Company registration number: 05562231

Charity registration number: 1118732

Camden People First

(A company limited by guarantee)

Annual Report and Financial Statements

For the Year Ended 31 March 2022

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Reference and Administrative Details

Chairman Mr Jide Akinbiyi

Trustees Ms Alice Etherington

Gill Arnold

Angela Davies

Christine Mannion

Raymond Reid

Dave Bryan

Michaela Mamara

Ursula Allsopp

Secretary Frances Mostafa

Principal Office 215 Eversholt Street

Amthill Square Eversholt Street

London NW1 1DE

Registered Office 215 Eversholt Street

Amthill Square Eversholt Street

London NW1 1DE

The charity is incorporated in United Kingdom.

Company Registration Number 05562231

Charity Registration Number 1118732

Independent Examiner Morlai Kargbo, FCCA

Manging Director Moracle Limited

Chartered Certified Accountants & Registered Auditors

960 Capability Green Luton, England, LU1 3PE

United Kingdom

Chair's Report

My name is Jide and I am the chair of Camden People First. I have been a member of Camden People First for almost all my life. I have a learning difficulty as I do not like to say I have a learning disability. Because if I do get the right support, I can do things independently with very little help.

I have been very sad and upset because during the Covid we have not been able to meet as members and trustees of Camden People First and I really do miss my friends. I missed our discos and healthy eating lunch club.

Camden People First staff and volunteers have been working very hard to make sure people with learning difficulties like myself get the right support they need and to be able to speak up for themselves. We are very lucky to get good staff as they help to keep the office open (1) day a week during this difficult time and we plan to have the office open (3) days a week from April 2022.

Most of our members have taken the covid and flu vaccine, so we are ready to go out and start doing things that we enjoying doing best.

We are planning a lot of good things for next year and we do hope there will be no more covid to stop us from doing what we enjoy doing best.

Thank you to everyone that has supported us during this time.

Jide Akinbiyi (Chair)

Jide AKWbIYI

Development Manager Report

For this financial year, Camden People First has been successful in empowering its staff, volunteers and users involved by providing in-house on line and telephone advice, support with supervision and training pertaining to the various aspect of their job roles. My interaction with staff, users involves and volunteers increased to 55%.

As we were still partially open for direct face to face physical contact in the office due to the Covid restraints, it has been difficult to provide some of our invaluable services directly to our members, this service includes our social activities such as our quarterly discos and healthy eating lunch club. It has also been difficult for us to have our quarterly members meeting as most of our members are not fully equipped or in favour of online meetings through zoom.

As the development manager, it has also been a very trying period for me due to family bereavements and impacted health issues, hence fundraising for the organisation has not been to prioritise which has a dull impact on the organisation income generating process. I was only able to do one application to Camden council (CIL) programme for £44,314 and this was successfully awarded in April 2022 for our Easy read project.

30% of my time was also spent on attending network, partnership and collaborative meetings via zoom and teams. The introduction of Camden Council Time to Spear database (CRM) and the Advice Network saw and increase in collaboration partnership working with the advice network and 25% of my time spent on emails communication.

Overall, we have planned together with management committee to make fundraising a number (1) priority for the next financial year and since September 2002, we have been writing applications and proposal for various project funding. We have reached the second stage of our QPM kite mark and we hope to achieve the award by June 2023.

I would like to extend my sincere gratitude to all those who have supported Camden People First, especially Camden community partnership team for funding our new website which is seeing a huge increase of new people visiting the site and requesting support for our advice and advocacy service.

Thank you to all the following organisations and people who have helped us throughout this financial year:

National Lottery Fund

Camden Council

Photo symbol

Potter Brookes

St Mary's Magdalen Centre

Lesoft-wareman

Volunteers and staff

Moracle Limited

O. Marcaulay.

Claudia Macauley

(Development Manager)

Trustees' Report

FINANCIAL REVIEW

The Charity's income was £99,650 in the year ended 31 March 2022 compared to £122,638 in the year ended 31 March 2021. The total expenditure amounted to £92,455 in the year ended to 31 March 2022 compared to 98,642 in the year ended 31 March 2021.

