments	5,107	8,500
Running costs associated with the above	8,098	4,000
CVA one off payment	175,000	-
CVA monthly payments for seven years starting December 2014	<u>560,000</u>	-
	<u><u>799,205</u></u>	<u><u>99,862</u></u>
<b>Active pension schemes</b>		
Employer contributions	<u><u>17,171</u></u>	<u><u>10,692</u></u>

**18. Defined benefit pension scheme FRS17 valuation**

For the 2014 accounts, the financial statements contained detailed information and assumptions relating to the FRS17 valuation for the Radar pension scheme. As the schemes are no longer part of the charity's financial reporting the detailed disclosure requirements of FRS17 are no longer appropriate. The Trustees have decided not to re-produce the 2014 information.