

DISABILITY CORNWALL AND THE ISLES OF SCILLY

Annual Report and Accounts 2018 - 2019

Charity registration number: 1140925

Company registration number: 07436153



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Acknowledgements

A very special thank you to our grant funders, without whom we could not undertake our valuable work, supporting people with a long term health condition or disability, their carers and families in Cornwall and the Isles of Scilly:

Clare Milne Trust

Cornwall Community Foundation

Cornwall Council

DM Thomas Foundation

Garfield Weston Foundation

Leonard Laity Stoate Charitable Trust

Lloyds Bank Foundation for England and Wales

National Children's Bureau

Sir Jules Thorn Charitable Trust

Sport England

The Hedley Foundation

The Henry Smith Charity

The MacRobert Trust

The Rank Foundation

The Sobell Foundation

The Taylour Foundation

disAbility Cornwall & Isles of Scilly

Legal and administrative information

Charity operating name	disAbility Cornwall & Isles of Scilly
Charity registered name	Disability Cornwall and the Isles of Scilly
Charity registration number	1140925
Company registration number	07436153
Governing instrument	Constitution adopted 25 April 1997, amended 30 July 2003 and 6 June 2006. Memorandum and articles of association adopted 11 November 2010
Principal address	Units 1G/H Guildford Road Industrial Estate Guildford Road Hayle Cornwall TR27 4QZ www.disabilitycornwall.org.uk
Independent Examiner	Mark Williams FCA DChA RRL LLP Peat House Newham Road Truro Cornwall TR1 2DP
Bankers	CAF Bank Limited 25 Kings Hill Avenue West Malling Kent ME19 4JQ
Solicitors	Michelmores LLP Woodwater House Pynes Hill Exeter EX2 5WR

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Management and People

Trustees / Directors

Christine Simpson	Chair	
Stephen Helley	Vice Chair	(Appointed 17 October 2018)
Francis Rowe	Treasurer	
Chris Jordan		
Trevor Bailey		
Joe Stinton		
Sharon Kilty		(Appointed 7 December 2018)
George Le Hunte		(Appointed 7 December 2018)
Benjamin Oliver		(Appointed 15 March 2019)
Steve Paget MBE		(Resigned 17 January 2019)

President

Steve Paget MBE	(From 17 January 2019)
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Advisers

Steve Harry
Nigel Walker

Staff

Core Team

James Burrows	Web Administrator
Dennis Leavy	Communications Administrator
Jane Johnson	Chief Executive Officer
Katie Pratt	Executive Assistant and Finance Officer
Christina Sandow	Projects Support Officer
Vaughan Temby	Community Engagement Manager
Maria Tierney	Development Manager (Until June 2018)

Advice Services

Theresa Court	Advice Services Manager
Debbie Iles	Senior Independent Living Adviser (DIAL)
Pedyr Prior	Project Coordinator, Trek West (Passed away 4 June 2018)
Jeremy Toman	Triage Adviser (DIAL)
Naomi Stevenson	Customer Service Apprentice (From July 2018)

Special Educational Needs and Disability Information Advice and Support Service (SENDIASS)

Cathy Galsworthy	SENDIASS Officer
Denise Lydall	SENDIASS Officer
Adele Nankervis	SENDIASS Supervisor
Susan Russell	SENDIASS Officer

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Management and People (continued)

Care and Support Service

Lynne Drew	Care and Support Lead
Fiona Wallis	Care and Support Administrator
Sharon Riley	Care and Support Administrator (From May 2018)

Journey to Employment

Samantha Glover	Community Employment Specialist (Until April 2018)
Sharon Riley	Community Employment Specialist (Until April 2018)

Interns

Rebecca Eddy	Support Assistant (From October 2018)
Josh Cannon	Support Assistant (November 2018 to February 2019)

Volunteers

Lynn Brittle	SENDIASS
Geoff Squibb	Photographer
Maggie Maclaren	SENDIASS

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Our Vision, Mission, Aims and Values

Vision

A fully inclusive society, with equality of opportunity for all.

Mission

To **R**epresent, **I**nclude, **S**upport and **E**mpower people of any age living with a long term health condition or disability, their carers and families.

Strategic Aims

We:

Represent our stakeholders through ensuring ‘voice’ is central to decision-making processes, taking positive action, challenging inequality and advocating best practice.

Include our stakeholders in opportunities to shape a more inclusive society through sharing their needs and aspirations.

Support our stakeholders with the information, services and practical support necessary to meet their needs, achieve potential and enjoy quality of life.

Empower our stakeholders through promoting a rights-based approach towards achieving independence, choice and control.

Values

Our values represent what is important to us as an independent, user-led organisation. They guide our actions and behaviours as we work together towards our vision of ‘A fully inclusive society, with equality of opportunity for all’:

- Our passion for equality – inspiring each other and demonstrating fairness, commitment and accountability
- Respect for self and others – being open minded, reliable and approachable, acting with integrity in everything we do
- Being supportive – having an inclusive, positive and empathic approach to supporting others and ourselves.

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Foreword from the Chair of Trustees

It was a fantastic time to take on the mantle of Chair of disAbility Cornwall & Isles of Scilly at our AGM in December as it was during our 21st anniversary year. While we would have hoped this significant year in our history of providing services and support, would have been during better times to live in for the people we are here to serve, sadly that was not the case. However, the Charity as a whole had a successful year as you will see from our 21 achievements featured within this report. All in all we have supported more people and developed new partnerships to enable us to reach even more who will benefit from our support, and to make our organisation more sustainable.

We welcomed the opportunity to create a new role of President for our former Chair and my predecessor, Steve Paget MBE. Steve was a founding member of the charity and has been instrumental in assisting it to be where it is today, so it's fantastic to have him continue to support the charity with his many years of knowledge and expertise.

Since qualifying as a teacher in 1970, I had always wanted to work with disabled children, which I then did for almost 33 years, half of that spent as Head Teacher of Curnow Special Needs School in Redruth. Since retiring, I kept abreast of issues in education, health & social care through giving voluntary advice, support and a listening ear to parents of disabled children and professionals operating in the sector. During this time I was also married for 35 years, the last five of which I cared for my husband who had a form of Dementia. I have been active in a support group of patients with a wide range of neurological conditions who used Marie Therese House at St Michaels Hospital in Hayle so I do feel suitably qualified for this new role and I am passionate about ensuring the voice of disabled people is heard, that we are actively involved in shaping new policy and services and that we receive equal and equitable treatment, a challenge during these lean and difficult times it seems.

