



ANNUAL REPORT



**Croydon Mencap: Creating a Croydon that is
a great place to live if you have a learning
disability.**

2023-2024



Thanks to the team for the wonderful photographs, additional photography by Kevin Oakhill. Designed by Emily Oakhill and Katherine Wynne.

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Introduction



Board of Trustees

Chair - James Kiamtia-Cooper,

Vice Chair - Sue Culling

Treasurer - Stuart Dunk

Chief Executive and Company Secretary – Katherine Wynne

David Congdon

Tim Flood

Angelene Rackett

The trustees present their annual report together with the Independent Examination of accounts and financial statements of the charity for the year ending 31st March 2024.

These are also prepared to meet the requirements for a directors' report and accounts for Companies House purposes.

Croydon Mencap's mission: We want a Croydon where people with learning disabilities can live in a place they want to call home, with the people and things that they love, in communities where we all look out for one another, doing the things that matter most to them.

Public Benefit:

The Trustees confirm that they have complied with their duties under section 17 of the Charities Act 2011 when considering the charitable activities and future programs detailed in this annual report. They consider that Croydon Mencap, together with partners, have contributed positively to its mission.

Reflections on 2023/24



James Kiamtia-Cooper, Chairperson

Operating within a borough facing economic and social challenges, Croydon Mencap has remained committed this past year to reducing our infrastructure costs. This allows us to redirect our savings towards sustaining our impact. Our cost-reduction strategies have included several targeted workstreams with the CEO and Board of Trustees, with the goal of relinquishing the lease on our head office building in Thornton Heath, set to conclude in June 2024.

One of our workstreams focused on exploring the feasibility of purchasing the Enterprise Lounge day service building, which we have rented since 2009. We are thrilled to share that this endeavor has been successful, providing a significant advantage for the charity by securing an investment and long-term stability.

We recognize that delving into our finances has taken time and adjustment, but we believe this method will facilitate a smooth transition into long-term strategic planning built on an efficient foundation.

As the largest borough in London, Croydon has around 7,500 adults with learning disabilities registered with the NHS Learning Disability register, which is double the national average. It is crucial that we remain aware of this and work together with people with learning disabilities and collaborate effectively to make Croydon a great place to live.

We are grateful for the diverse funding sources, including The Lottery, Royal Mencap, Croydon Council, South West London NHS ICB, Google, CVA, and various sponsored fundraising initiatives.

Our partnerships with Carers Information Service, Mind, and our Family Advocacy and Support team have produced positive outcomes for carers in the borough. We have worked closely with the Council, NHS, and other stakeholders to develop the Carers Strategy.

A heartfelt thank you goes out to all our colleagues, volunteers, partners, and supporters for your unwavering dedication and assistance.



Katherine Wynne

CEO

Numerous examples illustrate how Croydon Mencap teams and colleagues engage in holistic and creative approaches and we are constantly learning. It's clear that our work extends beyond individuals with learning disabilities; we support whole families and communities. Time and again, we have seen trust, friendships, and positive experiences flourish, reminding us of the significant impact we can make when we work in partnership with those who may have faced lifelong challenges, often unseen. Sometimes we don't always get it right but we are continuously learning and reflecting together.

We advocate for and support the social model of disability, recognising that societal barriers frequently shape an individual's experience of disability. We are optimistic that the updated learning disability action plan—developed with the insights of individuals with learning disabilities alongside the voluntary sector, Council, and NHS—will positively transform our borough by dismantling obstacles and making a better environment for people to thrive in.

Our self-directed supported teams at Croydon Mencap have harnessed their skills and enthusiasm to extend their work beyond our traditional boundaries, forging new partnerships and securing additional funding. This has allowed us to develop fresh opportunities and experiences with residents. For instance, collaborating with artists and the community team from St Christopher's hospice to address themes of grief and loss—an experience that resonates with us all. This collaboration culminated in the remarkable 'Be Happy Be Sad' party, which you can find detailed on page 12.





As a charity, we are continually learning, especially about community engagement, and we are immensely thankful to the Learning Disability Alliance for their leadership in this area. Through this collaboration, we participated in Croydon's first ever Learning Disability Carnival, right in the heart of the community. This event was made possible by the dedication, skills, and time of both volunteers with and without learning disabilities, as well as various community groups and charities, highlighting that everyone had something valuable to contribute. For a glimpse of the joy we experienced that day, check out page 11.

We have cautiously begun to explore new avenues to amplify our positive contribution in the borough. Our 'Support to Live' 24 care and support service, which operates on an 'Individual Service Fund' model, has successfully completed its six-month pilot and is thriving —more details can be found on page 27. Additionally, we trialed our Out and About Extra program; although it didn't expand as we had hoped, we gained valuable insights that may lead us to pursue it again in the future.

With support from Open Future Learning and Oliver McGowan training, we have strengthened our commitment to creating environments that promote full participation and autonomy, we all want to take charge of our own lives and this is important to people with learning disabilities too. We ensure that there are people to offer encouragement and support. Living an ordinary life should be available to everyone, enriched by connections with friends, family, neighbors, and colleagues, offering endless possibilities along with the ups and downs that everyone deserves to experience.

This annual report serves as a testament to the objectives we have accomplished this year in alignment with our vision. It also outlines our funding sources, expenditures, and our long-term goals. Enjoy the read!



Funders, donors and supporters

As with all charities, our ability to fulfill our mission relies on fundraising efforts, donations, subscriptions and all those individuals who have kindly and generously supported us in so many ways - thank you!

Saturday Club fundraising BBQ

£772



Fabien does the Spartan Race

£456

Katherine runs the Battersea Half Marathon

£660



Charlie and Oliver run Reigate

£298

Localgiving donations:

of over £3700 including £2000 from
one donation. Thank you!

localgiving™

Thank you to: London Borough of Croydon, The Royal Mencap Society, Department for Education, SWL ICS, National Lottery Community Fund, The Dodds Family, Mrs R McLuskey, T and S Moss, Mrs Freda Pearce, Fabien Crochetet, Dylan Marques, H Stain Ltd, Addiscombe Baptist Church, St John's Shirley



Our Objective 1

To work in partnership with other agencies in the London Borough of Croydon

Partnerships



Croydon Mencap have forged some wonderful partnerships. Here are some of the highlights this year:

Good Food Matters and Lifestyle Health and Education CIC



In March 2024, Croydon Mencap, Good Food Matters and Lifestyle Health and Education officially kicked off their partnership. Funded by SWL NHS to improve the health and wellbeing of people with learning disabilities in the borough we worked together to start with 3 free wonderful courses:



Access Social Care



We are proud to continue our collaboration with the remarkable Charity Access Social Care, an organisation that offers free legal advice and support to individuals in England, helping them secure the care they deserve. Additionally, they work alongside our Family Advocacy and Support team, enabling us to assist families in achieving the legal entitlements around support they are entitled to under the Care Act.

Learning Disability Alliance Croydon CIC

LDAC is a diverse organization co-led by people with Learning Disabilities and is driven to achieve visible and lasting change for the learning disability community in Croydon through active collaboration with people with learning disabilities, their careers, service providers, statutory bodies and the local communities.

This year, Croydon Mencap presented the Learning Disability Alliance the 'Spirit of the Community Award' at our AGM for all their work.

To hear more about their work visit www.ldacroydon.org.uk

Croydon Mencap helped support the Learning Disability Alliance to launch their first ever Learning Disability Carnival!



Croydon's First Annual Learning Disability Carnival!



St Christopher's Hospice



The Be Happy Be Sad Party was a celebration of our collaboration with St Christopher's Community Action team. Over a 4 month period, they helped us use creative methods to explore themes related to loss and grief; using photography, food, mark making and ceramics. The work aimed to offer new and varied route to self-expression which foregrounded a range of learning styles. Through reflecting on personal experiences of loss, the group discovered new ways to practically support themselves and others in key moments in their lives.

The idea of a celebration emerged from this time spent together as a symbol of love and joy, as well as being a way to think about memory and loss. The Be Happy, Be Sad Party was co-designed by Croydon Mencap members and populated with their artworks and outcomes, each considering the roles of sharing, memory and community at the end of life.



Croydon Active Voices

Croydon Active Voices is a self-governing forum managed by parents and carers of children and young people with special educational needs and disabilities (SEND) in the London Borough of Croydon. Croydon Mencap supports their efforts by managing their budget, employing their coordinator Louise, and covering their expenses. This allows CAV to focus on their mission of amplifying the voices of parents and carers while collaborating strategically with the council and NHS.



