

2022

Annual Report



WECIL Trustee Board 2021 - 2022

The Trustees

The Trustees who served the charity during the period were as follows:

Ruth Pickersgill	Chair of Trustees
Jayne Carr	Vice-Chair of Trustees
Vicki Kaye	Vice-Chair of Trustees
Steve Strong	Treasurer
Kelvin Blake	Trustee
Marie Mighty	Trustee
Ceri Love	Trustee
Fiona Spence	Trustee
Laura Martin	Trustee - Resigned 9th August 2022
Karen Amegashitsi	Trustee
Lindi Doy	Co-opted Trustee (November 2021)
Elise Hurcombe	Co-opted Trustee (May 2022)
John Dolton	Advisor to HR Sub-Committee

WECIL Social Enterprise Ltd Directors

Jayne Carr	Ruth Pickersgill
Steve Strong	Kelvin Blake
Vicki Kaye	Lindi Doy

Legal and Administrative Details

Registered Office

WECIL Ltd
The Vassall Centre,
Gill Avenue,
Bristol BS16 2QQ

Accountant

Sue Carter FCA DChA
17, Clan House,
Sydney Road,
Bath BA2 6NS

HR Consultants

Citrus HR Consultancy
19c- 21c Charles Street,
Bath BA1 1HX

Auditors

Bishop Fleming Chartered Accountants
16 Queen Square,
Bristol BS1 4NT

Bankers

National Westminster Bank PLC
PO Box 228,
290 Wells Road,
Knowle,
Bristol BS99 5AT

Caple Banks

10 South Road,
Portishead,
Bristol BS20 7DW

Solicitors

TLT Solicitors
1 Redcliff Street,
Bristol BS99 7JZ

Veale Wasbrough Vizards

Narrow Quay House,
Narrow Quay,
Bristol BS1 4QA

Health and Safety Consultants

Acorn Health and Safety Ltd
Tower Lane Business Park,
Tower Lane,
Warmley,
Bristol BS30 8XT



Chair's Annual Report

The last few years have been incredibly difficult for WECIL, and more importantly for all Disabled people.

We have seen people who use our services continue to struggle with COVID-19 restrictions, often feeling anxious about impact, and feeling the effects of the enforced isolation they found themselves in. The Government's lack of planning for Disabled people's particular needs during the pandemic and since, has been shocking. It felt as though we were labelled 'vulnerable' and considered dispensable.

Added to this, the current cost of living crisis will devastate many Disabled people's lives. We know how the additional costs of our heating, charging equipment, reliance on cars due to inaccessible transport etc. are never considered by policy makers, and these will now be exacerbated by spiralling energy bills. The other major issue has been the lack of applicants for Personal Assistant roles, due to various Government policies like Brexit restricting the available workforce, the continued underfunding of 'care packages', and

undervaluing the people who work in the sector. It is really positive that WECIL is now represented at a number of national networks challenging the Government and legislative changes, making disability equality more a reality.

I would like to thank all the staff at WECIL who have worked so hard in such difficult circumstances, and have been so committed to keeping services going, adapting and changing them as necessary, as different restrictions were imposed.

Through these national challenges, WECIL has steered a steady course under the leadership of the Chief Executive Officer, Dominic Ellison and Heads of Services; Alex Johnson, Lucie Martin-Jones and Matt Peall. Our services have evolved to ensure we meet changing needs, and as the demand for advice has grown, we are really pleased to have gained secure funding for the Navigator Service which enables Disabled people to get an efficient holistic response to the barriers they face. It is also really positive that our Know Your Rights Project for people with learning difficulties and our Listening

Partnership of young Disabled people go from strength to strength, as part of our commitment to community development and amplifying the voices of Disabled people.

I am particularly pleased that we have strengthened our governance this year, recruiting several new trustees with extensive experience and skills to our Board, who can now take an active role in developing our new five-year strategy. Having at least 75% of our Board as Disabled people ensures that lived experience informs our work. We also set up a Quality Committee which looked in-depth at how individual services were impacting on Disabled people and met the principles of the social model, particularly by listening to the Disabled people who used our services. As a result, trustees are more informed about operational issues, and better placed to make strategic decisions. This has also enabled us to agree cross-organisation objectives including diversifying and supporting the workforce, improving our partnerships with other equality groups

and increasing our profile, and most importantly ensuring our services are equally available to, and used by, Disabled people with all impairments. I would like to thank our new and longer-serving trustees for their commitment to the organisation, and to Kath Tobin for her patience in providing the support we need to be effective.

One of our other strategic objectives is to be financially stable, and we are in a strong position at the moment, with a clear Reserves Policy. We are very grateful to the Finance Team for their robust money management, to the managers for their strategic oversight, and also to Cheri Wilkins, our External Fundraiser, for continuing to support our funding bids. This is particularly important as we face the uncertainty of the future of our office premises, as well as the rapid expansion of Children and Young People's Services with a need for specialist accessible facilities. Over the next year we need to agree where we will relocate, and how we can be a more public facing accessible organisation.



“Having at least 75% of our Board as Disabled people ensures that lived experience informs our work.”



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 2022.

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

Trustees are elected at the Annual General Meeting. The Trustees may also 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.