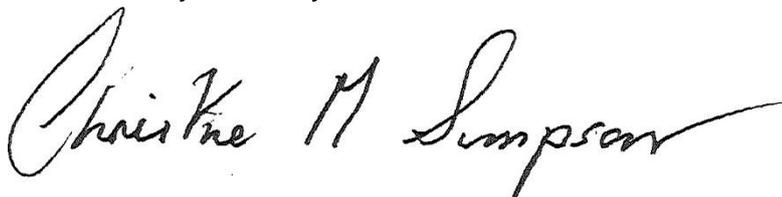
In addition we have welcomed several new Directors to our Board this year who bring a wealth of skills and experience: George Le Hunte, Sharon Kilty and Ben Oliver.

However despite the ups, this year has also been a difficult one for the team as we were profoundly saddened by the sudden loss of a dear friend and colleague, Pedyr Prior, who aside from being a professional, empathic and well-loved adviser within our DIAL Team, was a leading figure in politics in Cornwall with a political career dating back to 1976, when he joined the Cornish Nationalist Party and culminated in Chairing the Cornish Labour group for four years. We know Pedyr made a valued contribution during his life to society and he is greatly missed by many.

Our team continued as ever to meet the increasing demand for frontline support as people find themselves in more challenging and complex situations and in some cases, real crisis. Society is changing and every sector is impacted, and it seems there is no end to the cuts to services and support locally and nationally. We endeavour to continue to provide an equitable level of support to all and to represent our stakeholders wherever we possibly can. Until I became a Director of disAbility Cornwall I honestly never realised the amount of in-depth work the charity undertakes and the involvement across all sectors, and I am very proud of our work and our achievements.

Foreword from the Chair of Trustees (continued)

On behalf of all of our team: Trustees, staff, volunteers, apprentices and the people we have supported this year, we would like to convey our most sincere gratitude to all of our funders who have enabled us to fulfil our remit to Represent, Include, Support & Empower people of all ages living with a long term limiting impairment or disability in Cornwall & the Isles of Scilly. Thank you.

A handwritten signature in black ink that reads "Christine M Simpson". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Mrs Christine Simpson, M.Phil
Chair

disAbility Cornwall & Isles of Scilly

Activities, Achievements and Performance

1

Our 21st Anniversary year got off to a flying start when we were awarded **'Outstanding Contribution to Care & Support'** at a glittering bi-annual awards ceremony hosted by the CAHSC Learning Partnership in March.



2

We were successfully audited for the **Investor in People Award** and retained it at Gold Standard. We have held the Investors in People accreditation since 2003 and have consistently achieved the Gold standard since 2012, demonstrating our commitment to investing in our people. We do this through excellent people management, our Reward and Recognition Strategy, personal development plans, training and development opportunities, within a values-based organisation and approach to our work.



3

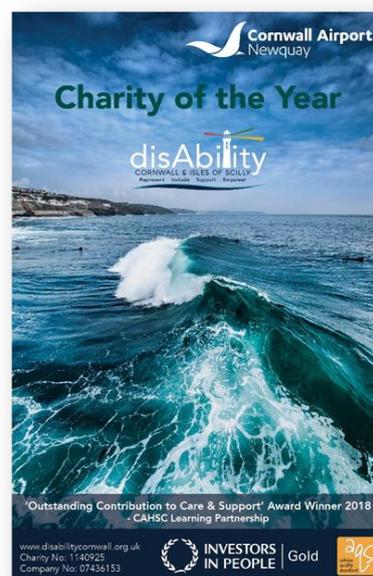
We were successfully audited for and retained the **Advice Quality Standard (AQS)**. The AQS is the quality mark for providing advice on social welfare issues. To achieve the standard we are subject to a rigorous assessment to ensure excellent working practices across seven key areas to ensure our clients receive an equitable, quality service and the outcomes they expected.



4

We were delighted to be awarded **Charity of the Year by Cornwall Airport Newquay** 2018-2019 in recognition of all the work we have undertaken with the airport to assist them to become more inclusive and comply with their regulatory requirements.

We have hosted consumer audits, focus groups, and our OCN accredited training service '5 Degrees West' has delivered training in supporting passengers with restricted mobility, mental health, dementia and autism awareness to their staff, in addition to hosting 'familiarisation visits'. This year we have also produced their brochure for Passengers with Restricted Mobility which will soon feature on their website.



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Activities, Achievements and Performance (continued)

5

We formally signed off our **Service Level Agreement with Cornwall Fire & Rescue Community Safety Service**. We work in partnership for receiving referrals to our DIAL service, and we refer clients for a Living Safe & Well visit, we join them for events and we host our annual family fun day at Tolvaddon, their County Headquarters.



6

Working with Cornwall Sports Partnership, we launched the **Disability Active Forum** engaging partners from the public and private sector working in health & well-being and disability organisations. We also secured a sport grant for supporting the development of new hubs for people with a learning disability to encourage healthy lifestyles.



7

We hosted our first **Keeping Safe & Living Well Event** in partnership at Hayle Rugby Club with Cornwall Fire & Rescue Service, Devon & Cornwall Police, Kehelland Farm Trust and Cornwall Sports Partnership. It was a successful and fun event, attended by 45 people to whom we provided advice on how to grow your own food and keep safe and live well in your community, as well as the opportunity to try out some sports. We intend to run many more of these in the future.



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Activities, Achievements and Performance (continued)



One of our favourite initiatives. We continued to deliver our free **Have a Go Days** in partnership with Shilton Soccer every week during the school holidays for children with an additional need or a disability at Cornwall College and we also secured additional funding this year and rolled them out to Bodmin which enables us to reach more children and young people (102 children attended at least one session). The feedback we receive from both the parents, the children and young people is nothing short of heart-warming. These days present an opportunity to engage, be part of a team and most importantly get out with friends in the holidays in a non-competitive, fun environment.



We provided **in-depth support to 2,760 people this year** through 3 key frontline services:



We have found that due to welfare reforms and cuts to services, people are presenting with complex situations and require more support than ever before. Frontline support is delivered through our **Disability Information & Advice Line**, where people receive information, advice & support from our great team of qualified, professional advisers across these areas:

Health & Well-being; Independent Living & Equipment; Social & Leisure Opportunities; Money & Welfare Entitlements; Housing & Home Environment; Rights & Discrimination; Training, Volunteering & Employment. This year we supported 1,003 people through 4,553 actions, and assisted raising an additional £252,132 in household income for our clients. We also supported 8 clients to make a report through our Third Party Reporting Centre and 85 clients received one to one long term support through our Trek West Programme.

Our **Special Educational Needs & Disability Information, Advice & Support Service** supports 0-25 year olds and their families with Education, Health & Care Plans, school inclusions and support for tribunals. The service is delivering to double the numbers of people it formerly did due to cuts to school budgets, exclusions on the increase and a greater number of children and people diagnosed with additional needs.



This year we supported 569 clients through 2,118 actions as well as 93 children and young people through 358 actions with Independent Support (Education, Health & Care Plans). We have been delighted to also bid for and secure development funding from the Council for Disabled Children to develop a new website, an app and more to help develop SENDIASS, modernise the service and create new ways for people to obtain information and to get in contact with us for support!

