



Wave for Change Trustees' Annual Report and Financial Statements for the period 1 July 2020 to 30 June 2021



Registered Charity Number: 1190354

Contents

Background	3
Our aim and purpose	4
What we have discovered	5
Our mission	6
Impact we are having on attitudes	7
Our journey so far	8
Associate groups	9
Highlights this past year	10
Covid-19	11
Building support	12
Thanks to ...	13
Plans for the coming year	14
The next step	15
Financials	16
Trustees' responsibilities	20
Legal and administration information	21
Finance and accounting policies	24

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Background

To feel valued and genuinely included in our neighbourhoods, we all need meaningful connections. Disabled people are less likely to have these connections due to lack of confidence and prohibitive attitudes*. Fear of difference leads to isolation and unhelpful social segregation.

Wave was started in North London in 2009 by a small group of parents who know first-hand the challenges, sadness and disappointment associated with trying to include a child/young adult with learning disabilities in mainstream education, church groups and community life.

We aim to impact attitudes and behaviour among individuals both WITH and WITHOUT learning disabilities.

Through our work, those **with** learning disabilities start to see themselves as valued and active members of the community (not just as service users or beneficiaries), where they are encouraged and enabled to contribute to the planning, running and enjoyment of activities.

Those **without** learning disabilities are encouraged to become part of mixed-ability teams, as opposed to coming as volunteers to 'help the less fortunate'. This encourages the wider community to get involved and see real inclusion in practice.

We do things 'with' and not 'for' each other. Connecting through social groups, worship and creative community activities builds the confidence to mix and creates mutually beneficial friendships.

*The Cabinet Office Community Life Survey 2015/16

Our aim and purpose

We want to see more people with and without learning disabilities mixing and enjoying being together, in the heart of our communities and in places of worship.

Doing things with and not for each other.

Growing in mixed-ability friendship, so that those on the margins are less likely to feel avoided, ignored or excluded.

We **don't** see our purpose as *helping* people with learning disabilities.

We see our purpose as enabling people with and without learning disabilities to work together to change negative experience and attitudes in communities.

What we have discovered

Challenges

Who we **know**



53%* **do not know**
anyone with a
learning disability

What we **feel**



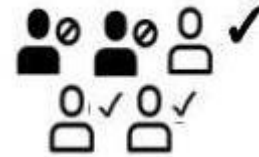
67%** **feel**
uncomfortable
talking to people
with disabilities



Many are **concerned that they will do or say the wrong thing** if they talk to someone who is 'different'.

Opportunity

What we are **willing to do**



BUT 61%* are interested
in going to mixed-ability
social places

Research shows that **confidence grows when people with and without learning disabilities spend quality time together.**

*% of the British public, Wave Research 2019.

**% of the British public, Scope Research 2014.

Our mission



We actively inspire and enable passionate community members (with and without learning disability) to run mixed-ability social and worship activities within the heart of their neighbourhoods. We provide the guidance and resources they need to create genuinely inclusive places and groups where everyone is valued equally.

The ultimate aim is that it will become the norm to see people of different abilities comfortably mixing together in all aspects of life.

For people with learning disabilities, this will mean less of a sense of shame around learning disability and of the tendency to withdraw from mainstream community activities. For those without learning disabilities, this will mean increased comfort levels, tolerance, and empathy. When individuals with learning disabilities want to be actively included in their local communities and places of worship, there will be a range of Wave-style places that are well equipped to enthusiastically welcome them and enable meaningful connection to happen.

Impact we are having on attitudes

According to Wave's 2019 research report, social connection between people with and without learning disabilities is reported at 17% among Muswell Hill residents compared with 11% in the rest of the UK.



'I have been welcomed into a community that I believe shows me truly what it means to be inclusive.'

I felt on the edge a couple of weeks ago. At Challenge Group I got coffee and cake, a listening ear and then a lovely massage while my child was being looked after. I left feeling like I could fight another day.
(Parent of child with additional needs)



People who mix with Wave have become more confident around 'difference' and have FUN!

