



Dorset's Disability Charity

Diverse Abilities Plus Limited

(a charitable company limited by guarantee)

**Annual Report &
Group Financial Statements**
for the year ended 31st March 2020



Company Registration Number 1540805

Registered as a charity in accordance with the Charities Act 1993. Charity Number 282197

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Diverse Abilities Plus Limited

Reference and Administration Details

Charity name: Diverse Abilities Plus Limited

Charity registration number: 282197

Company registration number: 01540805

Registered office: Barnabas Project Centre, 13-15 Manor Avenue, Parkstone, Poole, BH12 4LB

Chief executive officer: Mr M J Powell

Secretary: Mr J Kennar (resigned 03/06/2020). N Burman (Genesis Legal) will take over Company Secretarial Duties.

Solicitors: Rawlins Davy Ltd, Rowland House, Hinton Road, Bournemouth, BH21 2EG

Bankers: National Westminster Bank Plc, Broadstone Branch, 208 Lower Blandford Road, Broadstone, BH18 8DT

Auditor: Saffery Champness LLP, Midland House, 2 Poole Road, Bournemouth, BH2 5QY

Trustees

- Mr. J. A. R. Smith CBE (*Chairman*)
- Mr. E. J. Kennar (*Hon. Secretary, resigned 3rd June 2020*)
- Mr. M. E. Davies
- Mr. N. T. Still
- Mr. R. Bavister (*Hon. Treasurer*)
- Dr. J. Peter
- Dr. G. Ridgeway
- Mr. G. Knight
- Ms. L. C. Lucas-Rowe
- Ms. H. S. Witt (*appointed 25th July 2019*)

Report of the Trustees

The trustees (who are also directors of Diverse Abilities Plus Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with the applicable law and Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), submit their report and audited financial statements for the year ended 31st March 2020. These financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)).

Structure, Governance and Management

The charity is a limited company and is governed by its Memorandum and Articles of Association. The board is comprised of between 7 and 15 trustees who are elected by the members according to the Articles of Association.

One third of the trustees retire by rotation each year and are eligible for re-election. Trustees are selected to offer a broad range of experience, either in terms of their knowledge of disability or their wider business expertise. Prospective trustees have an initial interview with the Chairman and are then invited to fill in an application detailing their experience, skills and other personal details, which is put before the board. Two references, normally one personal and one from a recent workplace, and a DBS check are required. The board may then co-opt the applicant until the next AGM when applicants must stand for formal election to become a full member of the trustees board. Trustees are initially given information about the constitution and aims of Diverse Abilities, the organisation and structure, Charity Commission information about their role, and an introduction to each service. Any training needs identified are satisfied using an appropriate training source; for example, trustees who wish to join the Governing Body of Langside School can access governor training provided by the Borough of Poole. All training costs are paid for by Diverse Abilities.

The trustees appoint a chief executive officer to lead the charity and each service manager reports to the CEO.

The trustees meet six times a year to discuss business, receive reports and examine the monthly management financial statements. More detailed work specific to the services described below and to individual topics is delegated to committees and the governing body (for Langside School). Any business which exceeds the remit of a committee is referred back to the trustees for a decision. Prior to the trustee meetings, the board receives a report from the CEO which includes the management accounts and a commentary on activity and the performance of the charity.

Risk Management

The trustees also consider the risks to which the charity may be exposed, particularly in the areas of service funding. It is essential that we achieve fee levels for the services we provide in order to balance our income and expenditure further to meet statutory requirements. We work closely with the inspection authorities to ensure our provision is of high quality, and in the protection of service users, all relevant employees and volunteers are DBS checked.



The trustees confirm that the major risks to which the charity is exposed have been identified, reviewed and systems are operated to manage those risks. The Quality Committee has developed a quality policy, and this sets standards to operate to and ensures that risks are monitored.

Pensions

The company operates a defined pension scheme which is currently in deficit. £102k has been provided for in the accounts being the deficit contributions payable to the charity over the next six years.

Employee Involvement

The charity has a system of key performance indicators in place to ensure that the financial state of the organisation is reviewed on a regular basis. The charity runs a comprehensive budget control system whereby each department agrees and owns their own financial forecasts for the coming year. Actual performance is reviewed at department, management and trustee level and forecasts for the year produced and corrective action taken where necessary. Additionally, the management team and trustees will review the operational and cash situations on a monthly basis to monitor finance and service quality.

Key Performance Indicators (KPIs)

Each department has KPIs and they vary by department. There are always targets for finance, the operation, services, partnerships, and people/culture. The KPIs are set as part of the budget process. Thereafter, trustees monitor high level KPIs for finance and service quality.

Fundraising practices and performance

Diverse Abilities does not use any external professional fundraisers to raise its funds and, through voluntary registration with the Fundraising Regulator, seeks to comply with fundraising good practice in its generation of voluntary income and strives to maintain the highest standards or fundraising with all supporters. In 2019/20 the charity received no requests to stop communications through the Fundraising Preference Service (the facility provided by the Fundraising Regulator) and no formal fundraising complaints about Diverse Abilities were made to the Fundraising Regulator or the Information Commissioner's Office. Diverse Abilities continually measures the effectiveness of its various fundraising methods and looks to develop growth areas and to distribute donated income as cost-effectively as possible. These matters are under continuous review by the Board and the Senior Management Team.

Public Benefit

We have given due regard to public benefit when reviewing our aims and objectives and in planning our future activities in accordance with the Charity Commission's guidance on public benefit. In particular, the trustees have considered how activities contribute to our aims and objectives.

We provide children's respite, support for adults, advice, and education to meet the needs of people with either, or both, physical and learning disabilities providing a lifetime of support to them and their families.

Children's Team

The children's services combined provide overnight respite, support in the home, and supported activities/events. The following is a breakdown of how the services operate:

Lily's Place

Lily's Place is a residential children's home providing short stay facilities for children during the day and overnight with additional needs, often profound.

Shapes

Shapes provides domiciliary support for children and young people in the family's home and out in the community. It also provides transitions day care service at Lily's Place for ages 19 - 25.

Lawford Lodge

Lawford Lodge, opened in 2019, provides transitions day care service and overnight respite for those aged 19 - 25 before moving into adult services, either with Diverse Abilities or elsewhere.

Coping with CHAOS

Coping with CHAOS (CWC) relies on fundraising to offer a variety of day and evening services to support not only children but the whole family by providing supported activities and events including other members of the family. The aim is to provide families the opportunity to enjoy and take part in activities which would normally be difficult for them to access.

Project My Time and Hangout

These Projects focus on high activity in the school holidays and after school. The focus is to take children to enjoy a mixture of events and sessions with a real emphasis on fun and sensory wellbeing. This may include overnight camping breaks or short break accommodation. Typically, the children accessing this service will have profound needs and often required 1 to1 support.

Education

Langside School

Langside School is an independent specialist school for pupils aged 2 - 19 years old with physical and learning difficulties in the severe or profound range. School fees are currently paid by four local authorities. Fundraising is needed to support the school and supply specialist equipment not covered by fees.



Adult Services

Adult Services enable people with physical and learning disabilities to live their lives as independently as possible, in their own homes. The day service supports this, giving access to the community, activities, and events.

Supported Living

Diverse Abilities Plus Limited continues to support a growing number of residential properties in the community by being contracted to provide personal care and support to its tenants. Supply and refurbishment of properties is supported through fundraising.

The Beehive Centre

The Beehive Centre, our newly refurbished activity and therapy centre, is a lively, sociable day opportunity setting for adults with a disability. It is a place where people can meet and make new friends, acquire new skills, and enjoy a wide range of experiences, which we fundraise to help support.