Activities, Achievements and Performance (continued)



Our **Care & Support Service** helps people to manage their own care packages. We support people to be employers, by helping to source staff, undertaking monthly payroll for 263 clients for their 550 Personal Care Assistants, as well as providing managed account services for 290 clients. We also provided five Personal Health Budget Clients with Support Planning.

10

We were pleased to work with a range of different organisations whether requested by them to assist in their service provision for disabled customers, or individual clients making us aware of issues which impacted on them, which led to us contacting the organisations on their behalf.

We provided **inclusive access advice** to Owltime Encounters CIC, Ibuntu Opticians, Poldhu Beach Café and Network Rail.

We are working closely with the Royal Cornwall Hospital to develop a 'passport' for patients with a spinal cord injury, which collates their individual health & care needs for ongoing reference by clinical staff. We have often worked with Cornwall Council to ensure council owned car parks take into account the specific needs of our client group, and this year we are assisting in a review of the local Blue Badge Scheme.

11

We signed a **Service Level Agreement with the Council of the Isles of Scilly** to deliver the SENDIASS service on the islands. This year we met with the Head of Children's Services, Adult Social Care and Healthwatch Cornwall to discuss partnership work and improving access to and on the islands. A recent meeting with Derek Thomas, MP for St Ives and the Scillies, led to an agreement to work together for the benefit of the islanders.



12

The Inclusivity Project is a research and innovation project about increasing diversity, wellbeing and prosperity within small and medium Cornish businesses, commencing in June 2019 and running for three years.

A team led by the University of Exeter, together with partners disAbility Cornwall, the South West Strategic Health Alliance, Age UK Cornwall, and the Local Enterprise Partnership, are using European Regional Development Fund (ERDF) support to look into new ways that small businesses can adapt to make the most of all the untapped local talent pools, by employing and retaining more people who are older, who have a long-term health condition, and/or a disability.

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Activities, Achievements and Performance (continued)

13

We held our annual **Free Family Fun Day** at Cornwall Fire & Rescue Service HQ in Tolvaddon on 1 December to celebrate International Day for Disabled People in partnership with Parent Carers Cornwall and with information stands from a range of support organisations. What a fantastic day we had with smiles and laughter all round! Over 300 people attended this event.



14

We formally launched our **partnership with McClure Solicitors** with a new website and monthly Will Clinics and can now offer our friends and members free will services, whether creation of a Will or a review of an existing Will. Our clients also benefit from reduced price Legal Power of Attorney. Clients can choose to make a donation to the charity or indeed leave us a legacy in their Will. Should they choose to do that this is a great way of supporting our sustainability. Many parents of disabled children worry about what will happen when they are gone, and this service helps them make appropriate plans and puts their mind at rest.

FREE WILLS CORNWALL



15

Village Works is a consortia of organisations led by Inclusion Cornwall in partnership with disAbility Cornwall & IoS, CRCC, Customer Access and Digital Services for Cornwall Council and Kernow Credit Union. We have been successful in securing three year EU funding and our project will commence in summer. We will support economically excluded, unemployed and disadvantaged people of working age in rural coastal villages in targeted areas in Cornwall.

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Activities, Achievements and Performance (continued)

16

We received **50,810 hits** through our websites and shared information with **4,790 social media followers**. Our social media is now a fantastic way of enabling us to reach more and more people and obtain the views and opinions within our community of interest. We distribute information every day on issues affecting our client group, updates of things they need to know, we share good news stories, events and activities to engage with and polls for their feedback. We use this information to shape and develop our services and to inform us of issues facing our stakeholders.

Find us on Search disAbility Cornwall

Follow us on Twitter.com/CornwallDC

17

We developed a **partnership with Cornwall College** through which we are a host organisation for students on the Foundation Studies Course, and we provided Supported Internships for two great young people.



18

We took part in the Garfield Weston Foundation **Christmas Challenge** which was very successful and we were delighted to raise a total of £12,283 with the Foundation matching what we raised through donations.



Activities, Achievements and Performance (continued)

19

To be launched this summer, **Every Customer Counts** is a very exciting initiative which will be rolled out nationally, supporting businesses to make positive access improvements to their premises and becoming more inclusive to all. This will be the first kitemark for accessibility to goods and services in the country. The website will be accompanied by an app so disabled people can easily rate businesses they visit.



20

Our **5 Degrees West** Training Service designed to upskill the health and social care workforce and accredited by OCN London delivered 11 training sessions to 54 Personal care Assistants and assisted 21 individual employers to access Skills for Care funding to train their staff.



21

A special 21st anniversary edition of **Discover Magazine**. Our disability lifestyle magazine made a comeback in June 2019, 5,000 copies have been printed and distributed countywide. It contains useful information, human interest stories, useful things to know, events and so much more.



Representation

As a representative organisation we are often called upon when people experience problems and issues, which come to us through our Disability Information and Advice Line (DIAL) service. Our DIAL Advisers can usually ensure the problem is resolved, however, sometimes the issues reported to us need to be referred by the Advisers for further investigation or exploratory work. These subsequently become 'representation' or 'social policy' issues which, by their very nature, can take a considerable amount of time and effort to resolve. Although we strive to achieve a satisfactory outcome and usually do, sometimes they do not illicit the result we, or those we represent, would ideally want to see.

An example of successful social policy work this year included working with the safeguarding team at the Royal Cornwall Hospital Trust (RCHT) which has resulted in the development of a 'pathway' for patients with a Spinal Cord Injury (SIA) to take them from their first contact with the NHS, to the completion of treatment. At the heart of the pathway is the SIA patient passport (similar to what already exists for patients with Autism or a Learning Disability) and providing immediate and important information for doctors, nurses and administrative staff in an easy to read form, promoting a positive experience for patients going into hospital. Backed up by policies and procedures, the aim is to also train and identify staff to manage the care of this group of patients in a safe and suitable environment.

In addition, we are working with RCHT to develop a more comprehensive health pathway to help prevent potential safeguarding issues developing when people with spinal cord injuries need to access healthcare. Our hope is that the initiative will eventually lead to raising awareness and improved training being rolled out across the county and potentially nationally. Our members are now looking at the longer term and wider accessibility issues at RCHT.

We are working closely with Cornwall Council in their review of the current Blue Badge Scheme, particularly current misuse issues. The intention is to produce a communication plan to inform Blue Badge users on their use of the scheme and how the Council is looking to improve enforcement.

We are also pleased to be working with Cornwall Council to improve access across the county by developing an innovative website to positively promote businesses who are going that extra mile to be as inclusive as possible. We hope that by next year, we will be able to tell you more about this exciting project.

