

## Annual Report 2021



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# Chair's Report

These past 18 months have been one of the most difficult and heartbreaking times for the country yet again and unacceptably impacting

Disabled People the hardest. My thoughts go out to all those who have lost loved ones and friends and those still suffering the impact of COVID-19.

We are not at the end of this pandemic yet as measures are being withdrawn, too fast as far as I am concerned, infection rates are soaring, we need to protect Disabled People from this terrible disease.

I called for a public inquiry in last year's report, and I am pleased the government has announced that. It's a shame it won't start until next year, 2022, as I believe we need to learn the lessons as soon as possible before

we are hit by another pandemic or a variant that evades our vaccination programme.

We thank the women and men of the NHS and public services for doing so much to protect us and save us during these difficult times. That includes the voluntary sector for stepping up and supporting thousands of people. That brings me to specifically WECIL's response to this pandemic and the continuation of services.

Staff continued the work from home model, effectively delivering services to our disabled clients. The provision of our services went online and as I mentioned last year, this has delivered some initial benefits in terms of the time we have to provide our services

effectively. This new service model offers these benefits; however we need to be aware of the impact on staff working from home and its impact on staff well-being.

We have attracted additional resources to support Disabled People, which has been great not only in support of Disabled People but has helped deliver WECIL a healthy financial position this year when we were facing a deficit budget.

We were successful at pressing the case of a Disability Equality Commission which the Mayor has now announced, and we lobbied all the mayoral candidates to put independent living as a high priority for the 2021 election.

We now need to make that pledge real in terms of additional resources to ensure Disabled People live fulfilled, independent lives.

We had further changes to our board. Marie Mighty joined our board. She is the Chair of the Disabled Colleagues network in Bristol City Council.

Marie is a qualified social worker, whose vast experience and insight will be most welcome as we move forward to support our partner local authorities in improving the systems of care for Disabled People and continue to improve the quality of our own support.

I would again like to thank staff, fellow trustees, partners, volunteers and the WECIL Community for another year of success.

We will continue to be your voice to decision makers. With that in mind, please feel free to share with us and me specifically, anything you feel we could help with. We are here to support you in any way we can to ensure that Disabled People access rights to the same choice and control as others.

**Kelvin Blake**

Chair of Trustees





# The Trustees

The Trustees, who are also Directors for the purposes of company law, present their report and the financial statements of the company for the year ended 31 March 2021. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity. The Annual Report includes the Directors' Report as required under Company Law.

## Appointment of Trustees

The Trustees may co-opt a Trustee to either fill a vacancy or as an additional

Trustee. They may remain co-opted but if they wish to become a full Trustee this appointment must be ratified at the next following Annual General Meeting.

## Delivering Public Benefit

The Trustees have due regard to the public benefit guidance published by the Charity Commission when setting their objectives and activities for the year, and aim to ensure that the activities of the organisation provide benefit to Disabled People in accordance with WECIL's stated aims and objectives.

WECIL's aims and objectives, as stated in our Memorandum and Articles of



Association, are "The support of persons, principally within the West of England, who are disabled, by providing or encouraging the provision of services which facilitate independence in daily living activities, active participation in, and full inclusion in society."

WECIL was set up to improve the lives of Disabled People within the West of England. This is done by providing support and services to Disabled People to enable them to have choice and control over their lives. The Trustees believe that the activities of the organisation during the last twelve months have once again provided benefit to Disabled People. WECIL has delivered a range of highly regarded services, events and activities that empower Disabled People and are described in more detail in the following report.

"The support of persons, principally within the West of England, who are disabled, by providing or encouraging the provision of services which facilitate independence in daily living activities, active participation in, and full inclusion in society."



# Structure, Governance and Management

## Induction and Training of Trustees

The Trustee Development working group continues to review all aspects of Trustee recruitment, induction, training and development. Currently Trustees receive required training on all areas of governance, as well as sessions to help develop and support individual skills and expertise. Where necessary the Board receives advice and training from external professionals. All Trustees participate in an individual appraisal cycle and we have continued the Collective Board appraisal system this year.

## Recruitment Induction Training and Development



## Organisational Structure and Decision Making

WECIL is a non-profit organisation run by and for Disabled People, based on the principles of the social model of disability and respecting lived experience. We aim to provide peer support and to enable Disabled People to live life without barriers. We deliver information, skills, support and services to give all Disabled People the same level of choice and control enjoyed by the wider community.

**Since 1995 we have been working to challenge restrictions and change the possibilities for disabled people in the South West.**

The majority of the Trustees are Disabled People who bring a particular disability equality perspective to the running of the charity. They have delegated the day to day running of the charity to its



management team led by the Chief Executive Officer. All strategic and governance decisions are made at board level, with Sub Committees of trustees looking in more detail at HR and Financial issues.

This year we introduced a new Quality Sub-Committee to review services from a disability equality perspective, and to develop co-production through gathering the views of the people who use the services.

## Related Party Relationships

The charity has a trading subsidiary, WECIL Social Enterprise Ltd, a company limited by guarantee. The results of the subsidiary are consolidated into these financial statements.



# Objectives and Activities

## Policies and Objectives

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

## Mission Statement

We are an organisation of Disabled People working together to enable choice. We challenge the barriers to independent living through the delivery of high-quality support and advice.

## Aims

- Provide a service for all Disabled People, whatever their background or needs;
- Lead in best practice for the delivery and development of services that support Independent Living;
- Deliver value for members, funders and service users by providing services that make a difference to people's lives;
- Challenge barriers to Independent Living wherever we encounter them;
- Include the views and opinions of all our service users in everything we do;
- Be seen as the first place to go by anyone looking for support for Independent Living.

We are an organisation of Disabled People working together to enable choice.





# Achievement and Performance

## Chief Executive's Summary



### 'Who do we not save?'

These five words, seen scrawled in marker pen on a whiteboard in a photograph leaked by cartoon villain Dominic Cummings, from a Downing Street brainstorming meeting in March 2020, perfectly describes the value that recent governments place on Disabled People and others deemed 'vulnerable'.

'Vulnerable' is a term that remains frequently used in commissioning and service delivery to describe Disabled People – and one which WECIL consistently campaigns to correct. The power of this word has been evident throughout the pandemic. The 'vulnerability' of Disabled People referenced in media reports implies a legitimate and unavoidable cause of the vast inequity of outcomes from COVID-19 for Disabled People, including Disabled People accounting for over 60% of coronavirus deaths. The 'vulnerability'

of Disabled People shifts responsibility for these outcomes away from governments, and society at large, into the realms of tragic inevitability.

In fact, the primary cause of Disabled People experiencing the worst impacts of COVID-19 is not pre-existing health conditions but pre-existing inequalities. Decisions across many levels of government calculated the value of Disabled People's lives to be less than that of non-Disabled People.

As such, NHS treatment provided to Disabled People with COVID-19 was to be rationed, according to British Medical Association guidance, and at one point Do Not Resuscitate orders were routinely imposed on people with learning disabilities – often without their knowledge. So long as the media ensured hospitalisations and deaths were reported



in proportions of those who had pre-existing conditions, society accepted these 'inevitable' deaths as somehow less of a tragedy than those of non-Disabled People – rather than evidence of a failure of society's duty of care to its largest marginalised group – this answers the question 'Who do we not save?'.

