

REGISTERED COMPANY NUMBER: 1405937 (England and Wales)  
REGISTERED CHARITY NUMBER: 276422

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020  
FOR  
ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

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FOR THE YEAR ENDED 31 MARCH 2020**

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**ENABLEABILITY  
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**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2020**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

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**REPORT OF THE TRUSTEES  
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**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

The objectives of the charitable company are:

- To provide care, welfare, interest and advancement of disabled people and their families and carers in the locality.
- To respond to the needs of the above people.

Enable Ability has the general aims of contributing to the quality of disabled people and those related to them in the greater Portsmouth area.

The main objectives for the year 2019/20 were as follows:

(i) **Social Enterprise:** Having previously developed a feasibility study to view how a social enterprise may enable our clients to move into employment / training the aim was to try and put this into practice and excellent premises for this had been identified. As this was seen to be such a large venture for the Charity the majority of our plans had been focused on making this a success. Funding had been agreed with The Big Lottery, in addition the Designated funds within what has been labelled our 'Hub Fund' may be used, as and when agreed by Trustees. Ideally Designated funds will only be used to source the premises and Grant funding will kick-start the project until the income generated can make it self-sufficient.

Therefore on the 1st June 2019 we took over the running of Landport Community Centre with the aim of not only being able to offer a facility for the local community that would give computer training and a café facility but offering bookings for many different organisations to utilise the premises and to offer a general hub and meeting place for the locality.

It would also offer our young people a base for a Social Enterprise Hub, to help them into employment or future training/education. Initially within the centre our young people would be linked with a skills coach within the settings of the café, computer repairs and running a retro games room. A partnership with The Weald and Downland Museum had also been agreed to offer a rural setting option.

The Centre's facilities were to be made available to our other projects as a meeting Hub.

(ii) **Specialist Play-Scheme:** This will continue to be our largest project financially due to the large number of staff employed and we continue to make this a very big priority to ensure that it is able to continue. Again, the scheme ran to capacity throughout the year and the families involved continue to tell us just how much they value this service.

Our contract with Portsmouth City Council to run the play-scheme was extended to 1st April 2021. A new contract was planned to be agreed during the spring of 2020 but due to the pandemic this was unable to be completed and will be addressed in due course. We are indebted to the City Council for continuing to support us in this way, without which we would find helping families through play-scheme a tremendous financial burden. The funding comes from the Short Breaks Grant Scheme that has been allocated by Portsmouth City Council from Central Government for supporting families of children with disabilities.

We have continued to run the scheme out of Redwood Park School in every school holiday period apart from Christmas; this being due to a late variation in the contract. With over 100 staff employed through the year and approximately 150 children with disabilities attending, the work required in preparation as well as the attention to detail has been paramount. With this project we aim to give much needed respite to carers and families during the school holiday periods, sometimes offering families their only chance to give time to siblings in the family and we aim to provide stimulation, challenge and lots of fun to all those that attend. The setting at Redwood Park School is designed for children with disabilities and so is ideal for our usage with superb facilities, including the use of a swimming pool.

The balance of the play-scheme funding is mainly made up from parental fees; however, a hardship fund is maintained so that no child is excluded due to affordability issues. The superb feedback we receive shows not only the appreciation of parents and children for the scheme but just how dedicated and hard-working the staff members who run it really are. Having scaled up the level of places offered to 60 per day and still having a waiting list the demand for our play-schemes continues to grow, even more so following requests from the Local Authority to take on more children with very high dependency needs each year.



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We believe that we have achieved our main objectives by maintaining all of our existing services at or near capacity whilst successfully obtaining the funding to achieve this.

iii) **EA Autism Support:** Portsmouth Autism Support Network (PASN) dissolved as a charity on 31st March 2019 and, prior to that date, we were working in partnership with them to deliver social and sporting activities to children and young people with autism on a regular basis. We have now fully taken this over and have developed the running of this group (see under services maintained) with the appointment of a new project leader.

iv) **Hampshire Youth Project:** It is still our aim to extend the provision to include a holiday scheme to enable it to run through all school holiday periods. However, the project is currently self-funded by Enable Ability and we continue on our quest to find funding opportunities and joint partnerships with similar charities and organisations to realise this ambition. As well as developing social skills, the programme of events offered aims to ultimately improve our young people's skills and confidence to prepare them to find their way into a suitable workplace. We continue to find opportunities to make a difference for our young people so that, where possible, they leave the charity as independent adults with jobs they enjoy. Although finding funding has been problematic please see further details under 'Services Maintained' to read about the project's achievements.

v) **Media and Marketing:** The effort to bring us into the 21st century started with our new DVD, followed by our web-site being completely overhauled. With these completed the aim was to develop our profile further through all social media channels.

### Services Maintained

#### Summer Play Scheme:

As a substantial number of play-scheme places are already accessed through social worker referrals for high dependency needs children, the demand for the Play Scheme continues to be at a very high level. Only last year we increased the numbers being accepted to try to meet some of this additional demand, thereby further maximising our capacity within funding constraints.

Over the Summer period 102 children attended (139 in 2019, 123 in 2018 & 98 in 2017) for a total of 975 days (1110 in 2019 & 982 in 2018) with 108 staff (115 in 2019 & 111 in 2018) employed to support, stimulate and care for the children; this was mainly on a one to one basis via a wide range of activities. The reason the numbers slightly reduced this year was because of a change of venue and the need to meet a much higher level of demand for local authority funded children. Transport to and from Redwood Park School was made available to the children via the use of our own and other hired wheelchair accessible mini-buses.

The overall theme for Play-Scheme this summer was 'Turning a house into a home'.

In week one the children decorated canvas style houses and explored artists such as Picasso. In week two they looked at soft furnishings, glass painting, crockery decorating and making blinds. Week three was furniture up-cycling, using collage and furniture paint - and this led to their up-cycled tables being sold. Finally, week four was all about pets in our homes. Outings included visits to Romsey Rapids, a band-stand fun-day at Southsea, swimming and sports days as well as a music festival. They were also joined by Boogie Mites - who run a structured dance and music workshop (which is always very popular).