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Plans for the Future

Our priority as a disabled people's user led organisation is always to maintain our frontline service provision, which can often be a challenge in the current economic climate. We know that the welfare reforms, cuts and rationing to services locally and nationally which have historically been relied upon are having a detrimental impact on people's lives. It is therefore essential we are here to support individuals, and make representation on the issues affecting them.

This year is already looking very exciting, given our imminent distribution of a very special 21st anniversary edition of our former lifestyle magazine, Discover. We have been asked many times when Discover will be back, so we are delighted with this opportunity, and you never know, if it's popular, then maybe we can re-energise it. We do recognise its value in keeping us connected with the community and what's happening across Cornwall, which in turn enables us to inform our members and stakeholders, and of course to raise awareness and share information within our community of interest, featuring local people and local stories.

Also imminent for launch is Every Customer Counts, something we are incredibly excited about and it will be available nationally. It's a web based resource that will enable businesses to self-audit their premises and be awarded a rating on their accessibility and allow customers to rate them.

We also commenced two new programmes in June 2019:

The Inclusivity Project, working with Exeter University, The South West Strategic Health Alliance and other partners to research and understand the barriers to obtaining and sustaining meaningful employment for disabled and older people and as employers themselves. This project is funded by the European Regional Development Fund.

Village Works, working with Inclusion Cornwall and other partners to provide essential support for individuals moving towards employment. This project is funded by the European Social Fund.

Our Have a Go Days have been successfully funded for three years and will be delivered every week of the school holidays at two locations, in Camborne and Bodmin for 6-17 year olds with an additional need or disability.

This year we will also commence a range of development work alongside our Special Educational Needs and Disabilities Information Advice and Support Service which will enable us to bring a new website, an app, newsletters and community cafés for greater support and engagement without clients.

We are sure this will just be a part of what we deliver this year, and it is very exciting to be a part of some great partnerships to enable us to continue with our mission; to represent, include, support and empower, and of course, to make Cornwall and Isles of Scilly a better place to live, for everyone.

Jane Johnson
Chief Executive

disAbility Cornwall & Isles of Scilly

Structure, governance and management

The trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2019.

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), including “Amendments to Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland”.

Governing document

disAbility Cornwall & Isles of Scilly is a company Limited by Guarantee governed by its Memorandum and Articles of Association adopted on 11 November 2010. It is a registered charity with the Charity Commission.

Recruitment and induction of trustees

The directors of the company are also charity trustees for the purposes of charity law. Members of the charity may put themselves forward as trustees. Their appointment is confirmed by members at the charity annual general meeting. New trustees are inducted into the workings of the charity and given training when required.

All trustees give their time voluntarily and receive no benefits from the charity.

The organisation seeks trustees who can provide advice and guidance based on experience on all aspects of disAbility Cornwall & Isles of Scilly’s work, utilising their specific skills, knowledge and expertise in making sound decisions. They must have the following attributes:

- A working knowledge of disabled people’s organisations and of issues facing disabled people in Cornwall
- An acceptance and understanding of the duties, responsibilities and liabilities of trusteeship
- The willingness to devote the necessary time and effort to the duties of a trustee
- Integrity mixed with good independent judgement plus the desire to be an effective team member
- The ability to think creatively and strategically and a willingness to speak their mind.

Recruitment and induction of trustees (continued)

The charity aims to provide a full induction programme for each new trustee to absorb them quickly and effectively into their role within the organisation and make them feel informed, valued and welcome.

They will be given:

- Access to all relevant information pertaining to their role as trustees
- Access to the intranet where all organisational documentation is located
- A full briefing on the work of the charity, our vision, mission, aims, values, working systems, policies and procedures
- The opportunity to meet all the disAbility Cornwall & Isles of Scilly staff to find out more about the work of the charity.

Organisation

The trustees are legally responsible for the overall management and control of the charity.

The trustees delegate to the Chief Executive, responsibility for the day to day management of the charity and administrative control of the charitable funds.

The policy and general affairs of the organisation are directed by the full Board of Trustees who may exercise all powers of the charitable company as set out in the Memorandum and Articles of Association.

Prior to each meeting the Board are presented with a briefing from the Chief Executive and financial reports from the Finance Officer including quarterly management accounts and projections. Project / service staff attend each meeting and provide an update on their area of work to the Board, which allows Trustees the opportunity to meet and consult with key staff on a regular basis.

Public benefit

The charity complies with the public benefit requirement through its charitable objectives.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. In particular the trustees consider how planned activities will contribute to the aims and objectives they have set.

Equality and diversity

disAbility Cornwall & Isles of Scilly is committed to being an equal opportunities employer. We aim to ensure that no job applicant, volunteer, employee or trustee receives less favourable treatment on the grounds of sex, age, disability, marital status, sexual orientation, religion, colour, nationality, ethnic or national origin, nor is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

disAbility Cornwall & Isles of Scilly

Risk management

The trustees regularly assess the major risks to which the charitable company is exposed. A Risk Register is held and formally reviewed annually by the Board, or sooner if necessary. Potential risks are identified and scored based on likelihood and severity, and mitigating actions are taken as necessary. The trustees will continue to review potential risks on a regular basis and will take action to minimise or mitigate these risks as required.

The table below shows the principal risks identified by the trustees as at 31 March 2019.

Risk area	Key risk to disAbility Cornwall & Isles of Scilly	Mitigating actions
Funding	Shortfall in funding leading to an inability to deliver services at the level currently provided to clients.	Opportunities to diversify funding streams and control costs are constantly under review. An adequate level of reserves is held to minimise the impact of a funding shortfall in the short-term.
Human resources	Failure to attract and retain a sufficient level of skilled staff and volunteers to deliver our services.	The charity has successfully retained the Investors in People Gold accreditation since 2005 as a result of commitment to excellent people management practices. Training and career development opportunities are available, and total reward packages are kept under review.
Operational	Poor service or noncompliance with terms and conditions of grants and contracts leading to loss of funding and reputation.	Regular performance monitoring for each service is undertaken by senior staff and reported on quarterly to the Board. Service Strategies are in place and communicated to relevant staff and accompanied by training and mentoring. We collect feedback from service users and any complaints received are investigated.

Financial review

The results for the year show net expenditure of £18,913 (2018: net income £43,942) as detailed in the statement of financial activities.

Grant making policy

When funding is received which the charitable company is unable to use itself, it is passed to another suitable organisation to use for the purpose it was intended.

Investment policy

The trustees have considered the most appropriate policy for investing funds and find that the current arrangements with a 12 month fixed rate savings account, 60 day notice account and instant access accounts meet the requirement to generate a return on capital whilst maintaining access to funds for operational purposes.

Reserves policy

In order that the charitable company can meet its objectives for disabled people in Cornwall and Isles of Scilly, the trustees have considered its resources and commitments. The charitable company is reliant on a combination of grant funding, contracts, self-generated income and donations, and the trustees review the level of reserves required based on an assessment of the major financial risks to which the charity is exposed.

