



The
Disabilities Trust

www.thedtgroupp.org



ANNUAL REPORT & ACCOUNTS 2020

Celebrating 40 years of
improving people's lives

**I'M REALLY PROUD
OF HOW FAR THE
TRUST HAS COME
OVER THE LAST 40
YEARS. THERE HAVE
BEEN CHALLENGES
ALONG THE WAY,
BUT OUR FOCUS HAS
ALWAYS BEEN ON
MAKING A POSITIVE
DIFFERENCE TO THE
PEOPLE WE SUPPORT.**

Irene Sobowale - Chief Executive

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About The Disabilities Trust

Our purpose

The Disabilities Trust is a leading UK charity, which works in partnership with others to improve the lives of disabled people. We provide services across the UK for people with an acquired brain injury, autism and learning or physical disabilities, supporting their independence. We deliver these services in hospitals, purpose-built residential accommodation, supported housing and a school.

We have a 40-year established track record of delivering services that meet the needs of people with complex and challenging disabilities.

The people we support are at the heart of everything we do. We work in partnership with those we support, their families and friends, local authorities, Clinical Commissioning Groups, health authorities, housing associations and other organisations.

We are funded largely by local authorities and the NHS. We make sure we have sufficient funds to maintain our current services and finance new ones, which are developed in response to identified needs.

Across our services, we invest in new technologies that can assist people to live as full a life as possible.

What we do

- We provide person-centred support to disabled people in their own homes to help them live as independently as possible.
- Our brain injury service has 11 specialist residential assessment and rehabilitation centres, two independent specialist neurobehavioural assessment and post-acute rehabilitation hospitals.
- We operate 17 residential care homes and 37 supported living accommodation houses for people with autism and learning disabilities.
- We operate four registered care homes for people with complex physical disabilities.
- We run a day school for children with Autistic Spectrum Conditions.

Mission

Every day we strive to enable the people we support to do more than they could the day before.

Vision

To be the first choice for people with complex autism, learning or physical disabilities and brain injury and for everyone who supports them.

Our Values



WE ARE AGILE

We are forward thinking, responsive, resilient and flexible to ensure we continue to evolve and spot potential.

WE ARE RESOURCEFUL

We spend time and money wisely empowering people to think differently at the same time as being practical and commercial.

WE ARE COURAGEOUS

We do the right thing, step up, try new things, are strong and bold while managing risk.

WE ARE CONNECTED

We collaborate; create positive relationships, listen and learn from others and keep our promises.

WE HAVE HEART

We show dedication, passion, humility and care to make a long-lasting and measurable difference.

Welcome from our Chair of Trustees



This year, we are celebrating the 40th anniversary at The Disabilities Trust. Our story began in 1980 as “The Disabled Housing Trust” with a small group of passionate and determined people. They shared a simple belief that everybody should have the right to live the life they choose, in an environment that was suited to achieving this. Fast forward 40 years and we have come a long way, with much to be proud of.

What next?

As we reflect on 40 years and look ahead, it is important to talk about the challenges that lie ahead of us as well as those we already face. Covid-19 is having an almost unprecedented impact around the globe. No more so than in health and social care. It has already changed the way we deliver services and we have been quick to respond, providing support and rehabilitation in creative ways to ensure people can continue to live their best lives.

Week after week, our staff have faced the challenges and difficult realities that Covid-19 has brought to so many. The Board of Trustees and I express our heartfelt gratitude to every single staff member for their unwavering dedication and support. Our successful navigation of this unprecedented challenge has only been achieved thanks to everyone working selflessly and together as a team. The impact on our staff, be they on the frontline or performing key roles behind the scenes, has tested limits. It is at times like this that we can look around with admiration at those who choose to work for The Disabilities Trust. The pandemic is far from over, but the outstanding commitment of our people gives us confidence that we will overcome whatever challenges the future may bring.

Integrating care

The health and safety of our service users and staff are our number one priority. But to ensure high-quality services can continue to be delivered, adequate funding is paramount.

In January 2019, the NHS long-term plan was published, setting out the ambitions for the health service over the next 10 years. As good as the plan is, like the rest of the sector, we were disappointed that social care had not been included. In order to effectively transition people out of hospital settings into community-based services, the sector needs more considered and appropriate investment in social care.

During this past year we have felt the need to increase our involvement in policy and campaigns to ensure our voice and those of the people we support are heard. We will continue to respond, contribute and work collaboratively with peers to champion fundamental change and adequate funding for social care.



Our thanks

We are very fortunate to have a hard-working Board supporting the activities of The Disabilities Trust. Trusteeship requires team effort by people from a variety of backgrounds who bring different experiences and opinions. Strong Boards thrive on diversity of thought and, as Trustees retire from office, we will look to fill vacancies with this in mind.

Christine Yorath retired from the Board in July 2020 after 27 years as a Trustee. Christine's association with The Disabilities Trust goes back almost three decades to 1993, when one of our local services in Garforth, Leeds, was named after her son. Daniel Yorath House continues to provide assessment and rehabilitation to adults with an acquired brain injury and I am pleased to say that Christine will continue to support The Disabilities Trust, helping to oversee the exciting refurbishment of Daniel Yorath House.

The Board and charity are grateful to Christine for her generous service over the years and wish her well for the future. Recruiting to fill Christine's vacancy on the Board will be challenging, especially, as with most Boards, we recognise that we are under-represented in many areas. We will be working hard to redress this in the months ahead.

The road ahead is certainly challenging but we are not daunted. As has been the focus for the past 40 years, we will continue to provide high-quality care and explore new and creative ways of broadening our reach and impact. The strength and creativity of our staff to ensure that the people we support stay safe, connected and can live their best lives never ceases to amaze me and my Board colleagues. This is the very essence of what The Disabilities Trust is built on and what makes the us so special.

Our vision is for...

**'Every person to
live their best life.'**

...and we will continue to strive for this.



Whether you are a supporter, relative, partner or colleague, thank you for your continued support and contribution.

A handwritten signature in black ink, appearing to read 'Stephen Howell'. The signature is written in a cursive, flowing style.

Stephen Howell
Chair of the Board of Trustees

A message from our Chief Executive

Putting people at the centre of their support.

‘Sara has moved into her new home easily and is very happy.’ says Jane, Sara’s sister.
‘She seems to love her room and enjoys the garden. Sara has gained a lot more confidence and seems to want to have more involvement in everything going on.’

Firm foundations

I’m proud to be part of The Disabilities Trust as we celebrate our 40th anniversary and reflect on our past, present and future. This significant milestone brings thoughts of the next 40 years with it and consideration of how we can evolve in response to the rapidly changing landscape. The year 2020 has brought unprecedented changes and challenges within our sector. We will continue to adapt and redefine ourselves to ensure we can deliver high-quality, personalised, rehabilitation, care and support to the people we support.



Building “Firm Foundations”, one of the cornerstones of our 2017-2022 strategy, remains of primary importance to us. In England, 91% of our services have been rated as “good” or “outstanding” by the Care Quality Commission – far above the national average, and our services in Scotland and Wales are equally well-regarded by regulators in those areas. Our non-maintained school, Heathermount, was re-inspected in 2019 and maintained its “Good” rating from Ofsted. Our clinical services continue to define and respond to unmet needs.

These include the development of our stroke pathway, post-Covid-19 rehabilitation and supporting those with an acquired brain injury within the criminal justice and probation services via our Foundation.

Our teams have continued to work diligently to put robust governance frameworks into action. This has increased transparency and accountability, developed reliable technology infrastructure and ensured our buildings are fit for now and the future. Last year, we revisited and refreshed our corporate values and, this year, we have continued to successfully embed these across our organisation, through recruitment, performance management and staff recognition. We are working hard to develop our footprint in our key regions and build relationships with commissioners and housing partners.

‘I want to recognise these great team achievements and thank each staff member for their unwavering dedication and commitment.’

Challenging times

With the Covid-19 pandemic, 2020 has been an extremely challenging year. Early on, we implemented the necessary precautions to keep our people safe and protected. Despite constant challenges for keyworkers, our teams adapted with pace and agility. This is testament to their passion and commitment to the people we support. They have been innovative and creative in finding ways to adapt our rehabilitation and support and consider both the physical and mental impact of a prolonged lockdown. Our staff have kept spirits high and uplifted for both residents and colleagues, demonstrating our values throughout. Although the “Clap for Carers” ended, we will never stop cheering our staff and the work they do to change lives every day.

We recognised that the pandemic has compounded existing inequalities, and that some groups have suffered more than others. In particular, for older people, people from Black, Asian and minority ethnic groups, those with pre-existing conditions and from disadvantaged communities. As we move forward, we continue to recognise, safeguard and stand by our vital frontline workers and those we care for and support, particularly from these groups.

Investing in our future

As part of our five-year strategy, we are committed to ‘being leading edge’ and using our charitable status to broaden our reach and impact.

We continue to extend and refurbish properties across our portfolio. Our Eastfields service in Glasgow will double occupancy, with a new extension due to open in 2020, which will support an additional 12 people with brain injuries. We also agreed a major refurbishment of Daniel Yorath House in Leeds, with a much-needed facelift planned. Our longest serving and recently retired Trustee Christine Yorath, who has a very personal connection to the service, will oversee this project and its opening in 2022.

In 2019, we opened a supported living service for four people in the South East to access care and support after they leave rehabilitation. We also have two new supported living services (one in Liverpool with 13 places and the other in Glasgow with four), which have been delayed and will open as soon as Covid-19 restrictions allow.

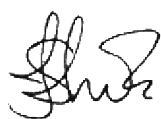
Building recognition

As a charity, I am extremely proud of the work of The Foundation, which allows us to elevate unheard voices, campaign and conduct research and pilot new ideas. This year, our Foundation raised awareness of the impact of brain injury in prisons, highlighting how screening could help reduce reoffending. Through an event at the House of Commons and two publications, we gained international recognition for our work supporting people with brain injuries in prisons. We hope to have our recommendations added to the domestic abuse bill to ensure that those in prisons and probation services who have incurred a brain injury as a result of domestic abuse, can access the rehabilitation they need.


A heartfelt thank you

As well as thanking our staff, I would like to thank all our donors and supporters. We are looking at exciting ways to give you more opportunities to get involved in what we do, helping us to grow our income in this uncertain climate.

It is at times like these when I really admire how far this organisation has come in the last 40 years. There are challenges, but we have always been dedicated to making a difference. I believe the hearts of our people are our greatest strength. They live and breathe our values and will make the next 40 years even better.



Irene Sobowale
Chief Executive



In 2019, we opened a supported living service for four people in the South East to access care and support after they leave rehabilitation.



Celebrating 40 years of improving people's lives

From six bungalows for 35 people in Sussex, to a UK-wide charity supporting over 600 people a year. In 2020, The Disabilities Trust has been improving lives for 40 years.

“Our story began in 1980 with a small group of passionate and determined people who shared a belief. They felt that everybody should have the right to live the life they choose in an environment suited to achieving it. They created the remarkable legacy which we are continuing to build on. We’ve evolved and expanded in the last 40 years, but the heart, passion and commitment of our staff is still at the centre of what we do. Our focus remains on improving the lives of the people that we support.

“We are well-prepared to respond and adapt to the needs of the people we support, whatever they may be, in the coming years.”

Irene Sobowale

Chief Executive at The Disabilities Trust



Did you know?

In 2016, filmmaker Louis Theroux shone a spotlight on what it's like to live with a brain injury, in the 2016 BBC Two documentary *A Different Brain*. The documentary, which focused on two of our centres, Redford Court and Daniel Yorath House, looked at how people and their families come to terms with what can be, a life-changing condition.

Did you know?

In 1990, we started raising money to build one of the first purpose-built brain rehabilitation facilities in Europe. We support people with acquired brain injuries to regain the skills they have lost through neurorehabilitation. A brain injury can affect the way people behave - emotionally, physically, socially and cognitively. Our teams use our neurobehavioural approach, which helps people function as independently as possible, regain lost skills, or learn new ones and participate in the wider community.

"I was a Disabilities Trust Trustee for 27 years and, in that time, I saw the phenomenal impact the charity has on disabled people and their families. I attended events and found myself sitting next to parents of residents. When they told their stories, you realised the difference we make to people's lives.

"The charity has come a long way in 40 years. It started off providing housing for people with physical disabilities and expanded into supporting people with acquired brain injuries. It then began providing community-based services for adults with autism and learning disabilities and set up a school for children with autism."

Christine Yorath

Recently retired Trustee at The Disabilities Trust (1993-2020)

"How do we keep making life better for disabled people? We must continue to embrace and develop innovative processes to help enable service user empowerment, choice, independence and opportunities.

"I've been at The Disabilities Trust for 31 years and used to work with our founders. Our 40th anniversary is an amazing testament to their vision.

"I started two years before we opened our first brain injury service when we were still using manual paper processes for payroll. We had rapid growth and development, but our fundamental ethos and values have remained the same.

"Today's staff are the temporary guardians of The Disabilities Trust. We need to continue to stay true to our values and ethos and we will remain at the very top of excellence."

Carol Pattenden

Reward and Payroll Manager at The Disabilities Trust

Did you know?

Before The Disabilities Trust was set up in 1980, disabled people tended to live in isolated large institutions. Our co-founder Barbara Besant-Hutchins used the term "village" to describe a support network that stopped disabled people from becoming isolated. In 40 years, we've grown from three founders to 1,654 staff members whose amazing skills and energy have helped thousands of people to reach their potential.

Key highlights

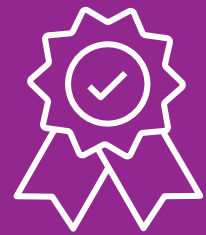
Here is a summary of our year of delivering leading-edge services that meet the needs of people with complex and challenging disabilities.



This year, we have supported over 600 people with an acquired brain injury, autism, learning or physical disabilities.