#### Inclusive Summer Play Scheme:

Children with moderate levels of disability were supported to join in more main-stream holiday play-schemes as a result of the staffing support that we put in place for them. This year four settings were able to be accessed (six in 2019); 32 children attended (41 in 2019) for a total of 4,199 hours (2,560 in 2019) with 10 staff employed. The drop in the number of settings is due to the reduction of such schemes around the City but the large increase in hours attended by our children is due to a much larger core group attending nearly every day.

All of our play-workers were required to complete a programme of relevant training before the start and it was again gratifying to report that the feedback from users at the end of the summer was tremendously positive.



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**Other Holiday Play Scheme (Half Terms, Christmas & Easter):**

Except for Christmas, every other school holiday was covered by our specialist play-scheme and all of these were run out of Redwood Park School; the specialist scheme ran for 23 days (26 in 2019) with a total of 61 staff (41 in 2019) employed to support the attendance of 28 children each day (28 in 2019) over the year. The staffing increase was due to the increase in the level of disability of many of the children attending compared with 2019. The programme included Easter cards with hand painting, parachute games, sensory stories, hot-cross bun making, spring planting of bulbs and the making of Easter chicks and hats, with trips made to Longdown Dairy Farm and Play Zone.

October topics included harvest and Halloween, with scarecrow building, making apple crumbles, harvest wreaths and pumpkin carving. With February's topic of space (which included marble painting, recycle robots, aliens, making space cakes and paper bag stars), a very wide programme was offered throughout to ensure that the children gained as much as possible at all times. Meanwhile our inclusive playscheme also took place during the same holiday periods and was greatly appreciated.

**Portsmouth Teenage Holiday Scheme:**

This project runs during the Easter and summer holidays, plus the February, May and October half terms. With an average duration for each activity of five hours, the total engagement was 385 hours - a terrific achievement thanks to the hard work of all staff members; we continue to receive very positive reviews from both parents/carers and the young people we work with.

**Junior Club:**

This had another wonderful year supporting over 45 families in the South East Hampshire Area. We encouraged our young people to be themselves in wild places, to engage in the natural environment and spend time outside by participating in the John Muir Outdoor Award at Staunton Country Park. The young people learnt how to identify animals, insects and habitats by hunting for mini-beasts and dredging the pond to learn about the wildlife within the water. The group put something back into their local community by litter picking in Leigh Park Gardens and looking after the animals at the farm. This was a great opportunity for the young people to obtain a nationally recognised qualification and has helped bolster their self-esteem, confidence and independence. Twenty-one young people gained their Discover Award and two gained their Explore Award. These activities ran alongside our usual sessions, including cookery, sports and the arts.

**Portsmouth Teenage Project:**

This Project keeps going from strength to strength, supported by an incredible team of staff who are made up of full-time students, teaching assistants and befrienders. But the real stars of the show are the 50 young people who are currently active users of the Project. Thanks to the incredible work achieved in the Junior Club, at least 20 young people have matured into confident individuals before being old enough to join the Teenage Project. Equally, the Project forms the perfect opportunity for our young people to grow into confident young adults before joining the Portsmouth Youth Project, with at least ten of our young people progressing to the older project and some even being employed or helping the local community in volunteering. At the beginning of 2019, the project was averaging numbers of between 5-10 young people attending; however this year's average across all 77 activities is a proud 13 young people per activity. This is a manageable number, where young people attending do not feel overwhelmed, providing a comfortable haven to develop new skills and make new friends in a range of fun activities, sessions and day trips.

**Portsmouth Youth Project:**

This now has over 35 young people registered, 20 to 25 of whom attend two or more activities a month. One of PYP's great strengths is the development of friendships that are carried on away from the project itself, whereby the young people choose to meet up outside of the group for social activities. A wide variety of group activities occurred during the year, including social clubs, trips to the cinema and bowling, plus journeys further away to amusement parks and other attractions. Work experience has also taken place over three venues which help the young people gain employment and we have had numerous successes here. Parents have commented that their young people have grown in social skills, confidence and self-esteem since becoming part of PYP.



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**Hampshire Youth Project:**

We continue to find opportunities to make a difference for our young people so that they leave the charity as independent adults, ideally with jobs they enjoy. Our work experience and volunteering opportunities included customer service at Asda, Weald & Downland Living Museum, Southwick Revival, Portsmouth Guildhall and the Victorious Festival. We hope to expand on our horticultural and environmental work experience opportunities as we feel that these will form an important foundation for our young people to develop their skills in (especially as these are such important issues in the world today); some work was carried out in the Landport Community Centre courtyard space and with the South Downs National Park Authority; however we hope to build on our working partnerships with similar organisations to ultimately increase the engagement our young people have with the countryside and rural spaces. The Hampshire Youth Project is formed of 43 young people who have developed considerably in the past year; we have had to let go of a number of individuals who have successfully become independent adults, proving their worth as independent fundraisers, retailers and kitchen staff.

**Autism Support:**

This project realised a steadily increasing attendance throughout 2019 - 2020 until we closed the project around the 15th of March due to COVID-19. We achieved record numbers for both Multisport and Lego clubs in both January and March - with 14 attending in both months.

We also saw increasing numbers attending our weekend Gym club which, after a long struggle to find a new venue & trainer, was fantastic. The Ten Pin Bowling club in January attracted 22 young people and the Swimming Club had a record 17 young people attend in March this year - an outstanding achievement after many months of promotional work.

**Saturday Club:**

The aim of this project is to provide stimulating activities for children with very high dependency needs during school term-time; it also offers their families, friends and carers much needed respite. The project is run out of Redwood Park School with transport available to families as required. Funding was received mainly from Children in Need, with additional funds received from other grant awarding trusts and fee payments. During the year 86 children attended (88 in 2019 & 80 in 2018) with 67 staff supporting them (65 in 2019). Themes included world book day, superheroes, Chinese new-year, my body and sense, space and planets, the circus, under the sea, National Environment Week and Mothers Day.

**Child Befriending:**

This is an on-going service which gave 14,487 hours (13,355 in 2019 & 8,488 in 2018) on a mainly one to one befriending basis to very high needs children during the year. 97 staff were employed (73 in 2019) to deliver the service to 64 clients (61 in 2019 and 50 in 2018). Physical activities included walking, badminton and sports clubs; there were outings to Play Zone and Crazy Kaves, theatre trips, horse riding and baking; dancing sessions were also attended by a number of children. The young people were additionally supported to attend new groups.