The pandemic made clear what Disabled People are truly vulnerable to – the wholesale removal of their rights with no democratic process. In March 2020 the government stripped Disabled People of their hard-won rights under the Care Act by rushing the Coronavirus Act through parliament without a vote, which empowered Local Authorities to enact Care Act Easements – suspending their duties under the Care Act to meet

Disabled People's assessed needs where they meet prescribed national eligibility criteria and leaving Disabled People with only the minimal protection of the Human Rights Act. WECIL mobilised immediately.

We worked closely with our partners at Irwin Mitchell Solicitors to produce My Rights and the Coronavirus Act, a comprehensive, easy read document for Disabled People to understand the legal impact of the Coronavirus Act on them, which was widely distributed by Disabled People's Organisations (DPOs) nationally.



We also repeatedly challenged Bristol City Council (BCC) over their enacting of Care Act Easements. To BCC's credit, the resulting response was their forming of a COVID-19 Adult Social Care Equalities Forum, which brought together key equality groups in Bristol, including pan-disability and impairment-specific DPOs, to meet regularly with the Head of and Cabinet Member for Adult Social Care. This was to ensure that Disabled People had direct involvement in decisions around any changes that COVID-19 may cause to care systems in the city. This group continues to meet regularly, and its remit has transgressed its original singular Covid focus.

It speaks volumes of the maturity of the relationship between WECIL and Bristol City Council that while we undertook our duty to challenge them over Care Act Easements, we continued to work as a strong and positive partnership to meet the acute needs of Disabled People caused by this pandemic – including WECIL providing over 400 welfare checks to Bristol citizens on behalf of the council.

Understandably, demand for WECIL support sky-rocketed at the onset of the crisis, as we became the key early responder across the region.

Additional work included;

- Compiling data on the fragility of Care Packages to those who receive Care at Home across three local authorities (B&NES), Bristol City Council and South Gloucestershire.
- Coordinating demand for and distributing Personal Protective Equipment on behalf of Bristol and B&NES Councils to Disabled People who use Direct Payments to employ Personal Assistants.
- Gathering, interpreting, and distributing up-to-date legal information to Direct Payments Users – whether or not they are WECIL customers.



- Educating Disabled People and their families about Disabled People's rights throughout the legislative changes and providing advocacy to defend those rights.

A large grant from the National Lottery allowed us to create a new Navigators team, which became the first point of contact for all new demand coming into WECIL. This seemingly simple intervention was in fact a huge departure from previous models, as standard practice was to refer Disabled People to specific services which WECIL offer – meaning that decisions were already taken about what type of solution WECIL should provide, before we had even discussed with the disabled person the problem they were trying to overcome. Instead, the Navigators service created opportunities for open-ended conversations, allowing Disabled People to work with our highly experienced teams to explore their challenges, identify what matters to them and develop an action plan which may include a package of support, this, in turn may include one or more services provided by WECIL, or by other providers who the Navigators can connect people to.

The result of this new approach is an impact which is far greater than the sum of its parts and which has supported Disabled People to exercise greater choice and control over the support that they receive across local systems than ever before. It is now one of WECIL's key focuses to resource the growth of the Navigators approach – not as a distinct project but as the approach through which all WECIL services are delivered.







Another new service which arose out of COVID-19 but which has since proven so integral that we are prioritising its future in our current fundraising, is our Adult Befriending Service – Check in and Chat, which has established important social links for many people who were isolated throughout the pandemic. The project has been extended from its initial Bristol City Council funding by a small Thrive Bristol Mental Health grant as we seek more sustainable funds.

We have also been fortunate to not only receive a third round of funding from South Gloucestershire's Learning Disabilities Development Fund to continue our Know Your Rights peer advocacy group for people with Learning Disabilities in South Gloucestershire, but also in securing funding from Bailey Thomas to extend this work across our entire area of benefit.

We continue to deploy our systems thinking expertise to the improvement of person-centred services for Disabled People in the region. We are very excited to announce that our Independent Living Payments team are working closely with senior Adult Social Care staff at Bristol City Council,

as well as practitioners on the ground, to complete a systems review and improvement cycle across the Direct Payments systems in Bristol. We are beginning the process of studying current performance across a wide range of key indicators to establish a baseline of how both the Council and WECIL respond to Disabled People's individual care needs and to identify waste work which blocks or slows down the system. Following this we will work together to identify levers for change based on the findings of the study, which will then be co-produced with other DPOs and individual Disabled People before system redesign is implemented. This work compliments other work which we are collaborating with Bristol City Council and the Centre for Welfare Reform on the introduction of Individual Service Funds as an alternative to Direct Payments, to be used to give greater choice to both adults and young people and to shift people from commissioned care to be able to exercise greater control of their care packages.

I personally felt great concern for many of the families of young Disabled People who work with WECIL and many of who, at the onset of the pandemic, suddenly found themselves without access to their children's school, without their PA and without the Short Breaks activities provided by WECIL or by members of the Out and About

consortium we lead. I was extremely proud of how well WECIL's children and young people (CYP) team responded – providing a range of online activities to ensure that young people's groups maintained their schedules to meet together, provided activities packs, weekly videos from staff (that were quite a social media sensation!), one-to-one telephone support, food parcels and even emergency grants to the families that needed them as part of a £30,000 pot of grant funding we distributed directly to Disabled People of all ages across Bristol on behalf of Bristol City Council. We resumed face-to-face delivery for our young people as soon as we were able and supported our befriending volunteers to maintain their regular contact however they could throughout the year. What made this team's achievements even more impressive was that at the same time we absorbed and developed a number of new Complex Needs services, filling a gap in provision left by the closure



of the Hop, Skip and Jump charity. This included welcoming some Hop, Skip and Jump staff to the already growing WECIL CYP Team. Their contribution has been felt very positively and allowed for a team restructure which created capacity for the Head of Children & Young People's Services to focus on strategic service development, whilst ensuring that WECIL can meet the needs of all disabled young people referred to us.

**We achieved so much to protect Disabled People throughout the pandemic, thanks entirely to the tireless dedication of our workforce who stepped out beyond their usual roles and departments to respond exactly where the need was.**

I shall forever be proud to have had the honour of leading a team that achieved so much at a time of national, indeed global crisis, stretching themselves beyond their initial individual expertise, supporting one another's growth through intense emotional work and never flinching from doing what was necessary out of an overriding sense of duty and of love. At a national level DPOs coordinated around the threats that disabled people face. I represented WECIL each week at a meeting of Chief Executives of DPOs within the Disability Rights UK membership, which organised around

policy responses to new threats to Disabled People's rights whilst sharing practical insights about what was working well at a local level across the country. The Our Voices group has proven an extremely strong force for uniting Disabled People-led activity across the country and shall continue to work together beyond the crisis it initially convened to respond to. Our Voices was prominent in the campaign to remove Care Act Easements and is one of the key examples of strong Disabled People's voices that led the abolition of easements on 25th March 2021. This is a significant victory for DPOs and shows the power



that Disabled People have through constructive self-organising.