It's been a privilege to see the work grow, and I hope you know how much I have been challenged and changed by the experience.
(Community Leader)

Everyone starts off socially nervous but gradually relax over the weeks.
(Pop-Up events customer)



'I was scared of not knowing how to act around people that were considered 'different'. I needed something or someone to challenge me and this came through Wave'.

It's being together with your local community, being part of something is important ... helps me feel that I belong.
(Young adult with LD)



'What attracted me to Wave was the all-inclusive nature. I don't think I had been anywhere that people with a range of learning disabilities were truly welcomed in the same space together.'

Our journey so far

Wave for Change registered as a CIO in July 2020, in response to requests to share the practical learning and resources developed through running successful inclusive groups and activities in Muswell Hill.

Charitable status now allows us to employ staff and apply for a wider range of grants.

We set **five key objectives for our first year** :

1. Secure and promote flagship groups in Muswell Hill as examples of good inclusive practice
2. Build fit-for-purpose operating structure, processes and team (paid/contracted staff and volunteers) as a foundation for growth
3. Raise awareness of the effectiveness and impact of our proven approach to building inclusive community
4. Attract new donors and grant funding
5. Develop **Wave in a Box** as the resource for supporting the roll-out of Wave's ethos and approach



Associate groups

Challenge Group Families



- The community welcomes an average of **30 families** with babies with additional needs each year
- More than **80 toddlers and school-age children** have benefitted from seeing their sibling with additional needs being celebrated
- Each year, at least **3 new team members** with little experience of learning disability gain a better understanding and less fear around it

Wave Church



- **50-60 individuals participate in Wave Church each month**; about **1 in 3** have a learning disability
- 32 individuals with learning disability helped to lead these meetings over the past year
- More than 40 ministry leaders have had their preconceptions challenged through Wave talks and meetings
- Hundreds have experienced inclusive Wave-led services in local churches

Wave Café



- Serving **30-40 meals every Thursday** to customers from across the community, including those with and without learning disabilities, parents and young children, teenagers from local schools, and elderly residents
- Wave Café also offers **work experience posts in the kitchen to 5 young people with learning disabilities**, in partnership with local adult learner colleges.

Associates beyond Muswell Hill



- Wave Church Little Ilford
- Challenge Group Crouch End
- Wave Church Ballygally Northern Ireland
- Wave Church in Ware

Highlights this past year

Wave wins Langton Award

Wave's founders Bernice and Celia are honoured recipients of the Archbishop of Canterbury's Langton Award for Community Service.



This June 2020 award was welcomed recognition and encouragement for our volunteer teams and opened new doors for us to share our ethos more widely this past year. We now have influence on National Church Disability Advisory Group, and Wave Church members have contributed to televised and radio broadcast services – raising our profile and challenging perceptions of the role of people with learning disabilities in the church.

Wave on BBC Songs of Praise



Wave featured in a Faith in Action edition of this BBC programme.

Watch

Wave for Change was excited and honoured to be featured on BBC Songs of Praise in January 2021. The programme led to several enquiries from organisations and individuals interested in our approach. One of these organisations has already set up its own Wave Church group and is working with us as a pilot associate to develop and test Wave in a Box resources.

#WITHNOTFOR
CREATING INCLUSIVE
COMMUNITIES TOGETHER
A WAVE FOR CHANGE ONLINE WORKSHOP
TUESDAY 23 MARCH 2021, 10:00 – 12:30

<https://v02wEB.700m.Vs/j/89893553337PwD=7DL6SLv3EEDIV2DwN7BLOZFT3VwAT01>

Wave for Change hosted an online co-creation workshop for 47 inclusion practitioners, activists, thought leaders and explorers from across the country. This was a game-changing event, not only helping to affirm the potential need for our Wave in a Box offering, but also highlighting the desire to provide a forum for those who are working to shift policy and practice around inclusion – our #withnotfor positioning was one that resonated strongly.