**Adult Befriending:**

A service which does what it says, primarily giving one-to-one befriending to adults by offering companionship, support and encouragement to those who are socially or physically isolated through disability. In the age range of 18 to 25 the service gave 3,644 hours of befriending (2,609 in 2019), these being provided by 20 staff (13 in 2019) to 20 clients (15 in 2019). Befriending for adults over the age of 25 amounted to 3,027 hours (3,036 in 2019) of support being provided by 21 befrienders (18 in 2019) to support 17 clients (22 in 2019 and 16 in 2018).

**Wheelchair Basketball:**

This has continued to be a truly inclusive club for everyone in the community, with non-judgemental sessions that allow young people a safe place to be themselves and engage in a physically and mentally demanding sport at their own level of need and interest. Outcomes for our young people were individualistic but our main group outcomes included improvements in fitness and health for the young people. One of our younger players made it through to the regional playoffs and her team won! We have also had several visits from four of our former players who now play for National League and Team GB.

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**Social Enterprise:**

Inter Activ started its life in September 2019 and was open right up until the pandemic lockdown curtailed things. There have been four work-streams where up to 22 participants have been learning the skills that will enable them to move into work or further training/education. These comprise a café, a retro-gaming room and computer repair workshop at Landport Community Centre and, as a rural alternative, The Weald and Downland Museum near Chichester. Each participant is linked to a skills coach to guide them through their planned outcomes. The project has been funded by The Big Lottery and it is hoped that within a very short period the enterprise will be able to stand on its own financially.

**Advocacy:**

The ongoing change over from DLA to PIP has made its mark on another improving year for Advocacy; the word has certainly spread with the increase of enquiries and the continuing support we have offered to many new and old clients.

We have had 134 cases this year for varying levels of support and again over 300 enquiries for provision and information, with a 100% success rate (22 cases won out of 22 for tribunals where our clients have received their appropriate awards). There has been greater diversity this year, with many and varied needs that have not always related to benefits.

By way of example; we were contacted by an OAP whose family were taking advantage of him: We called the Vulnerable Adults Unit (VAU) and had a chat with Social Services. The family concerned were informed that we should look after them and any future requests for money would need to be approved by the person who has power of attorney. Ultimately this resolved the situation for all concerned.

We look forward to another challenging year during which we will again be looking after the most vulnerable people in the community.

**Public Benefit:** The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The Trustees refer to public benefit throughout this report.

**FINANCIAL REVIEW**

**Investment powers and policy**

Under the memorandum and Articles of Association, the charitable company has the power to make any investment which the Trustees feel fit.



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**FINANCIAL REVIEW**

**Overview**

The fulfilment of the objectives set out in 2019 has meant that we are now running our own Community Centre and have a Social Enterprise, all newly started within this financial year. In addition to this, all of our other services have been fully maintained and - as demonstrated within this report - show overall increases to the number of service users we have helped, together with the number of hours of support provided for them.

Inevitably, when as a Charity your main commodity is the people that you employ, there is a terrific cost involved. Our volunteers are of course invaluable to us but running a professional service means employing and keeping high quality staff. In previous years we have met the increase to the minimum wage and kept the pay differentials between our salary grades by giving everyone this increase, last year this being 4.9%. This year, however, we found that to be impossible; therefore all of our staff received at least a 2% pay increase, this being increased further where their pay-rate would then place them under the minimum-pay rate. Furthermore, the continued training, monitoring and DBS checking of staff together with pension auto-enrolment contribution increases all comes at a cost to the Charity and this cost will only grow as we move forward.

The largest staffing cost is for our Play-Schemes; these receive funding from the Local Authority and, owing to contract extensions in the last few years, we have been providing the service at a contract price that was agreed some 6 year ago. Without funding increases to the contract the rises in the minimum wage have significantly impacted upon our capacity to deliver this service to growing numbers of service users.

The Charity's aim has always been one of prudence; for this reason every project is reviewed on a regular basis by the Trustees to determine its financial viability and ensure that our income streams balance against our expenditure over the long-term. There will always be elements of projects that have difficulty in attracting funding and a view is therefore taken by Trustees to support these where appropriate via fundraising.

All of our income is spent on the services that we provide and our administration costs are constantly monitored to ensure that as much income as possible goes into meeting the Charity's aims and objectives, rather than administrative costs. We have close budgetary monitoring systems in place and are transparent in all of our dealings; in this way we minimise the financial risk to the future of the Charity.

**Designated Funds**

We received a legacy from the Estate of Mr Aubrey Gant of £232,707 in 2015 and the Trustees at that time decided that these funds should be set aside to possibly purchase a premise for our young people's 'Hub Project'. Having now taken over the running of Landport Community Centre it has been agreed that a proportion of these funds will aid the development and running of Inter Activ (our Social Enterprise). A steering group has been set up to oversee Inter Activ on a monthly basis to ensure that in the long-term the project can stand on its own financially, at which time the designated funds that remain can be re-allocated.

**Reserves policy**

The Trustees feel that there is a need to have sufficient funds in reserve to cover all of our services to our client group for at least 3 months should there be a down-turn and our income streams stop. When calculating our reserves we do not include play-schemes as these would not proceed unless funding was in place - or at least confirmed before-hand. Our general reserve has therefore now been set at £223,000 and this will be maintained throughout 2020/21. Our aim is also to be able to replace our wheelchair accessible mini-bus when it becomes necessary and to this end over previous years a fund has been built-up, the fund now stands at £28,000.

**Long and Short Term Financial Objectives**

Our short term aims focus on maintaining existing income streams whilst seeking new funding streams to ensure that we are able to fully meet all of our costs. Having started a Social Enterprise and a Community Centre within the last financial year, one of our key aims will be to make these projects stand on their own financially; see future plans overleaf.



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**FINANCIAL REVIEW**

**Contribution of Volunteers**

The Charity is blessed with the aid of many volunteers, especially within youth projects and advocacy. Within these areas ad-hoc hours are given to support and advise disabled people and a monetary figure could not be placed on this support. The Charity has an annual volunteering event to which all of our volunteers are freely invited - and duly recognised for their contributions (including the presentation of awards). Our volunteers do so much to help the Charity and we warmly express our thanks and gratitude for all that they do.