Croydon Active Voices relaunched at their AGM in June 2023 with tremendous support. Shelley Davies (Director of Education & Youth Engagement) and Kathy Roberts (Head of SEND Transformation & Delivery) from the Local Authority, representatives from the Carers Information Service and Autism Voice UK all spoke in the morning and in the afternoon a team from Croydon Mencap shared a beautiful presentation about the work they do and services they offer to our community.

In September 2023 the Local Authority launched the SEND strategy 2023-2026 which CAV attended. There are 6 work streams that always had at least one of the CAV parent representatives in attendance (and 2 parents are co-chairs on 2 of those work streams), which ensures that parents voices are being heard.

To maintain communication and engage with parents, they utilise various platforms such as a Facebook group and a WhatsApp group, in addition to hosting monthly coffee mornings. Parents are invited to and participate in SENDCo briefings, which has fostered positive relationships with school SENDCo's, leading to invitations to their coffee mornings. This initiative helps bridge the gap between staff and parents, ensuring that children's needs are addressed more effectively.

Croydon Active Voices have been involved in the Croydon Locality SEND Support meetings, where they actively share information about available support, how to access it, and who is eligible. They also promote and co-facilitate webinars for parents, which aids in building trust between parents and the Local Authority by providing transparency about Localities and the support it can offer to their children.

Croydon Active Voices was invited to join the working group for the 'Inclusion Conference for Headteachers and Senior Leadership' to help organize the event. We were then tasked with developing a workshop titled 'Inclusion Matters: Building Positive Relationships Together, Exploring Parental Involvement within a Holistic Family Strategy for Our Pupils. A Collaborative Approach with Open Communication and Mutual Respect Every Day.' While the title is quite lengthy, the workshop received an enthusiastic response, leading us to forge relationships with even more schools that have requested our assistance in hosting coffee mornings, which has proven to be very positive.

The coffee mornings we host are highly appreciated by parents, the Local Authority, and schools. We consistently invite various departments from the Local Authority, along with agencies and organizations we collaborate with, to share valuable information, services, and expertise. Feedback from attendees indicates that they enjoy networking with other teams, agencies, and organizations while gaining insights into parents' perspectives and experiences.

Looking ahead, Croydon Active Voices plans to continue collaborating on council work streams, recruit and train additional parent representatives to amplify parent voices, and maintain our social media presence and website. We will keep organizing events like the coffee mornings to identify common themes and issues faced by parent carers and the SEND community.





Our Objective 2

Creating opportunities and activities so that people with learning disabilities and additional needs can have active and meaningful lives.

Enterprise Lounge

Nineteen years ago, a Trustee who has a son with a learning disability expressed her concerns to Vanessa, the CEO of Croydon Mencap at the time, regarding the lack of meaningful activities for him. After conducting research on what other young adults were engaged in within the Borough, it was determined that Croydon Mencap would establish a service by renting a building on Leslie Park Road. Known at the time as Clubs @ Leslie Park, this activity center was initially funded by the Henry Smith Charity, grants from Croydon Council for the building's refurbishment, and Barclays Bank, which decorated the space. Fast forward to this year, the center has been renamed the Enterprise Lounge by its members, and after 18 months of planning and research, the Charity has now successfully purchased the building. Members pay for the service from their social care personal budgets, and this year, through various fundraising efforts, we continue to invest in this vibrant hub. We are thrilled about the long-term security this brings to our Charity!

We have had some brilliant support from Roehampton University and the NHS Mental Health course that have provided us with their fantastic work placement students. Working with our members provides students with valuable real-life experience.





Enterprise Lounge is a vibrant hub where people with learning disabilities can attend between 1 to 5 days a week. A place to see friends, learn new skills, work on goals, plan trips out and have fun!

We are lucky to have some local collaborators who spend time with us:

- Yoga with Amanda from Supriya Yoga
- Drama with Andree from Make a Scene
- Tennis coaching with Nathan from Shirley Tennis Club
- Football sessions with the Crystal Palace Foundation
- Pc Scott Jones & The Safer Neighbourhood team
- Ryan McKenzie Croydon Fire Brigade
- Bose Young@Heart Dance
- Juliet's Jewellery Making
- Sodada

The Enterprise Lounge team worked with social workers, families, our Advocates and the following NHS services:

- Psychologists
- Speech and Language therapists
- Occupational Therapists
- Men's Group – focusing on men's health

Statistics



42

Members in total registered



25

Members on site everyday on average

Average of 2 days +



a week

Staffing ratio



of 1 to 5

39000
hours

of activities and fun
throughout the year



Future plans at the Enterprise Lounge:

- Transfer all records onto a digital platform.
- Continue to grow social enterprise activities.
- Carve out 1:1 time with members and their parents or carers (where appropriate) to review personal goals and aspirations
- Explore other options with members around Volunteering or Employment





Spotlight

An individual attending the Enterprise Lounge suffered a mental health crisis after returning from a family holiday.

They were having psychotic episodes which included auditory hallucinations manifesting as voices instructing them to do things, because of this, they became withdrawn and highly anxious. There was a point when things were so difficult that their support within the community was hanging in the balance and inpatient services were discussed.

Enterprise Lounge Staff worked closely with Mum and the NHS Community Learning Disability team, Croydon Social services, and extended family, to enable them to still attend Enterprise Lounge, during this difficult and confusing time.

Croydon Mencap hosted a series of meetings at the Enterprise Lounge with their psychologist as they said they felt like a safe place. Mum was able to strongly express their wishes for Croydon Mencap staff to support them in these meetings. Croydon Mencap had, by this stage, become key in their recovery process.

They are very artistic and love to express themselves through acting and dance and art, but as they had become almost totally non-verbal at the height of this crisis, we encouraged them to express their emotions through contemporary dance. They excelled at this and over the months has presented many performances confidently in front of a large audience. They also choreograph their own work and help others.

Staff have also helped their friends at the Enterprise Lounge to understand and support and encourage them with their daily activities at Croydon Mencap.

Happily with all services working together they have stayed living with their Mum at home and attend Enterprise Lounge three days a week.

Monday Club



Croydon Mencap's Monday Night Social Club is immensely popular and serves as the sole social event of the week for many attendees. We have extended our hours as requested, and now the club is only closed for the month of August during the school holidays.

We are currently operating with a dedicated team of five staff members. Additionally, we have a wonderful volunteer named Aza who steps in to support the team.



We successfully secured a grant of £2,500, which helped cover the hall rental costs, leaving us with a little extra in our budget at the end of the year! Additionally, we collaborated closely with the NHS to organize a Covid/Flu vaccination evening for our members, providing support and easy-to-understand leaflets.

We gather input from our members through an easy-read survey twice a year to learn which activities they would like to see added or organized. Every six weeks, we distribute a comprehensive timetable to keep members informed about upcoming activities.

We hosted special event discos in July, October, December, and February, which also serve as fundraising opportunities for the club. Several of our members DJ for these occasions.

We've also transformed into a Birthday celebration club, responding to members' requests to host parties with their friends.

Moreover, we have our weekly band, "The Big Band," which continues to grow in popularity week by week.

The Monday Club Team is truly invaluable, working tirelessly to support this thriving community.



**I love coming every
Monday seeing my
friends and staff**

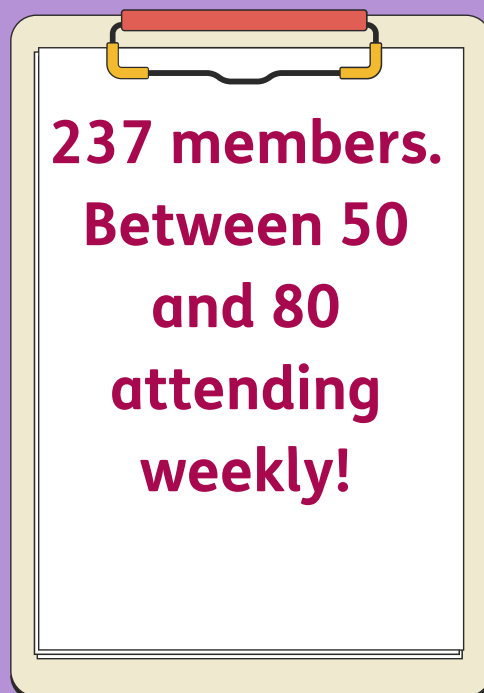


**I love to dance and
meet my friends**



75

**Volunteer
Hours**



**237 members.
Between 50
and 80
attending
weekly!**

Out and About and Strictly Come Walking

Out and About has experienced another busy and successful year, and we are currently seeking funding as this marks the final year of support from the Dodds Family, to whom we are immensely grateful.

