

BRENT MENCAP
(A Company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015

Registered Number: 03651245
Charity Number: 1077038

BRENT MENCAP

FOR THE YEAR ENDED 31 MARCH 2015

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BRENT MENCAP

LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 MARCH 2015

Trustees

Radka Allen
Dominique Augustin
Pete Bickers, Vice Chair & Acting Treasurer
Shirley Bickers
Mark Burgin (elected 24th October 2014)
Gail Freeman (resigned 4th June 2014)
Ray Frost
Noel Gibb, Chair
Patrick O'Shea (elected 24th October 2015)
Christopher Quashie (elected 24th October 2014)
Alison Simmonds (terminated 1st October 2014)
Rita Sharma (terminated 10th October 2014)

Company Registered Number

3651245

Charity Registered Number

1077038

Registered Office

379-381 High Road, Willesden, London, NW10 2JR

Auditors

Myrus Smith Accountants, Norman House, 8 Burnell Road, Sutton, Surrey, SM1 4BW

Bankers

National Westminster Bank, 12 Station Parade, Willesden Green, London, NW2 4NN

BRENT MENCAP

TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2015

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the financial statements of Brent Mencap (the company) for the year ended 31 March 2015. The Trustees confirm that the annual report and financial statements of the company comply with current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

Governing Document and Charitable Objects

Brent Mencap is registered as a Charity with the Charity Commission under registration number 1077038. It is constituted as a company limited by guarantee (registration number 03651245) and is therefore governed by its Memorandum and Articles of Association.

The objects of the charity are:

"Primary object:

The relief of PWLD in particular by the provision of help and support for them and for their families, dependents and carers, and to promote inclusion, independence and choice for PWLD and to challenge discrimination against PWLD

Secondary objects:

The promotion of the welfare of older people and adults and children with disabilities and their carers in any manner which now or hereafter may be deemed by law to be charitable within the London Borough of Brent and adjoining areas particularly by the provision of care, advocacy, support, treatment and education commensurate with their needs and potential ("Older people" are people over the age of 55).

To provide or assist in the provision of facilities for the recreation or other leisure time occupation for people who have need thereof by reason of their age or disability with the object of improving their conditions of life"

Organisational Structure

Legal responsibility for the management and stewardship of the charity is vested in the Board of Trustees. A list of Trustees who served during the year is on page 1.

The Trustees met eight times during the year, the meetings being attended by the Executive Director. The day to day running of the charity is delegated to the Executive Director who is supported by skilled project managers and a part-time finance manager.

The finance manager reports quarterly to the Trustees about the financial position and strategic management of the charity and attended 4 executive committee meetings In 2014/5 , so that the full executive committee concentrated could examine financial reports and agree the financial and strategic future of the organisation.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Recruitment and Appointment of Trustees

At the present we have 10 Trustees. This is two below the maximum number of Trustees allowed by our Articles of Association. Trustees are appointed by the members at the Annual General Meeting. According to our Articles of Association they serve a term of three years after which they must resign but may offer themselves for reappointment. At our AGM in October 2014, Linda Eribo, Noel Gibb and Dominique Augustin were re-elected as Trustees. 3 new Trustees were elected, Patrick O'Shea, Chris Quashie and Mark Burgin.

Induction and Training of Trustees

We recruit trustees who will benefit the charity with their personal knowledge of learning disability, Brent, the current health and social care agenda or other skills, knowledge and experience to complement those of the present trustees. There is an induction procedure for prospective trustees. They are invited to meet with the Executive Director and Chair, observe meetings and meet staff and users before putting themselves up for election. They get a copy of the charity's governing document and related background material including the Charity Commission publication about being a Trustee "*CC-3 The Essential Trustee: What you need to know*".

Trustees and prospective trustees are informed about and encouraged to attend appropriate in-house or external training courses and other learning and development opportunities. During the year, trustees continued to learn how to set up and administer street collections, organise fundraising events such as Cinema events and were updated on work-place pensions.

Related Parties

Brent Mencap is affiliated to Royal Mencap as a branded group and therefore approved to use the name Mencap and their logo. Brent Mencap is an autonomous local group and receives no funding from Royal Mencap.

Brent Mencap is a founding member of the HealthwatchBrent Community Interest Company (CIC). The Executive Director is a Company Law Director of the CIC, During 2014-5 Brent Mencap received £72020 income for its subcontracted work for HealthwatchBrent (HWB). Of this £1617 was re-imburement for payments made by Brent Mencap on behalf of HWB (A further £20967 was paid out by Brent Mencap for HWB activities but this was not shown as Brent Mencap income in our accounts package)

The Executive Director is also a Director of the Northwest London Mencaps Consortium CIC. During 2014-5 Brent Mencap did not receive any payment from this CIC

Objectives

Brent Mencap exists to enable Brent residents of all ages with a learning disability to live as full and independent a life as possible. The services that we provide encourage and enable PWLD (PWLD) to take control of their lives. We do this in various ways: by providing services and activities relating to health and well being, adult learning; specialist information, advice and support; social activities; research, anti-discriminatory work and campaigning for equal rights and better services.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Strategies for Achieving Objectives

Our key strategies for achieving our objectives were continually reviewed and refreshed throughout 2014-5. We undertook a thorough analysis of the external environment and factors affecting Brent Mencap. This resulted in the following strategic development areas for 2014-15.

- To continue the strategic re-positioning of Brent Mencap to ensure it is fit for the future as a smaller organisation. We said we would:
 - Operate within project budgets and use any surplus income to continue unfunded activities important to PWLD
 - Review our fundraising strategy
 - Continue to position Brent Mencap as a leading organisation within Brent focusing on key core areas for PWLD and other disabilities
- Continue our role in strengthening and delivering existing partnership projects with local community organisations and consider our participation in new partnership projects . We said we would
 - Consider consortium bids for joint funding more critically
- Continue working within partnerships and speaking up on behalf of PWLD and other disadvantaged groups
 - Enable greater co-ordination and signposting between services and organisations
 - Campaign with strategic partners
- To focus on identified strategic core areas of work: We said we would
 - Improve the health and wellbeing of PWLD and carers and promote their safety
 - Increase engagement opportunities for PWLD and other disabilities
 - Maximise accessible and up to date information and advice for PWLD and others

Brent Mencap is proud of being a campaigning organisation committed to tackling discrimination and promoting equality for PWLD and other disabilities. This is increasingly important with public sector changes and cuts, attitudes hardening against “benefit scroungers” and discrimination continuing against disabled people.