Advice Team

Our Advice Team seeks to help people find and access services and benefits in many cases representing individuals if necessary. For many years our Advice Team has boasted high success rates for helping people with disabilities access benefits and activity-based services.

Services include benefit advice, appeals for benefits, power of attorney and deputyships, and help filling in forms.

Edwards Support Service

Edwards Support Services (ESS) provides facilities management and landlord services, and operates independently of the charity's support services. ESS has grown steadily since it started and manages the facilities of the charity's residential properties and also supports the charity in health and safety. Edwards Support Services received income from managing properties for a third party.



How our activities deliver public benefit

Our services are open to children and adults living with disabilities, often encompassing complex physical and learning needs. Our non-residential services are available to anyone within travelling distance of our sites across Dorset, and further afield providing they can make their own transport arrangements. The cost of providing some services is covered by fees from Social Services, Primary Care Trusts, Education Authorities, and other statutory support for independent living. As such, anyone who qualifies for support is entitled to use any of our services, subject to the charity being able to provide the service in a safe manner.

In addition, we can, and do on a few occasions, offer services on a privately funded basis and increasingly generate voluntary fundraising income to meet the needs of the community.

Main operational activities

Our main areas of activity are set out below. While we have to make hard choices around costs and new projects, we have continued to invest in activities that help deliver our strategy.

Type of activity	Aim of activity	Cost of activity (£000 per year)
Providing educational services.	To support the learning and development of children and young people with complex needs.	£1,460
Providing respite care for children and young people.	To support children and young people with disabilities while providing a break for parents.	£846
Providing home or community support for children and young people.	To support children and young people at home or out and about within the community to undertake activities they enjoy.	£538
Providing care of adults in their own home.	To delivery high quality 24/7 care for adults with disabilities and encourage independence.	£2,961
Providing day and community-based service for adults.	To support adults with disabilities to attend a day centre and undertake fun and stimulating activities.	£879
Providing information and advice to people with health problems.	To provide advice and information to those that are disabled or have a health condition.	£84

Achievements and performance

It is good to report that overall, this was a good year for the Charity in both financial terms and the quality of the services. All services maintained a good status from CQC and OFSTED following inspections. Feedback from clients and parents was also very positive.

Lawford Lodge is fully operational supporting young adults with overnight respite and the continued development of **The Beehive Centre** saw a world class sensory and experience room built and implemented, see page 15. These projects are a clear demonstration of how the services adapt and change to individual needs and use new technology to meet the needs of the people they support.

COVID-19 hit in March of this financial year and had a major impact on the costs during that month. Having had a good year up to that point, the Charity adapted all services during lockdown, closing the central office and asking people to work from home. All services continued to operate, and the staff must be acknowledged for their bravery and dedication to the people we support.

While it is unclear how long the crisis will continue and what the true impact on Diverse Abilities will be, the Charity believes that the measures put in place through risk assessments, the provision of PPE and other changes to operating procedures will ensure that the services should be sustainable for the year ahead which are essential to this particularly vulnerable group.

See below the five measures in last year's report and the progress made;

- 1. Grow Lily's Place and Lawford Lodge** following the successful re-development of these buildings. Lily's had a difficult final quarter to the year as COVID-19 hit in March, however overall had a great year and offered high quality overnight services. Lawford Lodge had a great year and met all expectations.
- 2. Continue the development programme at The Beehive Centre**, with the implementation of the sensory room and progress The Splash Appeal to raise funds for a therapy pool to be installed. The arrival of COVID-19 impacted an otherwise excellent year where the team made the most of the redeveloped building. The sensory and experience room is an exciting addition to the services offered and it is anticipated that many people will benefit from this facility. COVID-19 has temporarily halted progress on The Splash Appeal. Nevertheless, significant funds have been pledged to this project already and the team are optimistic for the future.
- 3. Continue to develop the Langside School campus** with an external play area offering new facilities to the pupils. The external area was fully developed with highly specialised play equipment put in so the children at the school who have profound disabilities have access to activities in the fresh air but undercover is very beneficial.
- 4. Meet the quality standards** set out by the quality committee to work to the highest standards. All quality standards were met.
- 5. Find funding solutions and increase fundraising** to ensure the services are financially sustainable. The Charity achieved a good financial performance for the year, which would have been better if not for the impact of COVID-19 in March.

Langside School

Our specialist school supported 32 children across Langside and Caterpillar Club, providing 30,000 hours of support. Four more pupils joined the school during this academic year.

This year we received a 'Good' Ofsted rating, and we are continuing our mission to become a centre of excellence. Caterpillar Club has been able to expand its offering to two sessions per week following demand from families and positive feedback.

The school's board of governors has provided around 150 hours of time and expertise in order to aid the running of Langside School.



Langside celebrated its 60th birthday in October with two very special events. We held an afternoon tea in the school's hall and invited families past and present to spend some time with us reminiscing how far we've come in that time. We also partnered with our neighbours, Colten Care's Bourne View, to host an evening reception for local stakeholders.



Children's Team: Lily's Place



Lily's Place day care sessions and overnight stays provided 28,441 hours of support to 39 families.

While eight children have left, nine new children have joined and we have a waiting list. Of those who stopped accessing the service, three transitioned to different adult services, one moved to a residential placement, three left as the service was not required, and one sadly passed away.



Summer 2019 was one of the best summers for many years. This can be a very busy time for the team, however everyone ended the summer saying how amazing it was. Our staffing has been very stable, and included promotions to Lead Support for Helen and Tom.



George has made some massive achievements despite only been at Lily's for a short time. He has familiarised himself with staff and the building, he is also open to trying new activities and visiting new places. His confidence has grown massively.

"Great session, lots of engagement and interaction, clapping along in context to songs, also lifting head for changing."

Amelia is consistently empowered to be more independent and will help staff where possible with her personal care, as well as using her walking aid. Amelia is able to use her walking sling as a form of communication, she will walk to where she wants to go.

"Amelia used good eye contact though breakfast."



Children's Team: Project



Many children attend sessions and experience new activities that they would not have the opportunity to do if it was not for our service.

2019/20 saw 133 children supported through 2,143 hours of support, with new referrals received regularly.

The service continues to run fun activities for the children, including pizza making, days out, swimming, laser tag, bowling and more throughout the school holidays.



This year saw internal promotions to supervisor, and again to lead support, learning new skills in a short space of time.

We see some crossover with families supported by both Project and Coping with CHAOS, which is a larger number than ever due to the new service structure that was introduced in 2018.



"A fun, enjoyable and accessible time for B."

Children's Team: Coping with CHAOS

Coping with CHAOS supported 222 children over 7,775 hours of activity sessions including climbing, indoor play, theme parks, minibeast safaris, soft play, and cinema trips.

We continue to run our parent support sessions fortnightly; covering issues such as behaviour, anxiety and mindfulness, as well as peer to peer support amongst the parents.

At the end of 2020, we built a new cinema room at our West Moors site thanks to funding from Dorset Council Children's Services Short Breaks Capital Grant scheme. It also doubles up as a break away space when not in use to allow a child a space for peace and quiet.

A member of staff employed to provide maternity cover has been promoted to short breaks coordinator, we look forward to continue having her as part of our team in the future.

It is our plan to develop Coping with CHAOS in order to provide more services for the siblings of the children we support on a regular basis.