Camden People First ended the 2021/2022 financial year with a fund balance carried forward of £38,199 in general unrestricted funds. The Charity's reserves policy is to maintain unrestricted reserves to cover three months' core expenditure.

The Charity's free reserve (i.e. Funds not tied up in Fixed Assets or Designated) stood at £31,152 at the year end.

Reserves Policy

The organisation's current reserves policy is simply to maintain sufficient cash flow for known commitments and to:

- Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts due to creditors, and commitments under leases.
- Meet unexpected costs such as the breakdown of equipment, building costs, staff cover in case of illness, maternity leave, parental leave and legal costs defending the Charity's interests
- Ensure that the organisation can continue to provide appropriate services to those who need them. Within this context, to minimise recruitment, staff training, staff induction and marketing costs by avoiding the need for redundancies caused by a financial crisis and to provide working capital when funding is paid in arrears.

Advice and Advocacy Project

At **Camden People First**, we support people with learning disabilities to gain confidential and free advice, we may also advocate on their behalf when needed for housing repairs and benefit applications. Our aim is to support people with learning disabilities to achieve independence and a full and active involvement with their community.

In total during the period 1st April 2021 – 31st March 2022 CPF supported 23 service users with learning disabilities and diverse needs and requests. (Please refer to the graphs)

We have been successful in achieving such outcomes by working alongside other local charities and agencies via Camden Council's Advice and Network (CAN) website on the Time to Spare platform, which we joined in January 2021. The website is updated regularly with input from attending organisations Network meetings enabling each agency to monitor and record confidential information whilst maintaining privacy for our Service users.

Though we had a slow start at the beginning of 2021, engagements have steadily increased throughout the year, especially after we joined CAN (Camden Advice Network) in July 2021. This is reflected by a sharp increase in the number of Service Users engaging with our charity through the later stages of 2021, which will become more evident in the next financial year of 2022/2023.

During this financial year Covid impacted the number of service users interacting with our services, as our office and many other agencies were partially closed.

Trustees' Report (Continued)

Demography

Camden People First, (CPF) is based in an area of North West London with an above average Bangladeshi population, most of whom Bengali is their first language. To overcome this, we have one of our Trustee members volunteer as our internal translator and he has been very proficient in providing this support, usually with completing Disability Living Allowance (DLA) application forms, for Bengali parents who are applying for their children.

We also maintain via our own internal database (Excel sheets) information contact with other local agencies whom can support our Bengali client base and others that we might not be able provide support for due to resource constraints.

CPF provide support for people with learning disabilities from all walks of life. we are inclusive of all diversities, races, sexualities, cultures and beliefs.

Support provided

As shown in the graphs above we have supported many of our Service users with a variety of needs, some of which are listed below;

- Disability living allowance (**DLA**) applications
- **ESA** applications
- Bereavement support application form
- **60-Plus** and **Freedom pass** travel cards
- Taxi-card and Dial a Ride applications
- Interacting with external agencies such as Age UK and other council services,
- Support with the **Household support fund** including **Wish-Plus** and foodbank
- Signposting and online referrals via our own internal database and via Time to Spare Advice Network
- Contact with external professional bodies on the behalf of our service users e.g. GP surgeries, social services and other medical practitioners
- Enabling our service users to interact independently with **benefit agencies, banks** via conference phone calls
- Referring Users onto Mary Ward Centre, and London Irish Centre for debt advice.
- Support with utility bills such as British gas
- Drop-in
- Telephone Advice

Trustees' Report (Continued)

Total users by requests for support

Total User	Drop	Advice & Advocacy	Phone Advice	Female	Male	Ethnicity	Information	Benefits	Appts	Other
Engagements 526	152	276	197	193	185	Bengali - 5	77	126	73	380
						Black British -				
						English - 2				
						Ethiopian - 1				
						Portuguese - 1				
						Mixed - 1				
						Irish - 1				
						African - 1				
						Others - 9				

Trustees' Report (continued)

Future Developments

CPF look forward to a bright future in continuing to support all those in need who have learning disabilities within Camden, Islington and Hampstead. Through the **Cost-of-Living Crisis fund** which has replaced **The Household support fund**, we will continue to support those in need of financial support, food, advice, and advocacy.