Activities for Achieving Charitable Objectives

In 2014-15 Brent Mencap continued to show our organisational resilience and ability to adapt successfully to changes and challenges. We are determined to ensure Brent Mencap will continue providing support to PWLD and their carers and people with other disabilities into the future. We are proud of

- Exceeding our expected income for the second successive year, increasing our free reserves and maintaining the quality of our services and impact.
- Reviewing our longer term fundraising strategy and agreed a fundraising plan with external consultants to ensure more charitable funding will be available to Brent Mencap in 2016-7 onwards

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Activities for Achieving Charitable Objectives/contd...

Successful completion of the Disability Hate Crime Awareness and Football Development projects funded by new charitable funders

- Gaining a second year of funding for a Sports Development Project from Wembley National Stadium Trust to start in September 2014
- Supported more PWLD to get involved in HealthwatchBrent's activities and Brent CCG and health consultation events through our NHS engagement work
- Successful implementation of a new partnership with Voiceability to deliver community advocacy services for PWLD from July 2014
- Successful bidding and contract implementation of a new joint older people's and disabled people's information and advice project with Age UK Brent called BAS4IL from October 2014 to replace the successful BDIG project.
- Working realistically and positively with existing partners on complex consortium and sub-contracting projects such as HealthwatchBrent, Brent Advice Matters, Brent Disability Information Gateway and Expect the Best, and reviewing which partnership projects we want to continue with in 2015-6
- Using our free reserves to retain and develop non funded engagement and social activities important to PWLD such as the Disability, Rights and Politics group, the Bonanza Club, Friday afternoon Wii Fit Sessions and the Going Out Group
- Retaining many of our experienced and knowledgeable staff, transferring some of them to work on new projects. We also recruited some new staff. We implemented a workplace pension for staff a year early and gave staff a cost of living increase.
- Recruiting and supporting 2 trustees with a learning disability to participate actively in our executive Committee meetings as well as another new trustee with contract management experience.
- Finalising and signing the lease on our premises with Brent Council, improving the garden with new garden furniture and painting the downstairs training rooms and kitchen
- Improving our data collection on all aspect of our work
- Reviewing our IT and website provision with a view to moving to cloud based services and a mobile friendly website format.
- Maintaining our presence at key local meetings and speaking up on behalf of PWLD and their carers at the Learning Disability Partnership board and the Brent Local Safeguarding Adults Board
- Highlighting the harmful effects of public sector cuts and welfare changes on the lives of PWLD and other vulnerable groups through our newsletters, emails and public meetings
- Increasing fundraising income from activities such as street, Wembley Stadium and supermarket collections and Cinema shows at the local Tricycle cinema
- Reducing our core costs through re-negotiating contract costs, energy costs and office supplies.
- Maintaining our commitment to improve the lives of Brent PWLD of all ages during difficult times

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Brent Mencap undertakes a wide range of activities to achieve its aims and objectives. As part of our on-going strategic review we regrouped them into 2 core strands in 2013-4 and continued this in 2014-5. The 2 strands are

- Information, Advice, and Equality activities
- Health and Wellbeing activities

Information, Advice and Equality activities included specialist disability information and advice, hate crime, Brent Advice Matters, advocacy and user involvement and engagement. Health and Wellbeing activities include Healthwatch Brent, NHS engagement, the Get Active Project, young people's activities; social and fitness activities.

This year's report on some activities is deliberately more detailed to show the depth and scope of what is involved in the complex work we undertake and the factors that we have to consider to ensure each activity's success so that it benefits PWLD and other disabilities. The activity, achievements and performance of each core strand and partnership are reviewed below

Partnerships

Brent Mencap has always recognised the need to work in partnership to improve the lives of PWLD. In 2014-5 we continued to actively develop, lead or participate in 6 consortia/partnership funded projects. During 2014-5 we reviewed each partnership activity, looking at the advantages, challenges, financial benefits and time commitments involved in each. We looked for partners who are Brent or Northwest London based, provide complementary services to ours and share many of our values. In practice we have found partnership work brings new challenges such as managing dispersed workforces, differing work practices and underestimating the time needed to make partnerships work. We have learnt a great deal from our partnership working, enabling us to be more realistic and strategic in the future. In 2014-5 the principle ones were:

1. HealthwatchBrent with Age UK Brent, Brent CAB, Elders Voice and Brent CVS.
2. Brent Disability Information Gateway with Brent CAB and Middlesex Association for the Blind which then became Brent Advice Services for Independent lives with Age UK Brent from October 2014 (BAS4IL)
3. Community Advocacy Services with Voiceability and Age UK Brent since July 2014
4. Brent Advice Matters (BAM) with Brent CAB, Age UK, Brent Law Centre, Advice4Renters, Brent CVS and Ashford Place.
5. Northwest London Mencaps Consortium including the Expect the Best project
6. Synergy Project with Ealing and Harrow Mencaps which finished in August 2014

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Information, Advice and Equality Activities

Brent Disability Information Gateway/ Brent Advice Service for Independent Lives BAS4IL

Our new Brent Disability Information Gateway service started in December 2014 with a brand new accessible website, focus groups and information sessions targeted at all Brent disabled people aged 18-60. This service also offered disabled advice and casework from our subcontractors Brent Citizens Advice Bureaux and Middlesex Association for the Blind.

In October 2014 this service formed part of the new BAS4IL service run jointly with Age UK Brent. We started to provide information and advice to older people as well as people with disabilities and improved our knowledge of issue facing older people in Brent. BDIG and BAS4IL provided information and advice to 278 people with disabilities. The BDIG website became the Bas4il website with more information for older people included. Brent Mencap manages the BAS4IL website and updates it regularly.

The most common issues being presented are around benefits and in particular employment and support allowance (ESA). Issues around managing finance in the context of high costs, navigating through inaccessible systems to ensure the correct (and entitled) benefits and allowances and housing are all issues causing concern to people living with disabilities in Brent.

The BDIG/ BAS4IL website was established on 20th January 2014 and is a vibrant, easy access and easy read directory of help, advice and information. It has adaptations for people with disabilities such as a speaking option that reads text and a range of different colour backgrounds for those with visual disabilities. The entire site has easy-read words and pictures that facilitate understanding and information on the services offered by the project and links to other services. There were 1709 visits in the period from April-October 2014. Of these, 1382 were 'new visitors' and 327 (19.6%) were returning visitors. From October- December 2014, BAS4IL had 1846 users who viewed 6112 pages, an average of 2.58 pages per session which lasted an average of 2.49 minutes, showing that people found the website useful. We are however aware that many older and disabled people are not as digitally aware as other sections of the population and many prefer face to face information and advice.