We have done a lot of work over the past year to understand the state of Disabled People's Organisations as a sector. With the support of Bristol City Council we commissioned Luke Beesley, an independent researcher with lived experience of disability, to conduct research into the history and current health of DPOs and the wider Disabled People's movement in Bristol. Luke worked closely with Bristol Disability Equality Forum, Bristol Independent Mental Health Network, Bristol Reclaiming Independent Living, Centre for Deaf and Hard of Hearing People, Jobs Network Bristol, Bristol Sight Loss Council and WECIL to create Strengthening the Voice of Disabled People in Bristol, which WECIL shall publish later this year.

At the same time WECIL worked as part of a coalition of DPOs led by Reclaiming Our Futures Alliance to undertake a large-scale National Lottery-funded study which engaged over 100 DPOs to evaluate the state of the DPO sector nationally. WECIL surveyed, interviewed and held workshops with DPOs from across the South West of England, led by one of our Disability Equality Trainers, to provide evidence from across our region to a national state of the sector



report, titled Understanding the needs of DPOs in England, which is being used to seek long-term funding to develop a networked infrastructure system to support the development and growth of the DPO sector. Many of the DPOs involved in the coordination of this work also collaborated in another national project led by Reclaiming Our Futures Alliance in England, Disability Wales, Inclusion Scotland and Disability Action Northern Ireland to distribute £1.5m of National Emergencies Trust funding



to grassroots DPOs to meet acute needs of Disabled People in their area, caused by the COVID-19 pandemic.

**Through this, WECIL was able to award grants of £1,000 to £25,000 to DPOs across the South West to ensure that Disabled People were less isolated, more independent and that their voices are heard and reflected in recovery strategies**

This included providing grants to local DPOs Bristol Disability Equality Forum, Bristol Independent Mental Health Network, Bristol Reclaiming Independent Living and Centre for Deaf and Hard of Hearing People – as well as Compass Disability Services in Somerset, Mid-Cornwall Lifestyles and Disability Cornwall and Isles of Scilly in Cornwall, Plymouth Area Disability Action Network, Living Options Devon in Devon, Wiltshire Community Care User Involvement Network and Inclusion Gloucestershire.

We currently hope for positive news from the Bristol Impact Fund to continue our important voice work, as the funding for the existing Voice and Influence Partnership led by the Care Forum comes to an end. The Voice and Influence Partnership has provided an excellent platform for WECIL to raise the voices of



Disabled People in important local policy decisions – and even, in the last year, allowed WECIL to distribute micro-grants on behalf of Bristol City Council to organisations providing Disabled People-led voice work. The partnership also brought WECIL to working much more closely with other equalities groups in the city, including Bristol Older People's Forum (older people), OTR Freedom (LGBTQ+), SARI (race-based hate crime) and the Ammerdown Centre (interfaith). These working relationships will far outlast the Voice and Influence Partnership – as demonstrated with an exciting new Inclusive Policing with Confidence Project led by SARI to support Avon and Somerset Police to better support the public by increasing their understanding of, and commitment to, equality, diversity and inclusion, with WECIL providing expertise on Disability Equality as part of the training delivery programme to 2,500 police officers.

WECIL's voice work has, however, always been much broader than this particular

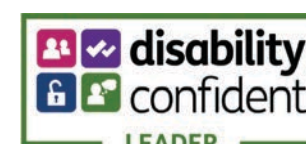


platform. Our Listening Partnership is one of the country's best examples of young people organising to influence the issues that impact them most – from council consultations to public transport, to a significant input into Children in Need's new strategy over the past year and input into the major new exhibition which We the Curious has reopened its doors with.

In a year with a busy political calendar, WECIL hosted the first Bristol Mayoral meet the candidates event for third sector CEOs on behalf of Locality UK, and collaborated with other DPOs to host a Mayoral Hustings for Disabled People; we worked closely with Shadow Minister

for Disabled People, Vicky Foxcroft MP to host the Labour Party's South West Disability Regional Roadshow, and we provided expert witnesses to Bristol's Citizen's Assembly.

Further to the forums already noted, we actively participated in the national Disabled People's Organisations Forum, convened by the UK Government's Disability Unit and Chaired by the Minister for Disabled People, Health and Work, Justin Tomlinson MP. However, following an extremely controversial 'consultation' over the Government's Disability Strategy, which is being legally challenged for being inaccessible, lacking information, containing offensive







questions and failing to give adequate time for Disabled People and DPOs to respond - in breach of the UN Convention on the Rights of Persons with Disabilities; the failure of Justin Tomlinson to attend many meetings; and the refusal to co-produce proper terms of reference - the key DPOs, including WECIL, have refused to give the forum legitimacy by further participation and have decided to carry on a forum in our own right. WECIL continue to maintain a role in the national Independent Living Strategy Group, hosted at the House of Lords and who's current chair, Baroness Campbell of Surbiton, shall chair the first of a series of WECIL workshops this autumn - this one focusing on the disparity of COVID-19 outcomes for Disabled People.

COVID-19 has caused devastation across all communities. Staff, trustees, volunteers, members and customers of WECIL have all experienced the loss of loved ones to this awful virus. As we mourn their loss and the loss, to date, of over 61,000 Disabled People in the UK to COVID-19, we must honour those people's lives by learning the lessons of the past year and working relentlessly to prevent the systemic oppression which allowed for disabled people to be those who we, as a country, did not save.

**Dominic Ellison**  
Chief Executive





# Support Services

## Care Management Advocacy Project (CMAP)

Our advocacy service continued to operate throughout 2020/21 mainly remotely given the lockdown with restrictions. We worked with 110 individuals, above our target of 65. We supported people through care assessments, care reviews and financial assessments to express what mattered to them in terms of their care needs. The team have helped Disabled People navigate the care and financial assessment processes which can be challenging to understand and emotionally draining. We have helped people to access more care hours, understand and negotiate their financial contributions and take part in care reviews when their care needs have changed.

The recommissioning process for advocacy services has restarted and applications were due in July for new contracts to start in January 2022.

## Disability Information and Advice Service (DIAS) and Disabled People's Benefits Advice (DPBA)

We have been delivering Disabled People's Benefits Advice successfully throughout the year with just one member of staff working remotely. We are now funded as part of a consortium with the other advice agencies within the city and we have a cohesive and supportive working relationship.

As a partnership we are also working more closely together to look at shared funding opportunities and ways of developing the partnership and advice offer for Bristol citizens.

Individually, we have supported approximately 500 individuals in the last year to complete disability related benefit application forms, access advice and support and understand what benefits they are entitled to.

## Voice and Influence

We continued throughout the year to act as strategic and delivery partners within the Bristol Council-funded Voice and Influence Partnership and have engaged in and led on various Voice agendas in the last year including:

- **Mayoral Hustings**

WECIL collaborated with other key Bristol Disabled People's organisations; the Sight Loss Council, Centre for Deaf and Hard of Hearing People, Bristol DEF, BRIL and Independent Mental Health Network, to stage a disability mayoral hustings of the candidates of the four main parties – Labour, Conservative, Green and the Liberal Democrats. Community members were invited to submit questions to ask the candidates.