Easy Read Project

Throughout the past year during April 2021 and March 2022, our Easy Read team of (4) adult with a learning disability, supported by a coordinator have been quite busy.

We worked with NHS North East London helping them to put their LeDeR report into Easy Read, did some photo shoots with photo symbol, worked on our newsletters to let everyone know what we were up to and what was happening around the world, and we also put many important policies into Easy Read.

Both the Easy Read team and myself as the coordinator all enjoy working together and I am happy with the way it has been going. Members all listen to each other with respect and have improved their reading skills, helping each other out when someone is stuck and remembering not to speak over each other.

Throughout the year, members also now have confidence speak up about when something is jargon so we can change it or anything else they do not like, e.g. the chosen pictures or images.

We have been working on putting Camden People First policies and procedures into easy read so our members and learning disabilities staff and volunteers will be able to understand the policy and feel part of the work force of Camden People first.

The Easy Read policies we have worked on have helped our easy read volunteers and users involve, as it has information they need to know about, like what to do if you are worried about something or if you are being bullied at work, and who to turn to for help.

The different policies we have worked on in our Easy Read meetings also helped them to understand different things they may not have known otherwise, such as how data and personal information is protected, and what the main causes of death in people with learning difficulties were during COVID.

Our user involves volunteers in the easy read project received monthly user involvement allowance and this empowers and build their self-esteem in a working place environment.

There is nothing I would like to change about the Easy Read project because I think it runs as smoothly as it should.

Trustees' Report (continued)

Feedback from Easy Read team

How is Easy Read going?

Sanjay;

- It is going well. I enjoy doing Easy Read because its enjoyable to change the wording. I like helping others read when they are stuck, I like the discussions we have when we do our Easy Read project and I like looking for which pictures to choose on Photo symbols
- I don't think there is anything I do not like about Easy Read
- I do not want to change anything about Easy Read because it is a good format; the pictures and layout of the Easy Read we do is okay

Raymond;

- Easy Read is good because we work as a team and help each other out.
- I like how Sanjay helps us out when we are stuck, he is very good at it.
- I like doing Easy Read because we can help out more people to understand it

Michaela:

- I don't like when people do not speak one at a time
- I like picking the pictures and I like when I see myself on Photo symbols

Shelim

- We listen to each other when they speak and to their questions and help each other
- We do not share any personal details to anyone, only the people we are supposed to
- Easy Read policies show us who to contact if we are worried
- I like Easy Read because it helps people who have learning difficulties to understand the pictures if they cannot read

Angela

- Easy Read for myself is very good and I like when people help me to learn to speak up for myself
- When I get stuck, I like how the team helps me out with it
- I like working as a team with everyone
- I like Easy Read because it helps people to listen to each other and not speak over each other
- I like the photo shoots because I like when people take pictures of me
- I like coming to Easy Read because I get to see everyone

Users involves feedbacks on the NHS North East London project

- It was very good, especially when we had to pick out the pictures and put the words into Easy Read
- We enjoyed making the NHS report
- We learnt about keeping safe, how to take care of yourself by making sure you get an annual health check, the main causes of death in people with learning disabilities

Camden People First Trustees' Report (continued)

- The pictures are good for people to understand what is happening
- We enjoyed working with Beatrice and the NHS
- I like having new Easy Read projects to help other people understand different things

Users involves feedbacks with Photoshoot

- It was wonderful, we enjoyed the experience
- Enjoyed talking about Easy Read
- Liked having our pictures taken
- I liked changing into different clothes and coming back out with something else on Michaela
- Took very nice pictures with different poses
- Photo symbols were very friendly Karl and Pete