Other Specialist Information Services

Brent Mencap provided information through 4 accessible newsletters containing success stories, details of new local projects and services of interest to PWLD and their carers and issues that may affect the lives. Each edition reaches at least 3000 readers

- 400 are posted to members and contacts
- 1,200 paper copies are distributed to local special schools, day services and clubs
- 800 are emailed to our contact lists and councillors.
- 200 are distributed at meetings and community events

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

We regularly sent out email updates to people on our contacts list to alert them of new projects, events, issues or campaign information.

Staff and trustees provide other information by attending meetings and dealing with a variety of queries from the public, carers, professionals and PWLD. We are excellent at signposting or helping people to get the support they need. If necessary, people are referred to our specialist projects for more in-depth advice.

Hate Crime Awareness Project

In the second year of this project work concentrated on organising and running workshops and training sessions for people who are in a position to have an impact on reporting hate crime. These are PWLD, paid support workers, family and unpaid carers; people who have a professional interest in understanding more about learning disabilities, for example trainee social work students and the police.

All except one of the training sessions have been run with the input of assistant trainers with learning disabilities. We have run several update and training sessions for the assistant trainers. The sessions have covered a range of issues related to learning disabilities and hate crime to ensure that participants have an understanding of the context of hate crime and the reasons why it is pertinent to PWLD as a particular group.

14 workshops have been delivered to PWLD, reaching 245 people, together with support staff and police officers who contributed to the workshops. These have taken place in a range of settings such as Day Centres, Mencap premises and a local youth centre in Ealing. The materials have varied depending on the degree of the participants' learning disabilities, particularly whether they travel independently or are usually accompanied by support workers.

11 training sessions have been delivered to paid support workers, other professionals and carers, reaching 213 people. These have included 2 sessions to health and social care students at London Metropolitan University for 60 students at each, with lecturers, several sessions to a range of staff and trustees from a local Housing Partnership and a session to staff from a private company which runs a number of leisure facilities across several London Boroughs and beyond.

5 training sessions have been delivered to 73 police officers in Brent (although the officers come from a variety of locations). In addition, 2 short workshops were delivered to 16 recent police recruits as part of a day's training session on communication issues with PWLD and autism. Police officers participated in several sessions for PWLD and 2 local police officers attended each of the Hate Crime events, together with a police officer from Croydon who had heard about the event and has a particular interest in the topic. An assistant trainer supported the police in an outreach session to engage members of the public on policing issues.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Hate Crime Awareness Project/contd...

Several other shorter sessions have also been delivered. These include a presentation to a special school assembly for anti-bullying week, reaching approximately 90 young PWLD and 15 staff member; an overview session for about 20 heads of department from Brent adult social care and 12 plus members of Brent's adult safeguarding board during learning disability week in 2014 and a presentation to 16 members of the learning disability partnership board.

The sessions were held in six different boroughs (Brent, Camden, Ealing, Enfield, Harrow and Islington). Of the 471 participants who identified their home address, 434 (92.14%) came from the London Boroughs. Of these, a majority, 170 (39.17%), came from the London Borough of Brent. A further 30 London boroughs were represented and these have ranged from Bexley with just 1 participant (.23%) through to Ealing with 84 participants (19.35%). An additional 37 people (7.86%) came from outside the London area, the largest group of these being 13 from Hertfordshire.

We have held a day's event related to hate crime for PWLD in each year of the project. For the first of these events, in April 2014, about 70 people attended a function at a local leisure centre. There were two main sessions – a presentation by Barnet Mencap's Biscuit Theatre Company on hate crime (which included a police officer) and an art workshop to launch the hate crime poster competition. Participants included members of the Barnet and Hammersmith and Fulham local Mencap as well as about 10 members from Royal Mencap.

The second event was held in February 2015 at the O2 centre in Camden and was attended by about 80 people, including Mencap members from Hammersmith and Fulham and Royal Mencap. The programme included an interactive drama and music session run by Roundabout Dramatherapy and presentations by Hammersmith and Fulham's Safety Net project and Stop Hate UK. The presentations were intended to ensure that anybody affected by Hate Crime would be informed about organisations which may be able to offer them support.

We received 27 entries for the hate crime poster competition and displayed these at several events where we invited people to vote on the three posters they thought were the best. The posters were displayed at a local pop-up art gallery, the O2 centre in Finchley Road (to support a learning disability hate crime awareness raising session), Brent's Big Health Check Day, Brent Mencap's AGM and the final Hate Crime event. Over 120 people voted on the posters. We decided to print the six posters with the highest amount of votes as postcards, rather than posters, as these are more eye catching and easier to distribute at relevant events. The Mayor of Brent presented certificates to the prize winners.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Hate Crime Awareness Project/contd...

We have given intensive support to two individuals affected by hate crime (and spoken to a number of people impacted by historic incidents). At most discussion sessions with PWLD we were told of stories of ineffectual responses to potential hate crime incidents and discussed what could have been done differently. At the end of the workshops at least three quarters of PWLD reported knowing what a disability hate crime is (81%), how to report a hate crime (87%) and what will happen if a hate crime is reported (76%). In all cases for the professionals and carers the number of people who considered themselves well informed or to have full knowledge on particular topics increased by a minimum of 2.5 times. A full report was sent to the Trust for London in June 2015 and is available from Brent Mencap upon request.

Disability Rights and Politics Group

The Disability Rights and Politics Group continued to meet weekly during 2014-5. We used new grant funding from February 2014 to raise awareness of PWLD about their right to vote and the upcoming local and European Elections. The group also discussed how members could become trustees of Brent Mencap and influence our strategies.

- The DRAP group met 25 times between the 18th February and 20th August 2014. An average of 12 PWLD attended the groups during this period. The group embarked on understanding fully the electoral process from Registering to Vote through to all important Voting Count on Polling Day.
- The group invited members of the Democratic Services Department of Brent Council. They visited us on two occasions (5th March and 4th June) to explain the process of Registering to vote. This included the new process that began after the election in May.
- The group sent out invites to all the main political parties within Brent who were either standing at a Local or European level.
- We had visits from local candidates. Cllr Hopkins, Liberal, Martin Francis, Green Party, and Cllr Hirani, Labour. We had no response from the other parties.
- These visits allowed the group to better understand the local manifestos
- Two of the visitors were current serving Councillors at Brent, so they also gave the group an understanding of the workings of the Local Authority and what Councillors do on behalf of the public.
- The group then put together a presentation with all the information they had gathered.
- The external locations chosen for the presentation were the College of North West London and the New Millennium Day Centre as both these locations could cater for both on site students/residents and visitors who wanted to attend.
- The presentations took place on 23rd April – College of North West London which had attendance of 60 PWLD and the 30th April – New Millennium Day Centre which had an attendance of 25 people.
- A couple of members of the group have shown interest in maybe becoming a local councillor in the future and maybe even an MP.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Disability Rights and Politics Group/contd...