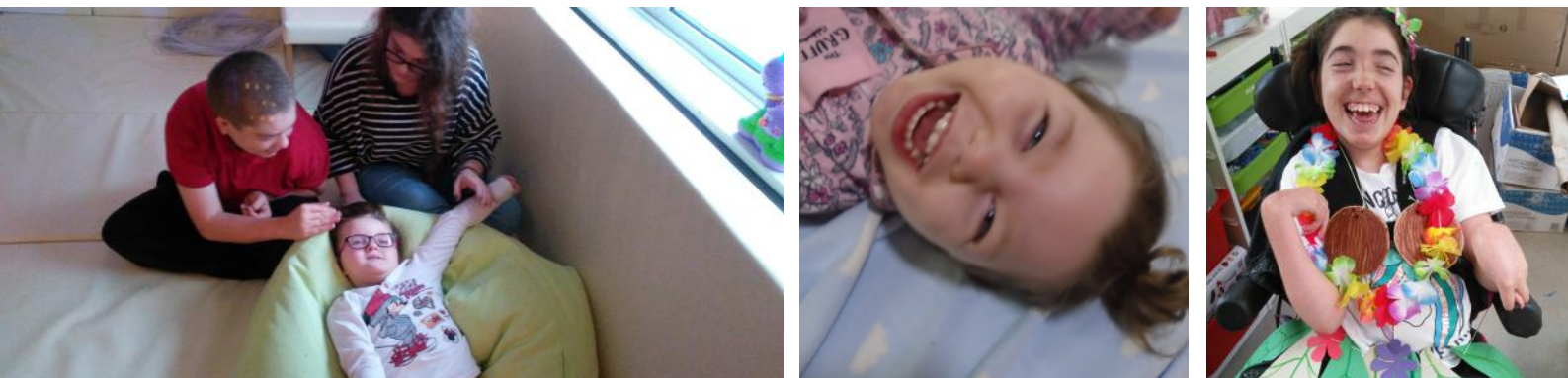


Children's Team: Shapes & Transitions

24 children were supported by Shapes over 10,162 hours in 2019/20. This reduced by six due to changes in care requirements and two children who sadly passed away, however, four new children started to use the service in the same year.

An additional 1,476 hours of care were provided for two children who use the Shapes Transitions service as they progress towards receiving care from adult service providers. The team at Transitions are incredibly proud of all their school leavers to making a number of achievements, and are looking forward to seeing how they develop into adulthood.

We are planning to increase our provision for Transitions in the next financial year.



Children's Team: Lawford Lodge

Following its official launch in early 2019, we've had a great first year at Lawford Lodge providing more Transitions support to children who are progressing towards adult services.

Seven young adults currently use Lawford Lodge, and we have provided 96 overnight stays in 2019/20, totalling 2,304 hours of care.

We are looking forward to seeing everyone's achievements in the years to come, as well as providing more support to those who need us the most.



Sue & Cate outside Lawford Lodge, named after their mother, Marion.

Adult Services: Supported Living



In 2019/20, 35 people were supported in their own homes over 142,636 hours of care. We have three prospective new adults looking for this sort of support going forward into the 2020/21 financial year.

Despite an incredibly challenging environment, our team do their utmost to provide staff to all the services. The creation of a staff planning position has reduced the use of agency staff significantly.

“The staff have done so well, and we are so grateful for their support.”

While the COVID-19 pandemic was a small part of the 2019/20 financial year, staff embraced the challenge and have shown great resilience in assisting the people we support putting in extra hours without complaint.



Adult Services: The Beehive Centre

44 adults have been supported at The Beehive Centre in the 2019/20 financial year, this has been through 57,447 hours of care. We currently have space for two more people to join the day centre and experience all the activities and opportunities it has to offer.

The staff team are also always keen to fundraise after work, and this year Carly held her own banger racing event. We had a fun evening in February celebrating 25 years of The Beehive Centre with a disco with an award ceremony to honour some fantastic achievements.

We are continuing a programme of developments at The Beehive Centre. Following the construction of the new kitchen and physiotherapy facilities, we are nearing completion on a state of the art sensory room and chill out area. We have worked with Holistic Audio to create a space where the adults we support can enjoy immersive experiences to both relax and excite. After this, it will be full steam ahead on The Splash Appeal, raising £1million to build a hydrotherapy pool.



Jessica is great at interacting with the people who visit the community café that we host weekly and has been really helpful. She greets our regulars with a friendly smile and is always polite.

"When I first started supporting her at the cafe she needed encouragement to help set up tables, make drinks for customers and tidy up at the end of the day. She rarely needs encouragement to do these tasks anymore and is a valued member of the team."

Advice Team



In the 2019/20 financial year, we had the following amount of clients for the Advice Team:

- 113 LPA clients
- 124 telephone clients
- 658 disability appeal cases

Our team achieved a 92.7% success rate on its disability appeals, securing a positive outcome in 38 of the 41 cases they supported people on.



It has been a good year of development for the team, with the launch of its phone appointment service early in the year, a creation of a Facebook Group to share news updates and advice, and securing a regular slot in Kinson to host appointments allowing us to reduce running costs.

In the year ahead, we hope to expand the telephone appointment service outside of Dorset and hold regular networking events - the first of which took place in early 2020 and was well received.

Volunteering

Volunteers are crucial for us. Whether they have five minutes, five hours, five days or five weeks to spare, every single volunteer makes a huge difference.

Over the year we have been thrilled to receive the support of 166 volunteers, whether on a one-off occasion or regularly providing their support in the services or to assist fundraising.

Corporate volunteers from a number of different local groups and businesses supported us, including Bournemouth University, J.P. Morgan, Maidmans, Keyfort, and Hoburne.

Volunteering roles have included helping at our services, collecting Christmas trees, supporting the team at fundraising events or community events, and bucket collections.



Fundraising



The total fundraising income over this financial year was £940,553.

We received support from many local businesses and strengthened relationships with partnerships and sponsorships. We are grateful to companies including Purbeck Ice-cream, Forelle Estates, Franses Jewellers, Hoburne, Waste Management Facilities Ltd., and many more. We hosted more business breakfast networking events, which have been well received and are looking forward to hosting more in the future.



Christmas Tree-cycling raised more than £10,000 and is growing from strength to strength. Routes were planned more efficiently, and we are working to improve this year on year.



The events team worked hard to deliver successful events including our annual Rugby Lunch and Gala Ball, challenges such as Dorset Three Peaks and the Dorset Neon Run, and supported individuals taking on their own activities including half marathons and a trek across the Sahara Desert.



Trusts had a good year raising £132,338 for revenue alone. 139 applications were made and we retained our success rate of almost 1 in 4, while also gaining seven new funders.

The COVID-19 pandemic hit as we were ramping up to the Dorset Neon Run 2020, with many events cancelled.



The Splash Appeal had a successful year, securing nearly £300,000 in donations towards the total. This includes notable amounts from Talbot Village Trust, The Rockley Charitable Trust, The Adrian Swire Charitable Trust, The Fairfield Charitable Trust and The Haskins Charitable Fund.

We hosted an afternoon tea reception at the House of Commons in December, which resulted in a further £9,637 raised with pledges of support from others.

Our panel of volunteers are working hard to plan future events to aid the fundraising efforts. We have also secured a free website from Created by Arc to promote the Appeal.

Financial review and reserve policy

Our funding comes from fees and public sector grants to cover day to day running costs of our services and from private sector fundraising income for those services not covered by fees which supplement the quality of the service provided. This can include funding equipment, premises and community activities according to any restrictions placed on the donation.

The charity has a reserves policy to hold liquid reserves to cover any major unforeseen expenses and to ensure that each unit can continue to supply the services they provide. From time to time the Trustees and CEO plan to undertake new projects and these will be funded from available funds with any additional finance being generated from fundraising or from loans as required. The reserves policy is reviewed annually to identify the risks of projects and the day to day operation and investment needed to run the charity. The approach allows the organisation to take opportunities to the benefit of the charity. The trustees will on occasion take advice on specific risks, an example being the pension fund deficit - where any future liabilities are calculated by the pension's provider and form part of the accounts. (see note 19 to the financial statements.)