**Future Possible Concerns to Trustees:**

Our Social Enterprise has been awarded a £200,000 National Lottery Grant over 3 years to get it up and running. The plans that were drawn up for the project indicated that after year two the project should be able to stand on its own financially. Unfortunately, as the largest planned income stream did not attract the anticipated interest, the charity has had to explore necessary changes to mitigate the situation. This therefore leaves the project in a precarious position financially going forward and further elements of the project will be needed to bring in the funds required to make it successful.

With the pandemic starting a lockdown in the country on 23rd March 2020 and with our year end being 31st March 2020 we are concerned about future Central and Local Government funding for some of our projects. We very much hope that support for local people with disabilities will continue, so that the necessary funding will remain in place for our service users once the country gets back on its feet. To this end we will maintain a dialogue with the Local Authority in an endeavour to secure a further contract for our Specialist Play-Scheme.

- 1) **Costs:** Even with overhead costs kept at a minimum, the continued upward pressure on wages due to minimum wage increases and pension auto enrolment employer percentage increases, together with the ever-increasing costs of liability insurance means the Charity must increase its income streams each year just to keep still. The need therefore for additional Grant making and fundraising to keep pace is an ongoing concern.
- 2) **Strategic Future:** A 3 to 5 year plan has been developed to move the Charity forward and to meet the needs of our client base as we see ourselves as a client led charity. We are constantly changing and need to continue to evolve around the needs of the disabled people we serve. It is most important that this happens, especially as any Charity which does not listen and act on what matters most to its clients has a limited future. It is hoped that everyone who currently supports the charity agrees with the way it moves forward and continues to support its work; without such support our future progress could be of some concern.

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**FUTURE PLANS**

Our main objective is to maintain all of our existing services, which currently run at or near capacity and to obtain the funding to achieve this. In addition to this we want to continue to implement our 3 to 5 year strategy plan.

**Landport Community Centre:**

With the Covid pandemic set to close the building as lockdown in the country began at the end of this financial year, we were approached by The Hive (a Portsmouth-based Voluntary Sector Support Service) to work jointly with Pompey in the Community (Portsmouth Football Club's community wing) to supply hot meals to vulnerable people in the immediate local community. We therefore plan to keep our kitchen up and running to produce a hot meal delivery service throughout the pandemic.

The computer skills trainer at Landport Community Centre was externally employed; being scheduled to run out at the end of the financial year, our aim is to secure further funding to enable her to be employed by Enable Ability so that she can continue the work of offering free computer skills training and assistance to the local community.

**Social Enterprise:**

Our aim is to get back to full capacity as soon as the pandemic allows but also to look at the financial risks this will bring moving forward, especially after year 2 of this project.

**Play Schemes:**

With Covid changing the way we have to look at how Play-Schemes would have to run going forward and with our existing contract expiring in April 2021 it is unsure how a new contract will be awarded. The need for future dialogue with the local authority will therefore continue to ensure the service continues to deliver.

**Longer Term:**

All of our services are needs-led and are only developed to meet demand in a planned and financially prudent way, thus ensuring all projects stand on a sound financial footing.

Enable Ability works very hard to ensure its name is synonymous with exceptional standards of care and support.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

Enable Ability is a registered charity (charity number: 276422) and a company limited by guarantee (company number: 1405937). Charity registration was achieved in 1950 and company status in 1979.

The charitable company is governed by its Memorandum and Articles of Association which were revised in October 2001.

**Recruitment and appointment of new trustees**

Trustees are appointed by the Members at the Annual General Meeting in accordance with the charitable company's Memorandum and Articles of Association. No external bodies have the right to appoint trustees.

**Pay/Salary Setting:**

All of our workers jobs have up to date job descriptions and these are compared to local authority pay scales each year. These are then assimilated to ensure our pay scales/job descriptions match those of the local authority. This year has seen the minimum wage increase by an average of 6.3% and therefore anyone who was at this level received this award. Those above the minimum wage level received at least a 2% increase (inflation was 1.9% in 2019). The cost of this increase to the charity was estimated at £47,000 for this year.

**Organisational structure**

The board of trustees, or the Executive Committee, of between 6 and 12 members who meet regularly, administer the charitable company. A manager is appointed by the trustees to manage the day-to-day operations of the charitable company.



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**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Induction and training of new trustees**

New trustee directors are introduced to the operations of the organisation and are given information on the responsibilities of being a trustee and director as well as copies of the charitable company's Memorandum and Articles of Association. Training is provided to trustee directors when required.

**Trustee details**

<b>Name</b>	<b>Background</b>	<b>Skills/Experience for Enableability</b>	<b>Specific role</b>
Jon Muller	Social Services	<ul style="list-style-type: none"><li>- Strategy and service development</li><li>- Senior operational manager</li><li>- Social services Inspector</li></ul>	Chairman
Stuart Elson	Registered Disabled	<ul style="list-style-type: none"><li>- Registered disabled</li><li>- Music (at Horizon Centre and PDF)</li><li>- 28 years committee experience</li></ul>	Vice chairman (Disabled)
Joe Harbour	Finance	<ul style="list-style-type: none"><li>- Financial management</li><li>- Senior financial manager</li><li>- Treasurer for various charities</li></ul>	Treasurer, Facilities manager
Drew Ramsay	IT Business	<ul style="list-style-type: none"><li>- Technical IT</li><li>- Programme management</li><li>- Business management</li></ul>	Vice chairman & IT Support & strategy
Nicole Quinquenel	Legal	<ul style="list-style-type: none"><li>- Administration</li><li>- Legal process</li></ul>	
Bill John	IT Business	<ul style="list-style-type: none"><li>- Programme management</li><li>- Business management</li><li>- Graphics/photography, website management</li></ul>	Marketing, publications
Paul Fielon	Education	<ul style="list-style-type: none"><li>- Education process</li><li>- School management</li></ul>	Inclusion, procedures
Alison Bowie	Parent	<ul style="list-style-type: none"><li>- Parent</li></ul>	Fundraising

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

1405937 (England and Wales)

**Registered Charity number**

276422

**Registered office**

311-313 Copnor Road  
Portsmouth  
Hampshire  
PO3 5EG

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**Trustees**

J Muller	Chair
S Elsom	Vice Chair
D Ramsay	Vice Chair
J Harbour	Honorary Treasurer
N Quinquenel	
P Fielon	
W John	
A Bowie	

A third of the trustees, the longest serving third, are required to retire by rotation each year at the annual general meeting but may seek re-election.