- The group secured visits from the following people as a result of this process :
Cllr M Butt, Leader of Brent Council, Navin Shah, Brent and Harrow London Assembly Member, Rachel Stone, Chief of Staff to MEP for London Syed Kamall and Lucy Burton-MEP for London
- The group continued to meet on a weekly basis through out the rest of the year, funded by street collections and Brent Mencap's free reserves
- They visited City Hall on the 12th November to witness a transport Committee Question Time.
- They have also shown a wish to visit the European Parliament to see it in action.
- Finally members of the group took an active role in Royal Mencap's "Hear my Voice" Campaign to ensure PWLD are aware of the voting process in preparation for the General Election on May 5th 2015. They actively co-planned and chaired a local hustings event for disabled people in Brent with Transport for All and Royal Mencap on 9th April 2015.

Community Advocacy Service

In July 2014 we began to offer a community advocacy service as a subcontractor to Voiceability. We offer advocacy support to adults with a learning disability in Brent. We can help people become more aware of their own rights, to exercise those rights and be involved in decisions made about their lives. We provide support so people can have a say in their own lives. Our aim is to support people to speak up for themselves. Where appropriate we can act as their representative. Advocacy is usually issue based and can include concerns such as:

Quality of care Family issues Supported Living Making a complaint Abuse/Harassment	Access to services Understanding information Access to work or education Help think through an issue, Understand options and make choices and plans
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The contract initially only allowed us to offer 6 hours of advocacy support per person, later increased to 10. A few complex cases have needed more than 10 hours support. Since the contract began, we have offered advocacy support to 89 people about a range of issues. These have ranged from care plan reviews, making a complaint to concerns about possible forced marriages. A social worker was worried a young man with learning disabilities might be being forced to marry. The client uses sign language. We met him with a tutor who interpreted the conversation. He could tell us he wanted to get married and could see his life with his new partner in their own home. We told the social worker this for him.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

We are concerned that Brent Council did not ensure that this contract is Care Act compliant, which will restrict the number of people eligible for Advocacy Support under the Care Act from April 2015 and will be working with partners to resolve the situation in 2015.

Brent Advice Matters (BAM)

Brent Mencap's Executive Director is part of the BAM steering group, made up of 7 advice agencies in Brent. During 2014 the BAM partnership launched the BAM Advice-site and web enquiry service, designed 6 training modules for web enquiry service; recruited 3 volunteers and completed their training to manage the web enquiry service; recruited further 12 web enquiry volunteers, whose training is on-going; worked with content experts to develop 'Housing' and 'Immigration / Asylum' themes to be launched June and July 2015 respectively; held 3 referral network design and development workshops; specified I.T. design work necessary to deliver the tool

BAM recruited 35 potential Digital Champions. The Brent Mencap BAM worker trained 14 with dates booked for remainder: BAM identified 2 potential volunteers from this cohort to go on to cross-advice sector training. BAM also co-hosted an election husting attended by Brent Council leader and the winning candidate MP; developed a partnership with Brent Council libraries; presented to various fora and published e-newsletters

The BAM project director submitted funding applications to secure on-going resources; though unsuccessful feedback was positive and further applications will be submitted. The BAM Partnership developed a BAM business plan to 'enterprise' the tools when development and testing is complete and pitched to social investors, potential purchasers Brent Mencap designed and delivered accessible communication training to partner staff and volunteers aimed at improving accessibility of service information for people with lower reading ages, without English as a first language, learning difficulties (c. 25% in Brent).

BAM also continued strategic engagement with statutory commissioners in preparation for Brent Council's advice services review in 2015. For more information look at www.bam.org.uk

North West London Mencaps Consortium

In 2014/5 we participated actively in this Consortium. The 6 directors continued to meet monthly. We spent most of our time reviewing the progress of the Expect the Best project (details below) and planning a campaign to ensure that the voices and views of PWLD were heard during the lead up to the 2015 general election. We ensured that local hustings were held in each borough. We organised a tri-borough Housing Options event in partnership with Golden Lane Housing in Brent on 21st June 2014. Over 50 people from Brent, Harrow and Barnet came to this event. Project managers from 5 Mencaps had 2 days of management training together, enabling networking and learning about other Mencaps to take place.

The Finance Managers of each consortium member met regularly to discuss the common issues they faced. 5 out of the 6 Mencaps implemented early auto-enrolment in July 2014. This co-ordinated approach resulted in cost savings, joint learning and better understanding of how our partners manage their financial affairs.

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TRUSTEES' REPORT (continued)

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Synergy Project

Ealing, Brent and Harrow Mencaps had a 3 year tri-borough Transitions project funded by City Bridge Foundation called Synergy. This ended in August 2014. Brent Mencap hosted a project worker who worked successfully with 15 Brent Young People each year providing individual support to enable them to plan and realise their personal goals.

Other Brent Partnership Working

As well as concentrating on developing strategic alliances with local partners and Mencaps partners we continued our other existing partnership outreach work. We are often the only voluntary sector organisation at important local statutory partnership meetings such as the Brent Learning Disability Partnership Board and the Brent Safeguarding Adults Board.

We participated in the Brent Safeguarding Adults Board and the Performance Audit and Prevention subgroup to ensure discussions focus on improving the lives and experience of users and carers in safeguarding developments. We raised new concerns about the lack of feedback to referring agencies and relatives. These and other issues were then audited by a multi-agency group and led to tasks being identified on the Boards action plan. We also participated in the recruitment of the new Independent Chair and advised on how to make the annual report more accessible and interesting to the public. This all leads to a better service for all vulnerable people in Brent and improved practice.

During the year we took part in many community events and partnership meetings in Brent to widen public awareness of our services and the issues facing PWLD. They included the Village School Governors Board, Disabled Users Forum, and Brent Clinical Commissioning Group's Equality Diversity and Engagement Network (EDEN)

Health and Wellbeing Activities

One of our strategic objectives is to improve the health of PWLD, increase wellbeing activities and increase PWLD's involvement in the development of better health and social care services. Throughout the course of the year funding was secured to run a number of projects to achieve this goal.