The trustees consider that unrestricted reserves to cover approximately three months of the expected core running costs, plus costs of closing the charity, should be maintained. £118,000 of unrestricted funds have been designated for this purpose.

A separate future deficit reserve is held to cover the latest forecasted deficit position at 31 March 2020. £90,000 of unrestricted funds have been designated for this purpose.

A separate designated fund is held representing the value of funds held in capital assets.

Remuneration policy for key management

The trustees consider the CEO, Advice Service Manager and Community Engagement Manager to comprise the key management personnel of the charity, to be in charge of directing and controlling, running and operating the charity on a day to day basis.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, the trustees benchmark against pay levels in other similar organisations.

Statement of Trustees' responsibilities

The trustees (who are also directors of disAbility Cornwall & Isles of Scilly, for the purposes of company law) are responsible for preparing the Trustees Annual Report 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 of the Charities SORP;
- make judgements and accounting 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;
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure to independent examiner

In so far as the trustees are aware, there is no relevant information of which the charitable company's independent examiner is unaware. Additionally the trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant information and to establish that the charitable company's independent examiner is aware of that information.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 relating to small companies.

By order of the trustees

Units 1G/H
 Guildford Road Industrial Estate
 HAYLE
 Cornwall
 TR27 4QZ

C Simpson
Trustee

19 September 2019

Independent examiner's report to the trustees of disAbility Cornwall & Isles of Scilly

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2019, which are set out on pages 23 to 49.

Responsibilities and basis of report

As the charity trustees of the company (who are also its directors for the purpose of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent examiner's report

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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a "true and fair view" which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

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

Mark Williams FCA DChA
Chartered Accountant

RRL LLP
Peat House
Newham Road
TRURO
TR1 2DP

20 September 2019

disAbility Cornwall & Isles of Scilly

Statement of financial activities (incorporating income and expenditure account)

For the year ended 31 March 2019

	Notes	Restricted funds £	Unrestricted funds £	Total 2019 £	Total 2018 £
Income from:					
Donations and legacies	5	71,082	16,403	87,485	105,780
Charitable activities	6	80,806	153,653	234,459	293,948
Primary purpose trading activities	7	-	197,761	197,761	195,045
Other trading activities	8	-	2,243	2,243	2,094
Investment income	9	-	1,173	1,173	1,048
		<hr/>	<hr/>	<hr/>	<hr/>
Total income		151,888	371,233	523,121	597,915
Expenditure on:					
Cost of raising funds	10	-	1,217	1,217	239
Charitable activities	11	174,330	366,487	540,817	581,632
		<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure		174,330	367,704	542,034	581,871
Net (expenditure)/income before gains on sale of fixed assets					
		(22,442)	3,529	(18,913)	16,044
Net gain on sale of investment assets		-	-	-	27,898
		<hr/>	<hr/>	<hr/>	<hr/>
Net (expenditure)/income for the year	13	(22,442)	3,529	(18,913)	43,942
Total funds brought forward		51,728	271,366	323,094	279,152
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		29,286	274,895	304,181	323,094
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The statement of financial activities includes all gains or losses recognised in the year.

All income and expenditure are derived from continuing activities.

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

disAbility Cornwall & Isles of Scilly

Balance sheet

As at 31 March 2019

	Notes	£	2019 £	£	2018 £
Fixed assets					
Tangible assets	17		8,105		18,152
			<hr/>		<hr/>
			8,105		18,152
Current assets					
Debtors	19	28,962		66,246	
Cash at bank and in hand		274,620		250,323	
			<hr/>	<hr/>	
		303,582		316,569	
Creditors: amounts falling due within one year	20	(7,506)		(11,627)	
			<hr/>	<hr/>	
Net current assets			296,076		304,942
			<hr/>	<hr/>	
Net assets	22		304,181		323,094
			<hr/> <hr/>	<hr/> <hr/>	
Funds of the charity					
Restricted funds	24, 25		29,286		51,728
Unrestricted designated funds	26	210,800		184,941	
Unrestricted general funds	26	64,095		86,425	
			<hr/>	<hr/>	
			274,895		271,366
			<hr/>	<hr/>	
Total charity funds			304,181		323,094
			<hr/> <hr/>	<hr/> <hr/>	

disAbility Cornwall & Isles of Scilly

Balance sheet (continued)

As at 31 March 2019

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006 for the year ended 31 March 2019. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements.

The trustees' responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the provision applicable to companies subject to the small companies' regime.

Signed on behalf of the trustees by:

C Simpson

Trustee

Approved and authorised for issue by the trustees on: 19 September 2019

Company registration No. 07436153

disAbility Cornwall & Isles of Scilly

Cash flow statement

For the year ended 31 March 2019

	£	2019 £	£	2018 £
Net cash inflow from operating activities		23,124		24,466
Cash flows from investing activities				
Interest received	1,173		1,048	
Proceeds from the sale of: Investment properties	-		57,898	
		<hr/>		<hr/>
Net cash provided by investing activities		1,173		58,946
		<hr/>		<hr/>
Change in cash and cash equivalents in the reporting period		24,297		83,412
Cash and cash equivalents at 1 April 2018		250,323		166,911
		<hr/>		<hr/>
Cash and cash equivalents at 31 March 2019		274,620		250,323
		<hr/> <hr/>		<hr/> <hr/>

Reconciliation of net movements in funds to net cash flow from operating activities.

Net movement in funds	(18,913)	43,942
Adjustments for		
Depreciation charges	10,047	10,047
Surplus on disposal of investment property	-	(27,898)
Interest received	(1,173)	(1,048)
Decrease in debtors	37,284	(277)
Decrease in creditors	(4,121)	(300)
	<hr/>	<hr/>
Net cash inflow from operating activities	23,124	24,466
	<hr/> <hr/>	<hr/> <hr/>
Analysis of cash and cash equivalents		
Cash in hand	274,620	250,323
	<hr/> <hr/>	<hr/> <hr/>

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

1 General information

The charity is incorporated as a company Limited by Guarantee and not having a share capital. In the event of a winding up, registered members are liable to contribute a sum not exceeding £1 per member towards the debts and liabilities of the charity and the costs and expenses of winding up. There were 365 members at 31 March 2019 (2018: 366).

2 Summary of significant accounting policies

2.1 Accounting policies

Charity information

disAbility Cornwall & Isles of Scilly is a company incorporated in England and Wales. The registered office is Unit 1G/H, Guildford Road Industrial Estate, Hayle, Cornwall, TR27 4QZ.

2.2 Accounting convention

These financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”), “Accounting and Reporting by Charities” the Statement of Recommended Practice for charities applying for FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

2.3 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

2 Summary of significant accounting policies (continued)

2.4 ***Incoming resources***

Voluntary income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods, or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Legacies are recognised in the accounts in the period to which the charity becomes entitled to the income, unless it is incapable of financial measurement.