The charity bases its reserves figure on a variety of risks that the trustees see as having a potential adverse effect. These include loss of income through reduced numbers of dependants and a potential downturn in donations due to social, political and economic factors and unbudgeted increases in costs through inflationary forces and Government legislation. Additionally, the charity focuses on the non- financial risks arising from fire, health and safety of workers and dependants and the management ensure that the correct accreditation is up to date and that robust policies and procedures exist to minimise the risks. Regular checks are carried out on new and potential employees to assess they are suitable for the role and extensive and regular awareness and operational training is carried out for staff and workers in key operational areas.

Financial sustainability is a major financial risk for the charity and its subsidiary. A key element in the management of financial risk is a regular review of available liquid funds to settle debtors as they fall due, regular liaison with

the bank, and the active management of trade receivables and payable balances to ensure sufficient working capital by the charity and its subsidiary company.

The total amount of funds held at 31 March 2020 was £6,716,436 (2019 £6,388,119 of which £301,927 (2019 £98,872) is restricted and £3,918,844 is designated (2019 £3,917,142). This includes revaluation reserves of £1,218,211, (2019 £1,218,211) on designated properties being Langside, Barnabas and Lily's Place. Unrestricted, undesignated reserves currently stand at £2,495,665 (2019 £2,372,105). This represents 4 months forward expenditure which is in line with the Charity's policy of holding between 3 - 4 months in unrestricted undesignated funds to cover any breakdown of the local authority and NHS funding.

The accounting policy regarding the apportionment of central costs takes account of the actual costs incurred in supporting each service. As the number of service users and hence fee income is broadly a measure of central support needs, the recharge is set as a percentage of each services income.

There have been no material changes in the accounting policy during the year.

Key Management Pay and Remuneration Policy

The trustees consider the board of trustees and the chief executive officer as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees are required to disclose all relevant interests and register them with the chief executive and in accordance with charity policy withdraw from decisions where a conflict of interest arises.

The pay of the charity's chief executive is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, remuneration is also bench-marked with charities of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Social Investment

The charity owns a portfolio of programme related investments in the form of social housing. The policy of the charity is to provide suitable housing at high standard to disadvantaged people and the investment in property is solely to further the charitable aims of the charity. As such, each property is maintained to a high standard and in a professional and ethical manner.

Plans for future periods

Diverse Abilities' ambitions and desire to offer excellent services remains the driving force to adapt to COVID-19.

Following the lockdown, the teams in the services are meeting and working within the Government and Local Authority guidelines. The plan therefore is to adapt to daily, weekly, and monthly changes to the guidelines to ensure that standards remain high and we meet the needs of all the people the charity supports when called upon to do so.

Fundraising for projects will undoubtedly be affected next year and the team are working on a strategic approach to raise funds should several events be cancelled.



Fixed Assets

The domestic portfolio has been revalued at the end of the last financial year (2018/19) and it is the opinion of the trustees that there is no need to revalue the non-domestic property at the current time.

Statement of Trustees' Responsibilities

The trustees (who are also directors of Diverse Abilities Plus Limited for the purposes of company law) are responsible for preparing the trustees' Annual Report (including the Strategic 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. Under Company Law the trustees must not approve the financial statements unless they are satisfied that they 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 income and expenditure. 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;
- 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 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 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 strategic report on page 21 is also hereby approved.



Date: **11/09/2020**

John Smith, Chairman

Strategic Report

COVID-19 will have an impact on the 2020/21 financial year in both operations and finance; and the charity will take advantage of all initiatives that the government and other funding bodies offer with regards to support.

The Splash Appeal to build a therapy pool on The Beehive Centre grounds has already seen some events to raise funds cancelled. Although this remains a strategic aim despite stretched timescales.

There are however **six strategic projects and aims** scheduled to take place next year, as well as maintaining quality and financial standards. See below;

- 1. As part of the ongoing Beehive development, build a large cabin in the grounds** for people being supported to do woodwork and other craft sessions.
- 2. Replace a large minibus at The Beehive Centre** with two small vehicles to let single individuals do activities away from the centre.
- 3. Time has lapsed since Lily's Place redevelopment.** The team will organise redecorating throughout the complex and introduce technology to help monitor children while they are sleeping.
- 4. Re-engage The Splash Appeal panel** when it is safe to do so and relaunch the project.
- 5. Meet the quality standards** set out by the quality committee to work to the highest standards.
- 6. Find funding solutions and increase fundraising** to ensure the services are financially sustainable.



Independent auditor's report to the trustees of Diverse Abilities Plus Ltd.

Opinion

We have audited the financial statements of Diverse Abilities Plus Limited (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 March 2020 which comprise the Group Statement of Financial Activities, the Group Statement of Financial Position, the Charity Statement of Financial Position, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the affairs of the group and the parent charitable company as at 31 March 2020 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and the parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

Responsibility of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 20, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditors under the Companies Act 2006 and report in accordance with that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members and the trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Saffery Champness LLP

Date: 17 September 2020

Nicholas Fernyhough, Senior Statutory Auditor
for and on behalf of Saffery Champness LLP

Saffery Champness LLP
Chartered Accountants
Midland House
2 Poole Road
Bournemouth
Dorset
BH2 5QY
Statutory Auditors

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

Diverse Abilities Plus Limited

Group Statement of Financial Activities (including income and expenditure account) for the Year Ended 31 March 2020


	Notes	Unrestricted funds	Restricted funds	Total Funds 2020	2019
		£	£	£	£
Incoming resources					
Incoming resources from generated funds					
Voluntary income	2	122,412	679,386	801,798	670,442
Incoming resources from charitable activities	3	6,579,484	-	6,579,484	6,221,908
Other trading activities	4	138,755	-	138,755	153,160
Investment income	5	2,355	-	2,355	7,449
Other incoming resources	6	41,467	-	41,467	33,734
Total incoming resources		6,884,473	679,386	7,563,859	7,086,693
Resources expended					
Costs of generating funds					
Costs of generating voluntary income		267,165	51,734	318,899	301,760
Charitable activities	7	6,591,432	325,211	6,916,643	6,771,230
Total resources expended		6,858,597	376,945	7,235,542	7,072,990
Net expenditure before transfers		25,876	302,441	328,317	13,702
Transfers					
Gross transfers between funds	22	99,386	-99,386	-	-
Other recognised gains/(losses)					
Gain on revaluation of fixed assets for companies own use	8	-	-	-	468,059
Net movements in funds		125,262	203,055	328,317	481,761
Reconciliation of funds					
Total funds brought forward	22/23	6,289,247	98,872	6,388,119	5,906,358
Total funds carried forward	22/23	6,414,509	301,927	6,716,436	6,388,119

For Companies Act purposes the group surplus in the year was £328,317.

Diverse Abilities Plus Limited (registration number: 1540805)
Group Statement of Financial Position at
31st March 2020

	Note	2020		2019	
		£	£	£	£
Fixed assets					
Tangible assets	12		7,101,935		7,109,481
			7,101,935		7,109,481
Current assets					
Stock and work in progress		11,040		11,040	
Receivables	14	1,197,509		1,053,094	
Cash at bank and in hand		829,511		1,053,094	
		2,038,060		1,777,552	
Payables: amounts falling due within one year	15	(644,011)		(697,277)	
Net current assets			1,394,049		1,080,275
Total assets less current liabilities			8,495,984		8,189,756
Payables: amounts falling due after more than one year	16		(1,779,548)		(1,801,637)
Net assets			6,716,436		6,388,119
The funds of the charity:					
Restricted funds in surplus	22/23		301,927		98,872
Revaluation reserve	22/23		2,075,960		2,075,960
Unrestricted income funds	22/23		1,637,926		1,514,366
Unrestricted designated funds			2,700,623		2,698,921
Total charity funds			6,716,436		6,388,119

Approved by the Board on: **11/09/2020**

And signed on its behalf by: 

Mr J. Smith (Chairman)
Trustee

The notes on pages 29 to 42 form an integral part of these financial statements.