Structure, Governance and Management

Induction and Training of Trustees

The Board of Trustees continues to review all aspects of Trustee recruitment, induction, training and development. Currently Trustees receive a comprehensive induction and 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 along with the Collective Board appraisal system.

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.

The Trustees develop their insight and scrutiny into the services provided by WECIL via the Quality Sub-Committee, which regularly meets 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 (WSEL), 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 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.

Chief Executive's Summary

The past year has seen everyone work to come to terms with the new 'post-pandemic' reality. Attention has shifted to the 'new normal' and how we 'build back better'. The national political focus on 'leveling up' purports to direct investment towards left-behind communities so that we can restructure society to narrow the inequalities faced by so many.

Of course, inequality is not limited to the divide between affluent towns and areas of multiple deprivation. The systemic inequalities of society can only be overcome by addressing the barriers that exclude those who are referred to as 'communities of interest', or more accurately communities of circumstance, such as the barriers which prevent Disabled people's full and equal participation in communities across the country.

The cost of living crisis which has culminated from the financial impact of the pandemic, along with a haphazard Brexit and the catastrophe of war, is hitting Disabled people particularly hard, as not only were Disabled people 42% more likely to be living in poverty before the current crisis, but Disabled people also live with the Disability Premium - additional costs which before the cost of living crisis averaged over £580 per month (rising to more than £1,000 per month for over a quarter of Disabled people) specifically on meeting Disability-related living expenses. These expenses include higher than average energy use to charge vital equipment, meeting increased need to warm homes and greater reliance on car travel to get around. This means that the rising energy costs that are impacting all of us, are disproportionately disadvantaging Disabled people, leading National Energy Action to forecast the number



"Disabled people were 42% more likely to be living in poverty before the current crisis"



of Disabled people living in fuel poverty to more than double from their estimate of 900,000 in March 2022 to 2.1 million by the end of the year. WECIL and colleagues from other Disabled People's Organisations (DPOs) across the country are organising to prepare for a winter of crisis later this year, while locally we are working with a range of community organisations and Bristol City Council to develop a plan for Welcoming Spaces across the City, where people can go to stay warm this winter while unable to heat their own homes.

We cannot allow Disabled people to be the left-behind community

as we establish new strategies across society to build back better from

the pandemic or develop resilience against the growing financial crisis. To be confident that we look forward to a future that fully includes Disabled people, we need to look back and have honest discussions about how and why Disabled people were allowed to be the left-behind community throughout the pandemic. Whilst it is undeniable that pre-existing health conditions contributed to Disabled people's increased risk of poor health outcomes from COVID-19, a far greater contribution was the pre-existing inequalities which Disabled people faced – the results of which included rationing NHS treatment to Disabled people, imposing Do Not Resuscitate orders on people with learning disabilities, removing rights given to us under the Care Act and ultimately Disabled people accounting for over 60% of coronavirus deaths.

The inadequate preparedness to meet the needs of Disabled people throughout the pandemic must be addressed if we are to work towards our equality.

As such WECIL are part of a coalition of DPOs working with Disability Rights UK to be included as a Core Participant in the official COVID-19 Inquiry to ensure that the failings to protect Disabled people are formally investigated and reported on – and that ultimately lessons are learned in order to protect Disabled people in future. The need is clear for Disabled People's Organisations to champion the specific interests of Disabled people,

from the insight and understanding that can only come from a lived experience of disability, rather than trust that our rights and our needs will be included in the wider, often well meaning, but uninformed work to build back better.

This issue is pertinent too at a local and regional level as health and social care commissioning systems are being redesigned around the transformation of Clinical Commissioning Groups into Integrated Care Systems. This is a unique moment in time in which control of the health care systems which are so vital to many Disabled people are being devolved into localities. This means that decisions around local provision will be taken locally, providing unparalleled opportunities to design provision around local priorities and reduce waste in the system. However, this is also a moment of looming risk, as empowering localities to set priorities for their areas threatens to undermine nearly three decades of progress in working with commissioners to ensure Disabled people access their rights to exercise choice and control over the support they receive. This may be through self-directed care planning and personal budgets which ensure that care packages can underpin independent living and full inclusion in society. It is vital that any new system builds upon the innovations we are delivering in Disabled people's care. This includes the Individual Service Funds pilot that WECIL is delivering in partnership with Bristol City Council which needs to be nurtured and built upon in this new organisation of local power, rather than being put at risk by a new bureaucracy at distance from

those who use the services it governs. The only way to safeguard against this, is to ensure that local Disabled people and their organisations are firmly embedded within these decision-making boards and as such this is a key priority for WECIL.

Though these threats are very real, when I look back over this year, I am struck by the wealth of opportunity which we have built and by the resilience, not only of the WECIL Community but of the Disabled People's Movement in the face of such adversity.

Locally, the Bristol Disability Equality Commission which Deputy Mayor Asher Craig formally announced at WECIL's first virtual AGM back in 2020 has been established under the Chairing of long-time disability equality activist, and former WECIL staff member and later Trustee, Alun Davies, with an all-Disabled Board of Commissioners that represent experience of a diverse range of impairments. It also represents many of Bristol's DPOs – including Bristol Disability Equality Forum, Bristol Reclaiming Independent Living, Centre for Deaf and Hard of Hearing People and WECIL. Each of those organisations are also part of the new Bristol DPO Forum which together aims to build on the recommendations of the Strengthening the Voice of Disabled People in Bristol report which WECIL produced in 2020.