- **WECIL Access Inclusion Team (WAIT) formerly known as Bristol Physical Access Chain (BPAC)**

WAIT are a part of the Temple Quarter Advisory Group and have been advising on the redevelopment of Temple Meads to ensure that is accessible for Disabled People.

The group will also be providing an access audit for the Old City (in Bristol)



and King Street. They are particularly interested in access to these areas from car parks or transport routes – i.e., a bus stop or taxi drop off point. WAIT are also reviewing how Bristol City Council communicate new developments to the community, and how they can become more accessible in their communications.

WAIT supported Bristol City Council's Transport and Sustainability Department on their work regarding the Bus Gate development in the Bristol City Centre. 50% of our recommendations have been implemented while we continue to work with them on the redevelopment of the Old City area of Bristol.

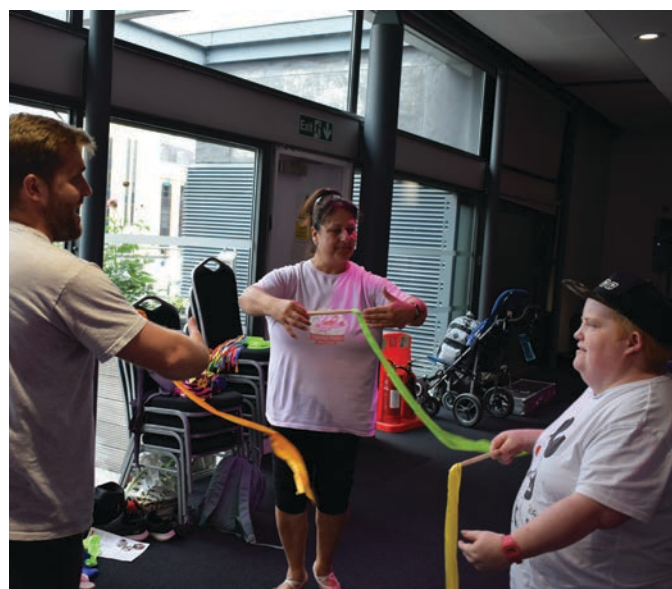


**The WECIL Community Fund launched in November. Disabled People's Organisations could apply for grants of up to £400. We adapted our resources to meet the needs of our community, which included an easy read application form and an easy read information sheet.**

We created a volunteer panel comprised of 5 Disabled People who were responsible for assessing applications. The group received training in Disability Equality and on the grant assessment process.

The volunteers agreed some awards for Umbrella Music, the WECIL VIP Community Fund, funded 10 free, accessible well-being sessions and Art In Motion (AIM). AIM have distributed their sketchbooks to individuals across the city. Unfortunately, one of the successful applicants was unable to deliver their project and returned the money.

In October 2020, we launched a survey aimed at parent/carers. The aim of the survey was to gather the experiences of parents and disabled children during the COVID-19 crisis. We received detailed responses from 54 parents (the majority of which were from Bristol but also included experiences



from parents based in B&NES and South Gloucestershire). The survey closed in early January 2021 and were analysed by our student Policy Officer who identified seven recurring themes which included: paid carers, Direct Payments, special schools/schooling, feelings of abandonment, access to prescriptions/ appointments, mental health, and the impact on siblings/wider family.

In response to the survey, we launched a series of focus groups. We also held 1-2-1 interviews for those were unable to attend the set focus group times.

Overall, we engaged with fifteen parent carers in total. The focus groups/ interviews were recorded and facilitated by WECIL staff and were attended by staff from Bristol City Council.

## New Services: - a Covid response

As the COVID-19 pandemic hit in March 2020, our direction as an organisation and a team needed to be towards supporting our community and those people who were hit the hardest by the virus and lock-down. To do so we set up some COVID-19 specific services.

## Check in and Chat (Befriending)

Initially funded by BCC, we set up a telephone befriending service for disabled adults who were feeling isolated whilst in lockdown or isolating for health reasons. The befriending service offers a friendly and supportive

weekly phone call from one of our dedicated volunteers. Since the service began, we have supported 70 people and now see this as a core WECIL service. We have been able to support people with many other areas in their lives by effectively linking in with the Navigators and most of our participants have stayed on for longer than anticipated as they have found such value in their befriending relationship. We have also built up a bank of highly committed and caring volunteers, some of whom have multiple people they are befriending.

We have recently secured funding to keep the service operating for a further two years.





## WECIL Navigators Service

### **One of the most exciting developments over the last year has been the WECIL Navigator Service.**

It was set up in October to support Disabled People during the COVID-19 pandemic with funding from the National Lottery Community Fund. As part of this service, we distributed £30,000 in small grants for food, clothing, household essentials, mobile phones, computer hardware and bills for Disabled People experiencing hardship as a result of the pandemic.

The initial idea was to have a team of highly experienced and caring Navigators on hand to listen to any issues Disabled People may have been experiencing as a result of the pandemic and work with you to find practical and realistic solutions which focus on what matters to the individual. The 'what matters approach' has proven really successful. It has allowed WECIL to get to the root of people's situations, often uncovering completely different issues to that of their initial enquiry. Once the Navigators have listened to people's stories they act as coordinators facilitating collaborative



working across the WECIL departments and beyond.

The Navigators have established close links with local authority services and other charities to create a network of support.

In the short time the service has been running we have supported over 250 people and developed a reputation for finding solutions where others have failed. Many other organisations are now sign posting people to the Navigator service saying WECIL will be able to help.

Such has been the success of the Navigators service, we extended the funding past the end of March to the end of September, using WECIL reserves and funding from Bristol City Council to continue our work supporting Disabled People through the pandemic. We are now looking to continue funding beyond that date, and we want to incorporate the Navigators 'What matters' approach into the way all WECIL services work. We want to look at the big picture for all new enquires and find out exactly what is going on for someone and work with them to find long lasting solutions.

## Children and Youth Services

### **Within the past year, the children and youth services navigated through the COVID-19 pandemic, providing face to face sessions where possible.**

During the national lock-downs, the teams have worked incredibly hard to find innovative ways to continue to support the children and young people who engage with our services. This has included: online activities on zoom, activity packs, weekly videos from staff posted on Facebook and 1:1 support phone calls.

COVID-19 has proved challenging for the children, young people and families we work with. The teams have worked hard to provide food parcels and extra support to those families that need it. As part of the COVID-19 emergency grant scheme, we were able to support over 80 families with small grants to provide some security during the pandemic. We have continued to provide a variety of services across the Bristol and B&NES local authority areas:

### **Out and About**

We have provided short breaks for disabled children and young people within Bristol through a variety of different services including play, youth, befriending, autism specific, BAME specific, sensory impairments and complex needs. This is delivered in partnership with SENSE, National Autistic Society and Khaas.

### **Short Breaks sessions for disabled children and young people across Bristol.**

Providing evening, weekend and family sessions as well as 1:1 befriending. We deliver this work in partnership with SENSE, National Autistic Society and Khaas.

## Children in Need Inclusion

We have provided the opportunity for disabled and non-disabled young people to come together in youth clubs and Saturday sessions in venues across the city (Southmead, Knowle, Hillfields and Hartcliffe).