Diverse Abilities Plus Limited (registration number: 1540805)

Company Only Statement of Financial Position at 31st March 2020

	Note	2020		2019	
		£	£	£	£
Fixed assets					
Tangible assets	12		7,095,886		7,100,922
Investments	13				
			7,095,886		7,100,922
Current assets					
Stock and work in progress		11,040		11,040	
Receivables	14	1,231,115		734,008	
Cash at bank and in hand		763,153		1,021,795	
		2,005,308		1,766,843	
Payables: amounts falling due within one year	15	(638,322)		(692,691)	
Net current assets			1,366,986		1,074,152
Total assets less current liabilities			8,462,872		8,175,074
Payables: amounts falling due after more than one year	16		(1,779,548)		(1,801,637)
Net assets			6,683,324		6,373,437
The funds of the charity:					
Restricted funds in surplus	22/23		301,927		98,872
Revaluation Reserve	22/23		2,075,960		2,075,960
Unrestricted income funds	22/23		1,604,814		1,499,684
Unrestricted Designated Funds			2,700,623		2,698,921
Total charity funds			6,683,324		6,373,437

Approved by the Board on: **11/09/2020**

And signed on its behalf by: 

Mr J. Smith (Chairman)
Trustee

The notes on pages 29 to 42 form an integral part of these financial statements.

Diverse Abilities Plus Limited (registration number: 1540805)
Group Cash Flow Statement for the Year Ended
31st March 2020

	Note	2020	2019
		£	£
Net cash flow from operating activities	20	(67,127)	383,598
Returns on investments and servicing of finance	5	2,355	7,449
Capital expenditure and financial investment			
Purchase of tangible fixed assets	12	(163,391)	(684,839)
Proceeds on sale of tangible fixed assets		4,580	
Proceeds from sales of investments		-	198,710
Cash outflow before management of liquid resources and financing		(223,583)	(95,082)
Financing			
New loans	16	-	10,106
Repayments	16	-	-
Decrease in cash		(223,583)	(84,976)
Reconciliation of net cash flow to movement in net funds			
	Note	2020	2019
		£	£
Decrease in cash in the year	20	(223,583)	(84,976)
Net funds at the start of the year	20	1,053,094	1,138,070
Net funds at the end of the year	20	829,511	1,053,094

Notes to the financial statements for the year ended 31st March 2019

1. Accounting Policies

The following accounting policies have been consistently used in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

Diverse Abilities Plus is a charitable company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantees is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are the care, education and advancement of persons with cerebral palsy or other similar disabilities.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019. The financial statements are prepared on a going concern basis and under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going Concern

After reviewing the Charity's forecasts and projections, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

Group financial statements

These financial statements consolidate the results of the charity and its wholly owned subsidiary Edwards Support Services Limited (registered number 08030344). A separate statement of financial activities and income and expenditure account are not presented for the charity itself following the exemptions afforded by the SORP, which was £309,897.

Fund accounting policy

Unrestricted income funds are general funds that are available for use at the Trustees' discretion in furtherance of the objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Designated funds are unrestricted funds set aside at the discretion of the Trustees for specific purposes mainly to protect assets that ensure the continuation of the charities objectives.

Further details of each fund are disclosed in note 22.

Incoming resources

Voluntary income is received by way of donations and gifts, subscriptions, covenants and fundraising activities.

Such income is recognised when there is an entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income due for fees from local authorities are credited to the Statement of Financial Activities when the service has been performed. Amounts are treated as unrestricted income, except regarding grants from the Department for Education, which is specifically for the use of Langside School which are used within the year.

Gifts in kind are recognised in different ways dependent on how they are used by the charity:

1. Those donated for resale produce income when they are sold. They are valued at the amount actually realised.
2. Those donated for onward transmission to beneficiaries are included in the Statement of Financial Activities as incoming resources and resources expended when they are distributed. They are valued at the amount the charity would have had to pay to acquire them.
3. Those donated for use by the charity itself are included when receivable, They are valued at the amount the

charity would have had to pay to acquire them.

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Any income deferred is in accordance with the terms set by the grant making body.

Interest on deposit amounts is recognised on an accruals basis.

Income from charitable activities includes income recognised as earned (as the related goods or services are provided under contract).

Resources expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of generating funds are the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Support costs include costs of the preparation and examination of the statutory accounts, the costs of trustee meetings and the cost of any legal advice to Trustees on governance or constitutional matters.

Allocation of costs

The apportionment of central costs takes account of the actual costs incurred in supporting each service. As a number of service users, and hence fee income, is broadly a measure of central support needs, the recharge is set as a percentage of each service's income. The actual percentage charged to each service takes account of how much administrative support exists within each service.

Fixed assets

Fixed assets are stated at original cost or valuation, or if donated, the value at date of receipt.

The charity has adopted the revaluation model for its properties. Under the revaluation model, an item of property, whose fair value can be measured reliably shall be carried at a revalued amount, being its fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations shall be made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

Depreciation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Freehold buildings	1% straight line
Equipment and fittings	25% straight line basis
Motor vehicles	25% straight line basis
Gifted items	In accordance with above rates

Investments

Fixed asset investments are included at market value at the Balance Sheet date.

Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Investments in Subsidiaries are valued at cost less provision for impairment

Stock

Stock is valued at the lower of cost and net realisable value, after due regard for obsolete and slow moving stocks. Net realisable value is based on selling price less anticipated costs to completion and selling costs. Items donated for resale or distribution are not included in the financial statements until they are sold or distributed.

Trade receivables

Trade receivables are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

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

Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Trade payables

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

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Concessionary loans include those payable to third parties which are interest free or below market interest rates and are received to advance charitable purposes. All loans are measured at cost, less impairment as permitted by section 34 of FRS 102.

Provisions

Provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle is known or can be reliably estimated.

Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

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 company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pensions

The charity operates a defined contribution pension scheme, Contributions are charged in the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

Some employees are members of the Teachers' Pension Scheme which is a multi-employer, unfunded, pay as you go, defined benefit scheme. The plan's actuary has advised that it is not possible to identify the charity's share of the underlying assets and liabilities in the scheme on a consistent and reasonable basis. The contributions to the scheme are therefore accounted for on a defined contribution basis. Contributions to the Scheme by employees are set at rates determined by the scheme's Actuary and approved by the Department for Education. The contributions partially fund payments made by the Scheme, the balance of funding being provided by Parliament through the annual Supply Estimates process. The administrative expenses associated with the operation of the Scheme are borne by the Department for Education and reported in Department for Education's financial statements. The scheme is managed by the Department for Education and administered under contract by Capita Business Services Limited. The latest accounts are available on the official-documents.gov.uk website.

As described in note 19 Diverse Abilities Plus has a contractual obligation to make pension deficit payments of £21k pa over the period to January 2024, accordingly this is shown as a liability in these accounts. The total of contractual future deficit funding payments is discounted to an estimated current value. The discount rate chosen is the redemption yield on a UK government bond of approximately the same duration as the liability.

Operating leases

Rentals payable under operating leases are charged in the Statement of Financial Activities on a straight line basis over the lease term.