A huge contribution to the resilience of our community has been the ability of many Disabled people to participate in society as never before, because physical and communication barriers have been systemically removed as work, education, shopping, leisure and socializing moved to online spaces. This has had a significant impact on WECIL's work, where internal drivers for digital transformation have traditionally been overridden by our community's hesitance towards services being provided online. However, the necessity to do so, as a result of lockdown and social distancing measures, exposed us all to new ways of interacting which have since been enthusiastically

embraced by so many within the WECIL Community and provided the platform for a sustained wave of service innovation. Much of the work that begun in this year has focused on exploring the opportunities provided by digital transformation to support greater self-direction in areas such as care planning, improve the quality of collaborative working, reduce the burden on Disabled people to tell and re-tell their life story and provide transparency to previously clunky bureaucratic systems.

Digital projects that began within this year include the modernization of our Create My Support Plan web

application and development of a new platform for Disabled people to engage support workers and pool resources to maximize care outcomes within shared budget. These have laid the foundations for projects in the following year including a social action web platform and an innovative artificial intelligence application to make information around Disability issues far more accessible. This is possible thanks to investment from the National Lottery Community Fund into our Navigators team. Across all of this exciting new work we are mindful that the move to online participation has not been inclusive of all Disabled people, so our principles of digital design include that it should focus on removing the access barriers that currently exist to general online services and that all services we provide should be available to an equal quality whether accessed in person or online.

Whilst we are opening up new spaces online, the Disabled People's Movement in the West of England has been dealt a devastating blow in the loss of the Vassall Centre. Home to WECIL for over 16 years, the Vassall Centre has been a hub providing workspace to DPOs and organisations working alongside Disabled people. This is also the only accessible conference venue in the region, which has ensured that Disabled people have had physical access to civic participation. This will now be tragically lost as it has been sold to Bristol Charities who will demolish the site for a dense housing-led development. WECIL now must prioritise the challenge of finding new appropriate premises for our work

and, despite the huge loss to Disabled people, we are framing this as a positive opportunity to rethink how physical space can meet our business needs. This might include remote working as a new norm for the 'back office', opportunities to co-locate with excellent partner organisations across the local VCSE to bring our face-to-face delivery into the heart of the communities we serve, and the rapid growth of our children and young people's services, necessitating a dedicated space for delivery. In many ways there has never been a better time to rethink our premises strategy.

This planning goes alongside the development of our new 5-year strategy which will launch at the end of Summer 2022.

We are grateful to be in such a strong position to develop this strategy – building on our assets, strong financial position, opportunities to innovate and strong partnerships to deliver. Operationally, the new strategy has a heavy emphasis on developing new opportunities for the personalisation of services by working closely with commissioners to further utilise personal budgets for Disabled people across all age groups to self-manage the services they receive. The strategy focusses on supporting all providers in the markets WECIL operate in, to be fully inclusive of Disabled people in their service provision, seeking to strengthen the local VCSE sector even where this means some specialist services we currently provide



could be subsumed into mainstream provision. This is of course the full inclusion of Disabled people that we aim for above all.

Central to the strategy is the development of new ways of working via our Navigators team, which was established in response to unprecedented volumes and diversity of demand resulting from the pandemic.

Thanks to three years of funding from National Lottery Community Fund that came at the end of 2022, this is the focus of complete reorganisation of how WECIL builds support around what matters to the individual Disabled person, as well as how WECIL will integrate with new statutory health and care structures. At an organisation-wide level, the strategy directs work to ensure that our leadership, workforce, volunteers and service users better reflect the demographics of the areas we work in, and that externally we tackle systems where the intersection of disability with other protected characteristics leads to a lack of equal access of individuals to exercise their rights to 'choice and control'.

As we look back in review of a most critical year, I am thankful that WECIL has been so successful in providing vital support to Disabled people in such challenging times. It is testament to the solid dedication of a talented and passionate workforce across all WECIL teams, and the engagement of fantastic volunteers, that we have been able to meet the rising needs of a greater number of Disabled people to such a high degree of quality.

I want to express my sincere gratitude to all who have continued to work so hard for our community.

With a committed and talented staff team, opportunities to redesign the way we work thanks to investment into our Navigator's approach and new digital tools, and a larger board bringing new expertise and a greater diversity of thought and experience to our leadership, WECIL is in an extremely strong position to continue to innovate, deepen our partnerships within the sector and with our commissioners and to ensure that Disabled people in the West of England have access to the quality of services they have the right to expect.



Community Services



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

We continue to support Disabled people with the application to, understanding of, and appeals of, disability benefits and decisions.

This year we also successfully renewed our Advice Quality Standard ensuring that we provide an excellent standard of advice services to the Disabled community.

Over the last year we worked with 325 cases, and successfully secured over £170,000 in benefits claims.

We work closely with others in the Bristol Advice Partnership to ensure that our community is effectively served with the advice and support they require including debt and legal support.

Our advice team work closely with Navigators to support Disabled people to achieve other goals they have to live a good life.

Check in and chat - Adult Befriending

After recognising the impact and importance of our COVID-related befriending service, we worked to secure further funding to keep this very popular support going. In July 2021 we were awarded funding for 2 years from Bristol Community Health to keep the befriending service operating.