## Listening Partnership

Funded by Bristol City Council, the Listening Partnership is a consultative group dedicated to developing the voices of disabled young people and those with special educational needs. The group continues to consult with a range of organisations and services, giving a valuable voice to the young Disabled People in Bristol.

## B&NES Befriending

Funded by B&NES Council we provide befriending opportunities to disabled children and young people from 5-21. We work with our volunteers to offer safe and engaging activities that they can do with their linked child/young person on a one-to-one basis.

## B&NEs Groups

Funded by B&NES Council, we work in partnership with Bath Rugby Foundation, The Egg Theatre, National Autistic Society and the lead provider, Bath Area Play Project. WECIL deliver sessions for disabled children and young people from 8-13 and 13-21 within the B&NES local authority areas.



## Action Speak (Drama)

Working in partnership with Travelling Light Theatre Company we continue to deliver weekly drama sessions (term-time only) that builds towards the young people devising, composing, choreographing and creating their own performance around their own thoughts and feelings.

## Duke of Edinburgh Award

We deliver Duke of Edinburgh Award Scheme activities to young people that attend the Listening Partnership. This gives young Disabled People the opportunity to learn new skills to help their own personal development.

## Holiday Short Breaks (Complex Needs)

New to WECIL and funded by Bristol City Council, we deliver the Holiday Short Breaks provision in partnership with SENSE, where we deliver school holiday sessions for disabled children and young people with complex needs.

## WECIL Youth Board

We have continued to develop WECIL's Youth Board, giving young people the chance to develop their participatory skills in order to give disabled young people a voice both internally at WECIL and externally within society.

Within our Bristol delivery we have supported 394 Disabled Children and young people through a variety of different online and posted provision and face to face evening, weekend holiday and befriending provision when appropriate.

Within our B&NES delivery we have supported 63 disabled children and young people through a variety of online zoom sessions and different evening, weekend and befriending provision when it has been appropriate. In total this year we have support 457 different disabled children and young people across the Bristol and B&NES local authorities through a variety of innovative means.



# WECIL Social Enterprise Ltd

## Independent Living Payments and Payroll Services

The Independent Living Payments (ILP) Team (including Payroll Services) met the huge challenges of the pandemic through 2020/21 by successfully redesigning a service which included a range of face to face and postal interaction, to fully digital support in under a week. We shifted vast resources to contacting over 800 ILP support customers to risk assess the vulnerability of their care packages and ensure that there was contingency in place where Disabled People's Personal Assistants were shielding. We provided over 400 welfare checks on behalf

of Bristol City Council, coordinated Personal Protective Equipment (PPE) demand for Bristol Adult Social Care and Bath and North East Somerset Council, and distributed PPE on behalf of Bristol. We also disseminated up-to-date HR information to Disabled People across the region who use a Direct Payment to manage their own care at home, whether or not they were a WECIL customer. This has strengthened our working relationships with our key local authorities, as well as the individual Disabled People we support in a time of

crisis, which indirectly led to partnering with Bristol City Council's Adult Social Care team on a system analysis and redesign of the Direct Payments system across the city.

We have also worked closely with Bristol City Council and the Centre for Welfare Reform to successfully launch a trial to bring better outcomes to Direct Payment users through the implementation of Individual Service Funds to bring greater choice and control and better outcomes to citizens, as well as delivering better value for money to adult social care spend in Bristol.

We were also able to support the local authorities in plugging the gap for vaccinating workers who provide care to people (both adults and children), who are clinically extremely vulnerable to COVID -19. These frontline social care workers were included in national priority group two for vaccinations, however, systems only existed for those employed by the NHS or large care providers to register for vaccination. WECIL was able to aggregate data from

our payroll systems with information gathered through contacting our ILP customers to create a register of PAs working for an Individual Employer, or self-employed, issue a certification of employment and register for a vaccination online.

The team also remained consistent throughout 2020 to 2021 despite challenging workload and rapid adaption to ways of working, illustrating the commitment the team have to our community.

Finally, our systems improvement work has shown extremely positive results to the financial performance of both the Independent Living Payments Support Service, and to the Payroll Bureaux, both of which have increased their surplus and contribution to overall organisational overheads and outperforming budget expectations despite the challenges to the market posed by the pandemic.



# WECIL Business Support and Employability Services

2020-2021 for the Business Support Services has been challenging in light of the world going through a massive and tragic pandemic. Our focus was to migrate our training online to enable us to support businesses with their inclusion journey. Despite the pandemic, we continued to deliver Disability Equality Training online to customers including Bristol City Council (as part of the Bristol Works for Everyone project), University of the West of England, Wessex Water, City of Bristol College, Spike Island, Future Laboratory and Rising Arts Agency.

With the businesses in the height of COVID-19, their priorities moved towards focusing on their working environment and ensuring their buildings were accessible and inclusive for anyone they engaged with as they were made COVID-safe. During this period, we provided Access Audits for Bristol City Council as part of the Bus Gate development, Burges Salmon, Watershed, Kinergy, Eastside Community Trust, Somerset West & Taunton Council, The Exchange and 126th Bristol Scouts. WECIL's Access Inclusion Team (WAIT)

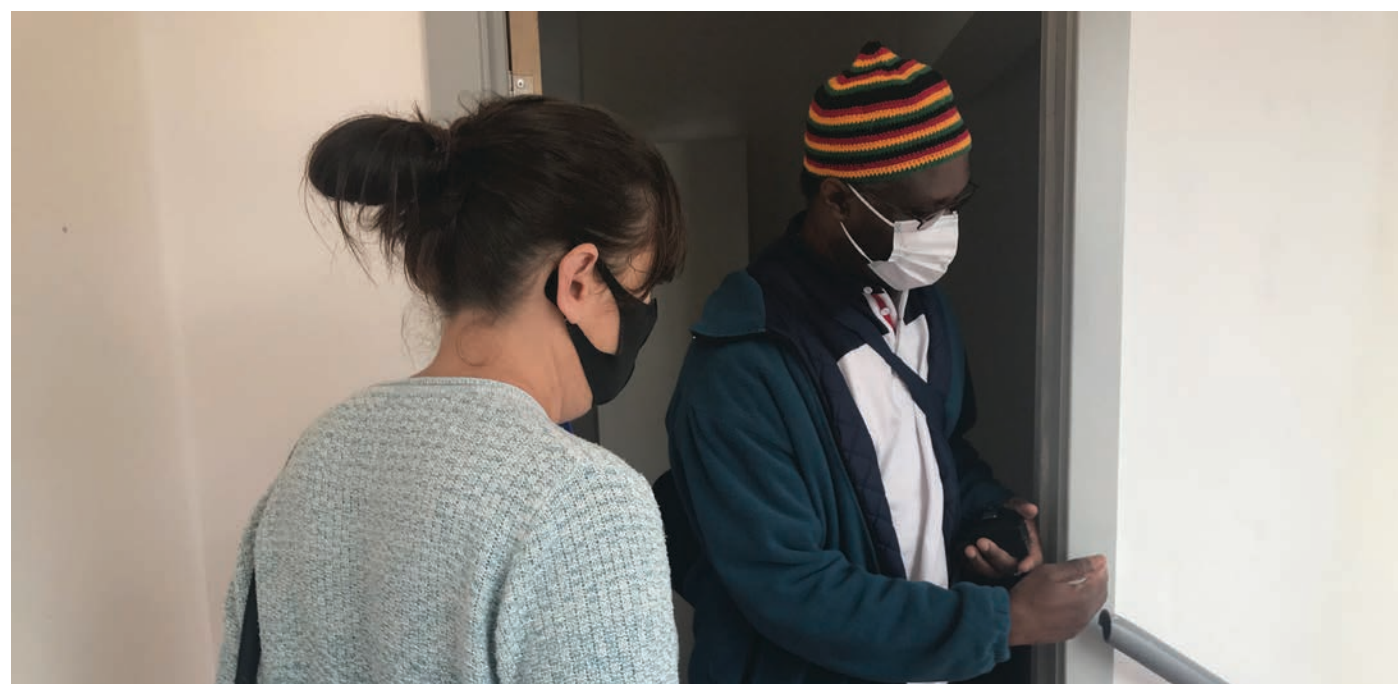
have continued to be part of many consultations in relation to accessibility, and have been a key part of the planned changes to the Old City area of Bristol while Bristol City Council focus on making the area more accessible. Two new members have joined the group which has allowed us to develop more contacts in the South West and increase our involvement in accessibility matters outside of Bristol. Due to enquiries outside of Bristol and continued misunderstanding of BPAC's role within WECIL, BPAC's Steering group decided to rename themselves WECIL Access Inclusion Team (WAIT) to better represent WECIL and the services we provide.