Income from trading activities is recognised as earned as the related goods and services are provided.

Investment income is recognised on a receivable basis.

Income from charitable activities includes income received under contract and grant funding. Any income subject to specific performance conditions is recognised as the related goods or services are provided. Income included in this category funding the support of performance activities is recognised when there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when performance related grants are received in advance of the performances or events to which they relate.

No amount is included in the financial statements for volunteer time.

2.5 ***Resources expended***

Expenditure is included on an accruals basis. The irrecoverable element of VAT is included with the item of expense to which it relates. Expenditure is recognised when a liability is incurred.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Governance costs represent the costs of management committee expenses, independent examination fees and professional fees.

2 Summary of significant accounting policies (continued)

2.6 Funds structure

The charity has a number of restricted income funds to account for situations where a donor requires that a donation must be spent on a particular purpose or where funds have been raised for a specific purpose.

Unrestricted funds are available to the trustees without specific conditions. The use of these funds is entirely at the discretion of the trustees.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

2.7 Fixed assets and depreciation

Depreciation is provided on fixed assets to write off the cost less the estimated residual value of the assets by equal instalments over their estimated useful economic lives as follows:

Leasehold improvements	Over the period of the lease
Motor vehicles	20% per annum
Computer equipment	33.33% per annum

2.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

2.9 Cash and cash equivalent

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of 12 months or less from the date of acquisition or opening of the deposit or similar account.

2 Summary of significant accounting policies (continued)

2.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.11 Basic financial assets

Basic financial assets, which include debts, cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financial transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

2.12 Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2 Summary of significant accounting policies (continued)

2.13 Basic financial liabilities (continued)

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

2.14 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

2.15 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

2.15 Pension costs

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2.16 Transfers

Transfers are made when appropriate from a specific fund to recover costs incurred not charged directly to that fund.

2.17 Operating leases

Rental charges are charged in the statement of financial activities on a straight line basis over the life of the lease.

3 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

4 Prior year statement of financial activities

	Restricted funds £	Unrestricted funds £	Total 2018 £
Income from:			
Donations and legacies	-	3,686	3,686
Charitable activities	396,042	-	396,042
Primary purpose trading activities	-	195,045	195,045
Other trading activities	-	2,094	2,094
Investment income	-	1,048	1,048
	<hr/>	<hr/>	<hr/>
Total income	396,042	201,873	597,915
	<hr/>	<hr/>	<hr/>
Expenditure on:			
Cost of raising funds	-	239	239
Charitable activities	389,590	192,042	581,632
	<hr/>	<hr/>	<hr/>
Total expenditure	389,590	192,281	581,871
	<hr/>	<hr/>	<hr/>
Net income before gains on sale of fixed assets	6,452	9,592	16,044
Net gain on sale of investment assets	-	27,898	27,898
	<hr/>	<hr/>	<hr/>
Net income for the year	6,452	37,490	43,942
Total funds brought forward	45,276	233,876	279,152
	<hr/>	<hr/>	<hr/>
Total funds carried forward	51,728	271,366	323,094
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

5 Donations and legacies

	Restricted funds £	Unrestricted funds £	Total 2019 £	Total 2018 £
Donations	-	16,403	16,403	3,686
Grants:				
Access to Work	915	-	915	1,079
Cabinet Office LSF	-	-	-	500
CAHSC	-	-	-	4,765
CCF Crisis Fund	-	-	-	250
Clare Milne Trust	-	-	-	25,000
Cornwall Community Foundation	400	-	400	7,868
Cornwall Council Community Grants	320	-	320	622
Cornwall Council Inclusion Grants	2,718	-	2,718	1,740
Cornwall Council Youth Grant	-	-	-	2,262
DM Thomas Foundation Garfield Weston Foundation	744 50,000	-	744 50,000	-
Leonard Laity Stoate Charitable Trust	1,000	-	1,000	-
National Lottery Awards for All	-	-	-	9,700
Parent Carers Cornwall	-	-	-	500
Sir Jules Thorne Charitable Trust	750	-	750	-
Skills for Care	-	-	-	27,808
Sports Foundation for the Disabled	1,000	-	1,000	-
The Hedley Foundation	2,235	-	2,235	-
The MacRobert Trust	5,000	-	5,000	-
The Rank Foundation	-	-	-	20,000
The Sobell Foundation	5,000	-	5,000	-
The T aylour Foundation	1,000	-	1,000	-
	<hr/>	<hr/>	<hr/>	<hr/>
	71,082	16,403	87,485	105,780
	<hr/>	<hr/>	<hr/>	<hr/>

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

6 Income from charitable activities

	Restricted funds £	Unrestricted funds £	Total 2019 £	Total 2018 £
Contracts:				
Independent Support	-	23,393	23,393	70,179
Information Advice and Support Programme	-	42,000	42,000	-
SENDIASS (Cornwall)	-	85,510	85,510	55,196
SENDIASS (Isles of Scilly)	-	2,750	2,750	-
Grants:				
Journey to Employment	4,500	-	4,500	64,988
Lloyds Bank Foundation	24,800	-	24,800	23,700
SENDIASS Transition	6,944	-	6,944	41,667
Sport England	9,950	-	9,950	-
The Henry Smith Charity	28,800	-	28,800	29,500
The Rank Foundation (Internship)	5,812	-	5,812	8,718
	80,806	153,653	234,459	293,948
	80,806	153,653	234,459	293,948

7 Income from primary purpose trading activities

	Restricted funds £	Unrestricted funds £	Total 2019 £	Total 2018 £
5 Degrees West	-	16,124	16,124	30,658
Access audits, focus groups and consultancy	-	2,308	2,308	3,579
Managed Accounts	-	104,674	104,674	89,452
Payroll	-	73,775	73,775	68,300
Other	-	880	880	3,056
	-	197,761	197,761	195,045
	-	197,761	197,761	195,045

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

8 Income from other trading activities

	2019 £	2018 £
Advertising fees	110	315
Cornish Pixels	550	523
Fish Insurance Commission	98	-
Meeting room hire	1,485	1,186
Other income	-	70
	<u>2,243</u>	<u>2,094</u>

9 Investment income

	2019 £	2018 £
Bank interest receivable	1,173	1,048
	<u>1,173</u>	<u>1,048</u>

10 Cost of raising funds

	2019 £	2018 £
Cost of raising donations and legacies via Free Will Service	169	-
Advertising and marketing	232	-
Other costs	816	239
	<u>1,217</u>	<u>239</u>