Covid-19

Our associate groups adapted brilliantly to the challenges of Covid19. This was particularly important given that many of our group members with learning disability were shielding throughout the pandemic and many parents caring for children with behavioural challenges were at a breaking point as regular activities and respite care ceased. The ability to see and interact with familiar faces online or voices by phone was a much needed source of comfort and encouragement during difficult times.

We missed 'in-person' contact and chatting over homemade cakes at our meetings, but the move to Zoom services (for Wave Church) and a WhatsApp support group (for families caring for children with additional needs) kept us sane and also enabled people from other areas beyond Muswell Hill to join our meetings.

As the coronavirus pandemic spread across the UK, Wave Café was also forced to close its doors. While meeting in person was impossible, providing inclusive activities and social space wasn't – it just moved online to Zoom!

Wave Zoom Chats took place weekday afternoons, thanks to the inspired idea and dedication of Wave members. Every day a mix of people, with and without learning disabilities, got together to share their news and have a few laughs. It was encouraging to see that some new faces, who hadn't had much experience of disability or difference at all, also joined and made friends through these chats. There is no doubt that Wave Zoom chats were a vital and encouraging online space for a mix of more than 20 people, reducing anxiety levels for those with and without learning disabilities who regularly participated.



Building support

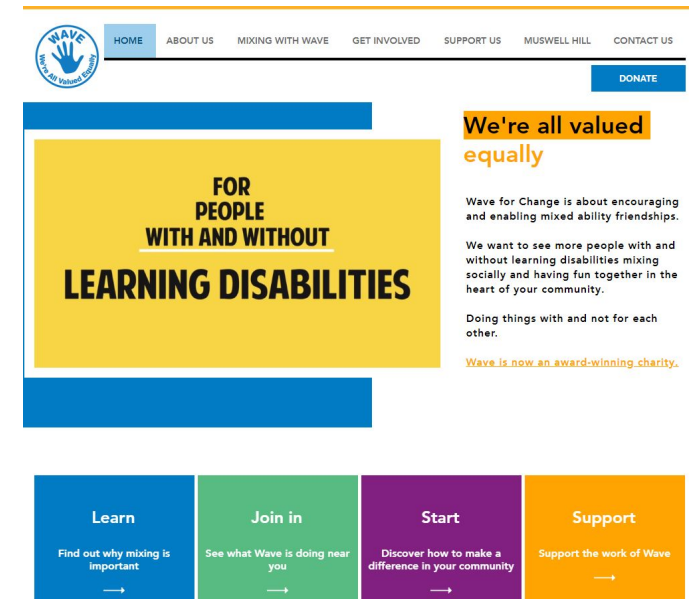
The launch of a new vibrant website (www.waveforchange.org.uk) at the end of June 2020 was a very important step on the path to raising awareness of Wave's ethos over the past year. The new style and design has received very positive feedback and made it easier for people who are interested in Wave to discover the ideas, insights and stories of those involved. It is also a great place to highlight our many media activities and serves as an easy route to donating to Wave.

Alongside the new website, we have increased the quality and quantity of our social media posts with a focus on Instagram, Facebook, Twitter and Linked-In. We have seen the number of followers nearly double since July 2020, and we now have more than 1400 followers across these platforms.

Both our Co-Founders have featured on a variety of inclusion and related podcasts; written articles for blogs and press; and contributed to national disability conferences and round table discussions focused on policy development around inclusion.

Follow us
on social
media:

Facebook: <https://www.facebook.com/wavewithnotfor>
Instagram: <https://www.instagram.com/waveforchangeuk/>
LinkedIn: <https://www.linkedin.com/company/waveforchange>
Twitter: <https://twitter.com/WaveForChange>



Thanks to ...