Building relationships and partnerships with organisations is key to WECIL being integral in the progression of inclusivity within businesses in the South West and across the country. In 2020 we developed a new partnership with Send a Cow who help rural communities in Africa to grow their own futures, on their own land and on their own terms. Send a Cow are on an inclusive journey with Disability Confident to support all areas of their work in the UK and in Africa, most notably in Rwanda with their projects that support Disabled People to live more independently.

## University of the West of England - workASSURED (formerly known as Support Services for Disabled Staff - SSDS)

We continue to offer our services to employers to retain and support disabled employees. This year we supported 30 individuals and managers to successfully introduce reasonable adjustments and support managers to implement these. The advice from WECIL has kept staff in their roles and minimised sick leave where possible. The service also helps to manage the employee/manager relationship and ensure that disabled staff feel effectively supported in their jobs. Although we saw a slight drop in referrals to workASSURED due to staff on furlough and home working, there was an increase in demand for support for managers.

For two months as part of UWE's COVID response we introduced manager surgeries, enabling managers to book in for one-to-one advice or support. As well as running a number of topic specific sessions for managers and HR staff, topics included managing anxiety and returning to campus and returning to the office and hot desking.





In total we supported an additional 78 managers and HR Staff during this period.

The increase in demand for continued support for managers allowed us to introduce a bespoke package of support that has been incorporated into our contract with UWE.

## Henry Smith Charity - Working Together

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Working Together is a 12-week employability course for Disabled People which focuses on wellbeing, peer support, mindfulness and progression in the workplace. This project is funded by the Henry Smith Charity.

In the last financial year, we have run 7 courses and worked with 53 participants. Due to the pandemic, we were not able to run any face to face courses during this time period. We developed and delivered a bite-sized 6 week online course amending some of the sessions to meet the needs of our learners during this time, this flexible person-centred approach enabled us to continue to deliver a service built on what matters to our learners.

Due to the social isolation that lockdown was causing, we introduced biweekly

Click-in-and-Chat peer support groups. These groups enabled learners to get together outside of the classroom and discuss topics that were important to them. These ranged from discussing employment to running quizzes, and discussing ideas on how to cope during lockdown. The sessions proved to be invaluable to the mental wellbeing of our learners, and in total we ran 58 sessions during 2020/21.

During a recent focus group, a key theme arose of learners being able to choose how they interact with us. They stated that being able to choose between an online course, face to face, or interactive modular learning was really important as everyone's situation is different. Being able to access the support and advice they need in an appropriate format will remove any barriers they may have faced from attending, from no IT or internet access, to not being able to travel or commit to attending a course being run at a certain time each week.

The online modular course will require ongoing investment to include staff development and training time to develop an engaging modular version of Working Together, testing of the course content, navigation of the learning platform and the integration of the platform with our new CiviCRM database.







## Financial Review



# Financial Review

**At the outset of the year WECIL's Community Services function was transitioning away from a large Lottery-funded Peer Support programme with new key objectives yet to be resourced.**

We had also recognised that significant growth in new sales was required by WECIL Business Support Services, which provides support to organisations from all sectors to ensure that they are fully inclusive of Disabled People in their employment practises and service delivery. The Trustees remained cautious

in the budget setting process, approving a budget that showed only confirmed income and trade income that is well within the bounds of past performance – such as approving a deficit budget, despite full confidence in the scheduled Business Development activities to achieve a positive result throughout the year. The basis for confidence in achieving a positive result within a year was a robust Business Development strategy which included large grant applications built on evidenced-based impact planning that followed from successful previous work, and significant investment into our trading growth, particularly Business Support Services.

The impact of COVID-19 on WECIL's financial performance was in fact to completely wipe out all demand for Business Support Services overnight.





This cut-off vital unrestricted funds that contribute to WECIL's overhead costs and part-subsidise statutory provision at a time that demand on all of WECIL's other services sky-rocketed, as the support we provide to Disabled People and the assistance we provide to local infrastructure was needed more than ever.

The fact that the majority of WECIL's income is derived from statutory contracts, and support costs met within Direct Payment care budgets, meant we were in a more fortunate and stable position than many others in the sector. In fact, it was only the downturn in Business Development income which caused us to need to make use of the government's Coronavirus Job Retention Scheme – for two full time and one part time staff member within that team and one full time staff member from within our core team.

However, the sudden shift of focus in all funders from a wide range of long-term objectives to acute COVID-19 response quashed all other planned Business Development. At the same time, recognition of the value of our work in this field brought targeted investment from Bristol City Council for WECIL's

innovations – both in social care, and asset-based approaches to preventing loneliness and isolation. We also received much needed financial support in the depths of the crisis from National Lottery Community Fund and the Bristol City Council Youth Sector Support Fund, managed by Quartet. Throughout the year we are successful in a number of COVID response grants and grants to support transitions to new ways of working.

Much of these new funds however have been short-term, and the operating surplus shown in this year's figures is designated to several core ongoing pieces of work in 2021/22, as we seek new funds in a climate which continues to be uncertain.



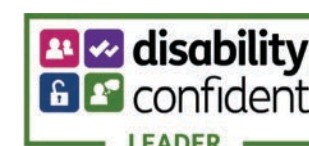
The current work we are undertaking with Bristol City Council to enhance and improve social care provision provides significant new opportunities, not just to enhance the choice and control that Disabled People get to exercise in how they live their lives, but also in the opportunities for WECIL to develop new services to support them to do this.