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

11 Cost of charitable activities

	2019 £	2018 £
Salaries and pension contributions	403,423	401,531
Staff travel	6,241	8,210
Staff training and recruitment	3,529	5,271
5 Degrees West – training fees	11,083	19,411
Skills for Care funded training fees and expenses	45	16,827
Journey to Employment direct project costs	-	26,125
Have a Go Days direct project costs	8,265	6,546
Other direct project costs	12,408	3,963
Access audit, focus groups and consultancy costs	196	465
Advertising and marketing	3,518	3,118
Business rates	296	290
Rent and office maintenance	20,184	25,465
Light, heat and water	5,243	3,940
Equipment and furnishings	3,667	4,118
IT maintenance	6,457	6,158
Insurance	1,675	2,327
Telephone	3,769	4,806
Postage, stationery and photocopier	7,528	8,675
Cleaning (including wages)	1,762	2,026
Professional fees	17,403	7,290
Minibus costs	1,199	1,092
Subscriptions	2,961	1,609
Volunteers expenses	1,198	1,457
Bank charges	70	155
Sundries and waste disposal	5,011	6,281
Depreciation	10,047	10,047
Governance (note 12)	3,564	4,139
Bad debt written off	75	290
	<hr/>	<hr/>
	540,817	581,632
	<hr/> <hr/>	<hr/> <hr/>

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

12 Governance costs

	Restricted funds £	Unrestricted funds £	Total 2019 £	Total 2018 £
Independent examiner's fee	-	1,800	1,800	2,400
Professional fees	-	253	253	253
Management committee expenses	-	1,511	1,511	1,486
	<hr/>	<hr/>	<hr/>	<hr/>
	-	3,564	3,564	4,139
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

13 Net income for the year is stated after charging:

	2019 £	2018 £
Independent examiner's fee	1,800	2,400
Depreciation	10,047	10,047
	<hr/> <hr/>	<hr/> <hr/>

14 Staff costs and numbers

	2019 £	2018 £
<i>Staff costs were as follows:</i>		
Salaries	373,080	368,772
Social security costs	27,203	31,312
Pension contributions	3,140	1,447
	<hr/>	<hr/>
	403,423	401,531
	<hr/> <hr/>	<hr/> <hr/>

No employee received remuneration of £60,000 or more.

The average monthly number of employees employed by the company during the year was:

	2019 No	2018 No
Charitable activities	18	18
	<hr/> <hr/>	<hr/> <hr/>

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

15 Pension contributions

Defined contribution schemes

	2019	2018
	£	£
Charge to the SOFA in respect of defined contribution schemes	3,140	1,447
	<u> </u>	<u> </u>

The company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the company in an independently administered fund.

Contributions amounting to £Nil (2018: £Nil) were payable to the scheme at 31 March 2019.

16 Related party transactions

No remuneration was paid to the trustees in 2019 or 2018. Attendance fees and reimbursement of travel costs were paid to 2 (2018: 3) trustees totalling £62 for participation in disability events and not for their trusteeship duties (2018: £150). Expenses of £704 were paid to or on behalf of 7 (2018: 2) trustees (2018: £140).

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2019	2018
	£	£
Aggregate compensation	125,091	118,729
	<u> </u>	<u> </u>

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

17 Tangible fixed assets

	Leasehold Improvements £	Computer equipment £	Motor vehicles £	Total £
Cost				
At 1 April 2018 & 31 March 2019	53,058	5,823	14,000	72,881
Depreciation				
At 1 April 2018	42,447	3,882	8,400	54,729
Charge for the Year	5,306	1,941	2,800	10,047
At 31 March 2019	47,753	5,823	11,200	64,776
Carrying amount				
At 31 March 2019	5,305	-	2,800	8,105
At 31 March 2018	10,611	1,941	5,600	18,152

18 Financial instruments

	2019 £	2018 £
Carrying amount of financial assets		
Equity instruments measured at cost less impairment	27,426	64,710
Carrying amount of financial liabilities		
Measured at amortised cost	7,506	11,627

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

19 Debtors

	2019 £	2018 £
Other debtors	27,426	64,710
Prepayments	1,536	1,536
	<hr/>	<hr/>
	28,962	66,246
	<hr/> <hr/>	<hr/> <hr/>

20 Creditors: amounts falling due within one year

	2019 £	2018 £
Trade creditors	2,187	4,400
Accruals	5,319	7,227
	<hr/>	<hr/>
	7,506	11,627
	<hr/> <hr/>	<hr/> <hr/>

21 Deferred income

	2019 £	2018 £
<i>Funding received in advance</i>		
Balance at 1 April 2018	-	4,098
Amount released to income	-	(4,098)
Amount deferred in the year	-	-
	<hr/>	<hr/>
Balance as at 31 March 2019	-	-
	<hr/> <hr/>	<hr/> <hr/>

22 Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total £
Tangible fixed assets	5,305	2,800	8,105
Net current assets	23,981	272,095	296,076
	<hr/>	<hr/>	<hr/>
	29,286	274,895	304,181
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

23 Prior year analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total £
Tangible fixed assets	11,211	6,941	18,152
Net current assets	40,517	264,425	304,942
	-----	-----	-----
	51,728	271,366	323,094
	=====	=====	=====

disAbility Cornwall & Isles of Scilly

Notes

(forming part of the financial statements)

24 Restricted funds

	At 1 April 2018 £	Income £	Expenditure £	Transfer £	At 31 March 2019 £
Grants:					
Access to Work	-	915	(915)	-	-
CCF Crisis Fund	228	-	(12)	-	216
Cornwall Community Foundation	2,834	400	(3,234)	-	-
Cornwall Council Community Grant	-	320	(320)	-	-
Cornwall Council Inclusion Grants	-	2,718	(2,718)	-	-
Cornwall Council Youth Grant	2,262	-	(2,262)	-	-
DM Thomas Foundation	-	744	(744)	-	-
Garfield Weston Foundation	-	50,000	(50,000)	-	-
Journey to Employment	-	4,500	(4,500)	-	-
Leonard Laity Stoate Charitable Trust	-	1,000	(1,000)	-	-
Lloyds Bank Foundation	-	24,800	(24,800)	-	-
National Lottery Awards for All	9,700	-	(9,700)	-	-
SENDIASS Transition	-	6,944	(6,944)	-	-
Sir Jules Thorne Charitable Trust	-	750	(750)	-	-
Sport England	-	9,950	(9,950)	-	-
Sports Foundation for the Disabled	-	1,000	(1,000)	-	-
The Hedley Foundation	-	2,235	(892)	-	1,343
The Henry Smith Charity	10,165	28,800	(24,943)	-	14,022
The MacRobert Trust	-	5,000	(800)	-	4,200
The Rank Foundation	10,000	-	(10,000)	-	-
The Rank Foundation Internship	5,328	5,812	(11,140)	-	-
The Sobell Foundation	-	5,000	(800)	-	4,200

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Notes

(forming part of the financial statements)