2. Voluntary Income

	Unrestricted funds	Restricted funds	Total funds 2020	Unrestricted funds	Restricted funds	Total funds 2019
	£	£	£	£	£	£
Donations	109,906	77,349	187,255	101,797	75,202	176,999
Gift Aid Reclaimed	12,506	2,861	15,367	12,000	-	12,000
Grants	-	599,176	599,176	-	481,443	481,443
	122,412	679,386	801,798	113,797	556,645	670,442

3. Incoming resources from charitable activities

	Unrestricted funds	Restricted funds	Total funds 2020	Unrestricted funds	Restricted funds	Total funds 2019
	£	£	£	£	£	£
Rental Income	225,106	-	225,106	231,705	-	231,705
Langside School fees	1,415,036	-	1,415,036	1,355,375	-	1,355,375
Children's services	1,116,131	-	1,116,131	903,983	-	903,983
Adults' services	3,713,175	-	3,713,175	3,619,897	-	3,619,897
Advice	58,098	-	58,098	60,381	-	60,381
Transport	51,938	-	51,938	50,567	-	50,567
	6,579,484	-	6,579,484	6,221,908	-	6,221,908

4. Other trading activities

	Unrestricted funds	Restricted funds	Total funds 2020	Unrestricted funds	Restricted funds	Total funds 2019
	£	£	£	£	£	£
Fundraising Events	138,755	-	138,755	153,160	-	153,160

5. Investment Income

	Unrestricted funds	Restricted funds	Total funds 2020	Unrestricted funds	Restricted funds	Total funds 2019
	£	£	£	£	£	£
Income from listed investments	-	-	-	6,188	-	6,188
Interest on Cash Deposits	2,355	-	2,355	1,261	-	1,261
	2,355	-	2,355	7,449	-	7,449

All income from other investment Income in the current year £2,355 and prior year £7,449 was unrestricted.

6. Other Incoming resources

	Unrestricted funds	Restricted funds	Total funds 2020	Unrestricted funds	Restricted funds	Total funds 2019
	£	£	£	£	£	£
Facility management Income	39,176	-	39,176	28,035	-	28,035
Other income disposal of fixed Assets	2,291	-	2,291	5,699	-	5,699
	41,467	-	41,467	33,734	-	33,734

All income from other incoming resources in the current year £39,176 and the prior year £33,734 was unrestricted.

7. Analysis of charitable activities

	Total 2020	Total 2019
	£	£
Employment costs (inc. Agency)	5,931,784	5,687,493
Establishment costs	166,041	232,690
Other Operating Costs	470,626	521,764
Teaching and educational supplies	5,865	3,877
Transport Costs	39,483	33,727
Publicity and marketing	66,350	84,023
Legal and professional costs	13,081	24,888
Bank charges/Loan interest	54,764	54,051
Depreciation of tangible Non Current Assets	168,649	153,365
Bad Debts Provision	-	(24,647)
	6,916,643	6,771,231

Charitable activities was 6,916,643 (2019: £6,771, 231) of which £325,211 were attributable to restricted funds (2019: £356,067) and £6,591,432 were attributable to unrestricted funds (2019: £6,415,164).

The analysis of charitable activities is split between direct and support costs as follows:

	Staff costs	Depreciation	Other	Total 2020	Staff costs	Depreciation	Other	Total 2019
	£	£	£	£	£	£	£	£
Direct costs	5,507,838	160,569	400,853	6,069,260	5,316,502	145,846	539,960	6,002,308
Support costs	423,946	8,080	415,357	847,383	370,990	7,519	390,413	768,922
Charitable activities	5,931,784	168,649	816,210	6,916,643	5,687,492	153,365	930,373	6,771,230

Charitable activities split between direct costs current year £6,069,264 (2019: £6,002,308) and support costs current year £847,385 (2019: £768,923).

8. Other recognised gains/(losses)

	Unrestricted funds	Total funds 2020	Unrestricted funds	Total funds 2019
	£	£	£	£
Loss on revaluation of investments				
Revaluation of Fixed Assets	-	-	468,059	468,059
	-	-	468,059	468,059

All income from other recognised gains and losses in the current and prior year was unrestricted.

9. Trustees' remuneration and expenses

No trustees received any remuneration during the year. Minimal expenses were paid in the current year £71 on behalf of the trustees for travel to an event. (2019: £nil).

10. Net expenditure

Net expenditure is stated after charging:

	2020	2019
	£	£
Auditors' remuneration - audit services	13,080	13,800
Auditors' remuneration - other services	336	3,000
Depreciation of tangible Non Current Assets	168,649	153,365
(Gain)/Loss on disposal of Fixed Assets	(2,291)	4,133

11. Employee remuneration

The average number of persons employed by the charity (including trustees) during the year, analysed by category, was as follows:

	2020	2019
	No.	No.
Central office	25	26
Langside School	55	54
Children's services	143	148
Adult services	164	177
Advice services	8	6
Directors	10	9
	405	420

The aggregate payroll costs of these persons were as follows:

	2020	2019
	£	£
Wages and salaries (ex Agency)	5,160,623	5,093,250
Social security Inc. Apprenticeship levy	358,392	336,169
Other pension costs	164,464	69,804
	5,683,479	5,499,223

Senior employees - during the year, the number of senior employees who received emoluments falling within the following ranges was:

	2020	2019
	No.	No.
£70,001 - £80,000	1	1
	1	1

The Key Management personnel of the charity comprises the trustees and the Chief Executive Officer.

The total employee benefits of the key management personnel during the year were £80,000 (2019: £80,000) and national insurance costs of £9,893 (2019: £9,878).

During the year, defined contributions on behalf of this staff member amounted to £4,016 (2019: £4,000).

12. Tangible Non Current Assets (Group)

	Freehold interest in land and buildings	Motor vehicles	Equipment and fittings	Gifted assets	CWIP	Total
	£	£	£	£	£	£
Cost or Valuation:						
As at 1 April 2019	7,066,781	112,640	913,577	463,050	15,613	8,571,679
Additions	31,350	18,346	113,515	-	-	163,391
Revaluation	-	-	-	-	-	-
Transfer	-	-	4,870	-	(4,870)	-
Disposals	(5,049)	(13,407)	(132,763)	-	-	(151,219)
As at 31 March 2020	7,093,262	117,579	899,199	463,050	10,761	8,583,851
Depreciation:						
As at 1 April 2019	169,265	109,494	741,299	442,140	-	1,462,198
Revaluation	-	-	-	-	-	-
Eliminated on disposals	(5,049)	(11,119)	(132,763)	-	-	(148,931)
Charge for the year	53,162	4,641	98,453	12,393	-	168,649
As at 31 March 2020	217,378	103,016	706,989	454,533	-	1,481,916
Net book value:						
31 March 2020	6,875,884	14,563	192,210	8,517	10,761	7,101,935
31 March 2019	6,897,516	3,146	172,278	20,910	15,631	7,109,481
		2020	2019			
		£	£			
Charity		7,095,886	7,100,923			
Subsidiary: Edwards Support Services Limited		6,049	8,559			
		7,101,935	7,109,482			

The freehold interest in land and buildings includes both residential and non-residential properties employed in the provision of the charities services.

The residential properties were re-valued at 31 March 2019 by Management using external third party data.

The non-residential properties were valued as at 31 March 2011 by Christchurch Surveyors Ltd (Registered RICS valuer) these have not been revalued due to ongoing work on these facilities throughout the year.

The trustees have reviewed the value of the properties at March 2020 and considered there was no material change.

13. Investments held as Non Current Assets (Group)

Subsidiary (Charity): The charity also owns the single share issued by its subsidiary company.

Name of undertaking	Registered office	Class of share held	% held
Edwards Support Services Limited	Langside School Poole, Dorset BH12 5BN	Ordinary	100

The activity of the above company continues to be the provision of supported living accommodation for adults with disabilities.