We welcomed 291 people to our services during the year and 276 – 35% of those we supported – were discharged. Many moved on to more independent living.



We received 'Outstanding' ratings for two more services from our regulator the Care Quality Commission.



Our 1,654 dedicated staff include everyone from support workers to psychologists. We support people with an acquired brain injury, autism, learning or physical disabilities to live as independently as possible.



Following lack of demand over several years, we closed five services, including our Devon services as they were no longer financially viable.



Extensive refurbishment work began at Daniel Yorath House in Leeds, which was one of the first assessment and rehabilitation centres for brain injury in the UK. Now, its kitchen and rooms are more accessible for the people who live there.




We continually review our operational management of services and, as a result of this, we are strengthening the breadth of our regional operational staff team to support growth and our change agenda.



We are improving our financial position by reducing overheads, improving efficiency and reinvesting in our staff.




Our research is influencing policymakers to understand more about the link between brain injury, domestic abuse and the needs of female offenders.

A photograph of Sharon, a woman with short blonde hair and glasses, wearing a bright yellow sweater, standing and smiling. She has her hands clasped in front of her. To her right, Henry, a young man with brown hair, is seated in a wheelchair, wearing a red hoodie and a grey vest. He is looking towards the camera. The background is a plain blue wall.

“The Disabilities Trust has allowed me to be Henry’s mum now, instead of being his carer.”

Sharon, mum of Henry who lives at Shinewater Court, housing for people with physical disabilities.



“This year I’m looking at colleges. I’m very excited to see what happens in the future. This school has been a massive part of my life for so long, but I’m happy now that I’ve got this experience and to take it with me for the rest of my life.”

Charlie, a student at our school for young people with autism,
Heathermount School

Our strategy

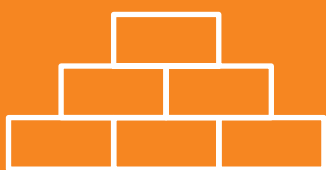
We are over halfway through our five-year strategic plan, launched in 2017.

Our strategic plan was launched in 2017 and reviewed in 2019 to make sure The Disabilities Trust remains relevant, adaptable and sustainable for another 40 years. The Board and Senior Leadership Team regularly review progress against the overarching strategic plan to ensure we are on course to do what we have committed to, and are having a positive impact on people's lives.

In 2019-2020, our strategic plan guided us to support over 600 people with an acquired brain injury, autism, physical or learning disabilities, to regain their independence. We worked with around 250 commissioners to improve our services to give the people we support more choice and control. Testing new ways of working and using our values to inform everything we do, helps us to support people to fulfil their potential.

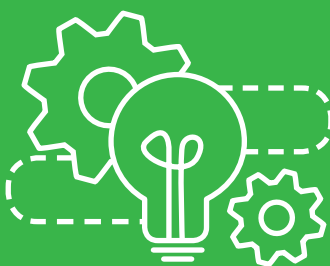
Our focus

To achieve the objectives in our five-year plan, we focus on three overarching areas of work, underpinned by a series of goals:



Building firm foundations

We are making sure our organisation is sustainable and managed effectively, so we can continue to provide high-quality, personalised care to the people we support.



Being leading edge

We are investing in technology and researching new ways to support people with complex needs.



Remembering we are a charity

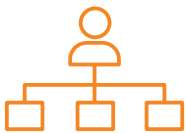
Our charitable status helps us to support disabled people that cannot currently access our services. We are making sure that our fundraised income has an impact, as well as identifying gaps in policy and practice and influencing decision makers.

Our achievements

Building firm foundations

Goal one: Adopting a personalised approach

Developing the right leadership and organisational systems supports staff to work in creative, person-centred ways.



60

senior managers
and the
Board of Trustees
completed training
in personalisation

- Our approach is based on personalisation. This year more than 60 senior managers and the Board of Trustees completed training in personalisation to ensure this approach is embedded in all that we do. We also employed a Personalisation Lead so we can build on our work to provide leading edge services that deliver consistent, coordinated care and support tailored to the needs of the individual. This builds upon the feedback from our regional service user forums. These help people who use our services to share their experiences and views and remain at the centre of their care, support and treatment, from assessment through rehabilitation, to recovery.
- People with autism and learning disabilities who have behaviours of concern are also getting more support. We appointed an experienced Strategic Lead of Positive Behaviour to lead on and further develop our “positive behaviour” work.
- Consultant psychologists have helped to improve our rehabilitation and community services for people with brain injuries. Commissioners can now access specialist acquired brain injury clinical neuropsychology services, if required. Our consultant psychologists have also have delivered specialist staff training helping us to share our expertise to improve practice across the sector.
- We recruited an experienced headteacher for Heathermount School to support more children and young people with autism and learning disabilities. Student numbers increased by nearly a quarter to 76 and a new board of governors and governance framework were introduced in September 2019. This will modernise the school’s governance in keeping with best practice and help pupils, parents and carers be more involved in school life.



Student
numbers increased
by nearly a
quarter to

76

Building firm foundations

Goal two: Supporting our staff

We aim to be a good employer for people who share our values and who want to make a positive difference for the people we support.



71%

of our staff
recommended
The Disabilities Trust
as a good place
to work

- We are proud that nearly three quarters (71%) of our staff recommended The Disabilities Trust as a good place to work. Our staff are the driving force behind our organisation. As well as regular staff surveys to help us find out how people feel about working for the charity, we have been investing in becoming an “employer of choice” and creating an environment where people want to work.
- Despite the Covid-19 pandemic, we have successfully recruited new staff. We’ve filled 633 roles and reduced our job vacancy rate from 13% to 8% by improving our recruitment processes. Our continuous training makes sure staff have the latest skills, knowledge and expertise in everything from management to equality and diversity. This year, we delivered 963 face-to-face training sessions and 14,022 e-learning courses to enhance the skills and capabilities of our workforce. We are currently supporting 42 staff with health and social care apprenticeships.



**“I love that
every day
is different.”**

Gerty, Support Worker at Sherbourne Road

Building firm foundations

Goal three: Providing high quality services

We strive to continuously improve the quality of our care to make sure it is leading edge and so we can support people in the best ways.



91%

of our services are
'Good' or 'Outstanding'


- Social care regulator the Care Quality Commission (CQC) rated 12% of our services as 'Outstanding' and 79% as 'Good'. That means 91% of our services are 'Good' or 'Outstanding' – far above the national average. Jane Percy House and The Woodmill were newly rated 'Outstanding'. This year there are 34 registered CQC services, compared with 36 last year.



77%

of the therapeutic goals
of the people we support
were achieved in 2019

- Measuring the impact of our support for disabled people helps to assess the effectiveness of our work. Overall, **more than three quarters (77%) of the therapeutic goals of the people we support were achieved in 2019**. We have helped those needing rehabilitation, for example, to become more independent, with 70% of those discharged in 2019-20 needing less support, and half returning home. We are proud of the fact that **more than three in five people (61%) discharged from our brain injury services increased the amount they took part in activities and socialised with others**. It was one of the key outcomes for people undergoing our brain injury rehabilitation.
- This year, we improved our quality strategy to **make sure our processes and systems are robust and continue to comply with CQC regulations**. Services helped to identify and agree key performance indicators for their work. This will allow them to get support quickly and effectively, if they need it. We can also **better monitor how our local services are performing against agreed objectives** thanks to the launch of our Local Service Audits which were introduced across the year. They will help to evaluate services so we can report back to commissioners and donors.
- We continue to invest in our buildings to make sure they support residents and staff effectively. Our **buildings across England, Scotland and Wales are of a higher standard** following investment in everything from adapted kitchens to communications technology. Our assessment and rehabilitation centre, Daniel Yorath House in Leeds, is being refurbished. The £2.5 million refurbishment is scheduled to be completed in April 2022 with space for 19 adults with an acquired brain injury. People with brain injuries in Glasgow will also soon benefit from an extension and refurbishment at Eastfields.



“I’ve been amazed by how many nice people I’ve met. They want to be sure that when I go home, I can be trusted in a house, to cook, to look after myself, to do all those sorts of things.”

George, who has an acquired brain injury and is supported by Thomas Edward Mitton, a specialist residential centre

Building firm foundations

Goal four: Maintaining our financial viability


Being financially sustainable will make sure we can provide reliable and consistent care and support for disabled people.



care & support

packages are better
meeting the needs of the
people we support

- We have made good progress on building firm financial foundations through various cost reduction and revenue focused projects. We've also benchmarked our overhead costs and streamlined processes and structures.
- Our care and support packages are better meeting the needs of the people we support following a review of their needs and the support provided. They are funded through a combination of local authority, clinical commissioning groups and private contributors.



**“Jane Percy House
offers him everything
(and more) that he
would get at home
with us.”**

Jenny, mum of Leigh who lives at Jane Percy House, housing for people with physical disabilities.

Building firm foundations

Goal five: Good governance

To deliver safe, quality services for disabled people, we work hard to have effective and efficient processes, systems and policies, integrating the latest technology into what we do.

- This year we have **further improved our governance processes, introducing new risk management systems and delivering training** to ensure new processes and systems are embedded at all levels across the charity. A recent external Board Governance review has provided further assurance that our governance is robust.
- Our incident management systems were updated, incorporating feedback from service managers and specialist clinical leads to make sure they are fit for purpose. This means we can now provide **better reporting and analysis of safeguarding**, medication errors and falls.
- In January 2020, an external review of our safeguarding systems and processes provided assurance that **we are on target to deliver on the objectives set out in our Safeguarding Strategy (2018-2020)**.
- We **complied with all the NHS's data security standards**. The NHS Data Security and Protection Toolkit is an online self-assessment tool. All organisations that have access to NHS patient data and systems must use the toolkit to provide assurance that they are practising good data security and personal information is handled correctly.
- This year, we launched a new electronic system to report and manage compliments, concerns, complaints and whistleblowing. This approach to complaints allows people to **report concerns confidentially and for our organisation to learn from them** but also to share positive experiences and excellence.



launched
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Being leading edge

Goal one: Delivering new services

We are developing new services with commissioners to meet the needs of disabled people around the UK.



new service

to support people who
need rehabilitation after
having Covid-19

- Disabled people in Sussex will benefit from our **new supported living scheme**, providing high-quality, person-centred care for people with autism and learning disabilities.
- We introduced a **new service to support people who need rehabilitation after having Covid-19**, based on emerging evidence about the long-term impact of the disease.
- Two new supported living services due to open in 2020 were unfortunately delayed by Covid-19 but are set to open shortly:
 - Glasgow will benefit from a **new supported living service extending the brain injury care we provide in Scotland**. The fully-refurbished house, suitable for individuals with brain injury, is in the local community, allowing people who live to become more independent.
 - A **new 13-bed service in Liverpool** is also nearly complete and is being delivered in partnership with Inclusion Housing. The supported living accommodation will be available to people with brain injury or physical disability and/or sensory impairment.



13 Bed

service in Liverpool
is also nearly complete

Being leading edge

Goal two: Investing in technology

Technology improves life for disabled people and our staff.



eMar
software
has improved
the distribution
of medication.

- Over the last year we introduced staff rota software Planday, electronic medical records software eMar and a customer relationship management system. These are helping staff to **carry out their work more effectively**, improving the care and support we give to people and their families.
- Local services are using a new electronic resource to report back on how the people they support are doing. This is **making our impact reporting timelier and more efficient**.
- We **continue to embrace innovation and digital solutions** as one of our key strategic objectives to be leading edge. In 2019, we moved from manual, paper-based medication management to a digital solution. Using the eMar software has improved the distribution of medication. We are also identifying an electronic patient record system so we can digitally capture the journey of someone through our services. This will allow better integration with NHS systems, and improve outcomes for the people we support.



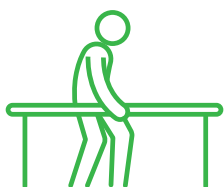
**“We continue
to embrace
innovation...”**

Being leading edge

Goal three: Exploring pioneering approaches to delivering support

We are pioneering clinically-led services for disabled people, adapting what we do based on the latest evidence.

- Our clinicians have trained doctors and other NHS staff in how to better understand and work with people with acquired brain injury. York House's Consultant Neuropsychiatrist and Neuropsychologist jointly delivered a masterclass in acquired brain injury rehabilitation to psychiatrists at the Leeds and York Partnership NHS Foundation Trust in October 2019. We are continuing to refine the way we work with people with an acquired brain injury at the specialist neurobehavioural assessment and post-acute rehabilitation hospital. Workshops and meetings with social workers, commissioners, prison workers and others are helping to **develop the approach we use to support people with brain injuries**.
- We appointed **experienced professional leads** in speech and language and occupational therapy and physiotherapy to develop specific ways to measure these aspects of what we do and provide supervision and peer support.
- Our expertise on working with people with brain injuries is helping **developing policy and commissioning**. We sit on committees for the United Kingdom Acquired Brain Injury Forum and The Brain Injury Social Work Group. We are **shaping National Institute for Health and Care Excellence guidelines for rehabilitation after traumatic injury** as well as British Psychological Society (BPS) guidance.
- **More social workers and health professionals are aware of the lesser understood aspects of acquired brain injury**, thanks to our training and talks at national and international conferences. We've discussed the emerging evidence based on assessment and rehabilitation after acquired brain injury. We are about to start offering similar training to judges in England and Scotland so they understand the effects of a brain injury on offenders. **Our research is driving improvements in social care** for disabled people across the UK. Some of our clinical team hold honorary university appointments, including at the universities of Glasgow, St Andrews, Surrey and York.



shaping
National
Institute for Health
and Care Excellence
guidelines

BMIPB-II
We updated and
released the BMIPB-II
in early 2020

- Our updated tool to assess the effects of brain damage is helping clinical psychologists around the world to better support people with brain injuries. The **Brain Injury Rehabilitation Trust Memory and Information Processing Battery (BMIPB)** is a collection of tests to measure the impact of a brain injury on memory and other cognitive abilities. We updated the tool with additional features and released BMIPB-II in early 2020. We've had positive feedback on the changes and strong sales since its release.