Users involves feedbacks Easy Read Policies

- Liked going through them to find out what they mean
- Policies helped to teach us how to be safe, what to do if you feel like you are not safe, who to call if you feel unsafe or if you were being bullied at work
- Data protection policies showed us how CPF will keep your data safe
- I like the policies because I have been bullied and the bullying policy told me what to do if it happens again Angela
- Policies we liked working on; Safeguarding policy because it's important to know how to keep safe Angela
- Data protection tells you that your information will be kept safe Sanjay
- Bullying policy tells you have to be nice to each other Angela

Users involves feedbacks on Newsletter

- Good because it shows people what CPF are doing
- Updates people on what is going on around us current news events like Queen Jubilee, weather conditions, war in Ukraine, Prime Minister, TFL strikes
- Has good information in it Sanjay

Independent Examiner's Report to the trustees of Camden People First

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2022 which are set out on pages 12 to 21.

Respective responsibilities of trustees and examiner

As the charity's trustees of Camden People First (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Camden People First are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

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

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

Morlai Kargbo, FCCA

Managing Director

Moracle Limited

Chartered Certified Accountants and Registered Auditors

960 Capability Green

Luton, England

United Kingdom

LU1 3PE

20 December 2022

Camden People First

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

		Unrestricted	Restricted	Total	Total
		Funds	funds	2022	2021
	Note	£	£	£	£
Income and Endowments fr	om:				
Donations and legacies	2	25,752	-	25,752	15,140
Charitable activities	3	-	70,068	70,068	85,572
Other trading activities	4	3,830	-	3,830	21,926
Total income		29.582	70,068	99,650	122,638
Expenditure on:					
Charitable activities	5	(25,373)	(67,082)	(92,455)	(98,642)
Total expenditure		(25,373)	(67,082)	(92,455)	(98,642)
Net income/(expenditure)		4,209	2,986	7,195	23,996
Net income/(expenditure) before transfers		4,209	2,986	7,195	23,996
Reconciliation of funds					
Total funds brought forward		33,990	7,365	41,355	17,359
Total funds carried forward	13	38,199	10,351	48,550	41,355

All of the charity's activities derive from continuing operations during the above two periods.

The notes form part of the financial statements.

(Registration number: 05562231)

Balance Sheet as at 31 March 2022

	2022	2021
Note	£	£
11	-	374
	-	5,560
	97,224	43,270
12	(48,675)	(2,298)
-	48,549	40,981
_	45,549	41,335
_		
	12,180	7,365
	29,322	13,990
	7,047	20,000
13	48,549	41,335
	12	Note £ 11 - 97,224 12 (48,675) 48,549 45,549 12,180 29,322 7,047

For the financial year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to Companies subject to the small companies regime.

The financial statements on pages 12 to 21 were approved by the trustees, and authorised for issue on 20 December 2022 and signed on their behalf by:

Ms Alice Etherington

(Treasurer)

Notes to the Financial Statements for the Year Ended 31 March 2022

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below.

These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Camden People First meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Income and endowments

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

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

2 Income from donations and legacies

	Unrestricted				
	funds				
		Total	Total		
	General	2022	2021		
	£	£	£		
Donations and legacies;					
Donations from individuals	25,752	25,752	15,140		
	25,752	25,752	15,140		

Notes to the Financial Statements for the Year Ended 31 March 2022

3 Income from charitable activities

	Restricted	Total	Total
	funds	2022	2021
Covid 19 Support Fund / National Lottery	-	-	5,161
Camden Council (OMD)	2,500	2,500	2,500
City Bridge Trust – London Community	564	564	14,203
Disability Hate & Mate Crime- DHMC /National Lottery	9,117	9,117	56,208
	12,180	12,180	85,572
4 Income from other trading activities			
	Unrestricted		
	funds	Total	Total
	General	2022	2021
	£	£	£
Trading income;			
Other trading income	36.369	36,369	21,926
	36,369	36,369	21,926

Notes to the Financial Statements for the Year Ended 31 March 2022

5 Expenditure on charitable activities

		Unrestricted	Restricted	Total	Total
		Funds	funds	2022	2021
	Note	£	£	£	£
Direct Cost		5258	-	5,258	9,823
Staff costs		52,918	14,873	67,791	69,022
Allocated support costs	6	5.242	14,164	19,406	19,796
		63,418	29,037	92,455	98,642