14. Receivables

	Group 2020	Charity 2020	Group 2019	Charity 2019
	£	£	£	£
Amount due from group undertaking	-	45,296	-	42,722
Trade receivables	853,523	850,233	628,989	619,186
Prepayments and accrued income	343,986	335,586	84,429	72,100
	1,197,509	1,231,115	713,418	734,008

15. Payables: Amounts falling due within one year

	Group 2020	Charity 2020	Group 2019	Charity 2019
	£	£	£	£
Trade payables	81,297	80,580	129,394	131,195
Taxation and social security (Inc VAT)	126,952	126,007	93,532	92,569
Accruals and deferred income	414,742	410,715	453,351	447,927
Pension deficit (see note 20)	21,020	21,020	21,000	21,000
	644,011	638,322	697,277	692,691

16. Payables: Amounts falling due after more than one year (Group and Charity)

	2020	2019
	£	£
Bank loans (secured)	1,639,196	1,639,196
Other Loans	60,000	60,000
Pension deficit (see note 19)	80,352	102,441
	1,779,548	1,801,637

The bank loans are secured by a fixed charge over fixed assets and rental income and a floating charge over all present and future undertakings and assets.

Other loans are secured against the residential property which the loan funds were used to purchase.

A capital break has been taken on the mortgages to the financial year ended 2020/21.

17. Capital commitments

There are no capital commitments at the year end, except the 2.5% retention for the Barnabas Build from the main contractor which has been accrued in Capital Work in Progress £10,760 (2019: £10,760).

18. Operating lease commitments

As at 31 March 2020, the charity had annual commitments under non-cancellable operating leases as follows:

Operating leases which expire:

	Land and buildings		Other	
	2020	2019	2020	2019
	£	£	£	£
Within one year	43,063	48,096	10,797	10,797
Within two and five years	58,126	36,041	4,727	15,525
Over five years	-	-	-	-
	101,189	84,137	15,254	26,322

19. Pension scheme

Defined contribution pension scheme.

The company operates a defined contribution scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £117,400 (2019: £76,434).

Defined benefit pension scheme.

Some employees are members of the Teachers Pension Scheme which is a multi-employer, unfunded, pay as you go, defined benefit scheme. The Scheme's assets are held separately from those of Diverse Abilities Plus. The scheme is managed by the Department for Education and administered under contract by Capita Business Services Limited. The latest accounts are available on the official-documents.gov.uk website.

The scheme is classified as a 'last man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

The most recent completed three year valuation was at September 2017. The result of the valuation showed that the actuarial value of the assets was £795m, liabilities of £926m and a deficit of £131.5m.

Diverse Abilities Plus has been advised that it will need to make annual deficit contributions of £20k from April 2019. These payments will increase by 3% per annum from 1 April 2021. The amount is based on the current actuarial assumptions and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period at 31st March was 5 years ending January 2025.

Reconciliation	2020	2019
	£	£
Provision at start of period	123,441	170,441
Deficit contribution paid	(20,408)	(21,432)
Remeasurements - amendments to the contribution schedule	(1,661)	(25,568)
Provision at end of period	101,372	123,441
Due within one year	21,020	21,000
Due after one year	80,352	102,441

20. Reconciliation of net movements in funds to operating cash flows

	2020	2019
	£	£
Net incoming/(outgoing) resources	328,317	481,761
Adjustments for		
Investment income	(2,355)	(7,449)
Depreciation, amortisation and impairment charges	168,649	153,365
(Profit)/Loss on Sale and Non current Assets	(2,291)	4,136
Revaluation of Investments	-	(468,059)
Movement in Working Capital		
(Increase)/decrease	(484,092)	275,772
Decrease	(75,355)	(61,153)
Movement on Stock	-	5,227
	-	-
	(67,127)	383,600

Analysis of Change in Debt

	March 2019			March 2020
	At start of year	Cash flows	Other non-cash changes	At year end
	£	£	£	£
Cash	1,053,094	(223,583)	-	829,511
Loans due after one year	(1,699,196)	-	-	(1,699,196)
	(646,102)	(223,583)	-	(869,685)

	March 2018			March 2019
	At start of year	Cash flows	Other non-cash changes	At year end
	£	£	£	£
Cash	1,138,070	(84,976)	-	1,053,094
Loans due after one year	(1,689,090)	(10,106)	-	(1,699,196)
	(551,020)	(95,082)	-	(646,102)

21. Related parties

Controlling entity

The charity is controlled by the trustees who are all directors of the company.

Related party transactions

Mr. J. Kennar was a director of this company and is a shareholder of Talking Legal Practice Limited and EJK consultancy. During the year, Talking Legal provided legal services of £nil ESS (2019: £158) and £303 to DAP. A total of £303 (2019: total £1,396).

Mr. M. Davis is a director of this company and is an employee and shareholder of Rawlins Davy Ltd Solicitors who supplied legal services to ESS to the value of £5,884 and DAP Company of £180, Total £6,064 (2018: £1,590).

Edwards Support Services Limited

The charity owns 100% of the issued share capital of Edwards Support Services Limited, a company incorporated in England and Wales. The principal activity of the company is that of property management.

22. Analysis of funds (Group and Charity)

	At 1 April 2018	Incoming resources	Resources expended	Revaluation Gains	Transfers	At 31 March 2019
	£	£	£	£	£	£
Designated funds						
Langside development	200,000	-	(21,293)	-	(62,731)	115,976
Langside general	69,929	-	-	-	(69,929)	-
Freehold Property	1,952,315	-	-	-	(630,630)	2,582,945
Barnabas dilapidation	285,000	-	-	-	(285,000)	-
Revaluation reserve attributable to the designated properties	1,218,221	-	-	-	-	1,218,221
	3,917,142	-	(21,293)	-	212,970	3,917,142
General Funds						
Revaluation reserve	389,680	-	-	468,059	-	857,739
Unrestricted income fund	1,278,486	6,530,048	6,645,056	-	350,888	1,514,366
	1,668,166	6,530,048	6,645,056	468,059	350,888	2,372,105
Restricted funds						
Beehive extension/Sensory/ Splash Appeal	466,586	187,850	(51,478)	-	(567,608)	35,450
Beehive Restricted	-	10,561	(2,087)	-	-	8,474
Beehive Activities	-	18,106	(18,106)	-	-	-
Advice (Disability Wessex)	-	4,040	(3,040)	-	-	1,000
Lily's Place Restricted	-	515	(515)	-	-	-
Lily's Place Equipment	-	4,170	(2,388)	-	-	1,782
Coping with CHAOS Restricted	32,500	209,287	(224,287)	-	3,750	21,250
Restricted Langside General and Activities	-	13,520	(2,167)	-	-	11,353
Langside Equipment	7,353	12,431	(9,275)	-	-	10,509
Supported Living Events	5,271	5,695	(3,530)	-	-	7,436
Supported Living Lulworth Gardening	509	-	(141)	-	-	368
Supported Living General	508	3,270	(3,778)	-	-	-
Projects/Shapes Respite Bungalow	-	87,100	(85,850)	-	-	1,250
	512,727	556,645	406,642	-	(563,858)	98,872
	5,906,358	7,086,692	7,072,990	468,059	-	6,388,119