Throughout the year, we organized 67 events, attracting a total of 58 unique attendees, including 29 individuals who were new to our service. Our membership reflects a diverse demographic, with a nearly equal distribution of men and women. Notably, 47.3% of our members come from BAME backgrounds. The predominant age range of our members is 25-34, highlighting the significance of our service for adults transitioning from education. Our youngest member is 23, while our oldest is 66, showcasing our ability to engage individuals across all age groups, promoting social interaction and enjoyment!

Currently, Out and About is actively pursuing funding to continue our mission of combating social isolation, educating people about green spaces, encouraging a healthy and active lifestyle, and, most importantly, fostering friendships and fun! We are also thrilled to introduce Strictly Come Walking as part of the Out and About initiative. This walking group meets every Saturday and has quickly become popular among both new and long-standing members.



Some of what we did this year!



Trampolines



Parliament Visit



Lantern Festival



Bowling



Wassailing



Park Trips



Cooking



Museum Visits



Discos

“ Strictly Come Walking helps me keep count of my steps - I did 26k this week! ”

“ I like being able to chat to other carers whilst they can hang out with their friends ”

“ I really love Out and About because I get to see my friends and we get to do stuff together ”

Saturday Club



**37 Clubs
this year!**

The Saturday Club meets at our facility on Leslie Park Road, where members eagerly anticipate engaging in their favorite activities each week. They enjoy cooking simple, quick, and healthy dishes. Games form a significant part of the sessions, with both indoor and outdoor adaptations tailored to the weather and the unique abilities of each member. Music, art, and crafts are also integral components of the club.

On average, about eight members regularly attend, while newcomers explore whether the service suits their needs.

Due to high demand, the club has expanded from two to four Saturdays each month. Similar to the Monday Club, sessions will be closed during the summer. Our goal for next year is to secure funding for weekly sessions.

Activities extend beyond the center, as outings provide a change of scenery for members. We have visited locations such as Brighton, Wimbledon, and Lloyd Park for our annual picnic and sports day. Additionally, we've enjoyed several movie trips to the David Lean cinema for relaxed screenings. One memorable outing was an evening concert at Fairfield Halls, which the members found especially enjoyable. Recently, we've also begun hosting our own fundraising movie nights.

A new development has emerged regarding payment for accessing our services. Members can now pay in advance for up to four sessions. Some members who manage their own finances have needed time to adjust to new payment options, but it means that Croydon Mencap have to process less cash weekly. Members have the flexibility to use all four sessions in one month, spread one or two sessions over several months, or even extend their use over four months. Overall, this new payment structure offers greater flexibility for members, despite the initial cost.

We are also thrilled to have welcomed new staff members Laura and Zach who genuinely enjoy the sessions, viewing them as a retreat or fun experience rather than work!



Aspirations for the coming year:

- Acquiring new means of funding and funding streams to have the club operate on a weekly basis
- Planning more off-site activities for the members to get out and be part of the community
- Increasing membership numbers
- Inviting friends and families of members to the club to engage with the members and expand their social connections
- Member fund raising activities
- Securing regular volunteers

Spotlight

The Saturday Club team work really closely with Croydon Mencap Family Advocacy Support Team, here is an example of joined up working:

A carer was having difficulties with payments that they were making for their son to attend a separate service in the borough. Due to a clerical error, payments were not being added to their standing payment accounts, causing a certain amount of distress and confusion as they were being told they were in arrears for an amount they were convinced they had paid.

A referral was made to the FAST team and we were able to contact the service provider, presenting proof of payment along with receipt dates and amounts. The matter was investigated using the evidence supplied to resolve the matter in a way that was satisfactory for the carer and took away some of the stress felt.



Support to Live



This year we were approached by a sibling carer with a bold idea. They asked that together we create a bespoke person centred 24 hours support plan for their 57 year old brother who is learning disabled and autistic with complex communication support needs.

Through a collaboration with the learning disabled man, his circle of support, social services, a housing association and his sister who is appointee and in receipt of direct payments, we successfully set up an Individual Service Fund via a Direct Payment.

It was important to us and his sister that he continue in supported living in his own flat and that he was involved in recruitment of his team of Personal Assistants, who were to be employed by Croydon Mencap. This partnership has enabled him to genuinely lead on planning his life and he continues to expand his experiences and opportunities as a man not needing to rely on a younger sibling or family member to keep him healthy, active and safe. He dances the night away at Club Soda events, goes to concerts with his gig buddy, volunteers regularly at the Wildreness and sees his family for social occasions and days out. The Individual Service Fund has benefitted him and his sister and they can now spend time together like other siblings do.

We are constantly learning and improving our approaches and are now opening applications for our second Individual Service fund. If you are interested, please contact Emily@croydonmencap.org.uk



Our Objective 3

To provide advice, information, and support to parent carers including, advocacy, information, signposting, training, peer support.



Family Advocacy Support Team

In partnership with Carers Information Service and Mind in Croydon and funded by Croydon Council, our warm and friendly family advocacy team continue to support unpaid carers in the borough of Croydon. We speak to many carers who are feeling frustrated, lonely, isolated, or worried about the person they care for and are in need of support to navigate these complex situations they find themselves in.

“
**'It is really reassuring to know that there
are people
who truly understand our difficulties and
are willing to help. I have some new friends'**
”

“
**'Since my daughter was 5 years old
Croydon Mencap
has been in our lives to now, 16 years on.
'They always support
me and
help resolve any issue I bring before them'**
”



CROYDON
www.croydon.gov.uk



“

100% of people when asked ‘How likely are you to recommend our FAST service’ replied ‘extremely likely’.



2322

Parents and carers of children with a learning disability, additional needs and autistic children from birth to old age received support from Croydon Mencap Family Advocacy and Support Team

76

Parents and carers group Elevensies continues to be successful and a ‘much needed’ weekly online event as stated by the carers. It is carer-led where they discuss a multitude of topics but above all support each other and several have formed firm friendships with one and other.

Support for Unpaid Carers

The team have signposted carers to the following resources in the borough:

- Carers assessments: Carers Information Service
- Safeguarding assistance: Croydon Council
- EHCP information: SENDIAS Drop-ins
- Counselling referrals: MIND and bereavement counselling
- Early Help referrals
- Legal advice: South West Law Centres and Access Social Care

The team have supported carers by:

- Assisting with correspondence and meetings with social services, education and housing
- Collaborating with Simon Robson, Director of Adult Social Care, to address complex cases and reduce legal intervention.

Community Hub support:

- The team have a weekly presence at Thornton Heath Hub, which provides a one-stop support environment with various service providers.

An example of recent advocacy and advice at the hub was for a family from Pakistan with a child with Down Syndrome, a joined up approach assisting with benefits and housing support together with other support providers at the HUB. For more information about community hubs please go on to Croydon Voluntary Action Website: www.cvalive.org.uk

The team have facilitated Talking Points:

A platform for carers to engage with Council officials, with ongoing support from service heads to resolve complex, emotional cases, enhancing the support for carers and their families. We are now exploring a partnership approach with social work team managers by working together proactively on complex cases.

Chill and Chat



Croydon Mencap supported 48 families via our very busy, informative, helpful and much needed toddler group. The group is a source of information, a place to exchange ideas, share concerns, and learn of upcoming courses and activities. Families also support and inform each other about other available professional services. Parents / carers also exchange toys, cloths, prams, cots, etc. We have held 46 toddler groups, 40 zooms as well as making phone calls to parents/carers to introduce and inform them about the group. We have arranged 12 picnics. These sessions gives the siblings of our supported children the chance to meet other children with additional needs.

We also have a WhatsApp group with 50 parents/carers in it, which is very active.

We have two wonderful volunteers, Malcolm Bush and Susan Squibb who have contributed an incredible 266 volunteer hours between them. We had several visits to the group from Portage, Speech and Language therapists, representatives from the Carers Centre, Councilor Jason Cummings and Natasha Irons MP for Croydon.

We successfully moved the group to Mallings Close Children's Centre in April 2024. We would like to show our heartfelt appreciation to Croydon Council for hosting this wonderful group at no charge. Also thanks the Children's Centre and manager Jenny Gabriel.



Spotlight

Our Chill and Chat Co-ordinator has supported parents whose daughter has a diagnosis of Prader-Willi, which is a very rare syndrome. 6 years ago we supported another child with the same condition so we contacted the parent and invited her to come to the group to meet the other parent, leading to a very positive meet up. The parents exchanged ideas, photos, concerns and information on the syndrome. The parents are still in contact to date.

Another parent who is a single mum with two daughters aged 10 and 1, the younger daughter has Down Syndrome and they live in one room. Through the group we were available to facilitate the needs of the family, supporting them with clothes, toys, a push chair, a cot, and other baby supplies. The Mum was so happy to receive this assistance. This is what the group is all about: caring and sharing.