Disabled adults can access weekly telephone calls from a matched volunteer telefriender with similar interests to help tackle feelings of loneliness and isolation.

As the year has moved on, more and more people are requesting opportunities to connect in-person as we move away from COVID restrictions and people gradually feel more confident meeting face-to-face. We are currently planning face-to-face activities with a focus on wellbeing and based on interests identified by our community such as art, music and gardening. We have matched 38 Disabled people to a volunteer telefriender between July 2021 and April 2022.

Navigators

Our Navigators' service is now recognised as a core, essential service at WECIL. Our Navigators work with Disabled people in a person-centred, holistic way to focus on what matters to them rather than delivering specific services we are funded for and then signposting elsewhere. We have worked with 332 people in this financial year. Some of the work we do is straightforward – for example helping people access existing services or navigate them. Other cases can become much more involved or complex. We have supported people to move house, access equipment such as wheelchairs and beds, access grants, change care providers, initiate the process to receive care and support, receive Blue Badges, tackle debt and finances to name just a few.

We recognised the need to continue to invest in the project and way of working to embed the navigator's approach into the organisation and have recently been successful in securing a Lottery Community Fund grant which commences in April 2022 and funds the project to evolve over the next three years.

Know Your Rights

Our Know Your Rights group have continued to meet and grow despite the many challenges they have faced with getting together in person. Know Your Rights is a group of people who are neurodiverse and/or have a learning disability who work together to support each other and others to make decisions about their lives through accessing training, holding events and producing accessible materials.

The group have continued to meet on a weekly basis both online and in person and have participated in some interesting and engaging activities. The group have all been trained in Easy Read and have used

these skills to feedback on and design accessible materials for other groups and organisations.

We have 8 volunteer advocates who have joined the group and continue to reach out to people with a learning disability in South Gloucestershire, Bristol, North Somerset and B&NES who would like to join the group.

The advocates hold open meetings and events, disseminate useful and accessible information to the online community and continue to upskill themselves as advocates through training and sharing sessions.

Connecting Through Culture as We Age

We have been proudly working in partnership with the University of Bristol and other community partners 'to improve the quality of life for older populations, particularly those that are Disabled, or racially or socio-economically minoritised'.

Connecting Through Culture is a 3-year co-produced project 'putting the voices, lived experiences and expertise of older people at the heart of a design process'.

At the end of year one, our Disabled co-researchers have worked alongside co-researchers from a diverse range of communities and backgrounds to explore lived experiences of culture, connection, and digital technologies.

The diverse group brought a range of lived experiences to the research phase of the project understanding their shared and unique experiences.

The co-researchers have explored the importance of everyday creativity for managing wellbeing, maintaining social connections, for visibility to disrupt/ re-work stereotypes and to express and explore identity.

We now enter the design phase of the project where a call for up to 25 people to be involved in the co-design of cultural digital products or digital experiences for older people is now live at connectingthroughcultureasweage.info



Disabled Women Take Action

WECIL are working in partnership with Bristol Women's Voice on Disabled Women Take Action, a project which aims to build a community of committed Disabled women and women with long-term health conditions to work with others to influence practical and policy changes across Bristol.

We are working with a core group of Disabled women who have identified key issues and barriers they experience and which they would like to campaign on for change. We also have a steering group of women in different leadership roles within Bristol who can help us impact and influence at a city-wide level.

City Fellows

In the final year of the City Fellows project, we have established a clear pathway into influencing and informing Bristol One City Health and Wellbeing Board to understand the real challenges experienced by the community and charity sector and thus the future One City priorities. We have established a consortium of key organisations who will continue to feed into the Health and Wellbeing Board. The consortium was formed through a co-production piece which saw community partners co-design the most recent funding call for Thrive Bristol based on data and feedback from those working in communities. The fund was awarded to seven agencies to provide improvements in access to services and focus on staff wellbeing. The project aimed to remove the bureaucracy and barriers which often come with funding calls.

Children and Youth Services



Throughout this year we have focus on COVID-19 recovery and developing all our services back to a high-quality face to face provision. We have taken a lot of learning from our experience during the pandemic around how we deliver sessions both face-to-face and online in the most accessible and inclusive ways possible.

The Children and Youth Services team have worked hard on developing new partnerships, both interdepartmentally at WECIL, and with external organisations to ensure that we are able to provide the most effective service possible for all Disabled children, young people, and their families.

We continue to provide a wide range of services across the Bristol and B&NES local authority areas:

- Out and About
- Children in Need-funded Inclusion sessions
- Listening Partnership
- Bristol Befriending
- B&NES Befriending
- B&NES Groups
- Bristol Play
- Action Speak (Drama)
- Bristol Family Activities
- Duke of Edinburgh Award
- Holiday Short Breaks
- WECIL Advisory Board

In total, WECIL's Children and Youth Services have delivered 644 sessions to Disabled children and young people this year across the Bristol and B&NES areas. We have also provided one-to-one volunteer support to 62 families.

Within the Children and Youth Services, we recognise that we are not the experts in all areas of support and delivery for our community. We sub-contract specialist parts of our delivery to organisations with those areas of expertise.

Across all the Children and Young Peoples services (including those ran by our sub-contractors) we have supported 603 different Disabled children and young people. Through a total of 1,020 sessions and 62 one-to-one volunteer links.