“We make sure that we anchor our research in our areas of expertise and use internal resources to drive change in both policy and practice. Our recent work looking at the needs of domestic abuse survivors with a brain injury has informed the Domestic Abuse Bill. It has also raised awareness among providers of domestic abuse support services.”

Jocelyn Gaynor, Head of Foundation at The Disabilities Trust

Remembering we are a charity


Goal one: Amplifying the voices of disabled people

The Disabilities Trust Foundation makes a difference to the lives of people who can't access our core services, including those who are homeless and in the criminal justice system.



Brain Injury
Linkworker
Service
 which launched
 in February 2020.

- We increased MPs' and ministers' awareness of the type of support female offenders with brain injuries need to stop reoffending. More than 10 MPs attended a House of Commons event in June 2019 to learn about the impact of brain injury in prisons and how screening could help to reduce reoffending. MPs talked to brain injury experts to learn more about acquired brain injury and how the screening process for it works. Our screening tool, the Brain Injury Screening Index (BISI) uses 11 questions to help identify people with a brain injury, and its level of severity.
- People in HMP Cardiff are benefiting from our Brain Injury Linkworker Service which launched in February 2020. It provides support for people with brain injuries in the criminal justice system.
- We reached a combined national audience of 46 million people through two radio campaigns to engage people in our work. One was during Brain Injury Awareness Week in May. The other was to promote the innovative way we adapted our work in prisons to support those living with an acquired brain injury to deal with increased cell time as a result of the Covid-19 pandemic.

A photograph of a young man with short brown hair, wearing a red hoodie, seated in a wheelchair. He is looking down at a colorful, patterned bag or piece of fabric he is holding. A woman with long blonde hair, wearing a purple long-sleeved shirt and a colorful apron with a fruit pattern, is standing next to him, smiling and looking at the bag. They are in a kitchen or a similar indoor setting with a window in the background showing a view of a building. The text is overlaid on the bottom right of the image.

“Just her explaining exactly what my injury was and where it was, what damage it actually did... I can get on with things better. I can take a step back and say: Well, look, this happened, because of this I need...”

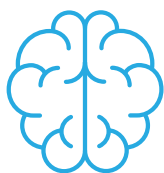
Eve, HMP/Young Offender Institution Drake Hall, as quoted in
The Impact of Brain Injury and Domestic Abuse: A Further Analysis

Remembering we are a charity

Goal two: Shaping policy

Using our 40-years' experience, we are shaping policy to improve the lives of disabled people.

- Our research called for improved support for women with brain injuries in the criminal justice system. *The Impact of Brain Injury and Domestic Abuse: A Further Analysis* examined the link between traumatic brain injury, domestic abuse and female offending. It was the result of a roundtable discussion between academics, representatives from leading domestic abuse charities and the NHS, in November 2019.
- The roundtable followed the publication of our *Making the Link* report in February 2019. Of the female offenders who had sustained a brain injury, the report found that the leading cause, as reported by these women, was domestic abuse (62%).
- More training and awareness raising initiatives about brain injury are needed for professionals working with survivors of domestic abuse. That was one of the recommendations of our report, *Brain injury and Domestic Abuse: An Invisible Impact*, launched in June 2020. It discusses the substantial impact of a traumatic brain injury, commonly sustained through blows to the head or strangulation in domestic abuse. The report calls for further research into the impact of brain injuries caused by domestic abuse.



The report calls for further research into the impact of brain injuries caused by domestic abuse

“More training and awareness raising initiatives about brain injury are needed for professionals working with survivors of domestic abuse.”



BRAIN INJURY & DOMESTIC ABUSE

An Invisible Impact

The Disabilities Trust
Expert Roundtable Discussion Paper

Remembering we are a charity

Goal three: Creating impact with voluntary income

We aim to use the income we generate through fundraising to enhance the lives of the people we support.

- We are improving the way we allocate funds to our services so they can get what they need for disabled people more quickly. We are doing this by **making it easier for staff to request funds and processing the money quicker.**
- We are **building relationships with new and existing funders and supporters by doing more to communicate the impact of our work.** Our team is encouraging supporters to take part in virtual fundraising events and providing more news on where and how donations are being spent.
- **People with traumatic brain injuries have been able to express themselves through music therapy,** thanks to funding from the National Lottery. The money allowed us to work with music charity Nordoff Robbins to provide therapy sessions at our residential services.
- **Our community of 50 fundraisers raised £100,000** to support people with brain injuries, physical disabilities or learning disabilities and autism. The money was used to buy physiotherapy equipment, run music therapy and organise day trips and parties for the people we support.
- **Corporate partners raised vital funds for our services.** Rehabilitation and injury case management company Corporé ran the Budapest Marathon for assessment and neurorehabilitation centre Redford Court, raising over £3,000. Supermarket Co-op raised over £7,000 for Jane Percy House which supports people with physical disabilities.





“I support The Disabilities Trust because they are a fantastic charity. They support adults with a number of challenges and difficulties in trying to live a normal life as possible. Having known someone who has experienced this support, I couldn’t be more proud to be involved.”

Owain Price, Procurement Director at VetPartners Ltd

The pandemic in focus

As well as being our 40th anniversary, this year has been memorable for another reason – the unprecedented Covid-19 pandemic. The Covid-19 pandemic brought new challenges for all of us, and we closely monitored the impact on us as an organisation.

Like others in the health and social care sector, The Disabilities Trust have had to navigate unfamiliar territory; working our way through a pandemic with no prior experience, a lack of PPE supplies and testing, and implementing new ways of working, often rapidly and without clear guidance. On the whole, we have emerged as a stronger and more united organisation, better connected to the people we support, their families and our commissioners.

Adapting our work and looking after our staff

This would not have been possible without the dedication of all of our staff; our frontline staff faced the infection challenges head-on, day in day out, and colleagues in our central support offices adapted their roles to better support frontline colleagues, the organisation's needs and adjusted to homeworking. Everyone not only routinely adapted practices as new information emerged but innovated too. Our new service to support those who need neuro-rehabilitation support after enduring Covid-19 is a great example of our desire to share our expertise with others and extend our reach.

We worked hard to support our staff's health and wellbeing. Our managers received training in resilience and mental health first aid and our health and wellbeing committee ran regular themed events with exercise, sleep awareness and stop smoking initiatives. Staff also had access to remote yoga and mindfulness sessions and a wealth of advice on mental health, some specifically developed for frontline staff.

We felt the impact of the pandemic within education; interpreting shifting guidance alongside that for social care. Our non-maintained special school, Heathermount, remained open throughout the pandemic, continuing to offer education and support for pupils whilst also balancing virtual lessons to those at home. Robust risk assessments and plans have enabled increased numbers of pupils to return in September though the strength of the school community has been fundamental throughout.

Managing the impact of Covid-19

We implemented our new Corporate Business Continuity Plan in 2019 which allowed the Board and Senior Leadership Team to manage the impact of Covid-19 well and respond quickly. We swiftly developed an internal helpdesk and system to support staff, providing guidance and comprehensive, regular internal data to assist effective decision-making.

Months before the central Government PPE portal was launched, our robust personal protection equipment (PPE) procurement, management, and distribution system helped to keep our staff and the people we support safe, in line with our duty of care. PPE supplies were vital in reducing transmission of the virus, especially in the early stages of the pandemic and in advance of the Government introducing regular testing capacity. Continuity of PPE supplies remain paramount in keeping our staff and residents safe, no more so than in our supported living services where testing is still not available.

Using technology

It was more important than ever for us to connect as an organisation throughout the pandemic. We put in place new systems and technology to communicate across the organisation, introducing new webinars and tools for people to engage.

We ensured that all services across the Trust had the equipment and infrastructure to support residents to connect with loved ones regularly. This also allowed us to adapt practices, enabling us deliver clinical assessments virtually for instance, to ensure continuity of rehabilitation and support, under challenging circumstances.

Of course, the restrictions imposed during the pandemic affected those we support and their relatives too. We are grateful to families for continuing to work with us to respect rapidly changing visiting guidelines and connecting in new ways through technology. We also reflected the concerns of families into our influencing work, standing together to call for clearer guidance on the specific needs of disabled people.

Speaking out

Throughout the pandemic, we connected more strongly with the world around us, entering the debate around issues such as the impact of Covid-19 on disabled people, diversity and inclusion, and the need to better invest in social care. We will continue to raise our voice on these issues. We will also support the emerging repositioning of the social care sector and ensure frontline workers, like our own amazing staff, get more recognition.

We also put the spotlight on our work to support offenders with an acquired brain injury, in a virtual way by providing in-cell information packs.

Extra costs

Our financial position remained stable in 2020, but we still needed to rely upon non-operating income to cover all our operating costs. Next year, we will continue to work with commissioners to ensure fees cover the full support we provide to meet the needs of the people in our services. The Covid-19 pandemic brought new challenges for all of us, and we closely monitored the impact on us as a Trust.

We saw that additional costs brought by coronavirus could be partly mitigated by supplementary income. We will remain vigilant moving into the next year, but we are confident that we can withstand the financial impact of the pandemic.

The Future

We continue to rely on the governance and decision-making processes that have served the Board and Senior Leadership Team well throughout, and in preparation for the impact of any second wave or tiered lockdown. As we embrace the “new normal”, our staff continue to adapt and deliver high-quality rehabilitation, care and support to our beneficiaries. It isn’t easy to deliver support under such challenging circumstances, but the strength, creativeness and courage of our staff continue to be our most valuable asset.



The way forward

Despite the current pandemic and uncertain operating environment, The Disabilities Trust is facing the future with optimism. We are building on 40 years of experience and successfully supporting thousands of disabled people to live as independently as possible. We will continue to work hard to achieve the aims and objectives set out in our current five-year plan, and will look ahead and develop a new organisational strategy. We will be putting increased emphasis on engaging the people we work with and reviewing how we position ourselves externally.

In 2021, we will do the following work based around our five-year plan.

Building firm foundations

We will:

- **Develop our approach to personalisation** even further in 2021. We will strengthen forums for the people we support by making sure each region has one and confirming that their voices influence decision making locally and strategically. We will build understanding of personalisation and undertake audits to hold people to account on it.
- Overcome any hurdles the pandemic presents by **operating in new, virtual ways**.
- **Focus on our communications and influencing work**, bringing the voice of the people we care for to the fore.
- Undertake another staff survey to continue to make improvements to our organisation and recruit the best people to deliver our strategy. We will **support staff**, particularly during the current pandemic, and be an employer of choice in our sector.
- Use our Being our Best performance management framework to **build leadership capability and further embed our values into the organisation**. Our values are now woven into the fabric of the Trust, and should guide staff in all that they do.
- Establish a **staff committee on equality, inclusion and diversity** to better understand diversity within the charity. They will help to develop a strategy to ensure that we are an inclusive employer where diversity is welcomed and where there is equality of opportunity.

- Increase our work around nurturing talent and strengthening succession planning. The pandemic has brought **new ways to engage staff** and we will be building on what we have learnt. Interactive webinars and a new intranet will be new routes to ensure the wellbeing of our staff.
- **Strengthen our reputation as a great place to work** and define what our unique proposition is for potential employees.
- **Strengthen our governance structures.** A Trustee governance review this year confirmed that our governance processes are robust. We will review and strengthen our internal audit planning and reporting and test the efficiency of our business continuity planning. We will also develop a centralised data warehouse system to improve our reporting.

Being leading edge

We will:

- **Continue to maintain and develop high-quality, well-located services.** These will make sure that the needs of the people we support are properly assessed and, that they are, where appropriate, moved into less restrictive supported living services.
- **Develop our operational systems** to ensure greater clarity and availability of information to managers so they can improve how they run services.
- Use our quality strategy **to improve regulation compliance.** The agreed key performance indicators will allow us to increase support to services and challenge processes and systems.
- **Invest in modern technologies,** streamlining processes and activities, securing information, increasing productivity and making our staff and the people we support better connected. We will develop our information technology so we can operate as effectively as possible we can as systems advance.
- **Deliver specialist training in technology-based solutions** to our operational teams.
- Ensure buildings are fit for purpose, refurbish agreed services, **invest in maintaining and enhancing the quality of our environments** and introduce and integrate technology as part of building designs, as appropriate. This will support managers to better support the needs of the people in our services.

Remembering we are a charity

We will:

- **Amplify the voices of disabled people and turn up the volume on those who are not always heard.** This includes those living with brain injury following domestic abuse or in the criminal justice system. We will build on recent policy wins to continue to influence practice around the particular needs of these groups. For example, we will work with domestic abuse practitioners and providers to improve the support survivors with a brain injury receive.
- Learn from our work and the findings of a recent governance report to **develop a more strategic way to engage the people we support.** We will listen to the people we support to shape a new brand identity, which better reflects them and their voice.
- **Grow our presence in the media and across social media platforms,** using our expertise to better connect with different groups and add to debates.
- Build on the momentum we started in 2020 **to shape policy to improve the lives of disabled people.** We will develop relationships with parliamentarians and officials to ensure the needs of disabled people are appropriately recognised in policy and guidance. We will also work with people in our services and their families to make sure our policy priorities and positions accurately articulate and represent their lived experience.
- **Explore our income generation potential by better connecting with our donors.** We will look at which fundraising routes and messages work best for different audiences. We will also increase communications with our donors using our new customer relationship management system. We want to increase our engagement with current supporters by offering more communication options and learning how they want to engage with us.
- **Work with fundraisers so they can carry out fundraising events however they wish.** We will be investigating how we can align fundraising with our research to explore new income streams.