**266
Volunteer
Hours**

**48 families
supported**



Early Positive Approaches to Support (EPATs)

With funding via Royal Mencap and in collaboration with Kent University, Croydon Mencap is dedicated to advancing research that highlights the positive effects of supporting parents with preschool children with information and advice from the very start.

The E-PATs Parent Support Programme addresses key areas where families of children with learning disabilities often require assistance, such as challenging behaviors and sleep issues.

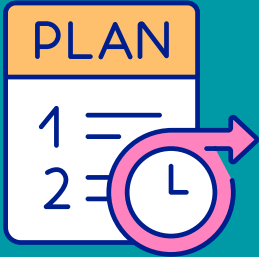
Croydon Mencap is seeking to recruit 50 families for a Randomised Control Trial (RCT) in collaboration with the research team from Kent University and Royal Mencap.

Croydon Mencap has successfully recruited five trainers to lead eight training courses over the next two years. We are truly excited to contribute to the ongoing development and research aimed at supporting families at the beginning of their journey in becoming parents to children with learning disabilities.



Future Plans for Carer Support

We continue to work with carers, the council, NHS and Voluntary Sector to develop the next Carers Strategy.



The All Age Carers new contract will be commissioned by the council to start in April 2025 and Croydon Mencap will be applying for this contract in Partnership with the Carers Information Service and Mind.

Our strategy conversations will include looking at support for families and carers and how Croydon Mencap can develop in this area.





Our Objective 4

To support existing volunteers and to increase the number of volunteers where possible

Volunteer Buddies

The council funding for Volunteer Buddies came to an end, however we worked incredibly hard to secure this wonderful project into the future. We are very grateful to The National Lottery who have funded this project for a further 3 years!

With its new Coordinator, Gifty, there are lots of plans in the making.

We continue to support existing volunteers in their placements, and we are growing more opportunities. Watch this space!

There's been lots of research about the effects of taking part in social and community life. Some studies have shown that people who help others are more likely to rate themselves as happy. We are forever grateful to local businesses, groups and Charities who allow adults with learning disabilities to volunteer, use their skills and have purpose in their lives.

The overall aim of this project is to recognise and build upon the extensive skills and qualities that people with a learning disability have but do not have the opportunity to exercise due to prejudices or lack of support.

Tapping into these talents and giving people the opportunity to meet their potential also works preventatively in building and maintaining their wellbeing.





A big thank you to one of our new parnters: Holmesdale community garden. Above you can see us building flower crates and watering the plants, thanks to Ian for this opportunity to volunteer with the community garden



Stat

**We supported
11
people into
volunteer roles**

Volunteering offers a multitude of benefits, not only providing economic value for Croydon Mencap but also enriching the lives of the volunteers and the individuals who directly benefit from their efforts.

Our committed volunteers possess a diverse range of skills and enthusiasm. Many balance their volunteer work with various paid roles, such as business analysts, IT professionals, and teachers. We also have a retired police officer who generously dedicates his time to families participating in Chill and Chat. Croydon Mencap is immensely thankful for their contributions.

This year, we received a three-year Lottery grant to enhance our Volunteer Buddies Program, which will allow us to expand our volunteer capacity and support.

Noteworthy highlights from this year include supporting our first Social Work student during a 40-week placement. And the operations lead Emma at the Enterprise Lounge has welcomed placements with Croydon College, Carshalton College and Roehampton University.

Additionally, we were fortunate to collaborate with Pilot Light, an organization that assists charities in addressing critical issues by leveraging the expertise of business professionals. We will be engaging in a thorough exploration of volunteering strategies through their Pilot Light Impact Day and participating in the Pilot Light Insight program, a six-week support initiative.





Our Objective 5

To maintain and continue to develop user involvement in all aspects of Croydon Mencap's work.

Working at Croydon Mencap

All teams at Croydon Mencap are empowered to make direct decisions that reflect the needs of individuals with learning disabilities and their families. We are dedicated to ongoing training and development for our teams in key areas such as decision-making, financial management, marketing, service development, project planning, and data collection. We have flexible working practices including working from home where possible, support colleagues who have caring responsibilities and supporting colleagues who are experiencing menopause.

Croydon Mencap is proud to hold the accreditations of Croydon Good Employer and Disability Confident Employer, and we uphold our commitment as a London Living Wage Employer.

We provide an Employee Assistance Programme that offers our staff access to counseling, cognitive behavioral therapy, financial guidance, and a wellness app.

For our training requirements, we partner with Open Future Learning, and we plan to explore coaching sessions for our colleagues next year.

“Working at Croydon Mencap really helps me manage my work/life balance”

“I find working at Croydon Mencap very fulfilling. Working with children with additional needs, everyday I learn how the children cope with their needs and how the parents/carers are so passionate about giving the best they can to their children. I have always enjoyed coming into work. The staff and trustees are so caring and easy to communicate with”

“I enjoy working with the members, every day is different. Nothing is too difficult for them, they’re always trying and they support and help each other, I love their enthusiasm and witnessing the depth of some of their relationships”

Working at Croydon Mencap as an Autistic person



My name is Emily Oakhill and I have been working at Croydon Mencap for nearly 3 years. I started out as a coordinator for the Out and About Service now I'm Projects Lead and my job involves everything from organising holidays for our Support to Live member, database and IT management, media and marketing, right through to directly supporting members on outings. I have always enjoyed working with people with learning disabilities, the reason I ended up getting diagnosed with autism in my 30's was because I saw so much of myself in the autistic members at Nottingham Mencap, where I used to work. My diagnosis freed me to forgive myself for being "weird" and "messed up" my whole life. I was able to look back and see that I was just an autistic person, struggling to hide and mask myself in a society that wasn't built for someone with a brain like mine.

Croydon Mencap has been a brilliant opportunity for me to learn, grow and develop myself both professionally and personally. Most of my life I have been scared to ask for reasonable adjustments but working here I feel supported to do that. Minor changes to my work and hours makes a huge difference to me. In many ways being autistic helps me do my job - I can hyper focus which means I can be very productive, I am empathetic, offer a unique perspective, whilst challenging autistic stereotypes (I am NOT good at Maths!) and I often have a deeper understanding of how our autistic members communicate and feel. The downsides, brain fog, being overwhelmed, sound sensitivity and exhaustion are largely mitigated by reasonable adjustments such as flexible working hours, people turning the music down a bit and being able to ask for things to be explained in a different way without fear of judgement.

I love my job but it can be demanding and use a lot of energy so I appreciate Croydon Mencap's flexible approach and understanding and embracing of my differences.

Structure, Governance & Management

Governing Document:

The organisation was founded under a memorandum of association that established the objects and powers of the organisation. It is controlled by its governing document, the memorandum and articles of association, last amended on the 29th March 2021 and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by the board of directors, who are also trustees. The board is made up of a maximum of 11 trustees. They have a number of scheduled meetings each year. The trustees are elected at the Annual General Meeting by the membership, although the board also has the power to co-opt trustees during the year.

Reserves policy

The charity seeks to maintain an unrestricted reserve at all times of a minimum of 3 months up to a maximum of 6 months of the anticipated future expenditure of the charity under free reserves. If there is any disruption to funding the charity is able to continue to operate for this period whilst it resolves funding issues.

This allows for staff, volunteers and beneficiaries to be assured of a reasonable continuity of the operation and their services.

The level of reserves required to achieve this range currently has been calculated to be in the region of £165k minimum. This figure has been disclosed separately as the operating reserve on the balance sheet and in Note 20 to the financial statements. This amount is considered sufficient to cover the level of reserves required by the reserves policy of the charity.

The Trustees may choose to set aside funds in a designated reserve for on-going/future projects, to ensure financial viability for the life of the project.

The trustees review the level of reserves quarterly based on a risk analysis methodology, while the reserves policy is reviewed yearly and are considered appropriate for the level of operations.

At the end of the financial year, total funds were £575,421 of unrestricted funds, which includes both the £165k free reserves and value of the property purchased.

Recruitment and appointment of new trustees

Board members are recruited via advertising on Charity Jobs, our newsletter, word of mouth and appeals generally, especially when a specific role, such as that of Treasurer, is required.

All prospective board members are invited to discuss the work of the charity with the Chair and Chief Executive and to ask any questions relating to the organisation and their role and responsibilities within it.

All Board members are encouraged to join 1 of the Board's task focused working groups, thereby extending their involvement and developing their knowledge and understanding of the issues affecting the day-to-day operations and challenges.

All Board members are elected at the Annual General Meeting by the membership.