Through the development of new services as well as the priority to restore face-to-face services we have successfully increased the number of children and young people we support with high quality services by a staggering 131% from the previous year's figures.



Out and About

Funded by Bristol City Council, we are the lead partner of a consortium, including National Autistic Society, Khaas and SENSE providing Short Breaks for Disabled children and young people across the city. The Out and About contract funds a variety of our different services:

- Bristol Befriending (one-to-one volunteering support for Disabled children and young people)
- Bristol Play (sessions for Disabled children aged 5-12)
- Bristol Family Activities (sessions for families with a Disabled child)
- Bristol Youth (sessions for Disabled young people aged 13-19)

Holiday Short Breaks

Funded by Bristol City Council, we deliver a variety of School Holiday sessions for Disabled children and young people aged 5-18, particularly those children and young people who display what is termed 'complex needs' or 'challenging behavior'.

New to WECIL, we have created services within our Holiday Short Breaks that enable families to use a Direct Payment to purchase sessions for their Disabled child or young person attend – increasing choice and control for families and widening our reach.

Children in Need Inclusion

Funded by BBC Children in Need, we offer evening and weekend sessions for both Disabled and Non-Disabled young people aged 13-19 from three locations across Bristol: Knowle, Southmead, Hillfields.

Action Speak

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.

B&NES Befriending

Funded by Bath and North East Somerset 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 Bath and North East Somerset Council, we work in partnership with Bath Rugby Foundation, National Autistic Society, and the lead provider Bath Area Play Project. We deliver sessions for Disabled children and young people from 8-13 and 13-21 within the B&NES local authority area.

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 so called 'Special Educational Needs'.

The group continues to consult with a range of organisations and services giving a valuable voice to young Disabled people in Bristol.

Duke of Edinburgh Award Scheme

We have supported 8 Young People through their Duke of Edinburgh Bronze and Silver Awards. The DofE scheme sees the young people complete 4 sections which include: Learning a new skill, volunteering, completing a new physical activity and an overnight expedition where the Young People learn navigation, outdoor and independent living skills.

WECIL Advisory Board

We have re-branded the WECIL Youth Board in line with the Young People's wishes to become an Advisory Board. The Board are currently working in partnership with Bristol City Council to advise on the development of a new independent living site. The Board are helping to support with all elements including design, accessibility, culture and selection process.

Independent Living Payment Services



This year WECIL support nearly 800 Disabled people to use a personal budget, such as a Direct Payment, to manage their own care and support so that they can live independently with choice and control. This support includes ensuring Disabled people understand their rights and responsibilities around using personal budgets; support to recruit and employ Personal Assistants or contract agency support; supporting Disabled people to be compliant with employment law and to be a good employer; providing a professional payroll service to those who use a personal budget to employ Personal Assistants; and providing managed bank accounts for those who need them.

Financial performance for the department has been outstanding in 2021 to 2022 despite the COVID landscape, the increase in demand that resulted from this and the shortfall of capacity in the staff team.

The department budgeted to make a surplus of £131,109 but the final position was a positive variance on this of £79,200 and an actual surplus of £210,309. It was also possible to give pay increases across the whole team and still achieve such a good surplus that can be used to meet the charity's strategic objectives.

The Payroll Social Enterprise company has performed extremely well with

confidence returning during the year to employers feeling more inclined to employ staff as COVID risks reduced.

We saw an increase from 499 employers processed in April 2021 to 597 in March 2022 and this continues to increase steadily.

New demand has also come in with small organisations asking WECIL Payroll to process payroll for salaried staff not in the care sector.

Our register of customers using our support to manage a Direct Payment has also increased, despite many leavers during the year falling victim to COVID and currently stands at 787 at March 31st 2022, partially accounting for the surplus in the department.

Staff changes within the department over the year, including one redundancy and temporary under-capacity due to two staff leaving (one to another WECIL role) have also contributed to the surplus, but we are happy to report that overall staff capacity has increased in the team with 4 new members joining the team, some with lived experience of being Disabled and using Direct Payments.

The team have also pioneered the use of Individual Service Funds (ISFs) in partnership with Bristol City Council paving the way for ISFs to be offered to any Bristol citizen with care needs in 2023 leading to a greater diversity

of choice and improved outcomes for Disabled people.

Work has also been done supporting Somerset County Council, Worcestershire County Council and Basildon, Billericay and Wickford Council for Voluntary Service (BBWCVS) on systems change in Adult Social Care to embrace ISFs and more creative use of Direct Payments.

The department continues to work with Bristol City Council on Make it Local, a programme to develop the micro-provider self-employed Personal Assistant (PA) market and drive better outcomes for citizens seeking care, increase in those providing care on a more localised basis

and drive local authority Adult Social Care spend away from costly commissioned profit-making agencies and into local communities.

2022 will see WECIL launch a web application to facilitate this in partnership with our already developed web application, Create My Support Plan and advance our strategic aims on digital accessibility.

In summary, an outstanding year for the Independent Living Payments and Payroll team and for the Disabled community we serve.



Business Support Services



2021/2 has been a year of rebuilding and rebranding for our Business Support Services Team after coming out of a difficult previous year with the height of the pandemic having a devastating impact on business performance.

Our focus in rebuilding has been to streamline our services into three key areas and use an improved marketing strategy to promote the level of support we can offer to businesses and organisations through training, accessibility support and consultancy.