Volunteers

We are reliant on our team of 24 volunteers, 7 of whom have a learning disability, to encourage and enable other communities to start inclusive groups. They generously give an estimated 300+ hours of volunteer time to Wave each month.



Donors and Fundraisers

We have increased the number of personal and corporate donors to our work. We were excited to receive our first Awards for All grant this year. We are grateful for our regular and ad-hoc donors as well as the creative fundraising boosts provided by our brilliant supporters.



Support received

We are grateful to local church partners (across denominations) for providing free venue space for many of our activities.

We have benefited greatly from advisory and mentoring support from Pilotlight, Inclusion Barnet, Haringey's Local Area Coordinator and our talented team of Advisors and Ambassadors.



Plans for the coming year

Wave for Change's trustees have set the following priorities for this coming year in order to achieve our strategy of encouraging and enabling more mixed-ability groups and activities across London and beyond.

1. Develop and launch first elements of Wave in a Box in early 2022, to make it easy and appealing for others to start new inclusive initiatives, based on our 'with and not for' approach
2. Grow connections with our network of potential Changemakers (from this year's co-creation workshop) to generate up to 5 new Wave associate groups by the end of 2022 – rippling out via word of mouth and personal experience of participation in Wave activities
3. Establish standard impact monitoring measures for new Wave associate groups to provide hard and soft data evidence of the difference that they are making in their communities
4. Access professional fundraising support, which will allow Founders to focus more on mentoring new associate groups
5. Appoint high profile Patron to promote and support our work

The next step

The very positive response from inclusion practitioners, activists and thought leaders to our 2019 community impact research findings and Wave in a Box concept presentation in March 2021 has galvanised our decision to share our work more widely. Developing **Wave in a Box** (working title) is at the heart of our work to grow beyond our local groups. A digital and physical resource, Wave in a Box will inspire and make it easy for other communities to start enjoyable mixed-ability activities.

This resource will contain our:

- ethos (what it looks like in practice to value people of different abilities equally)
- personal stories (enabling others to identify with the need for and benefit of inclusive provision)
- learning (collating our experience of setting up and tips for running genuinely inclusive groups)
- materials (meeting plans and templates; ice-breaker and creative activities; promotional items) in a way that is simple, motivating and easy to use

Two pilot projects have already started (in Crouch End and Ilford), helping us to identify, test and refine the best content and format for this offering. 'Wave Mentors' are actively working with these new associates and gathering valuable learnings that will inform the development of Wave in a Box.

The past year of lockdowns has given us all a taste of what it feels like to be socially segregated and unable to join in with community activities. We believe that there is now wider appreciation of the need we all have for real social connection, making this a unique time at which to promote the idea of Wave in a Box.

Box elements will be available to download from our website by the end of the year. We aim to fully launch in early 2022.



Financials

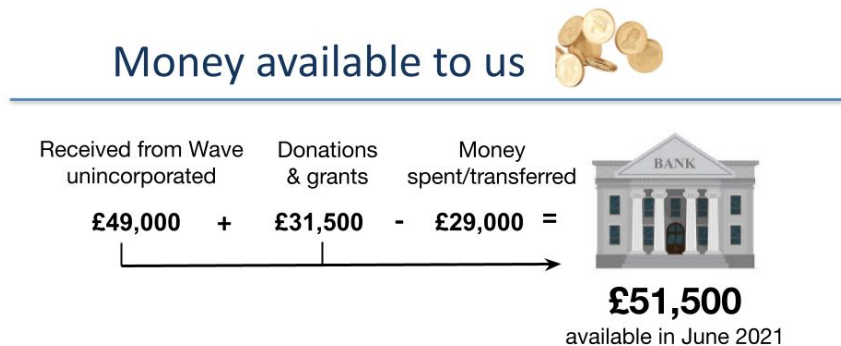
Wave for Change started the year with an opening cash balance of £49,000 transferred from Wave unincorporated charitable organisation. We passed restricted funds (£7,580 held for Wave Church and Challenge Group Muswell Hill) to St James Church, who will have governance and financial oversight of these local groups going forward.