Induction and training of new trustees

Persons wishing to join the Board of Directors/Trustees will be provided with information about the charity and attend an interview with the Chair and Chief Executive of the Board. They will also be given the latest Annual Review and Annual Report and Financial Statements, plus the Memorandum and Articles of Association, structure of the organisation and an overview of the way in which the organisation works, as well as publications by the Charity Commission on the role of a trustee and good governance.

All Board Members are elected at the Annual General Meeting by the membership, although they may attend as a co-opted member prior to an AGM being held. Anyone may stand provided they are a member of Croydon Mencap and can comply with the Charity Commission requirements of their status.

Organisational structure:

The Articles of Association govern Croydon Mencap

The organisation is managed by a Board of Directors who are also Trustees

Working groups made up of a few members of the Board, are tasked by the Board for a specific, time limited purpose and report back to the Board as necessary

Decisions on policy and financial matters and other issues, which will have a significant effect on the organisation, are taken to the main board to be discussed and ratified.

- The Chief Executive, in liaison with the Chair, manage operational and day to day issues
- The operational management is lean due to the size of the charity however this is under constant review.
- The financial controls in place are appropriate to the size of the administrative staff

The services of Peninsula for HR continue to provide advice and relevant information on all HR issues. During the year Peninsula was also engaged to audit our Health and Safety legislation, carrying out an audit and producing an action plan. Croydon Mencap have contracted with them to provide information, advice and the necessary knowledge to ensure that Croydon Mencap is compliant with all aspects of Health and Safety legislation and employment law.

Pay policy for senior staff

The Board of Directors give of their time freely and no director received remuneration in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Wider network

Croydon Mencap is one of the largest charity working the field of learning disability in Croydon. Croydon Mencap is an autonomous organisation and has its own board. It is affiliated to the national body, Royal Mencap Society and subscribes to the same brand and core values.

Related Parties

Currently, the Chief Executive serves on various council-led boards alongside other charities, engaging residents with learning disabilities, parents, and caregivers in discussions. Discussions include supporting good mental health, fitness, secure housing, and establishing high-quality support and support networks.

Through our partnership with the Learning Disability Alliance and the Learning Disability Partnership Board, we are amplifying the strategic voices of carers and residents with learning disabilities, advocating for equal representation at a strategic level. This year the CEO has actively supported the development of the Carers Strategy and Learning Disability Action Plan.

Risks:

Croydon Mencap faces one major external risk in the 2024/2025 financial year:

1. Croydon Mencap Parent Carer Services

Historically, we relied on eight different funding sources for our support of parent carers, most of which concluded at the end of March 2022 followed by March 2023. For 2023/24, we have secured a one-year extension from Croydon Council funding; however, we expect the contract to be put out to tender towards the end of 2024 for future statutory carer services starting in April 2025. We continue to explore alternative ways to support these activities in the long term.

Strategy:

In 2024/2025, we will reassess our approach by consulting with stakeholders, individuals with learning disabilities, and their families to determine our focus moving forward. We will gather data to inform our next three-year strategy.

This strategy will evaluate areas where we need to expand or reduce our offerings if they are no longer needed.

The Board will prioritise listening to the perspectives of individuals with learning disabilities and their carers, considering the following key areas:

- **Growth of Social Enterprise:** Social enterprises prioritize the interests of people and are driven by social or environmental missions, reinvesting profits to create positive social impacts.
- **Developing Services for Young People:** Are there enough holiday clubs or youth clubs tailored specifically for children with learning disabilities in Croydon.
- **Funding:** Creating a compelling case to attract support from local businesses and donors.
- **Enhancing Bespoke Support Options:** Increasing our Individual Service Funds and one-on-one support services.
- **Pathways into Employment.**

Summary of Income and Expenditure

Treasurer summary of accounts to 31st March 2024

I give below an abbreviated financial report on the 2023-24 year. All figures are to the nearest thousand pounds. Full statutory accounts are available from the office on 020-8684-5890. The results for the year showed a deficit of £41k compared with a deficit of £94k in the previous year.

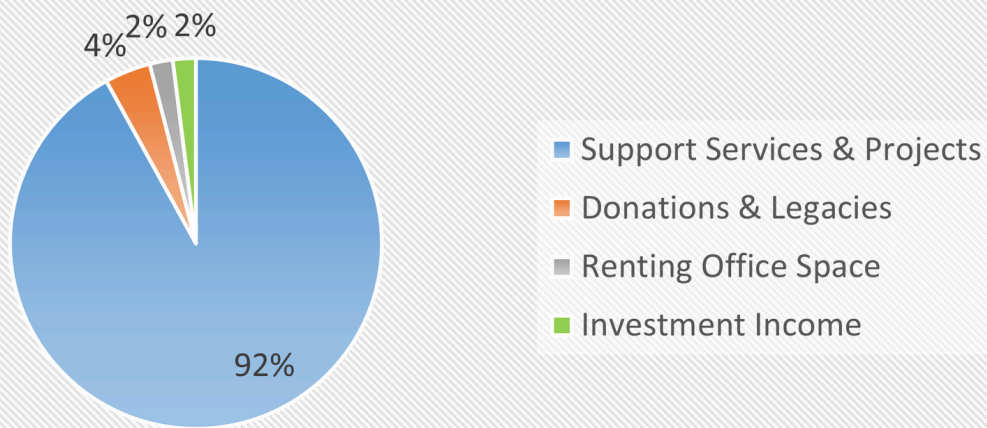
	2023-24	2022-23
<u>INCOME</u>	£'000	£'000
Income from donations and legacies	32	61
Income for support services and projects	682	506
Income from renting out office space	8	8
Investment income	17	7
Other Income	2	0
Total income	741	582
<u>EXPENDITURE</u>		
Carers Support Services (Chill and chat and FAST – CWD and carers contract)	83	112
Clubs	26	23
Enterprise Lounge	249	246
Out and About	28	25
Volunteer Buddies	13	36
Support to Live	62	0
Partnership funding (NHS, CAV)	32	0
Charity infrastructure and support	289	234
Other support services and projects	0	0
Total expenditure	782	676
Surplus / (deficit) for the year	(41)	(94)
Funds held at start of year	692	786
Funds held as at 31 March	651	692
Where the funds are held:		
Bank balances	374	583
Leasehold improvements	53	70
Equipment – Including Minibus	31	47
Property	410	0
Net assets / (liabilities)	(217)	(8)
Total assets	651	692

For the full Independent Evaluation of our accounts please request a copy or see our website

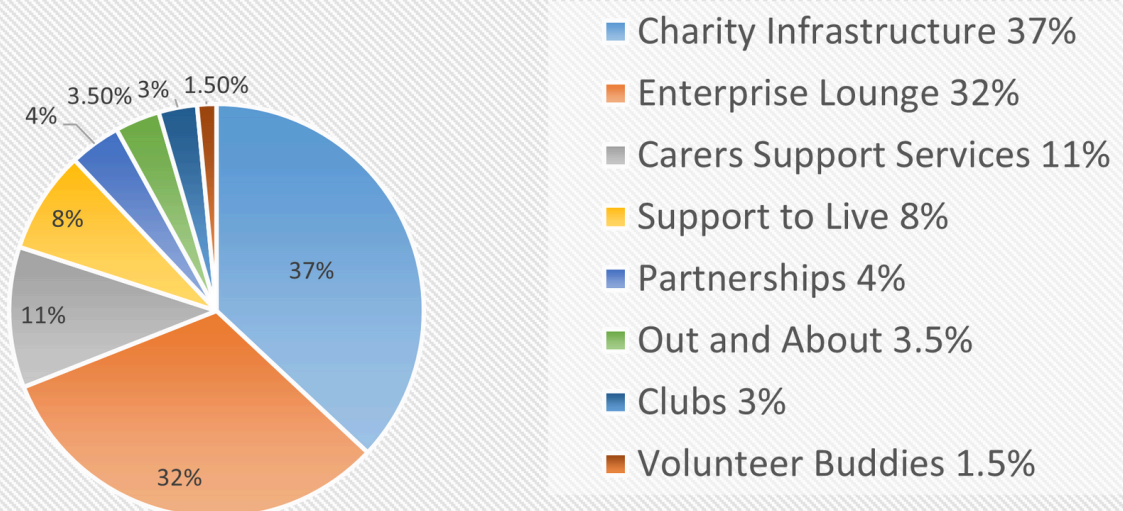
‘Annual Report Appendix: Independent Examination of Accounts April 2023 to March 2024’

Summary of Income and Expenditure

Proportions of £739,439 income received April 2023 to March 2024



Proportions of £782,000 Expenditure April 2023 - March 2024



Financial Landscape

Historically, the council has provided Croydon Mencap with funding for non-statutory projects and infrastructure support, which we appreciated. However, we have shifted our expectations regarding financial assistance, recognizing the council's fiscal situation. Currently, we manage two contracts with the council in collaboration with the Carers Information Service and Mind in Croydon, which accounts for 10% of our total funding.