We continued to deliver Disability Equality Training online as well as respond to requests for bespoke additions to our offer which included focusing on neurodiversity, reasonable adjustments, autism and disablism. During this year, we finished delivering accredited Disability Equality Training to the final cohort of organisations on the Bristol WORKS project funded by Bristol City Council and began delivering the same offer to a cohort as part the We Work for Everyone programme funded by West of England Combined Authority (WECA). Project delivery continued as we partnered with SARI (Stand Against Racism and Inequality), The Diversity Trust, Babbasa and Empova to deliver a training programme to Avon & Somerset Police called Inclusive Policing with Confidence, working with 2500 police officers to improve policing and understanding of disability, gender identity, hate crime and race issues including Black Lives Matter. We continued to raise our credibility as a training provider to organisations such as Bristol City Council, South Gloucestershire Council, Watershed,

Creative Youth Network, Bristol Student Union, Spike Island, Seeability, Burges Salmon, Brigstowe, 1st Choice Stairlifts, We the Curious and Disability Rights UK.

We continued to make an impact on improving accessibility in the South West and beyond, with WECIL's Access and Inclusion Team (WAIT) (formerly known as BPAC – Bristol Physical Access Chain).

With businesses continuing to prioritise the built environment on the back of COVID-19, WAIT have worked closely with Bristol City Council to improve access across the City

by providing Access Audits of the Old City area, redevelopments of Park Row, pedestrianisation schemes of Princess Vitoria Street and King Street, changes to Barton Hill's Urban Park and the Central Library. WAIT also ventured outside of the city this year providing an Access Audit for Wiveliscombe Town Hall and Cleveland Pools Lido in Bath, both as part of restoration projects. We also travelled to Bath for an audit for The Woodwork Project, Portishead for Avon and Somerset Police HQ and London for Burges Salmon. During this period, we provided accessibility support for Bristol City Council's City Design Team, Bristol Museum, M-Shed, Tobacco Factory Theatres, Ardagh Community Trust, Film Hub Scotland, and Southmead Development Trust. WAIT have continued to be part of many consultations in relation to accessibility and have been



a key part of the planned changes to several areas in Bristol while Bristol City Council focus on making the city more accessible. Three new members have joined the group which has allowed us to have better representation of Disabled people and more capacity to offer more support to businesses.

Continuing to develop our current working relationships and increase our partnerships has been a key focus to WECIL and our department. This year we confirmed exciting strategic partnerships with We the Curious, Watershed and

Burges Salmon that focused on improving inclusion within their organisation and sectors whilst working together on research projects, funding opportunities, employability support, inclusive recruitment and Disability Confident.

Our involvement in the international Erasmus+ Train the Competent project entered its final year. A trip to Budapest, Hungary saw the partnership focused on amending and translating the training programmes before finalising the content in Athens, Greece next year.



Employability Support



WECIL Employment Services

workASSURED

We continue to deliver our Support Services for Disabled Staff contract to the University of the West of England. Throughout this financial year we have supported 49 individuals and their managers to successfully introduce and implement reasonable adjustments.

We also delivered 11 topic-specific training sessions to 109 Managers and HR staff and supported eight members of staff to return to work on campus.

The advice from WECIL has kept Disabled 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.

We continue to market this service to our Strategic Partners and businesses and in 2021 we delivered ad-hoc advice to one staff member and their manager at the University of Gloucester.



Henry Smith Foundation - Working Together

Working together was a 12-week employability course for Disabled people which focusses on wellbeing, peer support, mindfulness and progression into the workplace. This project was funded by the Henry Smith Foundation.

The funding ended 30th January 2022, during the three years of delivery we:

- **Supported 113 individuals**
- **100% of learners explored alternative careers and training options were set the same task to do on their own. All learners were helped to understand, and supported to take their next steps towards employment.**
- **2 learners completed work placements**
- **1 attended a work trial**
- **10 started volunteering at WECIL**
- **1 started volunteering elsewhere**
- **32 started training or education**
- **26 Job interviews attended**
- **1 learner started an internship**
- **12 learners went into paid employment**
- **80 CV reviews were carried out**

Due to the high number of employment programmes within the four local authorities all competing for referrals, it has been decided, at this time not to continue with a bespoke employment programme. Through working with our community and throughout the wider-ranging changes to how WECIL is organised to respond more effectively to customer-demand, we recognised the greater impact to be achieved by having an Employability Specialist Navigator. This role will provide support with all employment related queries meets the demand and needs of individuals contacting WECIL for advice without the barriers and targets of a specifically funded employment programme.

Financial Review



We have achieved an excellent financial result in financial year ending 2022 despite the uncertainty in which we entered the year

– with several statutory contract cycles disrupted as an understandable consequence of emergency service provision in the COVID-19 pandemic and much of the grant income of financial year ending 2021 being for short-term project work, under 12 months, to meet the acute needs caused by the pandemic.

We were able to turn the (£140) deficit budget which the Trustees approved at the onset of the year to an operating break even. This was largely thanks to a successful year of winning new business.

Our self-advocacy and social action for people with learning disabilities and neurodiversity gained a great boost by further funding from South Gloucestershire Council's Learning Difficulties Development Fund, as well as new funding from Bailey Thomas.