Public benefit


The Board of Trustees review the charity's aims and objectives each year to make sure our purpose and activities are aligned.

Our Foundation allows us to invest resources into improving the lives of disabled people who may not have access to statutory-funded services and external grants support initiatives that would be difficult to attract mainstream or traditional sources of funding.

All our Trustees give their time voluntarily and receive no benefits from the charity. Expenses claimed from the charity are set out in Note 11 of the financial statements. Trustees have referred to the Charity Commission guidance on public benefit when reviewing our aims and objectives and planning our future activities. In particular, Trustees consider how planned activities contribute to our aims and objectives, exploring:

- what we have achieved
- the outcomes of our work in the previous 12 months
- the success of each aspect of our work
- the benefits to, and impact on, the people we support

These activities are discussed in full within Our Strategy and Our Achievements sections.



“At first, I found it difficult being at Kerwin Court. I really just wanted to go home and being in isolation [due to Covid-19 restrictions on admission] was hard. The staff were brilliant, though, and have really helped me with my thoughts as well as getting me ready for home with everyday skills.”

Annette, who has a brain injury following a road traffic accident in 2019

Trustees' annual report

Trustees present their report and the audited consolidated financial statements for the year ending 31 May 2020. The Trustees' and the Trustees' annual report constitute the Directors and the Directors' report for Companies Act purposes.

These financial statements comply with the:

- Charities Act 2011
- Companies Act 2006
- Charities and Trustee Investment (Scotland) Act 2005
- Requirements of the charity's governing document
- Accounting and Reporting by Charities: Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Financial review

Summary

We have moved from a net surplus in 2019 of £1.3 million to a £0.1 million net deficit in 2020, a decline of £1.4 million. This is the result of a reduction in income, due to a decrease in occupancy levels. Although costs have fallen as a result, there have been corresponding increases in labour costs due to the increase in the National Living Wage and the statutory auto enroll pension increase.

- Total operating income amounted to £50.1 million in 2020, compared to £51.6 million in 2019, a decrease of £1.5 million.
- Total operating expenditure had a very small increase of £0.2 million from £51.1 million in 2019 to £51.3 million in 2020.
- The total net assets of the Group at 31 May 2020 were £93.8 million, a decrease of £0.1 million from 2018/19.
- In 2020, the Group applied to strike off the Hamilton Lodge Trust Limited legal entity.
- We continue to participate in York House Ventures Limited, a joint venture in which we have a 50% stake. The joint venture continues to make a small surplus.

In the 2019/20 financial year the total additional costs incurred from Covid-19 was £0.7 million which consists in the most part of additional personal protective equipment and staffing costs. We have mitigated these costs as much as possible by: using the Government furlough scheme; working with funders to recover additional costs; and using the Government funding awarded to local authorities for additional costs incurred within adult social care due to Covid-19. This has resulted in an overall additional net cost of £0.4 million in the financial year.

We continue to seek ways to mitigate the continuing additional costs we face due to the pandemic.

Here is a summary of our operating and non-operating activities:

	2020	2019
Operating activity	£m	£m
Operating income (excluding investment income)	50.1	51.6
Operating expenditure	(51.3)	(51.1)
Operating (deficits) / surplus	(1.2)	0.5
Non-operating activity	£m	£m
Investment income	1.0	1.0
Investment gains / losses	0.1	(0.2)
Non-operating surplus	1.1	0.8
Overall net (deficits) / surplus	(0.1)	1.3

Investments

Our investments have been acquired in accordance with the powers available to the Trustees or by way of legacy. They are subject to an investment policy which is reviewed on an annual basis. The current policy delegates management of investments to firms of investment managers. Trustees also employ a consultant to assist with financial advice, and select investment managers, as well as helping define the objectives they are set and monitor their performance.

The present investment managers are Rathbones Investment Management Limited, Cazenove Capital and CCLA Fund Managers Limited. Each manager has specific investment objectives and a mandate in line with our investment strategy.

The overarching aim is to maximise returns whilst making sure the charity's liquidity requirements are met. We also set what asset classes are permissible, the extent to which they are invested and the credit ratings in their selection.

We do not prescribe the nature of companies in which we invest through the stock market. The primary objective is to achieve optimal financial returns in order to deliver on our charitable objectives. In appointing investment managers, we have delegated ethically responsible investment so that we can best meet the needs of the people we support.

This year, we disposed of investments managed by Sarasin & Partners LLP. Of the £12.4 million proceeds, £7.5 million was transferred to CCLA and £4.9 million was transferred to Cazenove. The value of the charity's investment portfolios at the end of May was £32.8 million (2019: £25 million). Dividend and investment income from our investment portfolios was £1.0 million, consistent with 2019. Gains on our investments were £0.1 million in the year (2019: losses of £0.2 million).

Reserves

We want to expand services to meet the needs of disabled people. To support this, current reserves must be sufficient to meet the start-up costs of the agreed expansion of our services approved by Trustees. They must be sufficient to make sure our existing services are financially viable and mitigate the crystallisation of a financial risk identified in our risk register. Overall, Trustees consider a minimum reserve of £10 million is required to cover this policy.

The current level of unrestricted available reserves amounting to £37.4 million is sufficient to meet this policy and the capital commitments planned within 2020/21. These total £4.5 million. We will continue to open new services when appropriate opportunities arise and hold the funds to action this when they arise.

Trustees continue to review the level of reserves, bearing the difficulties in maintaining funding levels in mind. They incorporate this into the strategy, which is regularly monitored and modified, as appropriate. The reserves policy is derived from the five-year strategic review and reflects the charity's future plans and financial commitments.

Trustees have considered our policy on reserves and designated funds for investing in in fixed assets. The total designated fixed asset reserve is currently £49.9 million (2019: £52.4 million).

After taking restricted funds of £0.8 million into account and a surplus on the revaluation reserve of £5.7 million, our total funds amounted to £93.8 million on 31 May 2020.

Trustees consider the assets of each fund (including the revaluation reserve) are sufficient to meet current and future commitments.

Investments held by nominees

Our investments include £12.7 million managed by Rathbone Investment Management Limited, £7.3 million managed by Cazenove Capital and £12.7 million by CCLA Fund Managers Limited. These are held on the charity's behalf.

For investments managed by Rathbone Investment Management Limited, UK investments are registered in the name of Rathbone Nominees Limited and overseas investments are deposited with The Bank of New York Mellon as nominee.

Investments managed by Cazenove Capital are registered in the name of the custodian or designated nominee. Cash holdings are held in the client's own name or a designated client account. Schroder & Co. Limited is the custodian of the investment position shown at year end.

Our investments managed by CCLA Fund Managers Limited are held on our behalf in a COIF Charities Ethical Investment Fund and are valued at a mid-market price.

No other people acted as nominee for the charity this year.

Volunteers

Volunteers play an important role in supporting disabled people. They can't provide care and treatment but offer invaluable support. For example, they help maintain properties, including painting, gardening and clearing, so we can provide a high-quality service for the people we support. They also arrange trips for residents to get out and keep motivated. Without our volunteers, we wouldn't be able to run our services.

Fundraising

We support people and companies to give to The Disabilities Trust by promoting individual and regular giving, event fundraising, legacies and corporate support. We also write trust and grant applications and manage a community of volunteers.

Our local services also carry out fundraising activities to raise money for our assessment and rehabilitation centres, residential and care homes, and supported living accommodation.

We send application forms, fundraising packs and merchandise, and keep in regular contact with fundraisers. We always write to supporters to thank them for their fundraising. All communication with supporters complies with GDPR. This ensures that The Disabilities Trust does not unreasonably intrude on a person's privacy or is unreasonably persistent.

We are committed to The Code of Fundraising Practice which sets the standards for fundraising carried out by all charitable institutions and third-party fundraisers in the UK.

The Disabilities Trust is also an organisational member of the Institute of Fundraising, Fundraising Preference Service and Fundraising Regulator, as well as the Data & Marketing Association.

We haven't received any complaints from the Fundraising Preference Service and don't undertake any third-party fundraising. Our fundraising promise sets out our commitment to being honest, keeping contact details safe, and support donors. This helps make sure supporters are not put under pressure to donate and know how to make a complaint.

Going concern

We have prepared forecasts to the end of 2021 which consider our cash position, sources of income and planned expenditure. These forecasts incorporate key challenges surrounding the ongoing pandemic, including the reconfiguration of service delivery to ensure staff and beneficiaries remain safe. The forecasts include additional costs and savings arising from our response and have considered sensitivities surrounding our income pipeline. The charity has a strong portfolio of investments and financial performance, continues to be monitored regularly. The Trustees have scrutinised the key assumptions within forecasts and are satisfied that the current level of free reserves, available investment and cash balances are adequate to meet the Group's obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.



How principal risks are managed

The Board of Trustees (“the Board”) acknowledges its responsibility to protect the charity from risks. The charity regularly monitors and reviews its risks at both a strategic and operational level. We keep a corporate risk register which is regularly reviewed by senior management and an Audit and Risk Committee on behalf of the Board.

The table of principle risks is set out below:

Risk type	Risk description	Mitigation
Clinical	Service delivery and commissioning for neurobehavioural rehabilitation following Acquired Brain Injury (ABI) will be adversely affected due to changes in our clinical model and leadership which could result in reputational damage in our sector.	<ul style="list-style-type: none"> • Monthly monitoring of referrals for neurobehavioral rehabilitation. • ABI training to ensure care and clinical staff skills and knowledge are appropriate. • Research and audit team in place to provide the evidence base for high quality neurobehavioral rehabilitation. • Clinical leadership augmented with reporting to evidence clinical effectiveness. • Regular joint clinical and operational review meetings with the aim of improving outcomes and commissioning. • Agreed service and strategic objectives for rehabilitation services and service improvement plans in place for each region. • A two-year outcome study comparing our ABI rehabilitation pathways is completed and ready for publication and confirms effectiveness.

Risk type	Risk description	Mitigation
Operational	A lack of transparency may develop into an adverse culture, which could result in abuse or breaches of human rights of the people we support.	<ul style="list-style-type: none"> • Regular review of key data “early warning” indicators. • Internal quality audit inspections, feedback and “soft intelligence” provided following service visits. • Safeguarding strategy, policy and training implemented, and safeguarding lead roles introduced across the charity. • New remote reviews being rolled out across the organisation during the Covid-19 pandemic. • Whistleblowing procedure in place centrally for all staff to raise concerns. • Organisational values developed and launched. • Compliance checks for all agency staff in place across the organisation.
Coronavirus	Widespread infection and potential death affecting the people we support and staff due to the escalation of Covid-19 outbreak which could result in the charity being unable to deliver its core services, provide a safe environment and suffer from reputational and financial loss.	<ul style="list-style-type: none"> • Emergency Steering Group (ESG) established for rapid response and monitoring. • Weekly communication of guidance and procedures to staff updated in line with government guidelines. • Centralised procurement and dissemination of PPE supplies and monitoring of stock levels. • Centralised Covid-19 helpdesk set up to record cases, conduct wellbeing checks and signpost for testing. • Centrally managed budget set aside for outbreak, invoice uplifts negotiated with commissioners and Furlough scheme used where appropriate. • Office-based staff supported to work effectively from home. • Additional wellbeing initiatives introduced, including online yoga sessions and wellbeing packs for services. • Assurance letters circulated to families and webinars for two way-communication with the senior leadership team.

Governance structure

Constitution

The Disabilities Trust is a company limited by guarantee and governed by a Memorandum and Articles of Association. The company is registered as a charity with the Charity Commission to support disabled people and people with complex needs. It is also registered with the Office of the Scottish Charity Regulator.

The Disabilities Trust owns two subsidiaries: Brain Injury Rehabilitation Trust Limited which is dormant, and Hamilton Lodge Trust, which is currently not trading and in the process of being closed and struck off the Companies House Register. Also, The Disabilities Trust holds a 50% interest in a joint venture, York House Ventures Limited. Further details are shown in note 16.

Governance and decision making

The charity is governed by the Board of Trustees which meets at least four times a year to review finance and quality reports, discuss reports from committees and the senior leadership team (SLT). The Trustees have delegated the day-to-day management of the charity to the SLT, which comprises the Chief Executive Officer (CEO) and several Executive Directors. The SLT meets at least monthly.

The Trustees have set up several committees to manage membership and specific terms of reference:

- **Audit and Risk Committee:** Made up of five Trustees, this committee meets at least twice a year to review the charity's internal and external procedures. The Trustees invite the Chair, CEO, Director of Corporate Services, Director of Governance and Quality and representatives of the external auditors to meetings. The Audit and Risk Committee meets the external auditors without the executive management present at least once a year.
- **Chair's Committee:** The Chair, Vice Chair, CEO and Director of Corporate Services meet to decide the agenda for the quarterly Board meetings.
- **Finance and Investment Committee:** Made up of the Chair and up to six other Trustees, the committee meets at least three times a year to review financial policies and processes, investments and proposals, to make recommendations to the Board. The committee also invites the CEO, Director of Corporate Services, Independent Investment Adviser and representatives from external investment houses to attend meetings, when required.

- **Quality and Governance Committee:** The Chair and up to six other Trustees meet up to four times a year to review the quality of our services and provide assurance to the Board. The CEO and Director of Governance and Quality attend meetings, when required.
- **Remuneration and Nominations Committee:** The Chair, Vice Chair and up to two other Trustees meet at least once a year to discuss staff pay and review the remuneration package for the CEO. The committee also reviews Trustee recruitment and nominations and puts plans in place for if Trustees or the CEO leave.
- **York House Board Committee:** The charity has a 50% interest in York House Ventures Limited which is responsible for managing our independent hospital, York House. The Committee has eight members with four of these made up of representatives from The Disabilities Trust. One Trustee, the CEO, Director of Operations and Director of Corporate Services meet with the other committee members three times a year to discuss the service.
- **Research Governance Committee:** The Chair and three Trustees meet up to three times a year to review internal and external research proposals, and to make sure researchers understand and carry out their responsibilities. The CEO, Director of Clinical Services, Head of Foundation and The Disabilities Trust Research Fellow attend meetings, when required.