The Trustee required to retire at the forthcoming annual general meeting are Mr P Fielon and Mr W John. Both Trustees have offered themselves for re-election.

**Company Secretary**

R Soutar

**Auditors**

Morris Crocker Limited  
Chartered Accountants  
Statutory Auditors  
Station House  
North Street  
Havant  
Hampshire  
PO9 1QU

**Solicitors**

Blake Morgan  
Harbour Court  
Compass Road  
North Harbour  
Portsmouth  
Hampshire  
PO6 4ST

**Bankers**

Lloyds  
38 London Road  
Portsmouth  
Hampshire  
PO2 0LR

CAF Bank Limited  
Kings Hill  
West Malling  
Kent  
ME19 4TA

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Enableability (A Company Limited by Guarantee) for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2020**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued**

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**AUDITORS**

The auditors, Morris Crocker Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 29th September 2020 and signed on its behalf by:

  
.....  
J Harbour - Trustee  




**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**Opinion**

We have audited the financial statements of Enableability (A Company Limited by Guarantee) (the 'charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**Matters on which we are required to report by exception**

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

**Our responsibilities for the audit of the financial statements**

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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.



**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**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. 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 auditors' 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.



Paul Underwood (Senior Statutory Auditor)  
for and on behalf of Morris Crocker Limited  
Chartered Accountants  
Statutory Auditors  
Station House  
North Street  
Havant  
Hampshire  
PO9 1QU

Date: 8<sup>th</sup> October 2020

**ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2020**

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	77,414	2,930	80,344	50,054
<b>Charitable activities</b>	5				
Services to disabled people and their families		96,041	727,978	824,019	553,552
Other trading activities	3	87,904	142,586	230,490	178,764
Investment income	4	<u>45,762</u>	<u>-</u>	<u>45,762</u>	<u>42,595</u>
<b>Total</b>		<b>307,121</b>	<b>873,494</b>	<b>1,180,615</b>	<b>824,965</b>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	6				
Services to disabled people and their families		308,579	775,184	1,083,763	831,857
Net gains/(losses) on investments		<u>(24,647)</u>	<u>-</u>	<u>(24,647)</u>	<u>7,232</u>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(26,105)</b>	<b>98,310</b>	<b>72,205</b>	<b>340</b>
<b>Transfers between funds</b>	17	<u>98,310</u>	<u>(98,310)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<b>72,205</b>	<b>-</b>	<b>72,205</b>	<b>340</b>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>595,100</b>	<b>-</b>	<b>595,100</b>	<b>594,760</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>667,305</u></b>	<b><u>-</u></b>	<b><u>667,305</u></b>	<b><u>595,100</u></b>

The notes form part of these financial statements


**ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**BALANCE SHEET  
31 MARCH 2020**

	Notes	2020 £	2019 £
<b>FIXED ASSETS</b>			
Tangible assets	12	146,974	148,848
Investments	13	<u>38,045</u>	<u>164,076</u>
		185,019	312,924
<b>CURRENT ASSETS</b>			
Debtors	14	134,810	75,525
Cash at bank and in hand		<u>353,746</u>	<u>249,821</u>
		488,556	325,346
<b>CREDITORS</b>			
Amounts falling due within one year	15	(6,270)	(43,170)
		<u>          </u>	<u>          </u>
<b>NET CURRENT ASSETS</b>		<u>482,286</u>	<u>282,176</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>667,305</u>	<u>595,100</u>
<b>NET ASSETS</b>		<u>667,305</u>	<u>595,100</u>
<b>FUNDS</b>	17		
Unrestricted funds		<u>667,305</u>	<u>595,100</u>
<b>TOTAL FUNDS</b>		<u>667,305</u>	<u>595,100</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 29th February 2020 and were signed on its behalf by:

  
J Harbour - Trustee



**ENABLEABILITY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2020**

	Notes	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>(9,270)</u>	<u>(27,879)</u>
Net cash used in operating activities		<u>(9,270)</u>	<u>(27,879)</u>
 <b>Cash flows from investing activities</b>			
Purchase of fixed asset investments		(105,616)	(140,800)
Sale of fixed asset investments		207,000	158,838
Interest received		6,111	2,284
Dividends received		<u>5,700</u>	<u>8,042</u>
Net cash provided by investing activities		<u>113,195</u>	<u>28,364</u>
 <b>Change in cash and cash equivalents in the reporting period</b>		 103,925	 485
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>249,821</u>	<u>249,336</u>
 <b>Cash and cash equivalents at the end of the reporting period</b>		 <u>353,746</u>	 <u>249,821</u>

The notes form part of these financial statements

**ENABLEABILITY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2020 £	2019 £
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	72,205	340
<b>Adjustments for:</b>		
Depreciation charges	1,874	1,959
Losses/(gain) on investments	24,647	(7,232)
Interest received	(6,111)	(2,284)
Dividends received	(5,700)	(8,042)
(Increase)/decrease in debtors	(59,285)	14,425
Decrease in creditors	(36,900)	(27,045)
<b>Net cash used in operations</b>	<u>(9,270)</u>	<u>(27,879)</u>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.4.19 £	Cash flow £	At 31.3.20 £
<b>Net cash</b>			
Cash at bank and in hand	<u>249,821</u>	<u>103,925</u>	<u>353,746</u>
	<u>249,821</u>	<u>103,925</u>	<u>353,746</u>
<b>Total</b>	<u>249,821</u>	<u>103,925</u>	<u>353,746</u>

**ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

**Income**

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

**Expenditure**

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

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 2% on cost
Long leasehold	- 25% on reducing balance
Fixtures and fittings	- 20% on cost and 20% on reducing balance
Motor vehicles	- 25% on cost
Computer equipment	- 33% on cost

Individual fixed assets costing £500 or more are capitalised at cost.