## Going Concern

### **WECIL's prompt and flexible response to the Coronavirus pandemic enabled the provision of services to be tailored to demand.**

The vast majority of WECIL's Local Authority contract income, on which WECIL's business model is reliant, has been unaffected by the Coronavirus epidemic. Commissioners remain committed to the provision of these services, for which in most cases they have a statutory duty to maintain and have worked co-operatively and creatively with WECIL to redesign for delivery which is compliant to the latest statutory advice.

The Trustees recognise that statutory



provision may be reviewed if restrictive social measures on citizens are reintroduced and/or extended in future, but consider that there are no material uncertainties about the charity's ability to continue.

The charity's subsidiary company, WECIL Social Enterprise Ltd. (WSEL), has also successfully responded to remote service delivery and remains a vital service for many Disabled People using Direct Payments to manage their own care across the region and as such the Directors of WSEL, who are trustees of WECIL, consider that there are no material uncertainties about the Social Enterprise's ability to continue.



## Setting the Pay and Remuneration of the Charity's Key Management Personnel

All roles within the charity are remunerated according to salary bands with increments which were set by the HR Subgroup during the last extensive Job Evaluation exercise was undertaken in 2015 which benchmarked roles against similar roles within charities and the support sector – and reviewed in line with cost of living on an annual basis (where funding allows). We are currently undertaking a new Job Evaluation exercise, led by our Vice Chair who chairs our HR Subcommittee and supported by our Chief Executive, Senior Leadership Team, external HR Consultants CitrusHR and a council of staff from across departments. This work was slowed by the pandemic but is on course to be completed in the coming months.

Key personnel remuneration falls within these bands to ensure full transparency and parity of pay in consideration of skills, expertise and responsibility across the charity.

The HR Subgroup also consider pay awards whilst in role on an annual basis, based on a business case submitted within

the prescribed timescales. Subject to the support of the Finance Subgroup, the HR Subgroup's recommendations are submitted for approval and ratified at the following Trustee Meeting.

## Fundraising

Due to the nature of our funding, which primarily divides between contracts, grants and trade, WECIL does very few formal fundraising activities. During the year 2020/21, we raised £2,816.89, including a donation from Waitrose, Bruce Wake Charity and online fundraising.

WECIL Ltd voluntarily comply with The Code of Fundraising Practice, published by Fundraising Regulator and developed by Institute of Fundraising (IoF) and Public Fundraising Association (PFRA). We have not received any complaints about our fundraising activities.

WECIL always strives to protect our service users, clients and customers as well as other members of the general public from any unreasonable intrusion or other unacceptable behaviour due to any fundraising activities carried out on our behalf.

## Principal Risks and Uncertainties and Management of Risk Strategy

The Board of Trustees holds a Risk Register that is amended and reviewed on a quarterly basis. As of end 2020/21, the key risks and uncertainties as identified by the Trustee Board and the steps taken to mitigate and manage these risks are:

- **Local Authority spending cuts result in withdrawal of WECIL services or significant reduction in funding for services**

WECIL is aware of the current pressures placed upon local authorities and the subsequent impact this is having (and will continue to have) on the voluntary

sector. We continue to focus on the diversification of income streams; with an increased emphasis on Social Enterprise income and charitable trust grants. There is a specific allocation made within reserve funds to cover the cost of delivering short-term signpost support to service users if services are no longer funded by Local Authorities.

- **Reduced revenue for the WECIL Social Enterprise**

Significant work is being undertaken within the Direct Payment Support Service to improve the customer journey and maximize the effectiveness of service. This year's performance amply evidences the benefit of this work. We will continue to monitor complaints and compliments as well as customer numbers and take immediate action to rectify any emerging concerns. We are also vulnerable to changes in the strategy taken for provision of Direct





Payment Support Services by local authorities served – which can impact the nature of markets beyond WECIL's control. Notwithstanding WECIL's obligation as a User-Led Organisation to campaign statutory bodies to ensure that Direct Payment Support Services are delivered in the manner that maximizes choice and independence for disabled people, WECIL shall continue to strive to provide the highest quality, most efficient and best value for money Direct Payment Support Services in our target markets.

- **Investment fund drops in value and impacts on reserves funds held.**

An Investment policy is in place and regular reviews are held. During the year the investment risk profile was adjusted to 'balanced' – which holds slightly more risk than our previous 50/50 split of funds between 'balanced' and 'cautious'. The overall approach to risk remains cautious, only a proportion of reserves are held within the investment as a longterm option with no immediate access required.

## COVID-19

Throughout the pandemic, we have run parallel shorter-term risk modelling, which has changed throughout the past year. Our next quarterly review will be focusing on the ongoing impact of the pandemic to our risk modelling. However, the vast majority of WECIL's Local Authority contract income, on which WECIL's business model is reliant, has been unaffected by the Coronavirus pandemic.

Our commissioners remain committed to the provision of these services, for which in most cases, they have a statutory duty to maintain, and have worked co-operatively and creatively with WECIL to redesign for delivery, which is compliant to the latest statutory advice. Whilst we have no reason to suggest that this will change, we acknowledge that we are in a protracted crisis and that WECIL's revised risk strategy should recognise that statutory provision may be reviewed if restrictive social measures on citizens are reintroduced and/or extended in future.

# Reserves and Investment Policy

## Reserves Policy

During the Financial year the Trustees voted to accept the recommendation of the Finance Sub-Committee to amend the Reserves Policy from holding a minimum fixed amount of £517,600 to a minimum of 50% of the previous year's turnover in unrestricted reserves to cover all liabilities in the event of unplanned closure (liabilities include staff redundancy payments, leases, outstanding debts and three months' worth of running costs to ensure smooth transition for users of the services).

**The total unrestricted reserves of £779,527 meet this policy – with 50% of the year's income totalling £764,825.**

The Trustees are committed to supporting the smooth and supported transition of Disabled People when/if service funding ends. In these situations it is sometimes necessary to extend the service for a short period of time whilst funding applications are pending or service users are signposted to other organisations.





## Investment Policy

Given the level of reserves and restricted funds the organisation needs to hold, the Trustees regularly discuss and take ongoing professional advice from an organisation authorised (within the meaning of the Financial Services and Markets Act 2000) on where and how to hold these funds. Our external advisors are verified as independent and registered with the FCA.

Trustees unanimously agreed to take a cautious approach to all small and large investments. There is an established quarterly monitoring and review process.

Year end funds include £486,497 of funds held in a low-risk portfolio of shares managed by an investment company. This portfolio is a longer-term investment to yield greater returns in a time when banks are offering very low interest rates. Investments have sufficient flexibility to withdraw and add further funds should this be required in the future.



## Plans for Future Periods

WECIL have been extremely successful in meeting the challenges presented by the pandemic – not just in supporting Disabled People to meet the acute needs presented by COVID-19, but also in redesigning services to be delivered within the restrictions both internally and externally imposed to protect our customers and our staff. Much of our focus over the coming periods will be to ensure that our services remain accessible throughout the uncertain times ahead and that we retain the improvements that have been developed out of adversity.