Trustee recruitment and term of office

Trustees are a critical resource and give their time freely in support of The Disabilities Trust. They are elected to the Board by Trustees for a term of three years.

Trustee vacancies are advertised using a Trustee recruitment agency, and Trustees and the SLT may recommend potential candidates from their professional networks. Recruitment of new Trustees is overseen by the Remuneration and Nominations Committee with input from the SLT.

The Trustees are aware of the principles set out in the Charities Governance Code, published in July 2017. They are satisfied that the current governance framework uses the principles set out in the code, except for the long-standing Trustees noted in the next paragraph.

The code recommends that Trustees should serve a maximum of three terms of three years. While Trustees support the recommendation, they are mindful of the scale and pace of change taking place within The Disabilities Trust and plan to ensure there is a phased departure of longer serving Trustees.

It was agreed at the May 2018 Board meeting that all current Trustees would in future serve for a maximum of nine years. To provide a smooth and effective transition, Trustees who had already served nine or more years and eligible for re-election in November 2018, would serve a maximum of one further term of three years. This would allow the Board to plan for the departure of long-standing Trustees.

In very exceptional circumstances, the Board may use their discretion by asking a Trustee in a key role, for example, a Committee Chair or the Board Chair, to serve an extra term of three years. If Trustees use this discretion, the matter will be documented in the Board minutes. From 2023, the exception will be removed.

Trustees

The following Trustees held office during the year:

	Committee membership	
Mr S Howell	C, FI, QG, RN	Appointed Chair 26 November 2018
Dr C S Drugan	FI, RG, H	
Mr M Green	C, FI, AR, RN	
Mr R A Hoyle	FI, AR, Y	
Ms E C Jackman	H, RG	Resigned 25 November 2019
Ms T S Livadeas	AR, QG	
Mr C Philipsborn	QG	
Mr M Rowe	FI, AR, QG	Resigned 5 January 2020
Mrs C Yorath	QG	Resigned 13 July 2020
Mr M James	QG, FI	
Mr S Waring	QG, RG, RN	
Mr R Wilson	FI, AR	

Key committee membership:

AR	Audit and Risk Committee
RN	Remuneration & Nominations
C	Chair's Committee
H	Heathermount Board of Governors
Y	York House Ventures Limited
FI	Finance and Investment Committee
RG	Research Governance Committee
QG	Quality and Governance Committee

Senior Leadership Team

The Trustees have delegated the day to day management of the charity to the Senior Leadership Team:

Mrs I Sobowale	Chief Executive
Ms N Carey	Director of People and Organisational Development
Mr W Chidgey	Director of Corporate Services
Dr S Copstick	Director of Clinical Services
Mrs V Pilkington	Director of Governance and Quality Assurance
Ms Vivienne Francis	Director of Communication and Foundation (appointed December 2019)
Mrs A Bygrave	Director of Operations
Mrs L Robertson	Business Development and Programme Director

Remuneration policy

The Remuneration and Nominations Committee sets the Chief Executive's pay, as detailed on page 51. The Chief Executive is responsible for setting the remuneration packages for other SLT members, subject to a maximum increase of 10% of the starting salary in any financial year. SLT salaries are reviewed every two years to ensure consistency with external benchmarks.

Streamlined energy and carbon reporting

Energy consumption

Streamlined Energy and Carbon Reporting (SECR) is the new legislative reporting requirement in the financial review for the year end finishing on or after 31 March 2020. It mandates that all large organisations must report on the operational energy consumption and associated emissions. CO₂e, or carbon dioxide equivalent, is a standard unit for measuring carbon footprints (where "kg" is kilograms and "t" is thousands of kilograms). The high-level breakdown is as follows:

	Gas	Electricity	Transport	Total
kWh	8,376,798	3,153,936	908,298	12,439,032
Mileage			751,322	751,322
kgCO ₂ e	1,541,306	1,299,579	239,008	3,079,893
tCO ₂ e	1,541	1,300	239	3,080

Energy and associated carbon emissions

The Disabilities Trust total CO₂ emission from grid electricity is 1,541 tCO₂e and 1,300 for emissions from natural gas. This is used for operational buildings and care homes. There were higher emissions over the winter months which is due to increased heating demands.

Intensity metric

An intensity metric gives The Disabilities Trust an indicator of carbon performance based on an operational figure. In this case, we have used the number of people we support to indicate this performance with 603 people we support emitting an average of 5,107.6kgCO₂e each. This will be measured annually and compared against previous years.

Number of people we support	603
kgCO ₂ e	3,079,893
2019/2020	5,107.6

DT initiatives

This section highlights energy and carbon improvement projects undertaken during the year and those that are currently underway:

Smart meters: In order to obtain an accurate and detailed picture of each building's consumption, we are changing all of our meters to smart ones.

Energy sources

We are measuring the scope one and two emissions. All energy data was collated by our energy suppliers SSE and E.ON. Transport data and the number of people we support was collated internally. We obtained energy usage for a number of sites for a winter and summer month. These figures were extrapolated over the year for all of our services. The number of people we support at each unit was used as the basis for calculating the energy usage for units. Scope one: Transport and vehicles Scope two: Electricity and gas supply.

Calculations

The following figures were used to convert energy to CO₂ figures.

	Litre	kWh	Co ₂ e
Gas	N/A	1	0.183997
Electricity	N/A	1	0.41205
Petrol	1	9.1	2.31
Diesel	1	10	2.68

Section 172 (1) statement

The Directors of the Group must act in accordance with a set of general duties. These duties are detailed in section 172(1) of the UK Companies Act 2006, which is summarised as follows:

“A Director of a Company must act in the way he/she considers, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole, and in doing so have regard (amongst other matters) to:

1. The likely consequences of any decision in the long term
2. The interests of the Company’s employees
3. The need to foster the Company’s business relationships with suppliers, service users and others
4. The impact of the Company’s operations on the community and environment
5. The desirability of the Company maintaining a reputation for high standards of business conduct
6. The need to act fairly as between members of the Company.”

The Directors of The Disabilities Trust consider that they have fulfilled their duties in accordance with section 172(1) of the UK Companies Act 2006 and have acted in a way which is most likely to promote the success of the Group for the benefit of its stakeholders as a whole in the following ways:

Trustees

The Directors seek to build on a mutual understanding of objectives between The Disabilities Trust and its Trustees by meeting to discuss long-term issues and receive feedback, communicating regularly throughout the year. For further details see pages 50 and 51.

Employees

The Disabilities Trust is dependent upon the qualities and skills of its employees, and the commitment of staff plays a major role in the organisation’s success. For further details on how The Disabilities Trust is supporting staff see the “Our achievements” section from page 18.

The safety of staff is of utmost importance to the Board. It resulted in the decision to implement a work-from-home policy for all staff from 18 March 2020, in light of the Covid-19 outbreak.

The people we support and suppliers

The health and safety of our the people we support and staff are our number one priority, but to ensure high-quality services can continue to be delivered, adequate funding is needed. This is discussed on page 14 and our achievements are on pages 18 to 33.

The Disabilities Trust has regular interactions and communications between staff, the people we support, suppliers and other stakeholders. In the majority of instances, this is achieved through a variety of communication media made available to all staff, including email, webinars, videos, video conferencing, phone and social media.

Community

The Disabilities Trust communicates best practice and achievements across the organisation by putting policies into place, and through training and regular staff communications including a dedicated intranet portal.

The Disabilities Trust also undertakes a number of local charitable initiatives each year. Refer to Goal three: Creating impact with voluntary income on page 32 for more details.

Governance and decision making

The charity is governed by the Board of Trustees which meets at least four times a year to review finance and quality reports, discuss reports from committees and the Senior Leadership Team (SLT).

The Trustees have delegated the day-to-day management of the charity to the SLT, which comprises the Chief Executive Officer (CEO) and several Executive Directors. The SLT meets at least monthly. The Trustees have set up several committees to manage membership and specific terms of reference which are detailed on pages 50 and 51.

Equality statement

We are proud of our diverse workforce which reflects the breadth of people we support. The Disabilities Trust embeds the principles of the Equality Act in everything we do. Through staff training and strong leadership, we are encouraging inclusivity across the organisation.

Funds held on behalf of others

At year end, the Disabilities Trust Group, as custodian Trustee, held a total sum of £296,000 in its bank accounts, compared to £408,000 at the end of the previous year. This sum wasn't included in the balance sheet and was held separately in identifiable bank accounts.

Payments to suppliers

Settlement terms are agreed with suppliers as part of our contract with them. It is the charity's policy to pay in accordance with those terms. Other creditors are paid in accordance with invoice terms.

Statement of engagement with employees

We regularly review the support we provide to employees and make improvements, where appropriate. Our dedicated staff work hard to support disabled people and complex needs, and we recognise their contribution.

When we recruit for new vacancies, we abide by our equal opportunities policy. We consider applications from disabled people for roles which match their skills and experience. If an existing employee becomes disabled, we make every effort to retain them and provide appropriate retraining. All employees benefit from training, career development and promotions, based on their aptitudes and abilities.

We keep staff up-to-date on what is happening across the organisation and seek their views on everything that affects them. Managers update staff in our regular business review meetings, briefing discussions and training sessions.

We use a variety of channels to communicate with colleagues. Our monthly staff magazine, *dtFocus*, provides an insight into the lives of the people we support, and our weekly *Managers' Bulletin* keeps staff up-to-date with important developments. Staff are across England, Scotland and Wales so it's important they feel connected. We use a range of technology to do this, for example our Chief Executive hosts a live webinar every month to share latest news. Staff also use Yammer, an internal social network, to keep in touch.

Supporters

We would like to thank our amazing supporters who fund and help to raise money for our vital work improving the lives of disabled people. Thanks so much to everyone listed below and all our individual supporters who raised an incredible total.

- Andor Charitable Trust
- Bruce Wake Charitable Trust
- CAF America
- Corporé
- Dean & Shelton Country Show
- Depot Road Allotment Society
- GM Morrison Charitable Trust
- Gwyneth Forrester Trust
- Holbeck Charitable Trust
- Hull & East Riding Charitable Trust
- Nick Thatcher
- Miss A B Pollen Trust
- Mitchell Instruments
- Quills Office Supplies Ltd
- The Charles & Elsie Sykes Trust
- The Garrison Church Plate Fund
- The Ian Askew Charitable Trust
- The Masonic Charitable Foundation

Legislative and administration information

Name of the charity:

The Disabilities Trust

Company registration number:

2334589

Country of incorporation:

United Kingdom

Charity registration number:

England and Wales: 800797

Scotland: SCO38972

Registered office:

First Floor, 32 Market Place, Burgess Hill, West Sussex, RH15 9NP

Auditors:

Crowe UK LLP, 55 Ludgate Hill, London, EC4M 7JW

Bankers:

Barclays Bank plc

Level 28, 1 Churchill Place, London, E14 5HP

Solicitors:

DAC Beachcroft LLP

100 Fetter Lane, London, EC4A 1BN

Investment Managers:

Rathbone Investment Management Limited

8 Finsbury Circus, London, EC2M 7AZ

Cazenove Capital

1 London Wall Place, London Wall, Barbican, London, EC2Y 5AU

CCLA Investment Management

Senator House, 85 Queen Victoria St, London, EC4V 4ET

Trustees' responsibilities statement

The Trustees (who are also Directors of The Disabilities Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles set out in the Charities SORP (FRS 102)
- Make judgments and accounting estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's and Group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. The Trustees are also responsible for safeguarding the assets of the charitable company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

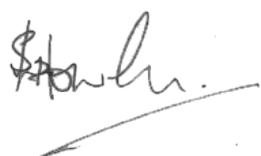
The Trustees confirm that:

- So far, as each Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees' report (including the Strategic Report) has been approved by the Board of Trustees of The Disabilities Trust on 2 November 2020 and signed on their behalf by:

ON BEHALF OF THE BOARD

A handwritten signature in black ink, appearing to read 'S Howell', with a long horizontal stroke extending to the right.

Mr S Howell
Chair of the Board of Trustees

Auditor's report

Independent auditor's report to the members and Trustees of The Disabilities Trust

Opinion

We have audited the financial statements of The Disabilities Trust for the year ended 31 May 2020 which comprise Consolidated Statement of Financial Activities, Consolidated and Charity Balance Sheets, Consolidated Statement of Cash Flows 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 May 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, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 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 Auditor's 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 auditor's report 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report, which includes the Directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the Directors' report included within the Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In 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 strategic report or the Directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; 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.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, 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.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of part 16 of the Companies Act 2006, and to the charitable company's Trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor

For and on behalf of
Crowe UK LLP
Statutory Auditor
London

13 November 2020

Financial statements

Consolidated Statement of Financial Activities

– Incorporating Income and Expenditure Account for the year ended 31 May 2020

Income from	Note	Total unrestricted fund £'000	Total restricted funds £'000	Total funds 2020 £'000	Total funds 2019 £'000
Donations and legacies	3	-	202	202	445
Charitable activities:					
Improving the lives of people with disabilities	4	49,720	-	49,720	50,342
Investment income	5	984	-	984	994
Share of surplus of joint ventures	15	69	-	69	282
Other income	6	154	-	154	560
Total income		<u>50,927</u>	<u>202</u>	<u>51,129</u>	<u>52,623</u>
Expenditure on:					
Raising funds	7	85	-	85	84
Charitable activities:					
Improving the lives of people with disabilities	8(i)	51,055	-	51,055	50,805
Other		-	152	152	227
Total expenditure		<u>51,140</u>	<u>152</u>	<u>51,292</u>	<u>51,116</u>
Net income/(expenditure) before gains on investments	11	(213)	50	(163)	1,507
Gains/(losses) on investment assets		45	-	45	(231)
Net income/(expenditure) before transfers, gains and losses		(168)	50	(118)	1,276
Transfers between funds	19&20	-	-	-	-
		(168)	50	(118)	1,276
Other recognised gains/(losses)					
Actuarial loss on defined benefit pension	25	-	-	-	-
Net movement in funds		(168)	50	(118)	1,276
Total funds brought forward		93,150	776	93,926	92,650
Total funds carried forward	19&20	<u>92,982</u>	<u>826</u>	<u>93,808</u>	<u>93,926</u>

All gains and losses recognised in the current and preceding financial year are included in the consolidated statement of financial activities. The accompanying accounting policies and notes form an integral part of these financial statements.