22. Analysis of funds (Group and Charity)

	At 1 April 2019	Incoming resources	Resources expended	Transfers	At 31 March 2020
Designated funds					
Langside development	115,976	-	-	-	115,976
Freehold Property	2,582,945	-	-	1,702	2,584,647
Barnabas dilapidation	-	-	-	-	-
Revaluation reserve attributable to the designated properties	1,218,221	-	-	-	1,218,221
	<u>3,917,142</u>	<u>-</u>	<u>-</u>	<u>1,702</u>	<u>3,918,844</u>
General Funds					
Revaluation reserve	857,739	-	-	-	857,739
Unrestricted income	1,514,366	6,884,473	6,858,597	97,684	1,637,926
	<u>2,372,105</u>	<u>6,884,473</u>	<u>6,858,597</u>	<u>97,684</u>	<u>2,495,665</u>
Restricted funds					
Beehive extension/Sensory/ Splash Appeal	35,450	337,643	51,821	(57,110)	264,162
Beehive Restricted	8,474	13,182	9,870	(8,394)	3,392
Beehive Activities	-	27,753	27,394	-	359
Advice (Disability Wessex)	1,000	2,059	3,059	-	-
Lily's Place Restricted	-	3,549	3,549	-	-
Lily's Place Equipment	1,782	2,952	4,734	-	-
Coping with CHAOS Restricted	21,250	174,437	179,374	(4,894)	11,419
Langside General and Activities	11,353	4,692	946	(3,756)	11,343
Langside Equipment	10,509	14,553	135	(19,912)	5,015
Supported Living Events	7,436	148	1,592	-	5,992
Supported Living Lulworth Gardening	368	-	123	-	245
Supported Living General	-	255	255	-	-
Projects/Shapes Respite Bungalow	1,250	98,163	94,093	(5,320)	-
	<u>98,872</u>	<u>679,386</u>	<u>376,945</u>	<u>(99,386)</u>	<u>301,927</u>
	<u>6,388,119</u>	<u>7,563,589</u>	<u>7,235,542</u>	<u>-</u>	<u>6,716,436</u>

Description of funds:

The following funds are designated

- Langside - development: this fund was established by the parents of a pupil who attended Langside School. The purpose of the fund is for the development of the School and its facilities which have received updated to classrooms and offices this financial year.
- Langside General: unrestricted but designated fund which has been released to General Funds.
- Revaluation Reserve: relates to the Commercial properties without which the charity could not run three of its core services; Langside School, Beehive Day Centre (previously Barnabas), and Lily's Place Respite House.

The following funds are restricted for the use of the particular service named:

- Beehive extension - this fund is for the sensory room and therapy pool at the centre. The Sensory Room is now completed and the remainder is for the specially adapted swimming pool (The Splash Appeal).
- Beehive restricted - general expenses just for Beehive.
- Beehive activities - daily activities/therapies in the building and out in the community.
- Advice restricted - general advice expenses for the running of the service.
- Lily's Place Restricted - general expenses just for Lily's.

- Lily's Place Equipment - equipment specific for Lily's
- Coping with CHAOS restricted - General Expenses for the provision of the service
- Langside General and Activities - daily activities specifically for Langside School
- Langside Equipment - equipment specifically for Langside
- Supported Living Events - monies raised for events
- Supported Living Gardening - monies raised from produce to continue the gardening activities
- Supported Living General - for the general use of this service
- Projects/Shapes/Respite Bungalow - restricted to the children's services provided and the development of the new facility at Lawford Lodge young adult respite house.

The following restricted funds received donation during the year from many sources including the following:

- Beehive Activities were supported by the Albert Hunt Trust, the Bruce Wake Charity and Britford Bridge
- Coping with CHAOS - supported by the Valentine Trust, Garfield Weston, BBC Children in Need, Bournemouth, Poole, and Dorset Councils, The Cooper Dean Foundation, The Cecil Bell House Trust, and the Alchemy Foundation among others.
- Projects and CHAOS were supported by the Bournemouth, Poole, Christchurch, and Dorset Councils and Merlin's Magic Wand Trust.
- Lawford Lodge adult respite bungalow was supported by John Lewis Charity,

Transfers from restricted funds relate to fixed assets purchased from the fund included as additions on the balance sheet.

23. Net assets by fund (Group)

	Unrestricted funds	Designated funds	Restricted funds	Total 2020	Unrestricted funds	Designated funds	Restricted funds	Total 2019
	£	£	£	£	£	£	£	£
Tangible assets	3,299,067	3,802,868	-	7,101,935	3,308,315	3,801,166	-	7,109,481
Current assets	1,620,157	115,976	301,927	2,038,060	1,562,704	115,976	98,872	1,777,552
Payables: Amounts falling due within one year	(644,011)	-	-	(644,011)	(697,277)	-	-	(697,277)
Payables: Amounts falling due after one year	(1,779,548)	-	-	(1,779,548)	(1,801,637)	-	-	(1,801,637)
Net Assets	2,495,665	3,918,844	301,927	6,716,436	2,372,105	3,917,142	98,872	6,388,119
Charity	2,462,761	3,918,844	301,927	6,683,532	2,357,423	3,917,142	98,872	6,373,437
Subsidiary: Edward Support Services Limited	32,904	-	-	32,904	-	14,682	-	14,682
	2,495,665	3,918,844	301,927	6,716,436	2,357,423	3,931,824	98,872	6,388,119

24. Provision for Accrued Holiday Pay

A provision exists for holiday balances accrued as a result of services rendered in the current period and which employees are entitled to carry forward. The holiday period runs from 1st April to 30th March inclusive and all holiday entitlement should be used by the end of that period. In certain exceptional circumstances holiday can be carried forward and the value of accrued holiday pay at the end of 2019/20 was £2,296 (2018/19 was £740).

25. Financial Risk Management

The charity has exposure to three main areas of Financial risk - liquidity, customer credit exposure, and interest rate risk.

Liquidity risk

The objective of the charity in managing liquidity risk is to ensure that it can meet its financial obligations as and when they fall due. The charity expects to meet its financial obligations through operating cash flows. In the event that the operating cash flows would not cover all the financial obligations the company has credit options available. The charity is in a position to meet its commitments and obligations as they come due.

Customer Credit Exposure

The charity may offer credit terms to its customers which allow payment of the debt after delivery of the goods or services. The charity is at risk to the extent that a customer may be unable to pay the debt on the specified due date. The risk is mitigated by the strong on-going customer relationships and provisions are in place to cover any perceived bad debt.

Interest rate risk

The charity has mortgages in place to finance the majority of the supported living properties included in the land and building values in note 13 above. The management reviews interest rates continually and will decide upon the tenure of these mortgages based on a view of the future direction of interest rates.

26. Events after the reporting period

The outbreak of the Novel Coronavirus (COVID-19), declared by the World Health Organisation as 'Global Pandemic' on the 11th March 2020, has impacted global financial markets. In the UK, market activity is being impacted in all sectors and the current response to COVID-19 means that we are faced with an unprecedented set of circumstances. At the approval date of these financial statements, the future impact to the Care sector is unknown and we cannot reliably estimate its effect on values in the short term.

In light of the current uncertainties, the directors have assessed the potential financial implications of the pandemic; as explained in the strategy report, and have assessed that the Diverse Abilities Group has sufficient resources to allow it to trade through this period.

Diverse Abilities has taken advantage of the government scheme to furlough staff with nearly 100 staff being furloughed in the first instance, mainly from The Beehive Centre, central office and the holiday and activity clubs for children (Projects and Coping with CHAOS).

Other services have adapted and continue to be provided. Local authorities have provided some support in the way of uplifts to Supported Living invoices and COVID grants for PPE. Fundraising has had great success in the initial months of the pandemic with Trusts coming forward with both restricted and unrestricted donations towards additional costs varying from payroll support to PPE support and new facilities in terms of cabins to enable Diverse Abilities to support as many clients as possible while ensuring social distancing. The school pupils are now returning in bubbles and income from this area has not been disrupted throughout the pandemic with home services being provided.

Given the uncertainty of the long term effects of COVID-19 on the rest of the financial year 2020/21 Diverse Abilities has also taken advantage of the government loans initiative CBILS to the tune of £250,000 which we will start to repay in May 2021. This has been built into future cashflows.



Dorset's Disability Charity

diverseabilities.org.uk

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