Working as part of a partnership including The Diversity Trust, Babbasa and EMPOVA Consulting and led by SARI we have been extremely proud to deliver the Disability Equality Training and support to Avon and Somerset Police in the 'Inclusive Policing with Confidence' programme.

Bristol City Council invested in our thriving Adult Befriending service which is growing our volunteer force.

Work with both of Bristol's Universities has strengthened our research, impact across health systems and created opportunities for Disabled people to access new media roles.

Financial performance for within our Independent Living Payments services have been outstanding, building from a budgeted surplus of £89k for our Direct Payment Support services to an end of year actual surplus exceeding £168k. Our Payroll subsidiary company, WECIL Social Enterprise Ltd. (WSEL), achieved a surplus of over £45k. The combined £213k surplus of both of these areas of unrestricted income are vital to meeting the overhead costs of managing WECIL.

The only disappointing area of performance across the organisation was in our Business Support Services, which failed to recover to forecast levels from the catastrophic impact on the previous year's income caused by the pandemic, giving a departmental loss of around £40k – nearly double the planned losses within our rebuilding strategy. I am happy to report that pre-sales for the end of the financial year 2023 are high, meaning that at the start of the current financial year we had already made our budget for core service lines in this department and are on course for a successful year in this newly rebranded Disability.Inc service.



Going Concern

We remain in a very strong position with a diversity of statutory contracts making up approximately 40% of organisational income, fees paid directly by customers using services such as our Independent Living Payments Support at 35%, sales of specialist support such as Disability.Inc at 10% and grants at 15%.

Commissioners remain committed to the provision of our 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), 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

Thanks to achieving a strong financial position, we have been able within this financial year to conduct an organisation-wide review of pay structures in WECIL.

Led by WECIL's Trustees and Chief Executive Officer and supported by our external HR Consultants, Citrus HR, we have been able to develop a new Pay Policy which was approved by the Board in December, adopting a revised Pay Banding Matrix.

The new policy and matrix ensure that we attract and retain people with the right qualifications and skills as well as talent and experience and that we remove any unconscious bias within pay systems related to the Equality Act protected characteristics. This was achieved by

conducting a thorough Job Evaluation in which revised Job Descriptions and Person Specifications for every role were drawn up by Managers, agreed by the Senior Leadership Team and scored against a Job Evaluation Matrix by a panel consisting of Trustees, Citrus, WECIL's Chief Executive Officer and Head of Quality and Systems .

The resulting matrix contains a set of pay-bands which may contain more than one scale and all of which have incremental points. Jobs were placed on the correct scale for the job evaluation score as determined by the panel to pay parity between similar roles in different parts of the organisation. The value of each pay band was benchmarked against similar roles in

other organisations. All WECIL salaried roles are now on this matrix and staff performing these roles will progress up to the next incremental point within their pay band annually, subject to satisfactory performance, until they reach the top of the band. 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 panel will reconvene to ensure that casual contract staff also receive equal treatment under this policy.

Separately, the Board of Trustees also agreed an inflationary cost-of-living increase to salaries within this year which was applied across the pay scales.

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 under £1,000 in donations.

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 2021/22, the key risks and uncertainties as identified by the Trustee Board and the steps taken to mitigate and manage these risks are:

- High level of customer complaint could lead to loss of individual customers or removal of agreement with Local Authorities**
 WECIL maintains a high quality of service across all services by rigorous application of systems thinking processes to the study and redesign of service effectiveness, identifying potential risks and co-producing service design with users of services to ensure all services meet what matters to customers, and that they can communicate issues directly and easily. The implementation of the Trustee-led Quality Sub-Committee has given renewed scrutiny to service quality within governance and direct communication between Trustees and the users of all WECIL services.
- Confidential information is stored inappropriately or mislaid in the community leading to a GDPR breach, litigation, loss of funding, exposing a client to harm**
 All staff are aware of data security policies and are given adequate training to implement them. Specific policies are designed to relate to specific services. Laptops and phones are encrypted and password protected. Paper forms are completed online. Funders are challenged if they request paperwork which will mean breaking WECIL data security policies. Data is communicated using secure email services. Data sharing protocols in place with funders.
- Reduction in the number of people receiving Direct Payments leading to reduction in unrestricted income**
 Increasing market share and increasing the areas in which we offer the service. Increasing other unrestricted income activities (Payroll and Business Services). Creating platforms within our partnership working with commissioners to raise the voice of Disabled people in influencing commissioners to maintain and increase levels of personalisation, choice and control and to advocate between professionals with Adult Social Care to promote the benefits of Direct Payments for outcomes for Disabled people and management of Adult Social Care budgets.

Reserves and Investment Policy

Reserves Policy

The Trustees approved a new Reserves Policy which currently sets the reserves held 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) to a minimum of 50% of the previous year's expenditure.

However, the Trustees have also committed to a programme of work which will establish the true costs of the liabilities in the event of unplanned closure which will give a precise calculated value for the reserves to hold in next year's accounts. This calculation will then be repeated to the same formula each year in parallel with the work to audit the accounts stating a newly calculated precise figure annually.

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 £502,782 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 has emerged from the pandemic as a strong and sustainable organisation which is well geared to meet the diverse needs of the Disabled community across the West of England.