Consolidated and charity balance sheets

As at 31 May 2020

	Note	Group		Charity	
		2020	2019	2020	2019
		£'000	£'000	£'000	£'000
Fixed assets:					
Intangible assets	13	1,915	2,295	1,915	2,295
Tangible assets	14	47,963	50,093	48,218	50,268
Investments	15	32,751	25,023	32,751	25,147
Net assets in joint ventures	15	95	279	-	-
Total fixed assets		82,724	77,690	82,884	77,710
Current assets:					
Stocks		-	11	-	11
Debtors	16	6,402	6,596	6,402	6,592
Cash at bank and in hand		11,466	16,299	11,466	16,252
Total current assets		17,868	22,906	17,868	22,855
Creditors: amounts falling due within one year	17	(6,503)	(6,302)	(6,503)	(6,297)
Net current assets		11,365	16,604	11,365	16,558
Total assets less current liabilities		94,089	94,294	94,249	94,268
Provisions for liabilities	18	(281)	(368)	(281)	(368)
Net assets (excluding pension scheme liability)		93,808	93,926	93,968	93,900
Defined benefit pension scheme liability	25	-	-	-	-
Total net assets		93,808	93,926	93,968	93,900
The funds of the charity:					
Restricted income funds	19	826	776	826	770
Unrestricted funds	20				
- revaluation reserve		5,746	5,701	5,746	5,701
- designated funds		49,878	52,388	50,133	52,563
- pension reserve		-	-	-	-
- general funds		37,358	35,061	37,263	34,866
Total unrestricted funds		92,982	93,150	93,142	93,130
Total funds		93,808	93,926	93,968	93,900

The charity generated a net deficit of £0.1m in 2020 before results of subsidiaries and JVs were consolidated into the Group financial statements (2019: net surplus £1.5m).

The financial statements were approved and authorised for issue by the Board of Trustees on 2 November 2020 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'S Howell', with a long horizontal stroke extending to the right.

Mr S Howell – Chair of the Trustee Board

Company number: 2334589

The accompanying accounting policies and notes form an integral part of these financial statements.

Consolidated statement of cash flows

For the year ended 31 May 2020

	Note	2020 £'000	2019 £'000
Cash flows from operating activities			
Net cash provided by operating activities	22	1,645	1,802
Cash flows from investing activities			
Dividends & interest from investments		984	994
Proceeds from the sale of property, plant and equipment		3,517	3,199
Purchase of property, plant and equipment		(3,482)	(1,498)
Purchase of intangible fixed assets		(417)	(839)
Net (purchase)/proceeds from sale of investments		(7,355)	60
Gift aid received from joint ventures		276	98
Net cash (expensed)/generated by investing activities		<u>(6,475)</u>	<u>2,014</u>
(Decrease)/Increase in cash and cash equivalents in the year		(4,833)	3,816
Cash and cash equivalents at the beginning of the reporting year		16,299	12,483
Cash and cash equivalents at the end of the reporting year		<u>11,466</u>	<u>16,299</u>

The accompanying accounting policies and notes form an integral part of these financial statements.

Notes to the financial statements

For the year ended 31 May 2020

1. Principal accounting policies

Our principal accounting policies are set out below.

Basis of preparation

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Group's financial statements.

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 Ireland (FRS 102) and the Companies Act 2006.

The Disabilities Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy.

The accounts are presented in £ Sterling.

Going concern

We have prepared forecasts to the end of May 2022 which consider our cash position, sources of income and planned expenditure. These forecasts incorporate key challenges surrounding the ongoing pandemic including the reconfiguration of service delivery to ensure staff and beneficiaries remain safe. The forecasts include additional costs and savings arising from our response and have considered sensitivities surrounding our income pipeline. The charity has a strong portfolio of investments and financial performance, these continue to be monitored regularly. The Trustees have scrutinised the key assumptions within forecasts and are satisfied that the current level of free reserves, available investment and cash balances are adequate to meet the Group's obligations as they fall due. Having regard to the above, the Trustees are satisfied that there are no material uncertainties around the decision to adopt the going concern basis of accounting in preparing these financial statements.

Subsidiary undertakings and joint ventures

The consolidated statement of financial activities and Group balance sheet incorporate the financial statements of the charity and its subsidiary undertakings on a line by line basis.

The Group's share of the results of the joint ventures is included in the consolidated statement of financial activities and the Group's share of the net assets of the joint ventures is included in investments in the Group balance sheet.

In the charity's own financial statements, the investment in subsidiary undertakings is stated at the net book value of the assets of the subsidiary undertakings at the date of acquisition. The charity's investment in the joint ventures is stated at cost. Investments in subsidiaries are reviewed for impairment annually.

Hamilton Lodge Trust Limited, a wholly owned subsidiary of The Disabilities Trust and provided services to people with learning disabilities and autism, ceased trading on 31 August 2017 further to the Trustees' decision as a result of its continued operating deficits. The Disabilities Trust has continued to wind down the charity in 2020 and the company was formally struck off the register on 22 September 2020. Its results are included in note 15 and consolidated into the Group financial statements.

Income

Voluntary income including donations, gifts, legacies and grants, is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The donor specified that the grant or donation must only be used in future accounting periods, or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

The following specific policies apply to certain categories of income:

- Income from fees is recognised as services are provided. Any amount received in advance of services being provided is included as deferred income. The majority of our funding is received from local authorities.
- Donated goods or services are included in the financial statements at an estimate based on the value of the donation to the group.
- Grants are included in the statement of financial activities when the conditions for receipt have been complied with.
- Investment income is included in the statement of financial activities when receivable, including recoverable tax.

Expenditure

Expenditure has been charged to the statement of financial activities on an accrual basis. Costs are shown inclusive of any related value added tax. Expenditure categories noted below are analysed in the various notes to the financial statements:

- **Raising funds**

Costs of raising funds are the costs incurred in attracting voluntary income.

- **Charitable activities**

These are the costs involved in activities where the aim is the objectives of the Group. They include direct costs, support costs and governance costs as detailed below.

- **Direct costs**

These include the cost of direct service delivery including all staff and other directly attributable costs.

- **Support costs**

Support costs include the costs of the central support office functions such as central management, financial administration, human resources, information systems and finance costs. They have generally been allocated to cost categories on the basis of staff costs and staff numbers, which, in turn, is judged to allocate costs on a reasonable basis consistent with the activity's usage.

- **Governance costs**

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Lease contracts

Operating lease rentals are charged to the statement of financial activities on a straight-line basis over the life of the lease.

Intangible fixed assets and depreciation

Depreciation is calculated to write down the cost less estimated residual value of all intangible fixed assets over their expected useful lives. The rates generally applicable are:

Computer software - 25% per annum

Tangible fixed assets and depreciation

Depreciation is calculated to write down the cost less estimated residual value of all tangible fixed assets other than freehold land by equal annual instalments over their expected useful lives. The rates generally applicable are:

Freehold buildings	2% per annum
Short leasehold improvements	over period of lease
Computers	25% per annum
Fixtures and fittings	15% per annum
Motor vehicles	33.3% per annum on high mileage vehicles
Motor vehicles	15% per annum on people carriers

No depreciation is provided on freehold land.

Impairment reviews are only carried out if there is an indication that the recoverable amount of a tangible fixed asset is below its net book value.

Properties under construction are stated at cost. Cost comprises directly attributable costs and borrowing costs. Such properties are not depreciated until they are reclassified after completion.

There is a de minimis capitalisation limit of £500.

Investments

Investments are stated in the balance sheet using the mid-price at market value. All realised and unrealised gains and losses are taken to the statement of financial activities and are reflected in “(losses)/gains on investment assets”. Realised gains and losses are calculated as the difference between market value at the beginning of the year and sale proceeds. Unrealised gains are derived from movement in market value during the year.

Stocks

Stocks are stated at the lower of cost and net realisable value. In determining the cost of raw materials and consumables, the purchase price is used.

Debtors

Trade and other debtors are recognised at the transaction amount, net of trade discounts and are reduced by amounts which are not considered to be recoverable.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the group and the charity have 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.

Provisions for liabilities

- **Dilapidations provision**

The dilapidations provision is recognised on a lease by lease basis and is based on the Group's best estimate of the likely committed cash flow.

Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

Redundancy costs are recognised as an expense in the period in which the charity becomes irrevocably committed to incurring the costs and the main features of the plans have been announced to affected employees.

Pension costs

We have a defined contribution scheme for the benefit of employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Foreign currency

Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities in foreign currencies are translated at the rates of exchange prevailing at the balance sheet date. Exchange differences are included in the consolidated statement of financial activities for the period in which they are incurred.

Fund accounting

We have various types of funds for which we are responsible, and which require separate disclosure. These are as follows:

- **Restricted income funds**

Donations or legacies are earmarked by the donor for specific purposes. From these funds, the donation and income deriving therefrom may be used in accordance with the specific purposes.

- **Unrestricted funds**

- **Designated funds**

We may, at our discretion, set aside funds for specific purposes which would otherwise form part of the general funds of the organisation. Specifically, the charity sets aside funds for the following:

- The amount which represents the investment made in intangible and tangible fixed assets for use by the charity.
 - Sums for use by The Disabilities Trust Foundation which is a fund that has been set up to allow the charity to support and work with new and existing initiatives which would otherwise struggle to attract mainstream or traditional funding.
 - The amount of the revaluation reserve on investments held by the charity which represents cumulative investment gains on investments.

- **General funds**

Funds are expendable in furtherance of the objectives of the charity.

2. Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made the following judgements:

Leases

The classification of leases entered into by the Group either as a lessor or a lessee as operating leases or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.

Impairment

The determination of whether there are any indicators of impairment applicable to the Group's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating service, the viability and expected future performance of that service.

Tangible fixed assets

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Dilapidation provisions

Dilapidation provisions have been provided in these financial statements reflecting the Group's estimate of repair costs which will need to be undertaken when returning leased properties back to their original state. The provisions are based on the average provision required for each property leased.

3. Donations and legacies

Group

	Total funds 2020 £'000	Total funds 2019 £'000
Legacies	174	10
Grants	21	294
Other donations and gifts	7	141
	<u>202</u>	<u>445</u>

4. Income from charitable activities

Improving the lives of people with disabilities

Group

	Total funds 2020 £'000	Total funds 2019 £'000
Fee income:		
Physical disabilities	4,711	5,187
Autism	8,659	8,431
Brain injury	24,067	25,574
Education	4,363	3,500
Community services	7,380	7,122
Ancillary services to joint ventures:		
Management charges to joint ventures	<u>539</u>	<u>528</u>
	<u>49,720</u>	<u>50,342</u>

5. Investment income

Group

	Total funds 2020 £'000	Total funds 2019 £'000
Bank deposit interest receivable	79	68
Dividend income from listed investments	905	926
	<u>984</u>	<u>994</u>

6. Other income

Group

	Total funds 2020 £'000	Total funds 2019 £'000
Surplus on sale of fixed assets	33	445
Other income	121	115
	<u>154</u>	<u>560</u>

7. Expenditure on raising funds

Group

	Total funds 2020 £'000	Total funds 2019 £'000
Fundraising costs	23	21
Investment management costs	63	63
	<u>86</u>	<u>84</u>

8. Charitable activities

(i) Group

Improving the lives of people with disabilities

Total funds

	Activities undertaken directly	Support costs	Total funds 2020	Activities undertaken directly	Support costs	Total funds 2019
	£'000	£'000	£'000	£'000	£'000	£'000
Physical disabilities	5,648	1,223	6,871	6,737	1,139	7,876
Autism	7,885	1,618	9,503	6,961	2,003	8,964
Brain injury	19,922	4,543	24,464	20,213	4,230	24,443
Education	2,485	314	2,799	2,137	292	2,429
Community services	5,826	1,423	7,249	5,690	1,324	7,014
The DT Foundation	163	6	169	73	6	79
Total charitable activities	41,928	9,127	51,055	41,811	8,994	50,805

2020 Support costs allocation

	Physical disabilities	Autism	Education	Community Services	Brain injury	The DT Foundation	Total 2020	Basis of allocation
	£'000	£'000	£'000	£'000	£'000		£'000	
Central support costs								
Staff and training	466	617	120	542	1,731	2	3,478	Staff nos.
Other	746	987	191	868	2,770	4	5,566	Staff nos.
Governance	11	15	3	13	41	-	127	Staff nos.
	<u>1,223</u>	<u>1,618</u>	<u>314</u>	<u>1,423</u>	<u>4,543</u>	<u>6</u>	<u>9,127</u>	

2019 Support costs allocation

	Physical disabilities	Autism	Education	Community Services	Brain injury	The DT Foundation	Total 2019	Basis of allocation
	£'000	£'000	£'000	£'000	£'000		£'000	
Central support costs								
Staff and training	467	617	120	543	1,733	2	3,482	Staff nos.
Other	660	1,331	169	767	2,454	4	5,385	Staff nos.
Governance	12	55	3	14	43	-	127	Staff nos.
	<u>1,139</u>	<u>2,003</u>	<u>292</u>	<u>1,324</u>	<u>4,230</u>	<u>6</u>	<u>8,994</u>	

The allocation of support costs has been made on the basis of the Trustees' best estimate of time spent on supporting each activity during the year. The Group prepares individual budgets and management accounts for each accommodation unit and costs are directly attributed during the year; the amounts included above for "unit costs" are the support costs allocation of these directly attributable costs.