24 Restricted funds (continued)

The Taylour Foundation	-	1,000	(1,000)	-	-
Development project (fixed assets)	10,611	-	(5,306)	-	5,305
Computer equipment (fixed assets):					
- Cabinet Office LSF	266	-	(266)	-	-
- Henry Smith Charity	334	-	(334)	-	-
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	51,728	151,888	(174,330)	-	29,286
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Notes

(forming part of the financial statements)

24 Restricted funds (continued)

Purposes of restricted funds

Access to Work (Department of Work and Pensions)	To purchase specialist equipment for a disabled employee.
CCF (Cornwall Community Foundation) Crisis Fund	To directly benefit people in crisis who are urgently in need of small, one off amounts of money.
Cornwall Community Foundation	To deliver 'Have a Go Days'.
Cornwall Council Community Grants	To purchase printed t-shirts to give to disabled children who attended 'Have a Go Days'.
Cornwall Council Inclusion Grants	To fund one-to-one support for children requiring additional support to attend 'Have a Go Days'.
Cornwall Council Youth Grant	To deliver 'Have a Go Days'.
DM Thomas Foundation	To deliver 'Have a Go Days'.
Garfield Weston Foundation	For core costs.
Journey to Employment (Department for Work and Pensions)	To deliver local employment support for people with a health condition or disability who want to start their journey into or back into employment.
Leonard Laity Stoute Charitable Trust	To deliver 'Have a Go Days'.
Lloyds Bank Foundation For England and Wales	To provide longer-term support to clients who have had issues relating to Employment Support Allowance, Universal Credit or Job Seeker's Allowance, and who would like to make a positive change in their life.
National Lottery Awards for All	To develop the 'Every Customer Counts Cornwall' initiative.

24 Restricted funds (continued)

Purposes of restricted funds (continued)

SENDIASS Transition (National Children's Bureau)	To build capacity in SENDIASS to implement the IAS responsibilities required by the Children and Families Act 2014.
Sir Jules Thorn Charitable Trust	To deliver 'Have a Go Days'.
Sport England	To deliver the LD Active Cornwall project, Sports Activity Hubs for adults with learning disabilities.
Sports Foundation for the Disabled	To deliver 'Have a Go Days'.
The Hedley Foundation	To deliver 'Have a Go Days'.
The Henry Smith Charity	To increase capacity in our disability information and advice line (DIAL).
The MacRobert Trust	To deliver 'Have a Go Days'.
The Rank Foundation	For core costs and specific activities.
The Rank Foundation (Internship)	To fund an intern to work at the charity for 12 months as part of the Time to Shine Internship Programme.
The Sobell Foundation	To deliver 'Have a Go Days'.
The Taylour Foundation	To support the independent service supporting children and adults with their education and life.
Development project	This fund represents the cost of the warehouse conversion and conference facilities less depreciation.

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Notes

(forming part of the financial statements)

25 Prior year restricted funds

	At 1 April 2017 £	Income £	Expenditure £	Transfer £	At 31 March 2018 £
Contracts:					
Independent Support	-	70,179	(70,179)	-	-
SENDIASS	291	55,196	(55,487)	-	-
Grants:					
Access to Work	-	1,079	(1,079)	-	-
Cabinet Office LSF	1,547	500	(2,047)	-	-
CAHSC	-	4,765	(4,765)	-	-
CCF Crisis Fund	43	250	(65)	-	228
Clare Milne Trust	-	25,000	(25,000)	-	-
Comic Relief	67	-	(67)	-	-
Cornwall Community Foundation	-	7,868	(5,034)	-	2,834
Cornwall Council Community Grants	-	622	(622)	-	-
Cornwall Council Inclusion Grants	-	1,740	(1,740)	-	-
Cornwall Council Youth Grant	-	2,262	-	-	2,262
Henry Smith Charity	12,978	29,500	(32,313)	-	10,165
Journey to Employment	-	64,988	(64,988)	-	-
Lloyds Bank Foundation	1,983	23,700	(25,683)	-	-
National Lottery Awards for All	-	9,700	-	-	9,700
Parent Carers Cornwall	-	500	(500)	-	-
Rank Foundation	11,250	20,000	(21,250)	-	10,000
Rank Foundation Internship	-	8,718	(3,390)	-	5,328
SENDIASS Transition	-	41,667	(41,667)	-	-
Skills for Care	-	27,808	(27,808)	-	-
Development project (fixed assets)	15,917	-	(5,306)	-	10,611
Computer equipment (fixed assets):					
- Cabinet Office LSF	533	-	(267)	-	266
- Henry Smith Charity	667	-	(333)	-	334
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	45,276	396,042	(389,590)	-	51,728
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Notes

(forming part of the financial statements)

26 Unrestricted funds

	At 1 April 2018 £	Income £	Expenditure £	Transfers £	At 31 March 2019 £
<i>Designated funds:</i>					
Running costs reserve	118,000	-	-	-	118,000
Future deficit reserve	60,000	-	-	30,000	90,000
Fixed asset reserve	6,941	-	(4,141)	-	2,800
<i>Contracts reserves:</i>					
Independent Support	-	23,393	(23,393)	-	-
Information Advice and Support Programme	-	42,000	(42,000)	-	-
SENDIASS (Cornwall)	-	85,510	(85,510)	-	-
SENDIASS (Isles of Scilly)	-	2,750	(2,750)	-	-
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	184,941	153,653	(157,794)	30,000	210,800
General funds	86,425	217,580	(209,910)	(30,000)	64,095
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	271,366	371,233	(367,704)	-	274,895
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The running costs reserve is to fund a period of approximately three months of the expected core running costs, plus costs of closing the charity. This is held to enable the charity to seek alternative funding should existing funding cease, and to close the charity if alternative funding cannot be secured.

The future deficit reserve is a fund held to cover the latest forecasted deficit position at 31 March 2020.

The fixed asset reserve represents the value of funds held in fixed assets owned by the charity.

The contracts reserves are for funds held for specific contracts.

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Notes

(forming part of the financial statements)

27 Prior year unrestricted funds

	At 1 April 2017 £	Income £	Expenditure £	Transfers £	At 31 March 2018 £
<i>Designated funds:</i>					
Running costs reserve	106,000	-	-	12,000	118,000
Future deficit reserve	-	-	-	60,000	60,000
Fixed asset reserve	41,082	-	(4,141)	(30,000)	6,941
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	147,082	-	(4,141)	42,000	184,941
General funds	86,794	229,771	(188,140)	(42,000)	86,425
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	233,876	229,771	(192,281)	-	271,366
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28 Financial commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable leases which fall due as follows:

	Land and buildings 2019 £	Land and buildings 2018 £	Other 2019 £	Other 2018 £
<i>Operating leases which expire:</i>				
In one year	18,432	18,432	1,567	175
Between two and five years	-	-	143	2,842
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	18,432	18,432	1,710	3,017
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