6 Analysis of support costs

Support costs allocated to charitable activities

	Governance			Other support	Total	Total
	costs	Office Costs	Premises costs	costs	2022	2021
	£	£	£	£	£	£
Charitable Costs		2,655	11,509	2,306	16,470	18,583
Governance Costs	2,936	-	-	-	2,936	1,213
	2,936	2.655	11,509	2,306	19,406	19,796

Notes to the Financial Statements for the Year Ended 31 March 2021

7 Net income/(expenditure)

Net income/(expenditure) for the year include:

	2022	2021
	£	£
Depreciation of fixed assets	375	375
Independent Examiner fees	1,560	1,333
		

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

Staff costs during the year were:

Wages and salaries including pension - £67,790 (2021: £71,622).

Average number of employees – 4 (2021: 3).

No employee received emoluments of more than £60,000 during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation on its charitable activities.

Notes to the Financial Statements for the Year Ended 31 March 2022

11 Tangible fixed assets	Computer	
	equipment	Total
	£	£
Cost		
At 1 April 2021	4,473	4,473
At 31 March 2022	4,473	4,473
Depreciation		
At 1 April 2022	4,099	4,099
Depreciation	374	374
At 31 March 2022	4,473	4,473
Net book value		
At 31 March 2022	-	-
At 31 March 2021	374	374
12 Creditors: amounts falling due within one year	2022	2021
	£	£
Trade creditors	48,675	2,298

Camden People First

Notes to the Financial Statements for the Year Ended 31 March 2022

13 Fund summary – Current Year	Balance at 1	Incoming	Resources	Transfers	Balance at 31
	April 2021	resources	expended	Between funds	March 2022
	£	£	£	£	£
General					
CPF Social Enterprise	13,990	29,582	(14,250)		29,322
Total Unrestricted Funds	13.990	29.582	(14,250)		29,322
Restricted funds					
National Lottery Fund - Disability Hate & Mate Crime	5,906	57,328	(54,118)		9,116
City Bridge Trust	1,292	-	(728)	-	564
Camden Council (OMD)		2,500	-		2,500
Total restricted funds	7,198	59,828	(54,846)	-	12,180
Designated funds					
Easy Read project	20.000	-	12,953	-	7,047
Total Designated funds	20,000		12,953		7,047
Total funds	41,355	99.650	(92,455)	-	48,549

Notes to the Financial Statements for the Year Ended 31 March 2021

13.1 Fund Summary Prior Year	Balance at 1	Incoming	Resources	Transfers	Balance at 31
	April 2020	Resources	Expended	Between Funds	March 2021
	£	£	£	£	£
General					
CPF Social Enterprise	8,724	37,066	(11,799)	(20,000)	13,990
Total Unrestricted Funds	8,724	37,066	(11,799)	-	33,990
Restricted funds					
National Lottery Fund - Disability Hate & Mate Crime	7,818	56,208	(57,745)	-	6,281
Camden Council Advice and Advocacy	135	10,000	(9,968)	-	167
City Bridge Trust		14,203	(12,911)	-	1,292
National Lottery COVID 19 Support fund		5,161	(5,536)	-	(375)
Open Space Event / Capital Grant	681	-	(682)	-	
Total restricted funds	8,635	85,572	(86,842)	-	7,365
Designated funds					
Easy Read project	-	-	-	20,000	20,000
Total Designated funds	-	-	-	20,000	20,000
Total funds	17,359	122,638	(98,642)	-	41,355

Notes to the Financial Statements for the Year Ended 31 March 2022

14 Analysis of net assets between funds

	Unrestricted	Restricted	
	funds	funds	Total funds
	£	£	£
Tangible fixed assets	-	-	-
Current assets	36,369	60,855	97,224
Current liabilities	-	(48.675)	(48,675)
Total net assets	12,180	36,369	48,549

15 Related party transactions

There were no related party transactions in the current and previous year