We are thrilled to have secured a one-year extension for both contracts for 2023/2024, while also collaborating with the council to develop the new Carers Strategy. This strategy will guide future commissioning plans for carers in the borough. Croydon Mencap, Carers Information Service, and Mind intend to apply for the upcoming contract after 2025.

We are delighted to announce that this year we received a three-year grant from the Lottery to support our Volunteer Buddies project.

Furthermore, we are pleased to share that Croydon Mencap has secured a significant one-year grant from the NHS, which commenced in February 2024. Leading a collaborative bid, Croydon Mencap aims to enhance mental health and well-being by offering cooking, walking, and community craft activities alongside local charity Good Food Matters and Knowledge Skills and Practice CIC.

We have meticulously reviewed our service costs and taken necessary steps to adjust prices when required, while actively fundraising to keep costs as low as possible, ensuring accessibility for all participants.

The Statement of Financial Activities indicates a net deficit of £41k for the year 2023-2024, which is explained below.

The charity remains dedicated to its core program of support within the learning disability and autism community in Croydon, consistently operating various clubs and initiatives throughout the year. The overall deficit for the year was primarily attributed to costs related to dilapidations in our planned exit from the head office at Portland House, as well as expenses linked to the acquisition of our day center, which was finalised at the end of March 2024. Nevertheless, the charity maintains a robust fund balance to align with our reserves policy and fulfill future charitable goals.

Total income reached £741,000, marking an increase of just over 27% from the previous year.

Charitable expenditures amounted to £782,000, which, while you would expect an increase, did not rise at the same pace as income due to achieving several objectives around infrastructure efficiencies.

Despite the financial implications of acquiring a building and the dilapidation costs from vacating another, we managed to limit spending significantly by achieving several objectives around infrastructure efficiencies.

The income surge primarily stems from new grants that have positively impacted various service areas, including support and advice, outings, social clubs, our Volunteering Buddies program, EPAtS delivery, and new health improvement initiatives. These grants were awarded by the Department for Education, Royal Mencap Society, National Lottery Community Fund, and the NHS.

4% of our income was derived from donations, an area the charity is eager to expand. We sincerely appreciate everyone who chose to support Croydon Mencap through their contributions.

The year-end reserves balance stands strong at £651,000 which includes the value of the building but adequately covers 3 months operating costs should funding become an issue.

Investment Powers and Policy:

The trustees, considering the liquidity needs of the charity, have maintained available funds in various short-term interest-bearing deposit accounts, striving to achieve the highest possible return on these deposits.

At year-end, total investment income was £17,330 (2022/23: £7,262).

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
CROYDON MENCAP**

Independent examiner's report to the trustees of Croydon Mencap ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes 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 charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of Scotland, which is one of the listed bodies.

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

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

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

Dr Shona F Wardrop C.A.
The Institute of Chartered Accountants of Scotland

Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Date:

CROYDON MENCAP**STATEMENT OF FINANCIAL ACTIVITIES**
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Property Fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	6,177	-	25,566	31,743	60,766
Charitable activities						
Direct charitable activities	5	489,372	-	192,847	682,219	505,527
Other trading activities	3	8,147	-	-	8,147	8,375
Investment income	4	17,330	-	-	17,330	7,262
Other income	6	1,392	-	-	1,392	(112)
Total		<u>522,418</u>	<u>-</u>	<u>218,413</u>	<u>740,831</u>	<u>581,818</u>
EXPENDITURE ON						
Charitable activities						
Direct charitable activities	7	595,123	-	183,760	778,883	674,049
Support costs		2,940	-	-	2,940	2,400
Total		<u>598,063</u>	<u>-</u>	<u>183,760</u>	<u>781,823</u>	<u>676,449</u>
NET INCOME/(EXPENDITURE)						
Transfers between funds	20	(75,645) <u>(410,000)</u>	- <u>410,000</u>	34,653 <u>-</u>	(40,992) <u>-</u>	(94,631) <u>-</u>
Net movement in funds		(485,645)	410,000	34,653	(40,992)	(94,631)
RECONCILIATION OF FUNDS						
Total funds brought forward		651,066	-	40,684	691,750	786,381
TOTAL FUNDS CARRIED FORWARD		<u>165,421</u>	<u>410,000</u>	<u>75,337</u>	<u>650,758</u>	<u>691,750</u>

The notes form part of these financial statements

CROYDON MENCAP**BALANCE SHEET**
31 MARCH 2024

	Notes	Unrestricted funds £	Property Fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS						
Tangible assets	14	83,247	410,000	-	493,247	116,834
CURRENT ASSETS						
Debtors	15	25,130	-	-	25,130	40,736
Investments	16	3,137	-	-	3,137	388,562
Cash at bank and in hand		<u>295,404</u>	<u>-</u>	<u>75,337</u>	<u>370,741</u>	<u>194,873</u>
		323,671	-	75,337	399,008	624,171
CREDITORS						
Amounts falling due within one year	17	<u>(207,239)</u>	<u>-</u>	<u>-</u>	<u>(207,239)</u>	<u>(49,255)</u>
NET CURRENT ASSETS		<u>116,432</u>	<u>-</u>	<u>75,337</u>	<u>191,769</u>	<u>574,916</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		199,679	410,000	75,337	685,016	691,750
PROVISIONS FOR LIABILITIES	19	<u>(34,258)</u>	<u>-</u>	<u>-</u>	<u>(34,258)</u>	<u>-</u>
NET ASSETS		<u>165,421</u>	<u>410,000</u>	<u>75,337</u>	<u>650,758</u>	<u>691,750</u>
FUNDS	20					
Unrestricted funds:						
General fund					16,117	57,504
Operating reserves					149,304	200,000
Designated fund - dilapidations					-	5,000
Capital Purchase Reserve					-	388,562
Property Fund					<u>410,000</u>	<u>-</u>
					<u>575,421</u>	<u>651,066</u>
Restricted funds:						
National Lottery Community Fund Volunteer buddies					29,919	-
Royal Mencap - EPAts Delivery					7,230	-
DfE Parent Participation					105	5,843
Local Offer					10,535	10,535
Parent Carer Assessments					24,306	24,306
NHS Health Innovations Fund					2,695	-
Royal Mencap Guardians of the Internet					<u>547</u>	<u>-</u>
					<u>75,337</u>	<u>40,684</u>
TOTAL FUNDS					<u>650,758</u>	<u>691,750</u>

CROYDON MENCAP

BALANCE SHEET - continued
31 MARCH 2024

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 21/11/2024 and were signed on its behalf by:



J W Kiamtia-Cooper - Trustee

CROYDON MENCAP**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>183,327</u>	<u>(27,119)</u>
Net cash provided by/(used in) operating activities		<u>183,327</u>	<u>(27,119)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(411,606)	(7,004)
Sale of tangible fixed assets		1,392	-
(Increase)/Decrease in long term funds		385,425	158,971
Interest received		<u>17,330</u>	<u>7,262</u>
Net cash (used in)/provided by investing activities		<u>(7,459)</u>	<u>159,229</u>
Change in cash and cash equivalents in the reporting period		<u>175,868</u>	<u>132,110</u>
Cash and cash equivalents at the beginning of the reporting period		<u>194,873</u>	<u>62,763</u>
Cash and cash equivalents at the end of the reporting period		<u><u>370,741</u></u>	<u><u>194,873</u></u>

The notes form part of these financial statements

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024****1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(40,992)	(94,631)
Adjustments for:		
Depreciation charges	35,193	35,116
(Profit)/loss on disposal of fixed assets	(1,392)	112
Interest received	(17,330)	(7,262)
Provision for liabilities	34,258	-
Decrease in debtors	15,606	22,346
Increase in creditors	<u>157,984</u>	<u>17,200</u>
Net cash provided by/(used in) operations	<u>183,327</u>	<u>(27,119)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/23 £	Cash flow £	At 31/3/24 £
Net cash			
Cash at bank and in hand	<u>194,873</u>	<u>175,868</u>	<u>370,741</u>
	<u>194,873</u>	<u>175,868</u>	<u>370,741</u>
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	<u>388,562</u>	<u>(385,425)</u>	<u>3,137</u>
	<u>388,562</u>	<u>(385,425)</u>	<u>3,137</u>
Total	<u>583,435</u>	<u>(209,557)</u>	<u>373,878</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

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 and on that basis the charity is considered to be a going concern.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

General

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Voluntary income is received by way of donations and gifts and is included in full in the statement of activities when receivable.