HealthwatchBrent

- Brent Mencap led the Co-ordination and Making Views Known work streams of HealthwatchBrent (HWB) and was responsible for the successful establishment of this new community champion for health and social care in Brent in 2013. Brent Mencap employed the HWB co-ordinator and 2 other part time Making Views Known workers. The Brent Mencap executive director was responsible for servicing the HWB CIC and attended many of the key strategic meetings.
- During 2014-15 HWB focused on young people's mental health services; Hospital changes, GP services; Direct Payments for Carers and Homecare. We presented the findings to key decision makers, and continued to inform members and the public via the HWB website, reports, public meetings and events.

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TRUSTEES' REPORT (continued)

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HealthwatchBrent /contd...

- We voiced people's views at key Brent decision making meetings such as the Health and Well-being Board, Safeguarding Adults Board, Brent Clinical Commissioning Quality and Risk Committee, Brent CCG board of governors, the Better Care Fund, Whole Systems Integrated Care, the hospital merger programme and meetings about the closure of CMH A&E and Brent Health Partners Forum
- We regularly fed back on these meetings in HWB monthly bulletins, all available on the HWB website. We trained a bank of volunteers and carried out 2 Enter and View visits. They found overall standards of physical care are met by care homes, but meaningful activity is an area of concern.
- We responded to 67 enquiries through HWB Freephone and by email. All of the reports and the responses are available on the HWB website and shared with Healthwatch England and the Care Quality Commission.
- HWB noticed the second most important concern about GP services was communication. We commissioned a GP survey and report and received 134 views. We also spoke with the commissioner for Child and Adolescent Mental Health Services which is due to be reviewed and re-designed in 2015.
- In autumn 2014, Northwick Park Hospital A&E had the worst waiting times in England. We visited the newly built A&E unit in December 2014 and spoke to 31 patients and gathered a further 34 views by a survey. Patients liked the lay out of the new unit and were treated with respect and dignity.
- Brent Carers Centre reported the main concerns about Direct Payments for carers were the time it takes to manage direct payments, the lack of support provided to manage this, and finding good quality carers. A summary was sent to the Director of Adult Social Care asking for a formal response.
- Someone reported a serious concern about a service. We reported this as a safeguarding issue and it stopped significant abuse. By its very nature we cannot disclose any details.
- We submitted evidence about the closure of A&E at Northwick Park Hospital and Shaping a Healthier Future to the North West London Healthcare Commission.
- When Brent Council proposed a budget for 2015-16 with further social care cuts we commissioned the '10 Lives' report showing Councillors the local impact of the cuts from the past few years and outlined the likely local impact of any further cuts, including local case studies.
- We continued to update the HWB website, and had over 3000 visits. It includes a list of all the local inspections the Care Quality Commission has made in Brent since September 2013.
- We contacted 24 people to find out if HWB signposting had resolved their problem. In most cases it had. In a few cases the individual had not pursued their concern. In no case did a service fail to respond appropriately.
- We produced 10 easy to understand Factsheets. HWB's 24 volunteers helped us to gather views, produce factsheets, and conduct Enter and View visits. We increased HWB membership to 230 members and friends.

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

The contract for Healthwatch Brent was due to end on 31st March 2015, so Brent Council re-tendered the contract. The board of Healthwatch Brent Community Interest Company decided not to submit a bid for this. Two years ago Healthwatch Brent was a brand new idea. Local organisations set up a consortium to deliver this. We thought our combined knowledge and reach would be a great strength. Whilst that was strength it was not an easy structure to work with, with so many partners and so few staff spread across the partners, and a new way of governing the organisation. So, from July 2015 another organisation will deliver Healthwatch Brent.

NHS Engagement with Brent PWLD.

Brent Mencap has lobbied for many years to ensure that the health needs of PWLD are met by local inclusive health services. From May 2014 we were re-commissioned by Brent CCG to continue our engagement work with PWLD. This included the organisation of the local Big Health Check Day for PWLD, promotion of annual health checks for PWLD, support for PWLD to attend the CCGs engagement events, raising awareness of Health Passports for PWLD, holding monthly Health focus groups for PWLD and raising awareness of the health needs of PWLD with health professionals. We worked closely with The Advocacy Project on this work. They undertook 3 consultations with PWLD who use day services about General Health services, Annual Health Checks and Health passport awareness. They spoke with 40 PWLD at 7 different day services in Brent. The learning disability representatives took these views to the Learning Disability Partnership Board.

Brent Mencap publicised annual health checks for PWLD (PWLD) at internal and external events, e.g. Big Health Check Day, Health Passport launches, The Gateway Club, Brent Mencap AGM, at Brent Mencap social events such as Bonanza Club, Going Out Club, Disability Rights and Politics Group (DRAP), Health Focus Group (HFG), Brent Council International Day for Disabled as well as talking more informally to carers and service users and answering enquiries as and when they arose..

We supported 71 attendances by PWLD at 22 health related events such as the Brent Health Partners Forum, Central Middlesex Hospital Consultation, Healthwatch Brent Meetings, NWL Shaping a Healthier Future Travel Advisory Group, CHAT Healthy Brent, Learning Disability Today, NWL Whole Systems Mental Health and Wellbeing Strategic plan, NWL Lay Partners Forum Workshop, Like Minded- Working Together for Mental Health and Healthcare- the Next five years at the Smith Institute.

All engagement events required us to support PWLD with briefings, journey planning or support and background information. Even with this support, some PWLD commented about the Health Partners Forum:

- 'A lot of the time I don't feel listened to.'
- 'They're just telling us what to do.'
- 'No contact after meeting [re HPP] – no follow up'
- 'Transport is an issue.'

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Around 45 PWLD and 10-15 carers and professionals attended the launch for the adult health passport at the Gateway Club. 30 young people, carers and professionals attended the launch of the health passport for young people at the Village School. We reported progress regularly at Health Action Group (HAG) meetings. We handed out 49 Health Passports and referred 3 enquiries for young people's passports to Beverley Evans, Health Transition School Nurse.

We held 10 monthly health focus groups for PWLD and their carers. These meetings enable PWLD to voice their views about health services, obtain information about any health and social care related events and consultations, as well as discussing 1 or 2 topics in more depth or inviting experts to talk to them. People find it hard to fully understand the NHS changes. Our overriding principle is to make information more accessible for PWLD to enable their inclusion and encourage them to speak up and have their voices heard.