The central support costs are the costs borne by the charity for central office services including quality control, business development, communications, management accounting, payroll administration, budgeting, information technology, people services and learning & development.

9. Staff number and costs

Staff costs during the year were as follows:

	Group 2020 £'000	Group 2019 £'000
Wages and salaries	28,843	29,744
Social security costs	2,666	2,549
Cost of defined benefit pension schemes	-	(67)
Cost of defined contribution pension schemes	1,433	1,315
Other employee benefits	<u>163</u>	<u>35</u>
	33,105	33,576
Payments made to independent third parties for the provision of staff	4,788	4,751
Total payroll and staff related costs	<u>37,893</u>	<u>38,327</u>

The costs of an additional 120 (2019: 126) care staff and 13 (2019: 11) administrative staff are recharged to the joint ventures for which their services are exclusively used.

Payments made to independent third parties for the provision of staff relate to costs incurred as a result of staff vacancies and cover being required pending recruitment. They also include costs arising as a result of cover being required during sickness or holiday.

Wages and salaries shown above include the following which have been fully provided in the accounts and fully funded by the Group

	Group 2020 £'000	Group 2019 £'000
Redundancy costs & termination payments	<u>152</u>	<u>263</u>

The average number of persons engaged in the provision of welfare services to residents of the Group and the charity during the year, analysed by category, was as follows.

	Group 2020 Number	Group 2019 Number
Provision of care	1,424	1,528
Administration	178	170
	<u>1,602</u>	<u>1,698</u>

The number of employees paid over £60,000 (excluding pension contributions) during the year was as follows:

	Group 2020 Number	Group 2019 Number
£60,001 to £70,000	9	11
£70,001 to £80,000	6	4
£80,001 to £90,000	1	2
£90,001 to £100,000	2	-
£100,001 to £110,000	1	-
£120,001 to £130,000	3	1
£130,001 to £140,000	-	1
£180,001 to £190,000	1	-
£190,001 to £200,000	-	1

The Trustees consider that, along with themselves, members of the Senior Leadership Team (as detailed in the Trustees' Report) are the Group's and the charity's key management personnel. The total amount of employee benefits paid to members of the Senior Leadership Team in respect of their services to The Disabilities Trust (including remuneration, employer's pension contributions, employers National Insurance and other benefits) was £1,101,558 (2019: £1,116,000) for the Group.

10. Remuneration of Trustees

No Trustee received any form of remuneration during the year (2019: £nil).

Travel expenses incurred in the course of attending the charity's affairs and amounting to £10,909 (2019: £12,254) for the Group and the charity were reimbursed to 8 Trustees during the year (2019: 8).

Costs of Trustees' meetings amounted to £7,859 in the year (2019: £4,314).

The Trustees have used funds of the charity to purchase indemnity insurance at a cost of £2,188 (2019: £2,312).

11. Net income before gains on investments

	Group 2020 £'000	Group 2019 £'000
The net income for the year is stated after charging/(crediting)		
Auditor's remuneration for statutory audit services		
- parent	43	39
- subsidiaries	3	2
Auditor's remuneration for taxation services	2	2
Auditor's remuneration for other assurance services	1	3
Depreciation and other amounts written off tangible fixed assets	1,739	1,871
Depreciation and other amounts written off intangible fixed assets	797	668
Loss on disposal of tangible fixed assets	39	28
Hire of other assets - operating leases	1,031	962
Profit on sale of tangible fixed assets	<u>(33)</u>	<u>(433)</u>

12. Tax

The company is registered as a charity and its income is applied solely for charitable purposes. As a result, it is entitled to rely upon the relevant taxation exemptions and reliefs as set out in the Corporation Taxes Act 2010. Any profit generated by York House Ventures Limited (YHV), the joint venture company, is paid to the joint venture parties under the Gift Aid Scheme, following the year-end and is subject to corporation tax until then. As a result, the income from joint ventures of the Group for the year includes the impact of tax charged on the results for YHV for the year.

13. Intangible fixed assets

		Group and Charity Computer software
		£'000
Cost		
At 1 June 2019		4,092
Additions		417
Disposals		-
At 31 May 2020		<u>4,509</u>
Amortisation		
At 1 June 2019		1,797
Provided in the year		797
Disposals		-
At 31 May 2020		<u>2,594</u>
Net book value		
At 31 May 2020		<u>1,915</u>
Net book value		
At 31 May 2019		<u>2,295</u>

14. Tangible fixed assets

Group

	Land and buildings	Motor vehicles	Fixtures and fittings	Computers	Assets under construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost						
At 1 June 2019	62,344	379	7,205	1,445	224	71,597
Additions	387	32	228	208	2,626	3,481
Disposals	(4,725)	(143)	(773)	(3)	-	(5,644)
Construction complete	<u>66</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(66)</u>	<u>-</u>
At 31 May 2020	<u>58,072</u>	<u>268</u>	<u>6,660</u>	<u>1,650</u>	<u>2,784</u>	<u>69,434</u>
Depreciation						
At 1 June 2019	14,136	351	5,975	1,042	-	21,504
Provided in the year	1,130	15	455	139	-	1,739
Disposals	<u>(893)</u>	<u>(141)</u>	<u>(735)</u>	<u>(3)</u>	<u>-</u>	<u>(1,772)</u>
At 31 May 2020	<u>14,372</u>	<u>225</u>	<u>5,695</u>	<u>1,178</u>	<u>-</u>	<u>21,471</u>
Net book value at 31 May 2020	<u>43,700</u>	<u>43</u>	<u>965</u>	<u>471</u>	<u>2,784</u>	<u>47,963</u>
Net book value at 31 May 2019	<u>48,208</u>	<u>28</u>	<u>1,230</u>	<u>403</u>	<u>224</u>	<u>50,093</u>

All tangible fixed assets are utilised for the Group's charitable purposes.

Charity

All tangible fixed assets are utilised for the charity's charitable purposes.

	Land and Buildings	Motor vehicles	Fixtures and fittings	Computers	Assets under construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation						
At 1 June 2019	62,351	379	7,204	1,445	224	71,603
Additions	387	32	228	208	2,628	3,483
Disposals	(4,648)	(143)	(772)	(3)	-	(5,566)
Construction complete	66	-	-	-	(66)	-
At 31 May 2020	58,156	268	6,660	1,650	2,786	68,520
Depreciation						
At 1 June 2019	13,967	352	5,974	1,042	-	21,335
Provided in the year	1,130	15	455	140	-	1,740
Impairment	-	-	-	-	-	-
Disposals	(893)	(141)	(735)	(3)	-	(1,772)
At 31 May 2020	14,204	225	5,674	1,179	-	21,302
Net book value at 31 May 2020	43,952	43	966	471	2,786	48,218
Net book value at 31 May 2019	48,384	27	1,230	403	224	50,268

15. Fixed asset investments

Group

	Listed securities	Cash on deposit	Total
	£'000	£'000	£'000
Market value at 1 June 2019	24,525	498	25,023
Disposals (at cost)	(2,229)	-	(2,229)
Additions	7,164	-	7,164
Movement in cash held as part of investment portfolio	-	2,748	2,748
Net gains/(losses)	47	-	47
Market value at 31 May 2020	<u>29,505</u>	<u>3,246</u>	<u>32,751</u>

Charity

	2020	2019
	Total	Total
	£'000	£'000
Market value of investments at 31 May (as above)	32,751	25,023
Investment in subsidiaries		
Deemed cost at 1 June	124	823
Write off of investment in Hamilton Lodge Trust Limited	(124)	(699)
Deemed cost at 31 May 2020	-	124
At 31 May 2020	32,751	25,147

Investment portfolio

	Group	Group	Charity	Charity
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Market value				
Listed securities	11,113	18,683	11,113	18,683
Fixed Interest investments	18,392	5,842	18,392	5,842
Cash	3,246	498	3,246	498
	<u>32,751</u>	<u>25,023</u>	<u>32,751</u>	<u>25,023</u>

Subsidiaries

The charity's subsidiaries at 31 May 2020, all of which are directly controlled by the charity were as follows:

	Principal activity
Brain Injury Rehabilitation Trust Limited ('BIRT')	Dormant
Hamilton Lodge Trust Limited ('HL')	Services to people with learning disability & autism (not operating)

On 30 November 2017, the charity merged with Brain Injury Rehabilitation Trust (BIRT) (Company registration number: 2863860; Charity registration number: 800797-1 (England & Wales) and SCO43579 (Scotland), a 100% subsidiary, whose activities were the provision of services to people with acquired brain injury. Further details are under note 30.

At 31 May 2020 the charity had a 100% interest in Hamilton Lodge Trust Limited through which the charity provided services to people with learning disabilities and autism. Hamilton Lodge Trust Limited ceased trading on 31 August 2017.

Brain Injury Rehabilitation Trust:

Company registration number – 2863860 (England & Wales)

Charity registration numbers – 800797-1 (England & Wales) and SCO43579 (Scotland)

Hamilton Lodge Trust Limited

Company registration number – 489657 (England & Wales)

Charity registration numbers – 306080 (England & Wales)

The company was dissolved on 22 September 2020.

Income and expenditure account for the year ended 31 May 2020

	2020	2019
	£'000	£'000
Total income	17	11
Total expenditure	(6)	(288)
Write of DT loan and trading balances	(2,358)	-
Net movements in funds	<u>(2,347)</u>	<u>(277)</u>

Hamilton Lodge Trust Limited

Balance sheet as at 31 May 2020

	2020	2019
	£'000	£'000
Fixed assets	-	77
Net current liabilities	-	(2,424)
Net liabilities	<u>-</u>	<u>(2,347)</u>

Total charity funds	<u>-</u>	<u>(2,347)</u>
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Joint ventures

At 31 May 2020 the charity had a 50% interest in the share capital of York House Ventures Limited which provides a rehabilitation centre for people with brain injuries together with ongoing care facilities.

York House Ventures Limited

Profit and Loss for the year ended 31 May 2020

	2020		2019	
		Group's share		Group's share
	Total	(50%)	Total	(50%)
	£'000	£'000	£'000	£'000
Turnover	6,269	3,135	6,078	3,039
Cost of sales	(5,453)	(2,726)	(4,994)	(2,497)
Administrative expenses	(651)	(326)	(560)	(280)
Net interest receivable	<u>5</u>	<u>2</u>	<u>4</u>	<u>2</u>
Profit before tax	170	85	528	264
Tax on profit on ordinary activities	(32)	(16)	(51)	(26)
Share of profit	<u>138</u>	<u>69</u>	<u>477</u>	<u>238</u>

York House Ventures Limited

Balance sheet as at 31 May 2020

	2020		2019	
		Group's Share		Group's Share
	Total	(50%)	Total	(50%)
	£'000	£'000	£'000	£'000
Fixed assets	82	41	93	46
Current assets	1,199	599	1,360	680
Creditors: amounts falling due within one year	(1,091)	(545)	(883)	(442)
Provisions for liabilities	-	-	(11)	(5)
Net assets	<u>190</u>	<u>95</u>	<u>559</u>	<u>279</u>

York House Ventures Limited had:

Capital commitments	<u>-</u>	<u>-</u>	<u>8</u>	<u>4</u>
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Goole Neuro-Rehabilitation Centre

Unaudited management accounts for the year ended 31 May 2020

The charity was a partnership with Northern Lincolnshire and Goole Hospital NHS Foundation Trust, (NLaG), in Goole Neuro-Rehabilitation Centre (GNRC) which provided a post-acute brain injury rehabilitation centre in Goole. The activities of GNRC was transferred to NLaG from 1 September 2017. The Group results on the Statement of Financial Activities include the Group's share.

	2020		2019	
	Total	Group's share	Total	Group's share
	£'000	(50%) £'000	£'000	(50%) £'000
Total expenditure	-	-	87	44
Net movements in funds	-	-	87	44

16. Debtors

	Group	Group	Charity	Charity
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Falling due within one year				
Trade debtors	4,625	4,961	4,625	4,961
Amounts owed by subsidiary undertakings	-	-	-	-
Amounts owed by joint ventures	499	266	499	265
Other debtors	334	51	334	51
Prepayments and accrued income	944	1,318	944	1,315
	<u>6,402</u>	<u>6,596</u>	<u>6,402</u>	<u>6,592</u>

Included within the amounts owed by subsidiary undertakings is £nil (2019: £nil) which is repayable on demand with no interest.

17. Creditors: amounts falling due within one year

	Group	Group	Charity	Charity
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Trade creditors	562	676	562	676
Amounts owed to subsidiary undertakings	-	-	-	-
Taxation and social security	703	665	703	665
Accruals and deferred income	4,461	4,056	4,461	4,056
Other creditors	777	905	777	900
	<u>6,503</u>	<u>6,302</u>	<u>6,503</u>	<u>6,297</u>

Accruals and deferred income includes deferred income as follows:

	Group	Group	Charity	Charity
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Fees received for care to be provided after 31 May 2020	1,734	731	1,734	731
	<u>1,734</u>	<u>731</u>	<u>1,734</u>	<u>731</u>

The deferred income at 31 May 2019 has been credited to the 2020 Statement of Financial Activities.

Accruals and other creditors include pension contributions of £206,000 (2019: £199,000) for the Group and the charity.