In the financial year 2022/23 WECIL will launch a new 5-year strategy which details our ambitions to combine the growth and enhancement our own provision with supporting the development of a wider market of services with a range of practitioners better skilled to support Disabled children and adults.

These plans include

- Fully embedding the Navigator service across WECIL and integrating with the new Health and Social Care frameworks
- Promoting wider use of personal budgets across Adult Social Care and Disabled children's services and developing new services to meet the diversification of their use
- Supporting mainstream providers of children's services to be inclusive of Disabled children and young people
- Maximising opportunities to make services available digitally as well as in person
- Developing a Transitions Service to provide appropriate pathways to adult services that match the needs of Disabled young people aged 16-25
- Launching a newly branded service to meet the needs of our business support clients

Given the redevelopment of the Vassall Centre site, WECIL also needs to develop plans to relocate its office function and bring its services into the communities it serves. This is in addition to the need to develop a specialist premises for the provision of support to Disabled children and young people with complex needs.



Summarised Consolidated Accounts

Year ended March 2022



Summarised Consolidated Accounts

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 5 September 2022 and will shortly be submitted to the Charity Commission and Companies House.

Signed on behalf of the Trustees:

Ruth Pickersgill

Chair of WECIL Board of Trustees



SUMMARISED GROUP STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2022

INCOME AND ENDOWMENTS	Unrestricted Funds 2022 (£)	Restricted Funds 2022 (£)	Total Funds 2022 (£)	Total Funds 2021 (£)
Donations and legacies	911	-	911	106,006
Income from charitable activities	560,844	977,136	1,537,980	1,267,784
Other trading activities	146,896	-	146,896	155,151
Investment income	998	-	998	709
TOTAL INCOME	709,649	977,136	1,686,785	1,529,650
EXPENDITURE				
Expenditure on raising funds	(72,334)	-	(72,334)	(92,679)
Expenditure on charitable activities	(650,335)	(662,362)	(1,312,697)	(1,212,456)
Investment management costs	(4,800)	-	(4,800)	(4,706)
TOTAL EXPENDITURE	(727,469)	(662,362)	(1,389,831)	(1,309,841)
NET INCOME / (EXPENDITURE)	(17,820)	314,774	296,954	219,809
Transfers between funds	2,000	(2,000)	-	-
Gains on investments	20,118	-	20,118	75,947
NET MOVEMENT IN FUNDS	4,298	312,774	317,072	295,756
Total funds at 1 April 2021	779,527	160,060	939,587	643,831
TOTAL FUNDS AT 31 MARCH 2022	783,825	472,834	1,256,659	939,587

SUMMARISED GROUP BALANCE SHEET

YEAR ENDED 31 MARCH 2022

	2022 (£)	2021 (£)
FIXED ASSETS		
Tangible and intangible assets	33,215	26,990
Investments	502,782	486,497
	535,997	513,487
CURRENT ASSETS		
Debtors	545,401	237,523
Cash at bank	443,467	414,029
	988,868	651,552
Creditors: amounts falling due within one year	(268,206)	(225,452)
NET CURRENT ASSETS	720,662	426,100
TOTAL ASSETS LESS CURRENT LIABILITIES	1,256,659	939,587
FUNDS OF THE CHARITY		
Restricted income funds	472,834	160,060
Unrestricted income funds	783,825	779,527
	1,256,659	939,587

INDEPENDENT AUDITORS' STATEMENT TO THE TRUSTEES OF WECIL LIMITED

We have examined the summarised financial statements for the year ended 31 March 2022 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 2022.

BISHOP FLEMING LLP
Statutory Auditors
10 Temple Back
Bristol BS1 6FL

6th September 2022



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

Ruth Pickersgill

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

Independent Auditor's Report to the Members of WECIL Limited (West of England Centre for Inclusive Living)

Opinion

We have audited the financial statements of WECIL Limited (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2022, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

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

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

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We have considered the nature of the sector, control environment and financial performance;
- We have considered the results of enquiries with management and Trustees in relation to their own identification and assessment of the risk of irregularities within the entity; and
- We have reviewed the documentation of key processes and controls and performed walkthroughs of transactions to confirm that the systems are operating in line with documentation.

As a result of these procedures, we have considered the opportunities and incentives that may exist within the organisation for fraud and identified the highest area of risk to be in relation to revenue recognition, with a particular risk in relation to year-end cut off. In common with all audits under ISAs (UK) we are also required to perform specific procedures to respond to the risk of management override.

We have also obtained understanding of the legal and regulatory frameworks that the company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, FRS 102 and UK tax legislation. In addition, we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with may be fundamental to the Company's ability to operate or avoid a material penalty.

Our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Performing analytical procedures to identify unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- Reviewing board meeting minutes;
- Enquiring of management in relation to actual or potential claims or litigations;
- Assessing year end reserve balances, classification of funds and in year transfers between these funds;

WECIL Annual Report 2022

- Performing detailed transactional testing in relation to the recognition of revenue with a particular focus around year-end cut off of grants; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgments made in accounting estimates are indicative or potential bias; and evaluation the business rationale of significant transactions that are unusual or outside the normal course of business.

We also communicated identified laws and regulations and potential fraud risks to all members of the engagement team and remained alert to possible indicators of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

David Butler FCA DchA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming LLP

Chartered Accountants and Statutory Auditors

10 Temple Back

Bristol BS1 6FL



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www.wecil.org.uk