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

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

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

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

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. Auto-enrolment through the NEST scheme for hourly paid staff is implemented as staff become eligible.

**ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2020**

**1. ACCOUNTING POLICIES - continued**

**Financial instruments**

The charity only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable and investments in stocks and shares. The measurement basis used for these instruments is detailed below.

**Debtors and cash at bank**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Cash at bank and in hand included cash held on deposit or in a current account.

**Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**2. DONATIONS AND LEGACIES**

	2020	2019
	£	£
Donations from individuals and corporate entities	65,130	45,988
Gift aid income	<u>15,214</u>	<u>4,066</u>
	<u>80,344</u>	<u>50,054</u>

**3. OTHER TRADING ACTIVITIES**

	2020	2019
	£	£
Membership income	308	390
Fees	197,163	162,076
DBS Charges	4,376	6,018
Events	<u>28,643</u>	<u>10,280</u>
	<u>230,490</u>	<u>178,764</u>

**4. INVESTMENT INCOME**

	2020	2019
	£	£
Rents received	33,951	32,269
Investment income	5,700	8,042
Interest on UK bank balances	470	328
Interest - UK fixed interest securities	<u>5,641</u>	<u>1,956</u>
	<u>45,762</u>	<u>42,595</u>

All investment income is derived from assets held in the United Kingdom.



**ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2020**

**5. INCOME FROM CHARITABLE ACTIVITIES**

		2020 £	2019 £
Project income	Activity Services to disabled people and their families	83,106	-
Grants	Services to disabled people and their families	<u>740,913</u>	<u>553,552</u>
		<u><u>824,019</u></u>	<u><u>553,552</u></u>

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

	2020 £	2019 £
Sobell Foundation	5,000	5,000
Children In Need	32,101	21,627
Rotary Club	1,000	-
Local Authorities	593,236	494,440
Big Lottery Fund	100,000	-
Zurich Community Trust (UK) Ltd	-	3,000
Hants & I of W Masonic Grand Charity	980	5,000
Tesco Charity Trust	-	2,645
Santander Foundation	-	3,678
Boshier Hinton Foundation	-	1,000
Cash For Kids/Wave105	2,852	2,162
Morrisons	-	3,400
Arimathea charitable trust	200	100
One Stop Carriers for Carers	-	500
Edward Gostling Foundation	-	5,000
Princes Charities	-	2,000
Aviva Charities Trust	-	3,500
Masonic Charitable Foundation	-	500
Groundwork UK	882	-
WH Smith Group Charitable Trust	100	-
Tudor Rose Lodge	1,300	-
Waitrose Ltd	192	-
New Quadrant Partners Ltd	1,000	-
John Lewis plc	1,320	-
School for Social Entrepreneurs	<u>750</u>	<u>-</u>
	<u><u>740,913</u></u>	<u><u>553,552</u></u>



**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

	Direct Costs £	Support costs (see note 7) £	Totals £
Services to disabled people and their families	876,288	207,475	1,083,763

	Management £	Governance costs £	Totals £
Services to disabled people and their families	204,475	3,000	207,475

## Management

	2019	2020
	Total activities	Services to disabled people and their families
	£	£
Administrative payroll costs	50,735	62,630
Staff expenses	489	619
Minibus running costs	6,093	6,371
Volunteer expenses	1,489	1,101
Training	7,635	15,964
Telephone	4,221	3,480
Postage and stationery	5,710	4,946
Insurance	6,954	8,409
Rates and water	1,741	1,720
Light and heat	1,560	4,751
Legal and professional fees	22,310	27,734
Equipment and copier	21,172	25,189
Maintenance and cleaning	6,026	34,593
Recruitment and publicity	5,706	5,001
Sundry expenses	921	-
Depreciation	1,950	1,874
Bank charges	144	93
	<u>144,856</u>	<u>204,475</u>

**ENABLEABILITY  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2020**

**7. SUPPORT COSTS - continued**  
**Governance costs**

	2020 Services to disabled people and their families £	2019     Total activities £
Auditors' remuneration	<u>3,000</u>	<u>3,000</u>

**8. NET INCOME/(EXPENDITURE)**

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

	2020 £	2019 £
Auditors' remuneration	3,000	3,000
Depreciation - owned assets	<u>1,874</u>	<u>1,950</u>

**9. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31st March 2020 nor for the year ending 31st March 2019.

**Trustees' expenses**

During the year no (2019: one) trustee was reimbursed for out-of-pocket expenses on behalf of the charity totalling £nil (2019: £10).

**10. STAFF COSTS**

	2020 £	2019 £
Salaries and wages	640,774	553,917
Social security costs	92,282	70,213
Pension costs	<u>24,528</u>	<u>23,139</u>
	<u>757,584</u>	<u>647,269</u>

The average number of full-time equivalent employees (including casual and part-time staff) during the year was as follows:

	2020	2019
Charitable activities	34	29
Support	<u>3</u>	<u>3</u>
	<u>37</u>	<u>32</u>

No employee received emoluments in excess of £60,000 (2019: none).

**ENABLEABILITY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	31,216	18,838	50,054
<b>Charitable activities</b>			
Services to disabled people and their families	1,995	551,557	553,552
Other trading activities	12,002	166,762	178,764
Investment income	<u>42,595</u>	<u>-</u>	<u>42,595</u>
<b>Total</b>	<b>87,808</b>	<b>737,157</b>	<b>824,965</b>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Services to disabled people and their families	233,787	598,070	831,857
Net gains on investments	<u>7,232</u>	<u>-</u>	<u>7,232</u>
<b>NET INCOME/(EXPENDITURE)</b>	<b>(138,747)</b>	<b>139,087</b>	<b>340</b>
<b>Transfers between funds</b>	<u>139,087</u>	<u>(139,087)</u>	<u>-</u>
<b>Net movement in funds</b>	<b>340</b>	<b>-</b>	<b>340</b>
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	<u>594,760</u>	<u>-</u>	<u>594,760</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><b>595,100</b></u>	<u><b>-</b></u>	<u><b>595,100</b></u>