We are very grateful for the generous financial support we had in the year from both our regular and ad hoc donors, raising circa £31,500 via a mix of donations (£20,000), grants (£10,000) and gift aid (£1,500). We also benefited from a Co-Founder volunteering as a full-time CEO.

We invested circa £21,000 over the year – key elements being £11,500 in operations and project work; £1600 in promotional and awareness raising activities and £8,100 in feasibility testing and development of the key Wave in a Box offering.

As at 30th June 2021, Wave for Change's balance of funds was £51,500. These funds are mainly unrestricted and available to be used in accordance with our charitable objectives at the discretion of the Trustees. It is our policy to maintain a balance of at least three months' cash reserves to cover operating expenses (£12,000) – a policy that we have maintained successfully throughout the year. This prudent approach to managing our resources will be maintained as we seek to grow our activities and move to a mix of employed staff and volunteers instead of contractors and volunteers.

We have built this strong balance in order to be able to invest in paid staff to support our next phase of growth and to provide cover until our fundraising efforts are secured. We aim to raise required funds from a combination of increased regular giving, ad-hoc fundraising campaigns (e.g. The Big Give) and targeted charity grants from Trusts and other Funders. Reaching out to our personal networks and improving supporter communications will be key to enabling this, in addition to the recruitment of a part-time fundraiser.





CHARITY COMMISSION FOR ENGLAND AND WALES

Wave for Change
(1190354)

CC16a

Receipts and payments accounts

For the period
from

01/07/2020

To

30/06/2021

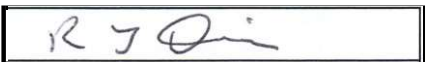

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations direct	7,825	-	-	7,825	-
Local Giving	565	10,123	-	10,688	-
Kindlink	282	-	-	282	-
Grants	-	9,920	-	9,920	-
Just Giving	1,227	-	-	1,227	-
Stewardship	-	-	-	-	-
Gift Aid	1,636	-	-	1,636	-
Opening Gift transfer	41,378	7,586	-	48,964	-
Sub total (Gross income for AR)	52,913	27,629	-	80,542	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	52,913	27,629	-	80,542	-
A3 Payments					
Transfer to local Groups	-	7,586	-	7,586	-
Staff	-	-	-	-	-
Operational Coordination	9,198	-	-	9,198	-
Non staff costs	2,071	322	-	2,393	-
Fundraising costs	121	-	-	121	-
Marketing/PR/Social media	1,622	-	-	1,622	-
Projects : WiaB content	-	1,750	-	1,750	-
Projects : WiaB Friendship Project	-	-	-	-	-
Projects : WiaB Co-creation workshops	-	6,408	-	6,408	-
Projects : WiaB Changemakers workshops	-	-	-	-	-
Projects : WiaB Changemakers Forum	-	-	-	-	-
Sub total	13,012	16,066	-	29,078	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	13,012	16,066	-	29,078	-

Net of receipts/(payments)	39,901	11,563	-	51,464	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	39,901	11,563	-	51,464	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	39,901	11,563	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
B3 Investment assets				
		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
		Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Richard Davis	19.08.2021
		Ian Hardie	19.08.2021

Independent examiner's report to the trustees of Wave for Change

I report to the trustees on my examination of the accounts of the Wave for Change (the Charity) for the year ended 30 June 2021.

Responsibilities and basis of report

As the Charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trustees required by section 130 of the Act;
2. the accounting records were not kept in respect of the Trustees as required by section 130 of the Act: or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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

Signed:



Name: Ian K Whitehead

Member of the Institute of Chartered Accountants in England and Wales

Address: 1 Vallance Road, London N22 7UD

Date: 19.8.21

Trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year, which give a true and fair view of the state of affairs of the charity and of the charity's incoming resources and application of resources for that year.