As such a great deal of attention is to be focused on the development of digital access to WECIL services, without

compromising the choice and control of our customers. Our redesign is to focus on the following principles:

- All services are easy to find and access
- All access points clearly explain what the service does and sets user expectations
- Services support customers to complete the outcomes they set out to achieve at first point of contact wherever possible
- Elements of services provided by other organisations (such as local authorities and other third sector providers) flow seamlessly within our own provision
- Points of access for customers require no prior knowledge to use

- Services are usable by everyone and quality is consistent regardless of whether customers choose digital or non-digital channels
- We do not do for others what they can do for themselves
- No system gets in the way of customers accessing human assistance

Where possible, we will use digital services to reduce staff time spent on repetitive customer demand to free capacity for our experts to support Disabled People with their most complex challenges.

We shall continue to collaborate closely with our core local authorities and other key providers to improve the personalisation of care systems within our region, increasing choice and control





for Disabled People, maximising the return on investment for social care spend and ensuring that disabled people are able to use their rights under the Care Act to live the independent life that they choose.

Specifically we will collaborate with Bristol City Council to apply WECIL's systems thinking expertise to a detailed review and redesign of the Direct Payments system in Bristol – including leading on co-production of resulting changes; and to expand on the pilot of Individual Service Funds to ensure that maximum choice and control for Disabled People in support systems is unlocked by personal budgets, and we will evidence the value for money case for greater personalisation so that other local authorities will follow the example.

Following the successes of working together throughout lock-down, we shall continue to collaborate closely with other DPOs in Bristol to realise the recommendations of the Strengthening the Voice of Disabled People in Bristol report and shall continue to organise with other DPOs within the Disability Rights UK and Reclaiming Our Futures Alliance networks to enable collective action of Disabled People on a national level.



**We shall continue to drive growth within our Business Support Services to remove the barriers placed by society between Disabled People and full equality, specifically in supporting organisations across all sectors to be fully inclusive in their employment and service delivery practices.**

We are extremely excited to be developing a new partnership with the Avon Riding Centre which will oversee the development of a new premises for WECIL's provision of support to disabled children with complex needs as part of an innovative new activity centre for disabled young people and their families.





# Trustees' Responsibilities Statement

The Trustees (who are also the directors of WECIL Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the accounts in accordance with applicable law and regulations.

Company law requires the trustees to prepare accounts for each financial year. Under that law the trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period.

In preparing these accounts, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in

the Charities SORP, make judgements and accounting estimates that are reasonable and prudent

- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the accounts on an ongoing concern basis unless it is inappropriate to presume that the charity will continue in operation

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

## Disclosure of Information to Auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- So far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware
  - That Trustee has taken all steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable group's auditors in connection with preparing their report and to establish that the charitable group's auditors are aware of that information.
- The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## Auditors

The auditors, Bishop Fleming LLP, have indicated their willingness to continue in office. The Designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees. In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

### Signed on behalf of the Trustees

Kelvin Blake

Chair of WECIL Board of Trustees  
WECIL Ltd  
Vassall Centre,  
Gill Avenue,  
Bristol BS16 2QQ





# Summarised Consolidated Accounts

Year ended March 2021

## Statement by trustees

This summarised financial statement is only a summary of information extracted from the charity's statutory financial statements and does not contain sufficient information for a full understanding of the financial affairs of the group.

The auditor has issued an unqualified report on the statutory financial statements and on the consistency of the Trustees' Report with those financial statements. Their report on the statutory financial statements contain no statement under sections 498(2)(a), 498(2)(b) or 498(3) of the Companies Act 2006.

The statutory financial statements were approved by the Trustees on 2 August 2021 and will shortly be submitted to the Charity Commission and Companies House.

### Signed on behalf of the Trustees:

Kelvin Blake

WECIL LTD (West of England Centre for Inclusive Living)



## Summarised group statement of financial activities

Year ended 31 March 2021

Income and endowments	Unrestricted Funds 2021 (£)	Restricted Funds 2021 (£)	Total Funds 2021 (£)	Total Funds 2020 (£)
Donations and legacies	5,617	100,389	106,006	1,916
Income from charitable activities	573,670	694,114	1,267,784	1,150,075
Other trading activities	155,151	-	155,151	126,547
Investment income	709	-	709	2,423
<b>Total income</b>	<b>735,147</b>	<b>794,503</b>	<b>1,529,650</b>	<b>1,280,961</b>
<b>Expenditure</b>				
Expenditure on raising funds	(92,679)	-	(92,679)	(112,290)
Expenditure on charitable activities	(543,905)	(668,551)	(1,212,456)	(1,243,286)
Investment management costs	(4,706)	-	(4,706)	(4,884)
<b>Total expenditure</b>	<b>(641,290)</b>	<b>(668,551)</b>	<b>(1,309,841)</b>	<b>(1,360,469)</b>
<b>Net income/ (expenditure)</b>	<b>93,857</b>	<b>125,952</b>	<b>219,809</b>	<b>(79,499)</b>
(Losses)/gains on investment assets	75,947	-	75,947	(38,973)
<b>Net movement in funds</b>	<b>169,804</b>	<b>125,952</b>	<b>295,756</b>	<b>(118,472)</b>
Total funds at 1 April 2020	609,723	34,108	643,831	762,303
<b>Total funds at 31 March 2021</b>	<b>779,527</b>	<b>160,060</b>	<b>939,587</b>	<b>643,831</b>

## Summarised group balance sheet

Year ended 31 March 2021

	2021 (£)	2020 (£)
<b>Fixed Assets</b>		
Tangible and intangible assets	26,990	9,518
Investments	486,497	414,608
	<b>513,487</b>	<b>424,126</b>
<b>Current assets</b>		
Debtors	237,523	102,669
Cash at bank	414,029	308,533
	<b>651,552</b>	<b>411,202</b>
Creditors: amounts falling due within one year	(225,452)	(191,497)
<b>Net current assets</b>	<b>426,100</b>	<b>219,705</b>
<b>Total assets less current liabilities</b>	<b>939,587</b>	<b>643,831</b>
<b>Funds of the charity</b>		
Restricted income funds	<b>160,060</b>	<b>34,108</b>
Unrestricted income funds	779,527	609,723
	<b>939,587</b>	<b>643,831</b>



## Independent auditors' statement to the trustees of WECIL LTD

We have examined the summarised financial statements for the year ended 31 March 2021 which comprises the Statement of Financial Activities and Balance Sheet. The summarised financial statements are not the full statutory financial statements for the year. These can be obtained from Companies House, Crown Way, Cardiff, CF14 3UZ.

### Respective responsibilities of the Trustees and auditors

The Trustees are responsible for preparing the summarised financial statements in accordance with the recommendations of the Charities SORP. Our responsibility is to report to you our opinion on the consistency of the summarised financial statements with the statutory financial statements.

Our report on the charity's full financial statements describes the basis of our opinion on those financial statements.

### Opinion

In our opinion the summarised financial statements are consistent with the statutory consolidated financial statements of WECIL Limited for the year ended 31 March 2021.

### BISHOP FLEMING LLP

Statutory Auditors  
10 Temple Back  
Bristol BS1 6FL  
18 August 2021







**Address:** The Vassall Centre, Gill Ave, Fishponds, Bristol, BS16 2QQ  
**Telephone:** 0117 947 9911 | **Charity Number:** 1053515

**[WWW.WECIL.CO.UK](http://WWW.WECIL.CO.UK)**