**12. TANGIBLE FIXED ASSETS**

	Freehold property £	Long leasehold £	Fixtures and fittings £
<b>COST</b>			
At 1 April 2019 and 31 March 2020	<u>180,926</u>	<u>43,048</u>	<u>30,863</u>
<b>DEPRECIATION</b>			
At 1 April 2019	32,944	43,047	29,998
Charge for year	<u>1,700</u>	<u>1</u>	<u>173</u>
At 31 March 2020	<u>34,644</u>	<u>43,048</u>	<u>30,171</u>
<b>NET BOOK VALUE</b>			
At 31 March 2020	<u>146,282</u>	<u>-</u>	<u>692</u>
At 31 March 2019	<u>147,982</u>	<u>1</u>	<u>865</u>



**ENABLEABILITY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**12. TANGIBLE FIXED ASSETS - continued**

	Motor vehicles £	Computer equipment £	Totals £
<b>COST</b>			
At 1 April 2019 and 31 March 2020	<u>35,720</u>	<u>7,532</u>	<u>298,089</u>
<b>DEPRECIATION</b>			
At 1 April 2019	35,720	7,532	149,241
Charge for year	<u>-</u>	<u>-</u>	<u>1,874</u>
At 31 March 2020	<u>35,720</u>	<u>7,532</u>	<u>151,115</u>
<b>NET BOOK VALUE</b>			
At 31 March 2020	<u>-</u>	<u>-</u>	<u>146,974</u>
At 31 March 2019	<u>-</u>	<u>-</u>	<u>148,848</u>

Freehold land and buildings include freehold land of £63,000 that is not depreciated.

**13. FIXED ASSET INVESTMENTS**

	Listed investments £	Cash and settlements pending £	Totals £
<b>MARKET VALUE</b>			
At 1 April 2019	162,606	1,470	164,076
Additions	-	105,616	105,616
Disposals	(99,914)	(107,086)	(207,000)
Revaluations	<u>(24,647)</u>	<u>-</u>	<u>(24,647)</u>
At 31 March 2020	<u>38,045</u>	<u>-</u>	<u>38,045</u>
<b>NET BOOK VALUE</b>			
At 31 March 2020	<u>38,045</u>	<u>-</u>	<u>38,045</u>
At 31 March 2019	<u>162,606</u>	<u>1,470</u>	<u>164,076</u>

There were no investment assets outside the UK.

**14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2020 £	2019 £
Other debtors	130,267	71,256
Prepayments and accrued income	<u>4,543</u>	<u>4,269</u>
	<u>134,810</u>	<u>75,525</u>

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**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2020	2019
	£	£
Other creditors and accruals	5,020	11,718
Accruals and deferred income	<u>1,250</u>	<u>31,452</u>
	<u>6,270</u>	<u>43,170</u>

	2020	2019
	£	£
Brought forward	31,452	67,215
Amount released to incoming resources	(31,452)	(64,771)
Amount deferred in year	<u>1,250</u>	<u>29,008</u>
Carried forward	<u>1,250</u>	<u>31,452</u>

**16. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Fixed assets	146,974	-	146,974	148,848
Investments	38,045	-	38,045	164,076
Current assets	487,306	1,250	488,556	325,346
Current liabilities	<u>(5,020)</u>	<u>(1,250)</u>	<u>(6,270)</u>	<u>(43,170)</u>
	<u>667,305</u>	<u>-</u>	<u>667,305</u>	<u>595,100</u>

**17. MOVEMENT IN FUNDS**

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
<b>Unrestricted funds</b>				
General fund	362,500	(12,769)	98,310	448,041
Hub project designated fund	<u>232,600</u>	<u>(13,336)</u>	<u>-</u>	<u>219,264</u>
	595,100	(26,105)	98,310	667,305
<b>Restricted funds</b>				
Befriending fund	-	9,920	(9,920)	-
Advocacy fund	-	(13,209)	13,209	-
Playscheme fund	-	45,315	(45,315)	-
Saturday Club fund	-	(14,801)	14,801	-
Junior Club fund	-	8,911	(8,911)	-
Child befriending	-	56,182	(56,182)	-
Hampshire Teenage Project	-	(13,620)	13,620	-
Portsmouth Teenage Project	-	(730)	730	-
Youth Scheme	-	15,154	(15,154)	-
EA Autism Support	<u>-</u>	<u>5,188</u>	<u>(5,188)</u>	<u>-</u>
	<u>-</u>	<u>98,310</u>	<u>(98,310)</u>	<u>-</u>
<b>TOTAL FUNDS</b>	<u>595,100</u>	<u>72,205</u>	<u>-</u>	<u>667,305</u>

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**17. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	307,121	(295,243)	(24,647)	(12,769)
Hub project designated fund	-	(13,336)	-	(13,336)
	307,121	(308,579)	(24,647)	(26,105)
<b>Restricted funds</b>				
Befriending fund	95,649	(85,729)	-	9,920
Advocacy fund	315	(13,524)	-	(13,209)
Playscheme fund	236,440	(191,125)	-	45,315
Saturday Club fund	47,611	(62,412)	-	(14,801)
Junior Club fund	45,480	(36,569)	-	8,911
Child befriending	243,361	(187,179)	-	56,182
Hampshire Teenage Project	8,830	(22,450)	-	(13,620)
Portsmouth Teenage Project	29,331	(30,061)	-	(730)
Youth Scheme	55,358	(40,204)	-	15,154
EA Autism Support	21,119	(15,931)	-	5,188
Landport InterActiv	90,000	(90,000)	-	-
	873,494	(775,184)	-	98,310
<b>TOTAL FUNDS</b>	<u>1,180,615</u>	<u>(1,083,763)</u>	<u>(24,647)</u>	<u>72,205</u>