We covered the following areas:

- Preparation for and feedback from HPF
- Brent CCG commissioning intentions and information about the CCG structure
- CMH elective orthopaedic centre consultation and information about orthopaedics in general
- Consultation re new services at CMH
- Health passports & annual LD health checks
- Closure of A&E at CMH
- Accessible information – survey by Department of Health. We collated and sent off responses
- How to keep well in winter
- DESMOND (a diabetes expert patient programme)
- NHS NWL Mental Health and Wellbeing plan
- Brent Council's pharmaceutical needs assessment and pharmacy services

The group also gave their views on

- A survey about annual health checks)
- Brent Borough plan survey
- Digital inclusion survey for BAM
- Self Assessment Framework (SAF) – survey on dignity
- Brent Healthwatch survey about GP hubs
- Gynaecological services
- Sick of Waiting – Transport for All survey on patient transport

We tried to engage service users in the consultation around the CCG constitution changes but found the subject matter far too complex, too difficult and too rushed for people to be able to give any informed comments. On average the sessions were attended by 10 – 11 PWLD as well as some carers. As not always the same people attended we reached between 30 and 40 people in total. We advised Brent Advice Matters (BAM) on health impact assessment and accessibility. We publicised the existence of the learning disability liaison nurse and on occasion helped PWLD to get in touch with her. We regularly gathered comments and some case studies about health services from PWLD and carers and fed these back to the HAG and Brent CCG. We met with Public Health and advised them re learning disability issues for the Joint Strategic Needs Assessment (JSNA).

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

We helped PWLD without computers or the internet e.g. registering people for events, downloading information and surveys for them or communicating with health staff via email. We undertook a 'mystery shop' phone call to obtain the accessible version of the ophthalmology leaflet for the new service. Staff at both centres were unaware of the existence of these but following the phone calls the leaflet was produced a few weeks later.

Big Health Check Day 2014

The Big Health Check Day is an annual event taking place all over England. In Brent it was organised by Brent Mencap on behalf of Brent CCG to bring together professionals, particularly from health and social care, relevant voluntary sector organisations, PWLD (PWLD) and their carers. About 140 people attended the day, more than the previous year. Younger PWLD were supported by their school to attend. Some day centre users had to leave early again due to inflexible transport arrangements. The day was a mix of presentations, facilitated group discussion, some fitness activities, networking opportunities and information stalls. This mix worked very well and broke up the different activities into manageable chunks. A full report is available from Brent Mencap.

Sports Development Project

Brent Mencap received funding from Wembley National Stadium Trust for a sports development project to build on lessons learned during the previous Football development Project and the Fit Lives Active People project. The year long project started in September 2014 and will continue till August 2015

The grant covered costs for 30 football sessions (Brent Mencap FC), and 90 sessions of other sports (including basketball, boccia, soft touch rugby, athletics, sailing, football and futsal) 10 sessions of each). The grant also covered the coaching costs, staff and sports hall cost for a week of activities for young people including 8 hours of coaching as well as tickets for a tour of Wembley Stadium. The grant covered the cost of a sports development worker for 6 hours per week to plan all sessions: including booking pitches, signing clients up for the project and reminding clients about the sessions, staff and coach allocation, marketing and promotion.

Some of the grant given was spent on equipment including boccia and badminton equipment, which will be useful for in house activities such as the Fit Fridays.

Feedback from clients in April 2015 showed the majority were not engaging in any physical activity at the beginning of the project, whilst towards the end the majority were regular attenders. Some clients had taken up another sport or started another fitness program. At the beginning many clients' fitness levels were not very good, but all clients' fitness levels improved over the course of the project. The feedback also showed many had got the opportunity to participate in sports they had never tried before; they learnt new skills and got an opportunity to socialize with others, leading to new friendships. We have learnt that with the right support and encouragement PWLD can engage in any sports, learn the rules of the game and improve their fitness.

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

It was also important to have a member of staff to prompt them to attend, support with travel training and remind them of any changes to venue, whilst dealing with any safeguarding or challenging behaviour issues.

We found the uptake of Brent Mencap FC less than expected (30 sessions of football charging clients £2 per session). Many of the regular attendees (from last year) did not attend even with regular reminding and prompting. All said paying £2 was fine. We changed the time of the session, which did not impact on numbers. Therefore we are unsure whether the numbers dropped due to the gap in sessions or the cost. We do however know that it is very important for clients to contribute towards their sessions, otherwise they will be reluctant to attend paid for mainstream sessions. We feel that some work needs to be done around health and benefits of sports for the clients to understand the importance of fitness.

Get Active

Get Active aims to improve the health and wellbeing and tackle the health inequalities faced by Brent people with mild to moderate learning disabilities aged 14+, by increasing their access to local health and wellbeing activities such as sports, leisure and other wellbeing activities such as dance, therapies, healthy eating activities and advice.

It provides personalised support and advice to up to 25 people a year and develops individualised health and wellbeing support plans with them.

Over the course of the year we have worked with 25 PWLD aged 14 years and above. Clients have joined throughout the year so some have made more progress than others; however all have increased their participation in health and well being activities. This has ranged from attendance at disability sessions across the borough, athletics, football, basketball, drama therapy, healthy walks, badminton, Wii fit sessions and Fit Fridays. We have held 7 taster sessions including table tennis, badminton and Wii fit. We have had a total attendance of 41 clients. We will continue with the Friday tasters to encourage new clients to try gentle exercise and also have an opportunity to socialize. This will hopefully encourage them to try other sports/fitness.

Over the course of the year we have had 9 clients take up activities that cost- these have included Brent Disability Sports Sessions and Football.

Expect the Best Quality Checking Service

It's been a busy and exciting year for Expect the Best, our peer to peer quality checking service funded by the Department of Health and managed by the 6 Directors of the Northwest London Mencaps consortium.

The project employs PWLD as quality checkers to check services such as Care Homes and Activity Centres. Our quality checkers speak directly to service users about their experiences and the support they receive. We then use this information to report back on good practice, and provide support when improvements are needed. Expect the Best quality checks aim to be positive for everyone involved; service users are given a voice, and managers receive action plans to help further improve the services they provide.

The project has developed greatly over the last year; 2 new team managers, a project manager, and 7 new quality checkers have all joined the team, and have been working hard to deliver over 1000 quality check outputs.