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

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

Income generated from the supply of goods or services is included in the statement of financial activities in the period in which the supply is made.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1. ACCOUNTING POLICIES - continued

Income

Donated services or facilities are recognised as income when the charity has control over the item or receive the service, any conditions associated with the donated item have been met, the receipt of economic benefit from use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), volunteer time is not recognised so refer to the trustees' annual report for more information on their contribution.

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

Expenditure

General

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

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

Allocation of support costs

Resources are allocated to the particular activity where the cost relates directly to that activity.

Support costs are the functions that assist the work of the charity but do not directly undertake charitable activities.

The overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based upon the level of resource required to support each activity.

Governance costs are the costs related with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

Tangible fixed assets

Expenditure on fixed assets above the value of £500 are capitalised.

All fixed assets are initially recorded at cost. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset less its residual value evenly over its estimated useful life on the following bases:

Fixtures and fittings	25% Straight line
Motor vehicles	20% Straight line
Leasehold improvements	Over terms of lease

1. ACCOUNTING POLICIES - continued

Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme, which all employees are eligible to join. The total amount of contributions recognised in the statement of financial activity are shown in note 9 and represent the employer's contribution to the scheme or to employees personal pension schemes.

There were no outstanding or prepaid contributions at the balance sheet date and the charity has no liability under the scheme other than the payment of those contributions.

Investments

Current asset investments represent cash on deposit with a maturity of six months or more from the date of acquisition or opening of the deposit or similar account.

Cash at bank and in hand

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

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount is offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions

Creditors and 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 the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest rate method.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	31,087	59,603
Gift aid	-	871
Subscriptions	656	292
	<u>31,743</u>	<u>60,766</u>

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Rent received	<u>8,147</u>	<u>8,375</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>17,330</u>	<u>7,262</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Support and advice	Direct charitable activities	131,156	71,716
Enterprise Lounge	Direct charitable activities	387,588	360,107
Grants	Direct charitable activities	70,280	9,900
Outings and social clubs	Direct charitable activities	32,222	28,769
Volunteering Buddies	Direct charitable activities	47,315	35,035
EPAtS delivery	Direct charitable activities	13,658	-
		<u>682,219</u>	<u>505,527</u>

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Croydon Voluntary Action	-	7,000
Winter Engagement grant	-	400
Royal Mencap	-	2,500
NHS Health Inequalities Fund	20,000	-
NHS Health Innovations Fund	20,000	-
Royal Mencap Saturday Club	<u>2,500</u>	-
Carried forward	42,500	9,900

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**5. INCOME FROM CHARITABLE ACTIVITIES - continued**

	2024	2023
	£	£
Brought forward	42,500	9,900
Royal Mencap Guardians of the Internet	1,125	-
LBC Children with Disabilities	14,990	-
Croydon Active Voices	<u>11,665</u>	<u>-</u>
	<u>70,280</u>	<u>9,900</u>

6. OTHER INCOME

	2024	2023
	£	£
Gain on sale of tangible fixed assets	<u>1,392</u>	<u>(112)</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8) £	Support costs (see note 9) £	Totals £
Direct charitable activities	778,883	-	778,883
Support costs	<u>-</u>	<u>2,940</u>	<u>2,940</u>
	<u>778,883</u>	<u>2,940</u>	<u>781,823</u>

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	459,443	456,236
Professional fees	11,245	7,778
Premises costs	73,585	68,572
Insurance	6,948	5,952
Training costs	9,457	5,403
Repairs, maintenance and cleaning	18,207	11,458
Travel	38,595	12,303
Outings, trips and activity costs	21,746	14,850
Office costs	31,473	33,311
Publicity	5,025	2,318
Other costs	18,800	20,381
Bank charges	274	371
Community Partner	14,634	-
Dilapidations	34,258	-
Depreciation	<u>35,193</u>	<u>35,116</u>
	<u>778,883</u>	<u>674,049</u>

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

9. SUPPORT COSTS

	Governance costs
	£
Support costs	<u>2,940</u>

Support costs, included in the above, are as follows:

Governance costs

	2024 Support costs £	2023 Support Costs £
Independent Examiner' remuneration	<u>4,577</u>	<u>2,400</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Audit / Examiner' remuneration	2,940	2,400
Depreciation - owned assets	35,193	35,116
Surplus/(deficit) on disposal of fixed assets	(1,392)	112
Operating lease rentals - land and buildings	52,084	52,520
Operating lease rentals - other	<u>1,420</u>	<u>1,420</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

12. STAFF COSTS

	2024 £	2023 £
Wages and salaries	425,146	421,277
Social security costs	26,130	26,323
Other pension costs	<u>8,167</u>	<u>8,636</u>
	<u>459,443</u>	<u>456,236</u>

Pension costs are allocated between restricted and unrestricted funds in proportion to the related staff costs incurred for each specific project.

The Charity considers its key management personnel to be the Trustees and senior management, being the CEO and Finance Manager. The total employee benefits including employers National Insurance contribution and pension contribution was £92,947 being two staff (2023: £96,732 (two staff)).

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

12. STAFF COSTS - continued

The trustees have considered the level of holiday entitlement carried forward at the year end and have decided that it is not material. An accrual has therefore not been made.

The average monthly head count was 30 staff equating to 16 full time equivalent (2023: 30 staff, FTE 17). As all staff are involved in delivering or enabling the delivery of charitable activities, all staff costs are included in Note 7 & Note 8 and are not allocated to support costs in Note 9.

The average monthly number of employees during the year was as follows:

	2024	2023
Charitable activities	13	13
Support	2	3
Governance	<u>1</u>	<u>1</u>
	<u>16</u>	<u>17</u>

No employees received emoluments in excess of £60,000.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Property Fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	12,321	-	48,445	60,766
Charitable activities				
Direct charitable activities	391,376	-	114,151	505,527
Other trading activities	7,887	-	488	8,375
Investment income	7,262	-	-	7,262
Other income	<u>(112)</u>	<u>-</u>	<u>-</u>	<u>(112)</u>
Total	<u>418,734</u>	<u>-</u>	<u>163,084</u>	<u>581,818</u>
EXPENDITURE ON				
Charitable activities				
Direct charitable activities	501,644	-	172,405	674,049
Support costs	<u>2,400</u>	<u>-</u>	<u>-</u>	<u>2,400</u>
Total	<u>504,044</u>	<u>-</u>	<u>172,405</u>	<u>676,449</u>
NET INCOME/(EXPENDITURE)	(85,310)	-	(9,321)	(94,631)
RECONCILIATION OF FUNDS				
Total funds brought forward	736,376	-	50,005	786,381
TOTAL FUNDS CARRIED FORWARD	<u>651,066</u>	<u>-</u>	<u>40,684</u>	<u>691,750</u>

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

14. TANGIBLE FIXED ASSETS

	Short leasehold £	Long leasehold £	Improvements to property £
COST			
At 1 April 2023	179,874	-	94,246
Additions	-	410,000	-
Disposals	-	-	-
At 31 March 2024	<u>179,874</u>	<u>410,000</u>	<u>94,246</u>
DEPRECIATION			
At 1 April 2023	166,622	-	37,710
Charge for year	1,968	-	15,084
Eliminated on disposal	-	-	-
At 31 March 2024	<u>168,590</u>	<u>-</u>	<u>52,794</u>
NET BOOK VALUE			
At 31 March 2024	<u>11,284</u>	<u>410,000</u>	<u>41,452</u>
At 31 March 2023	<u>13,252</u>	<u>-</u>	<u>56,536</u>
	Fixtures and fittings £	Motor vehicles £	Totals £
COST			
At 1 April 2023	67,620	42,395	384,135
Additions	1,606	-	411,606
Disposals	-	(10,200)	(10,200)
At 31 March 2024	<u>69,226</u>	<u>32,195</u>	<u>785,541</u>
DEPRECIATION			
At 1 April 2023	45,594	17,375	267,301
Charge for year	11,697	6,444	35,193
Eliminated on disposal	-	(10,200)	(10,200)
At 31 March 2024	<u>57,291</u>	<u>13,619</u>	<u>292,294</u>
NET BOOK VALUE			
At 31 March 2024	<u>11,935</u>	<u>18,576</u>	<u>493,247</u>
At 31 March 2023	<u>22,026</u>	<u>25,020</u>	<u>116,834</u>

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	5,091	7,377
Other debtors	14,183	13,425
Prepayments	<u>5,856</u>	<u>19,934</u>
	<u>25,130</u>	<u>40,736</u>