**Comparatives for movement in funds**

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
<b>Unrestricted funds</b>				
General fund	362,160	(138,747)	139,087	362,500
Hub project designated fund	<u>232,600</u>	-	-	<u>232,600</u>
	594,760	(138,747)	139,087	595,100
<b>Restricted funds</b>				
Befriending fund	-	4,546	(4,546)	-
Advocacy fund	-	(11,769)	11,769	-
Playscheme fund	-	89,046	(89,046)	-
Saturday Club fund	-	(7,330)	7,330	-
Junior Club fund	-	14,226	(14,226)	-
Child befriending	-	31,061	(31,061)	-
Hampshire Teenage Project	-	(4,220)	4,220	-
Portsmouth Teenage Project	-	3,416	(3,416)	-
EA Sports Club	-	(877)	877	-
Youth Scheme	-	682	(682)	-
EA Autism Support	-	20,306	(20,306)	-
	-	139,087	(139,087)	-
<b>TOTAL FUNDS</b>	<u>594,760</u>	<u>340</u>	<u>-</u>	<u>595,100</u>



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NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2020

17. **MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	87,808	(233,787)	7,232	(138,747)
<b>Restricted funds</b>				
Befriending fund	72,472	(67,926)	-	4,546
Advocacy fund	1,045	(12,814)	-	(11,769)
Playscheme fund	282,109	(193,063)	-	89,046
Saturday Club fund	47,873	(55,203)	-	(7,330)
Junior Club fund	42,034	(27,808)	-	14,226
Child befriending	183,902	(152,841)	-	31,061
Hampshire Teenage Project	16,850	(21,070)	-	(4,220)
Portsmouth Teenage Project	33,750	(30,334)	-	3,416
EA Sports Club	2,735	(3,612)	-	(877)
Youth Scheme	25,363	(24,681)	-	682
EA Autism Support	<u>29,024</u>	<u>(8,718)</u>	<u>-</u>	<u>20,306</u>
	<u>737,157</u>	<u>(598,070)</u>	<u>-</u>	<u>139,087</u>
<b>TOTAL FUNDS</b>	<u>824,965</u>	<u>(831,857)</u>	<u>7,232</u>	<u>340</u>

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**17. MOVEMENT IN FUNDS - continued**

**Befriending fund:-** Offering companionship support and encouragement to those who are socially or physically isolated through disability. Helping the individuals to achieve a greater level of independence and participation within their own community.

**Advocacy fund:-** A one to one partnership where the advocate supports their partner by representing or helping to represent their views. This assistance can help in all walks of life, e.g. benefits, independent living, education, finance, health, holidays, employment, training, etc.

**Playscheme fund:-** A play scheme which is offered during school holiday periods for young people who have severe physical and/or learning difficulties and need a high level of supervision. Aimed at giving the individual stimulating activities and valuable respite for families.

**Saturday Club fund:-** Aiming to give young people stimulating activities on a Saturday within a school and thus respite to families.

**Junior Club fund:-** Helps young people aged 5 to 12 years with a physical disability take part in leisure and sport activities. They are supported by staff and volunteers who give them the necessary help to enable them to take a full and active part in the activities.

**Child Befriending fund:-** Families And Carers Extra Support is aimed at giving support to families who have a disabled child. The support is flexible, based in the child's home, can cover things from recreational trips to responding to emergency situations such as a family crisis. The expenditure on this activity is at the discretion of the trustees and although there is performance monitoring, there are no clawback provisions.

**Hampshire Teenage Project:-** This is similar to our Portsmouth Teenage Project for young people aged 14 to 21 with a variety of disabilities and/or special education needs (SEN) from the Fareham, Gosport, Havant, Waterlooville, Hayling Island and Emsworth areas. The young people have stated the project is making a difference to their lives through 'Making good friends,' 'having fun,' and 'greater independence skills.'

**Portsmouth Teenage Project:-** This teenage youth project for 14 to 18 year olds runs activities for young people with mild to moderate learning difficulties and physical disabilities. Being funded by Portsmouth City Council it covers only young people based in Portsmouth. It enables these young people to take part in activities that they 'want to do' and it helps prepare our teenagers for their future.

**Portsmouth Youth Scheme:** This offers activities and trips during school holiday periods to young disabled people up to the age of 25, it meets at the Charles Dickens Centre in Buckland.

**Autism Support:** A group which is run to offer social and sports activities for people with autism who meet on a regular basis.

**Landport Inter Activ:** The running of a Community Centre to assist in the life of the local community and offer Enable Ability projects the usage of the facilities there. Inter Activ, our new Social Enterprise, is mainly based at the Centre and aims to give training to support disabled people to move into employment or further education.

**Transfers between funds**

Monitoring of restricted funds is made by the local authority. At the end of each financial year no claw back is made and therefore surplus funds are transferred to restricted funds. A transfer from unrestricted funds is made at the end of the year to any funds which have a deficit at the end of the year.

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**18. EMPLOYEE BENEFIT OBLIGATIONS**

During the year the charity operated a defined contribution scheme for some of its employees. If an employee contributes 5% or more of their salary to the scheme the charity makes a contribution of 8% of the employee's basic salary. This was amended from 1st January 2013 so that for new employees wishing to join, the employer contribution would be 3%. The scheme is independently administered by Scottish Widows with advice given by Radcliffe & Co Life and Pensions Ltd. The employer's contributions during the year were £10,007 (2019: £9,475). The pension liability as at 31st March 2020 was £2,005 (2019: £1,843). The estimated cost to the charity for the year ending 31st March 2020 is £12,000.

From 1st May 2014 auto-enrolment began and all hourly paid staff joined the NEST scheme as they became eligible, with the employer cost for the year being £1,543 (2019: £823). The estimated cost to the charity over the next year is £2,000.

**19. RELATED PARTY DISCLOSURES**

Some trustee directors are associated with organisations, such as Portsmouth City Council, that undertook transactions with the charitable company. All such transactions were undertaken in accordance with the charity's normal agreements with suppliers. None of the relevant trustee directors were in a position of material influence in the organisations concerned such that transactions between the charitable company and the organisations require disclosure in the financial statements.

The charity's Company Secretary is a member of the funding committee at Children in Need. The Company Secretary has no influence over the funding decisions made regarding Enableability's funding. Total income from Children in Need during the year was £32,101 (2019: £21,267).

The key management personnel of the Charity comprises the manager who is responsible for the day-to-day activities of the charity. Total remuneration and benefits of the key management personnel was £43,813 (2019: £37,537).

**20. ULTIMATE CONTROLLING PARTY**

The charitable company is not under the control of another entity or any one individual.

**21. LEGAL STATUS OF THE CHARITY**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.