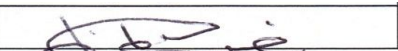

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008. They are responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration

The trustees declare that they have approved the Trustees' Report, signed on behalf of the Charity's Trustees

Full name	Signed	Position	Date
Ian Hardie		Co-Chair	20 August 2021
Richard Davis		Treasurer	20 August 2021

Legal and administration information

Charity name	Wave for Change (commonly known as Wave)
Charity number	1190354
Operating address	35 Windermere Road, London, N10 2RD
Web site	www.waveforchange.org.uk

Trustees

	Name	Office	Appointed	Resigned
	Ian Hardie	Co-Chair	July 2020	
	Anchal Gupta	Co-Chair	5 May 2021	
	Stephanie Buckingham	Trustee	July 2020	
	Richard Davis	Treasurer	July 2020	
	Toby Morrison	Trustee	July 2020	
	Ingrid Skinner	Trustee	July 2020	
	Ellie Williams	Trustee	20 October 2020	
	Celia Webster	Trustee	July 2020	Resigned 15 April 2021

Bankers

CAF Bank	25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
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Constitution

Summary of objects

The object of the CIO, which is to be carried out within a Christian ethos, working inclusively with those of all faiths or none, is:

To promote equality and diversity for the public benefit, in such geographical areas as the trustees shall determine, by working with people with and without learning disabilities to reduce discrimination based on abilities and foster an environment in which social places are genuinely inclusive and accessible to all, in particular but not exclusively by:

1. Raising awareness among the general public of the need to equally value people of all abilities
2. Promoting inclusivity through the establishment of inclusive and accessible mixed-ability worship and social gatherings (which will reduce social segregation/isolation and build friendships, whether undertaken digitally or in person)
3. Promoting the establishment of inclusive and accessible mixed-ability social groups that co-create community-based activities where people with and without learning disabilities are encouraged to do things with and not for each other
4. Providing advice and support (based on the charity's own research) to organisations and individuals seeking to develop inclusive and accessible mixed-ability groups and activities.

Statutory declaration

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Trust Deed, the Charities Act 2011 and '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)' (as amended for accounting periods commencing from 1 January 2016).

Structure, governance and management

Type of governing document	Constitution
How the charity is constituted	Charitable Incorporated Organisation
Trustee selection method	By invitation
How new trustees are inducted and trained	New trustees receive a copy of the constitution, accounts and latest trustees' meeting minutes. They are interviewed by both Co-Chairs and one of the founders, and they attend one trustees' meeting as guests prior to their appointment being confirmed by a vote of current trustees.

Wave is governed by a Board of Trustees with co-chairs. The Co-Founders now have active roles as Chief Ethos Officers and Ambassadors. As we move to a period of growth and being more established, we have appointed a Director and Operations Coordinator rather than relying solely on a mix of volunteers and contractors.

Finance and accounting policies

1. Accounting period

Wave for Change's financial year is a calendar year ending on 30th June 2021.

2. Accounting convention

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

3. Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, trustees continue to adopt the going concern basis of accounting in preparing the accounts.

4. Charitable funds

Accounts differentiate between restricted and unrestricted funds.

5. Income and expenditure recognition

All income and expenditure recognised on a cash basis.

6. Irrecoverable VAT

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Finance and accounting policies (cont.)

7. Gift Aid

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

8. Offsetting

There has been no offsetting of assets and liabilities, or income and expenses.

9. Non-financial contributions

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so. The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

10. Governance and trustee costs

The charity incurs no material governance costs; trustees receive no remuneration or other benefit and meetings are attended at trustees' own cost. Payments to trustees are limited to reimbursement of expenses incurred on behalf of the charity.

11. Examiner fees

No fees were charged for our independent accountant's examination of these accounts.

12. Staff

Wave did not employ any staff in this period.



'Diversity is being
invited to the Party.
Inclusion
is being invited to
Dance.'



Wave for Change Day Celebration 2019