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

In June 2015 Expect the Best held a conference showcasing the work we've been doing. The event was a success with over 80 people attending. We had speakers from NHS England, Borough Commissioners, and Service Providers who have experienced a quality check, all of whom had very positive things to say about the project.

Entering our 3rd and final year of our funding, we are looking forward to the challenge of delivering many more quality checks, as well as finding new funding so this important project can continue for years to come. For more information visit: www.expectthebest.org.uk

Youth Activities

Brent Mencap has provided out of school activities for Children and young people for over 25 years. Funding for specialist activities has lessened during year on year. In 2014-5 we secured funding to provide only 19 days of holiday fun to 14 young people with complex disabilities or who needed 1:1 support with funding from Brent Council and BBC Children in Need. Activities included days out in London, Cinema Trips, themed art and craft, sports, music and celebrations. We also included young people in the Get Active project and supported them and their parents with information, advocacy support and advice. As well as providing fun and enjoyable activities we see the young people changing and developing over time.

All young people we work with have learning disabilities as well as other conditions such as autism spectrum disorder, fragile x syndrome, physical disabilities, medical conditions such as epilepsy and other support needs such as incontinence, support with feeding and forms of challenging behaviour including self-harm, mental health conditions including OCD and anxiety. Due to these conditions/disabilities the young people we work with are unable to get their needs met by mainstream activity providers, as many are not able to provide higher levels of support such as 1:1 or 2:1, nor do they have the facilities to meet their needs such as accessible venues and changing facilities nor the specialist staff trained to understand or accommodate their varying needs/disabilities.

During this year we saw 7 out of 10 young people becoming more relaxed on activities. Staff observed significant progress in 7 young people. Staff noted significant improvements in how quickly they settled after arrival and how relaxed they were during the day. For some young people this meant settling straight away and being relaxed throughout the day, for others this meant waving goodbye to parents and feeling happy and content. We also monitored how they were during the day and staff noted any significant changes in mood and possible triggers. 1 young person was new to us but staff noticed they settled very well and were more relaxed the more they attended.

Staff observed some progress in 2 young people during the course of the activities. These young people generally settled more quickly and were more relaxed throughout the day. For some young people who are non-verbal it can be difficult to know the reasons if they are not relaxed such as lack of sleep, being in respite, however most parents let us know if they haven't been themselves. For 1 young person who was new and only attended a few days we saw some progress in him being more relaxed - on the first day he refused to leave the house with his parents to come to activities, but with encouragement from staff he came with them to activities and took a while to settle over the days but we saw an improvement.

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Social Activities

- **Bonanza Club:** This Saturday leisure club meets every fortnight with an average of 17 participants at each session. They take part in activities based at Brent Mencap's premises or go off-site for others such as bowling, day trips to museums or meals at a local Chinese restaurant. This chance to meet up with friends reduces social isolation and enables staff to check that members are getting the support they need from services
- **Other Social Activities** In 2014-15 we arranged a Sports Taster day, a BBQ, a Christmas Party and 2 Cinema Shows enjoyed by over 270 people. These events enable PWLD to meet up with friends, reduce social isolation and enable us to keep in touch with people and identify any problems they may be experiencing.
- **Going Out Group.** This independent user led group is supported by a staff member to arrange fortnightly social events or trips out. They decide what they want to do, research local venues and prices and meet at an agreed time to go out without staff input.
- **Wii Fit User Led Group.** Several PWLD who enjoyed learning how to use the Wii Fit in 2012-3 as part of the FLAP project still meet at Brent Mencap each Friday. Now with staff support, they use the Wii Fit for dance and exercise sessions, play pool or football. The group has welcomed new participants. They enjoy meeting up and keeping fit this way with minimal staff support.
- **Parenting Project:** The parenting project was set up in late 2013 to provide a support group in Brent for parents who have a learning disability. The group aimed to improve their parenting skills; share experiences; boost their confidence and reduce the chances of the children being subject to Child Protection orders. We asked the Elfrida Society to deliver the group sessions over a 25 week period. This culminated in a celebration event in July 2014 and a research report into parenting support in Brent. Unfortunately we were unable to secure any promises of financial support from Brent Council to keep this much enjoyed group going. We will continue to press them to make reasonable adjustments to their mainstream services to enable parents with a LD to benefit from this.

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Financial Review

As stated in the Statement of Financial Activity (SOFA), income for the year totalled £577,089 (£331,324 2013-4), an increase the previous year. Our income in 2014-5 was larger than our predicted income due to our success at attracting new funding in line with our revised strategic objectives.

During the year the principal sources of funding were:

Source of Income	£	%
Service Level Agreements	301580	70%
Statutory Sources	68174	16%
Charitable Trusts	38365	9%
Investments, Donations & Other Income	17534	5%

We are grateful to all our funders for their continued financial support. This has enabled Brent Mencap to achieve its aims of supporting PWLD throughout the year.

Voluntary income totalled £124,337 (2013-14: £7,166). A new lease has been agreed with London Borough of Brent for a five year term, back dated to 25 June 2013, with a sum of £12,500 agreed for the arrears from 1 June 2006 to 24 June 2013.

As LBB have waived any further arrears, the balance of the provision totalling £122,879 can now be released. The Trustees have agreed to transfer this one-off item to new Designated Funds. The remaining increase has been largely achieved by Trustees and users working together to set up street and supermarket collections, selling tickets for Cinema events and encouraging donations from friends and family.

Income from generated funds totalled £15,383 (2013-14: £16,254). This income originates from client club and event fees, room hire charges and income generated from training courses. The reduction is due to an organisation vacating their rented office space and a reduction in Room hire.

Investment income is received primarily from bank interest and the dividend paid on a small number of shares. Investment income totalled £893 for the year (2014: £560). The amount of investment income we currently receive has been significantly affected by the low interest rates currently being offered by banks.

Income from charitable activities totalled £436,476 (2013-14: £307,344) and is generated from two areas of work – Information, Advice and Equality and Health and Wellbeing.

There are a number of different projects that fall under these headings. These were funded by 15 different funders throughout the year. Income for the year totalled £413,455 (2014: £305,936).

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Expenditure totalled £411,458 (2013-14: £275,573) during the financial year. Expenses of £401,964 (2013-14: £267,687), were incurred in pursuit of the charity's activities.

These costs were split between direct costs of £307,484 on Information, Advice & Equality and Health & Wellbeing activities; support costs totalled £103,974 (2013-14: £81,466).