16. CURRENT ASSET INVESTMENTS

	2024	2023
	£	£
Close Brothers Treasury Deposit	<u>3,137</u>	<u>388,562</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	3,935	6,066
Social security and other taxes	9,695	6,931
Other creditors	7,316	5,535
Accruals and deferred income	177,170	25,387
Accrued expenses	<u>9,123</u>	<u>5,336</u>
	<u>207,239</u>	<u>49,255</u>

18. LEASING AGREEMENTS

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land & Buildings	Other Leases	Total 2024	Total 2023
	£	£	£	£
Less than 1 year	8,000	1,420	9,420	53,940
2 - 5 years	<u>-</u>	<u>1,776</u>	<u>1,776</u>	<u>19,196</u>
	<u>8,000</u>	<u>3,196</u>	<u>11,196</u>	<u>73,136</u>

19. PROVISIONS FOR LIABILITIES

	2024	2023
	£	£
Provisions	<u>34,258</u>	<u>-</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	57,504	(41,387)	-	16,117
Operating reserves	200,000	-	(50,696)	149,304
Designated fund - dilapidations	5,000	(34,258)	29,258	-
Capital Purchase Reserve	388,562	-	(388,562)	-
Property Fund	-	-	410,000	410,000
	651,066	(75,645)	-	575,421
Restricted funds				
Lottery funded Volunteer buddies	-	29,919	-	29,919
Royal Mencap - EPAts Delivery	-	7,230	-	7,230
DfE Parent Participation	5,843	(5,738)	-	105
Local Offer	10,535	-	-	10,535
Parent Carer Assessments	24,306	-	-	24,306
NHS Health Innovations Fund	-	2,695	-	2,695
Royal Mencap Guardians of the Internet	-	547	-	547
	40,684	34,653	-	75,337
TOTAL FUNDS	<u>691,750</u>	<u>(40,992)</u>	<u>-</u>	<u>650,758</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**20. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	522,418	(563,805)	(41,387)
Designated fund - dilapidations	-	(34,258)	(34,258)
	522,418	(598,063)	(75,645)
Restricted funds			
LBC Adults Carer's Support	58,782	(58,782)	-
Lottery funded Volunteer buddies	47,315	(17,396)	29,919
Royal Mencap - EPAts Delivery	13,658	(6,428)	7,230
DfE Parent Participation	11,665	(17,403)	(5,738)
NHS Health Inequalities Fund	20,000	(20,000)	-
NHS Health Innovations Fund	20,000	(17,305)	2,695
Royal Mencap Saturday Club	2,500	(2,500)	-
Royal Mencap Guardians of the Internet	1,125	(578)	547
Royal Mencap Drama Sessions at Enterprise Lounge	1,462	(1,462)	-
Royal Mencap South Norwood Festival	1,350	(1,350)	-
Dodds Enterprises	25,314	(25,314)	-
St John's Church, Shirley	252	(252)	-
LBC Children with Disabilities			
	14,990	(14,990)	-
	218,413	(183,760)	34,653
TOTAL FUNDS	740,831	(781,823)	(40,992)

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	416,376	(85,310)	(273,562)	57,504
Operating reserves	318,000	-	(118,000)	200,000
Designated fund - dilapidations	2,000	-	3,000	5,000
Capital Purchase Reserve	-	-	388,562	388,562
	736,376	(85,310)	-	651,066
Restricted funds				
LBC Adults Carer's Support	1,356	(1,356)	-	-
Lottery funded Volunteer buddies	3,329	(3,329)	-	-
Royal Mencap Active Lives /Strictly Come Walking	6,509	(6,509)	-	-
Royal Mencap - EPAts Delivery	84	(84)	-	-
DfE Parent Participation	3,663	2,180	-	5,843
Local Offer	10,535	-	-	10,535
Parent Carer Assessments	24,306	-	-	24,306
Enterprise Lounge - Gardening Grant	223	(223)	-	-
	50,005	(9,321)	-	40,684
TOTAL FUNDS	786,381	(94,631)	-	691,750

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**20. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	418,734	(504,044)	(85,310)
Restricted funds			
LBC adults Carer's Support	58,782	(60,138)	(1,356)
Lottery funded Volunteer buddies	35,035	(38,364)	(3,329)
Royal Mencap Active Lives /Strictly Come Walking	19,625	(26,134)	(6,509)
Royal Mencap - EPAts Delivery	-	(84)	(84)
LBC Children with Disabilities	14,990	(14,990)	-
DfE Parent Participation	13,830	(11,650)	2,180
Enterprise Lounge	488	(488)	-
Enterprise Lounge - Gardening Grant	-	(223)	(223)
Croydon Voluntary Action	11,911	(11,911)	-
NHS SWL	400	(400)	-
MIND in Croydon	8,023	(8,023)	-
	<u>163,084</u>	<u>(172,405)</u>	<u>(9,321)</u>
TOTAL FUNDS	<u>581,818</u>	<u>(676,449)</u>	<u>(94,631)</u>

20. MOVEMENT IN FUNDS - continued

Purposes of Restricted Funds.

Income Funds:

Carer's Support – is a grant received from LB Croydon as part of the adults Carer's Support Partnership and contributes to the salaries and running costs of providing support services for carers, including welfare rights, information, advice and advocacy.

Volunteer Buddies – is a grant from the National Lottery Community Fund to fund the salary and running costs of our project supporting adults with learning disabilities to become volunteers.

Out and About/Dodds Enterprises – is a donation to fund our Out and About programme of events to help adults with learning disabilities access the community and social activities.

EPAtS – is a grant from the Royal Mencap Society to deliver a parenting support programme called "Early Positive Approaches to Support".

Children with Disabilities – is a grant from LB Croydon contributing to the salaries and running costs of providing our Family Support Service for parents/carers.

DfE Parent Participation – is a grant towards the salary and running costs of the Croydon Parent Carer Forum called Croydon Active Voices which is supported by Croydon Mencap.

Local Offer – is a grant towards developing a website for young people with SEND.

Parent Carer Assessments – is a grant towards the salaries and running costs of a pilot scheme carrying out carer assessments.

NHS Health Inequalities Fund – grant towards the cost of running a programme to reduce health inequalities.

NHS Health Innovations Fund – community grant towards delivering services that improve health and wellbeing.

Enterprise Lounge – Royal Mencap awarded a grant towards running drama sessions at our Day Centre.

Saturday Club – Royal Mencap awarded a grant to contribute towards the running costs of our Saturday Club.

Royal Mencap Guardians of the Internet - funding to deliver online safety and media literacy sessions in local schools.

Royal Mencap South Norwood Festival – grant to support our members running their own stall at the South Norwood Festival.

St John's Church, Shirley – a grant towards the running costs of our Chill and Chat service for parents of children with additional needs from birth to age 5 years.

Purposes of Unrestricted Funds

This fund represents the 'free reserves' after allowing for all designated funds.

General Fund – anything above our operating reserves

Designated Funds - The Operating Reserve fund is held as a value sufficient as a minimum to cover three to six months' operating costs, major fluctuations in income from budget, contingencies for long-term commitments and any deficit on restricted reserves due to over commitment or payment on those projects.

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

22. LEGAL STATUS OF THE CHARITY

Croydon Mencap is a charitable company, limited by guarantee, registered in England and Wales, and has no share capital. No one member has overall control of the company.

In accordance with Clause 10 of the Memorandum of Association every member is liable to contribute a sum up to £1 in the event of the company being wound up. In the event of the company being wound up any assets remaining, after the satisfaction of all the company's debts and liabilities, shall be given or transferred to some other charitable institution or institutions having objects similar to the objects of the charity and which prohibit the distribution of its or their income and property among its members.

The company's registered number and registered office address can be found in the 'Legal and Administrative Information' section of the trustees' annual report.

Looking to the Future





Is it possible for us to obtain funding for Youth Services in the borough?



Is it possible for us to expand our 'Support To Live Service' and Individual Service Funds?



How can we support adults with Learning Disabilities who no longer want to live with family?



How can we amplify the voices of individuals with learning disabilities at the board level?



What strategies can we implement to enhance our infrastructure support?

Independent Examiners

The Independent examiners, Chariot House Ltd, have expressed their willingness to continue in this capacity and will be proposed for re-appointment.

Approval

This report was approved by the Board of Directors and Trustees on 31/10/2024 and signed on its behalf by:

James Kiamtia-Cooper
Chair of Board of Trustees



croydon mencap

Croydon Mencap
No: 60-61
Leslie Park Road
Main Entrance

me
Letter
↓

PLEASE
RING THE
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Thank you for your reading and your ongoing support!



020 8684 5890



info@croydonmencap.org.uk



www.croydonmencap.org.uk

60-61 Leslie Park Road, Croydon, CR0 6TP
Company Registered no. 3628599 Registered Charity no. 1073063

Thank you to everyone
involved for making
this a successful year!