18. Provisions for liabilities

Group

	Total	Stakeholder participation award scheme	Dilapidations provision
	£'000	£'000	£'000
At 1 June 2019	368	81	287
Amounts provided for in the year	-	-	-
Amounts released in the year	(87)	(81)	(6)
At 31 May 2020	<u>281</u>	<u>-</u>	<u>281</u>

Charity

	Total	Stakeholder participation award scheme	Dilapidations provision
	£'000	£'000	£'000
At 1 June 2019	368	81	287
Amounts provided for in the year	-	-	-
Amounts released in the year	(87)	(81)	(6)
At 31 May 2020	<u>281</u>	<u>-</u>	<u>281</u>

Discretionary deferred stakeholder participation award scheme

The provisions for the discretionary deferred stakeholder participation award scheme are to aid the retention of skilled staff. Payment will be subject to certain conditions including the staff concerned still being employed by the charity at the payment dates which are as follows:

	Group	Group	Charity	Charity
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
May 2020	-	38	-	38
May 2021	-	43	-	43
	<u>-</u>	<u>81</u>	<u>-</u>	<u>81</u>

Dilapidations provision

The dilapidations provision is recognised on a lease by lease basis and is based on the Group's best estimate of the likely committed cash flow.

19. Restricted income funds

Group 2020

	Movement in resources				
	Balance at 1 June 2019	Income	Expenditure	Transfers unrestricted funds (note 21)	Balance at 31 May 2020
	£'000	£'000	£'000	£'000	£'000
Unrestricted funds in BIRT and HL treated as restricted in the Group					
Sundry (HL)	7	-	(7)	-	-
Other					
Other grants	197	22	(1)	-	218
ConnectAbility appeals	128	-	(10)	-	118
Sundry	444	180	(135)	-	489
Total group restricted funds	<u>776</u>	<u>202</u>	<u>(152)</u>	<u>-</u>	<u>826</u>

Group 2019

	Movement in resources				
	Balance at 1 June 2018	Income	Expenditure	Transfers unrestricted funds (note 21)	Balance at 31 May 2019
	£'000	£'000	£'000	£'000	£'000
Unrestricted funds in BIRT and HL treated as restricted in the Group					
Brain injury (BIRT)	7,873	-	(7,873)	-	-
Learning disability & Autism (HL)	-	12	(323)	311	-
Sundry (HL)	7	-	-	-	7
On merger with BIRT					
Restricted legacies (On merger with BIRT)	53	-	(53)	-	-
Sundry (On merger with BIRT)	197	-	(197)	-	-
Grant (On merger with BIRT)	75	-	(75)	-	-
		-			
Other					
Restricted legacies	7	-	(7)	-	-
Barrow Cadbury Trust grant	17	-	(17)	-	-
Other grants	389	267	(459)	-	197
ConnectAbility appeals	148	1	(21)	-	128
Sundry	294	177	73	(100)	444
Total Group restricted funds	<u>9,060</u>	<u>457</u>	<u>(8,952)</u>	<u>211</u>	<u>776</u>

The unrestricted funds of the subsidiary charity, Hamilton Lodge, are regarded as restricted in the Group financial statements.

20. Unrestricted funds

Group 2020

	Balance at 1 June 2019	Income and gains	Outgoing resources	Transfers restricted funds (note 20)	Other trans- fers	Balance at 31 May 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Revaluation reserve						
Net surplus/(deficit) on revaluation	<u>5,701</u>	<u>45</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>5,746</u>
Designated funds						
Investment in intangible and tangible fixed assets	52,388	-	-	-	(2,510)	49,878
The DT Foundation	-	-	(164)	-	164	-
Total designated funds	<u>52,388</u>	<u>-</u>	<u>(164)</u>	<u>-</u>	<u>(2,346)</u>	<u>49,878</u>
General funds	<u>35,061</u>	<u>50,927</u>	<u>(50,976)</u>	<u>-</u>	<u>2,346</u>	<u>37,358</u>
Total unrestricted funds	<u>93,150</u>	<u>50,972</u>	<u>(51,140)</u>	<u>-</u>	<u>-</u>	<u>92,982</u>

Group 2019

	Balance at 1 June 2018	Incoming resources	Outgoing resources	Transfers restricted funds (note 20)	Other transfers	Balance at 31 May 2019
	£'000	£'000	£'000	£'000	£'000	£'000
Revaluation reserve						
Net surplus/(deficit) on revaluation	<u>6,323</u>	<u>(172)</u>	<u>-</u>	<u>-</u>	<u>(450)</u>	<u>5,701</u>
Designated funds						
Investment in tangible fixed assets	52,142	-	-	-	246	52,388
The DT Foundation	(247)	-	(145)	-	392	-
Total designated funds	<u>51,895</u>	<u>-</u>	<u>(145)</u>	<u>-</u>	<u>638</u>	<u>52,388</u>
General funds	<u>25,559</u>	<u>52,107</u>	<u>(42,019)</u>	<u>(211)</u>	<u>(375)</u>	<u>35,061</u>
Pension reserve	<u>(187)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>187</u>	<u>-</u>
Total unrestricted funds	<u>83,590</u>	<u>51,935</u>	<u>(42,164)</u>	<u>(211)</u>	<u>-</u>	<u>93,150</u>

The purpose of the designated funds is explained in the accounting policies.

The transfers shown above are as follows:

	Group
	£'000
Transfers from revaluation reserve to unrestricted funds on the sale of investments	-
Transfers to fixed asset designated fund from unrestricted funds	(2,510)
Transfers to The Disabilities Trust Foundation designated fund from unrestricted funds	<u>164</u>

21. Analysis of net assets between funds

Group 2020

	Intangible fixed assets	Tangible fixed assets	Fixed assets investments	Net current assets	Provisions for liabilities	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Restricted	-	-	-	826	-	826
Unrestricted						
Revaluation reserve	-	-	5,746	-	-	5,746
Designated funds	1,915	47,963	-	-	-	49,878
General funds	-	-	27,100	10,539	(281)	37,358
	<u>1,915</u>	<u>47,963</u>	<u>32,846</u>	<u>11,365</u>	<u>(281)</u>	<u>93,808</u>

Group 2019

	Intangible fixed assets	Tangible fixed assets	Fixed assets investments	Net current assets	Provisions for liabilities	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Restricted	-	-	-	776	-	776
Unrestricted						
Revaluation reserve	-	-	5,701	-	-	5,701
Designated funds	2,295	50,093	-	-	-	52,388
General funds	-	-	19,601	15,828	(368)	35,061
	<u>2,295</u>	<u>50,093</u>	<u>25,302</u>	<u>16,604</u>	<u>(368)</u>	<u>93,926</u>

22. Reconciliation of net income/expenditure to net cash flow from operating activities

	2020	2019
	£'000	£'000
Net (expenditure)/income for the reporting period	(118)	1,276
Adjustments for:		
Depreciation charges	2,536	2,539
(Losses)/gains on investments	(45)	267
Loss/(profit) on sale of tangible fixed assets	6	(405)
Decrease in stocks	11	3
Decrease in debtors	194	864
Increase/(decrease) in creditors	201	(1,290)
(decrease)/increase in provisions	(87)	11
Dividends and interest received	(984)	(994)
Pension liability increase/(decrease) included in staff costs	-	(187)
Share of profit in joint venture	(69)	(282)
Net cash provided by operating activities	<u>1,645</u>	<u>1,802</u>

23. Capital commitments

Capital commitments at the end of the financial year for which no provision has been made:

	Group	Group	Charity	Charity
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Authorised but not contracted	4,500	5,228	4,500	5,221
	<u>4,500</u>	<u>5,228</u>	<u>4,500</u>	<u>5,221</u>

The capital commitments above are phased up to and including 2020/21 (2019: 2019/20) with £4,500,000 (2019: £5,228,000) falling due within one year for the Group and £4,500,000 (2019: £5,221,000) for the charity. They will be financed from existing reserves and future surpluses.

24. Commitments as lessee

The total of future minimum lease payments under non-cancellable operating leases is as follows:

Group

	2020	2020	2019	2019
	Land and Buildings	Other	Land and Buildings	Other
	£'000	£'000	£'000	£'000
Within one year	274	125	465	246
Between one and five years	436	159	648	324
In five years or more	901	-	952	8
	<u>1,612</u>	<u>284</u>	<u>2,065</u>	<u>578</u>

Charity

	2020	2020	2019	2019
	Land and Buildings	Other	Land and Buildings	Other
	£'000	£'000	£'000	£'000
Within one year	274	125	465	246
Between one and five years	436	159	648	324
In five years or more	901	-	952	8
	<u>1,612</u>	<u>284</u>	<u>2,065</u>	<u>578</u>

25. Pension costs

Defined contribution schemes

The charity makes payments to individual employees' personal pension plans. There is also a defined contribution pension scheme for the benefit of employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. There were no prepaid contributions at either the beginning or the end of the financial year. Group contributions amounted to £1,433,000 (2019: £1,315,000) during the year of which £206,000 (2019: £199,000) had not been paid at the year end.

Defined benefit schemes

Group and charity

Hamilton Lodge Trust Limited (“HL”) participated in a defined benefit pension scheme and the Group participates in similar schemes for a small number of other employees. With the exception of the HL scheme, although the funds are defined benefit schemes, because the Group as a Small Admission Body (“SAB”), is grouped together with other similar employers, it is not possible to separately identify the Group’s share of the underlying assets and liabilities and they are therefore accounted for as defined contribution schemes. Total Group contributions to defined benefit pension schemes (excluding the Essex Scheme) in the year amounted to £nil (2019: £89,000). There were no prepaid or unpaid contributions at either the beginning or the end of the financial year for SAB schemes. The Disabilities Trust has no further liability under the scheme.

26. Funds held as custodian Trustees

At the year end, the Group held monies totalling £296,000 (2019: £341,000) on behalf of its clients and the charity held monies totalling £263,000 (2019: £272,000). These monies are not included within the balance sheet and are held separately in clearly identifiable bank accounts.

27. Transactions with Trustees and other related parties

Group and charity

York House Ventures Limited

During the year, the Group received the following payments from York House Ventures Limited (“YHV”), the joint venture company:

	2020	2019
	£’000	£’000
The Disabilities Trust		
Staff costs	3,477	3,312
Management charge	539	801
Provision against management charges	-	(272)
Other charges	<u>-</u>	<u>22</u>

At 31 May 2020 the following balances were owed to the Group and the charity by YHV:

	2020	2019
	£’000	£’000
The Disabilities Trust	<u>499</u>	<u>265</u>

Hamilton Lodge Trust Limited

During the year, the Group wrote off £2,358,000 of loans due from Hamilton Lodge Trust Limited.

Charity

There are no other related party transactions.

28. Comparative figures for individual fund

Income from:	Total Unrestricted funds £'000	Total Restricted funds £'000	Total funds 2019 £'000
Donations and legacies	-	445	445
Charitable activities:			
Improving the lives of people with disabilities	50,342	-	50,342
Investment income	994	-	994
Share of surplus of joint ventures	282	-	282
Other income	548	12	560
Total income	<u>52,166</u>	<u>457</u>	<u>52,623</u>
Expenditure on:			
Raising funds			
	84	-	84
Charitable activities:			
Improving the lives of people with disabilities	42,080	8,725	50,805
Other	-	227	227
Total expenditure	<u>42,164</u>	<u>8,952</u>	<u>51,116</u>
Net income/(expenditure) before gains on investments	10,002	(8,495)	1,507
Losses on investment assets	(213)	-	(213)
Net income/(expenditure)	9,771	(8,495)	1,276
Transfers between funds	(211)	211	-
	9,560	(8,284)	1,276
Net movement in funds	<u>9,560</u>	<u>(8,284)</u>	<u>1,276</u>

29. Contingent liability

National Living Wage (NLW) and Sleep Ins - Impact


In August 2018 the Court of Appeal hearing regarding treating sleep in hours as working hours, as opposed to a flat rate payment for non-worked hours, upheld the appeal against treating them as worked hours and the self-review to reassess the payments over the previous six years (and future pay) and pay arrears in national living wage calculations did not have to take place.

An appeal against the decision was lodged and was granted another hearing, which was heard in the Supreme Court in February 2020. The outcome is currently awaited.

If the decision is overturned again at that time, it may be directed that employers will need to reassess sleep in payments and may be directed to pay any arrears going back over six years if any calculations fall short of the NLW.

Whilst the Disabilities Trust has always monitored NLW and used the sleep ins as worked hours, any top up premiums paid were made on a quarterly basis and not monthly. This was revised in November 2017 due to the method of calculation.

It is anticipated that under these circumstances the arrears period would cover the tax years from 2014 – 2020. An estimation of the potential arrears payments has been assessed and updated to the 2020/21 NLW rate (which has significantly increased) at approximately £825,000 (2019: £600,000).



“After you’ve had a brain injury, you just go all quiet thinking people are against you and nobody wants to know you anymore. I lost all sense of hope in myself. The people in the residential home do what they do because they care about people in our situation. It’s good that there are people there, guiding me on the right path.”

Ben, who used to live in York House, then went to Daniel Yorath House and now calls Victoria House his home.

Get involved

If you want to know more about how we can help you, a loved one or the people you work with, do get in touch.

Or if you’d like to donate, you can be sure every gift we receive goes towards supporting disabled people to be as independent as possible.

Visit: www.thedtgroup.org

Tel: 01444 237254

Email: fundraising@thedtgroup.org



About The Disabilities Trust

The Disabilities Trust is a leading UK charity which works in partnership with others to improve the lives of disabled people. We provide services across the UK for people with an acquired brain injury, autism, learning or physical disabilities, supporting their independence. Services include hospitals, purpose-built residential accommodation, supported housing and a school.

We have a 40-year established track record of delivering services that meet the needs of people with complex and challenging disabilities.

Disabled people are at the heart of everything we do.

We work in partnership with those we support, their families and friends, local authorities, health authorities, housing associations and other organisations.

To find out more, please visit:

www.thedtgroup.org