Support costs are allocated to all projects and are apportioned on a basis calculated by the total staff time spent working on each project. Governance costs were £9,494 (2013-14 £7,886, this figure was higher than last year due to £4,450 being spent on Strategic Development Costs.

The revaluation of our investments (117) Santander shares originating from when the Abbey National Building Society demutualised in 1989), showed a decrease in their value to £503 (2014: £571) at the end of the year.

Brent Mencap is an admitted body into the London Borough of Brent pension fund – a Local Government Pension Scheme. The pension scheme is a defined benefit scheme which is closed to new members. Brent Mencap's current membership of the pension scheme consists of:

- 1 Active Members
- 5 Deferred Pensioners
- 1 Pensioner/Dependant Members

Based upon the actuarial report as at 31 March 2015, the Pension Scheme Deficit has been increased by £91,000 to £290,000. As a result Unrestricted Funds have decreased by £74,711 to £176,800. The increase in the pension deficit is attributable to gains on the underlying investments which cannot be guaranteed to be maintained, in current market conditions. The potential volatility is evidenced by the fact that there was a surplus of £137,000 in 2014 compared to a much lower surplus of £20,662 in 2015. Brent Mencap Executive committee will exercise great caution when making future expenditure plans based on these decreased reserves.

We are contributing the amount indicated in the 3 year recovery plan agreed with Brent Council Pensions Manager

No funds at the end of the financial year were in material deficit. The total funds of the charity at 31 March 2015 totalled £334,661 (2013-14: £260,100) comprising restricted funds totalling £8,777 (2013-14: £8,589) and unrestricted funds of £323,884 (2014: £251,511).

Unrestricted funds include Designated funds of £144,900 (2014: £Nil).

Going forward, Brent Mencap will continue to adapt to the changing funding landscape and likely further public sector cuts over the next 5 years. We will develop other larger charitable bids, increase income from our premises and explore other ways to generate income. This as well as a more selective and strategic approach to future consortium working will ensure Brent Mencap has a firm foundation to enable it to continue to develop and deliver support to PWLD into the future.

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Reserves Policy

The Trustees of Brent Mencap have assessed the organisation needs to hold reserves to ensure the continuity of its charitable activities by protecting itself from fluctuations in income, providing a level of working capital, maintaining its fixed assets and covering all liabilities including the pension deficit. The levels of reserves the Trustees have calculated are needed are £30129; equivalent to six months 2015-16 salary costs and Office Rent Liability

At the year end the charity had unrestricted funds totalled £615,884 (2013-14: £450,511). The pension obligation of £290,000 (2013-14: £199,000) decreases the amount of 'free reserves' at the charity's disposal to £325,884 (2014: £251,511), of which the Trustees have now transferred £144,900 to Designated funds.

Investment Policy

Brent Mencap's funds are split between a number of British banks so they are covered by the Financial Services Compensation Scheme. The Trustees decided that the funds would be put into banks with an ethical ethos. The trustees intend to review this in 2015-16.

Risk Management

Brent Mencap Trustees and staff regularly review the risks the charity is exposed to. We undertake regular risk assessments on our activities and on the participants of our services. All identifiable risks have been examined and the appropriate systems, procedures and training have been established to minimise these risks and their impact on the charity should the risk materialise.

We work to reduce the chances of any unforeseen disaster happening by constantly reviewing our project plans, budgets, project outcomes, procedures, and training our staff, investing money in our systems, building and projects. We have employed a specialist support organisation to advise us on our responsibilities with regard to health and safety and employment issues. They provide ongoing support/advice and indemnify us against legal action, provided we follow their advice. In 2014-5 we contracted with a fundraising consultancy firm to increase our ability to secure more charitable and trust funding in the medium term.

The current risk assessment has highlighted the need to retain and develop our existing and any new staff and volunteers, identify and undertake new areas of work, income generation and project development, maintain our current level of free reserves as well as having to continue to reposition the charity so it can operate effectively at a time of continual, reduced public funding and changes to areas of service delivery.

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 MARCH 2015

Review of fundraising

In 2014-5 we successfully bid for new local tenders such as Brent Disability Information Gateway's follow on project BAS4IL and the Community Advocacy contract. We continued to deliver on existing contracts such as Healthwatch Brent and charitable projects such as the Sports Development Project. We also continued smaller scale fundraising such as street collections and Cinema shows. Our income was higher than predicted. We were delighted to be chosen as the Mayor of Brent's charity for 2014-5 and look forward to a substantial donation in 2015-6. We continued to receive income from our premises and reduced many costs. Some of the new projects will continue into 2015-6 but a significant number are due to finish in March 2016. We are now in a secure position to concentrate on undertaking the consultations and planning necessary to bid for long-term grant funding to come into place in 2015-6 and to develop free income streams from our premises.

Plans for the Future

Brent Mencap has adapted well to the changing environment. We will continue to support PWLD and other disabilities as there is still enormous need within the community to be met. We will complete a new 3 year business plan by March 2016 to build on our achievements. Our goals for 2015-6 include

- Review our senior management capacity
- Modernise our IT systems, use social media more and update our website
- Develop a business plan to maximise income from our premises and maximise its potential as a community space for PWLD and other sections of the community
- Develop a marketing and communication strategy
- Retain and develop our ability to deliver more advice and casework support to disabled people
- Concentrate on developing charitable and trust funding for more services for PWLD of all ages
- Evaluate user, carers and funders views of our services and identify unmet needs
- Map and learn from what other Mencaps and similar organisations are doing
- Increase our engagement and involvement activities
- Undertake a review all our partnership activities
- Continue our wellbeing, social and fitness activities
- Develop new fundraising activities and increase our free income and donations
- Increase user involvement in the Executive Committee and strategic development of Brent Mencap
- Review our Investment policy and investigate secure and ethical ways to increase the return on our savings

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 March 2015

Statement on Public Benefit

The objects of the charity are: *"the relief of learning disabled children and adults and their carers within the London Borough of Brent and adjoining areas by the provision of care, advocacy, support, treatment and education consummate with their needs and potential."*

Our aim is to enable people of all ages with a learning disability to live as full and independent a life as possible. The services that we provide encourage PWLD and other disabilities to take ownership of their lives. We do this in various ways by providing activities such as information, advice, casework, anti-discriminatory support, advocacy, wellbeing and social activities, engagement and consultation opportunities, research and also by campaigning for better rights and services. For example:

- We encourage people to make informed choices about their housing, income, education, employment, leisure and give them the appropriate information and support to live as independently as they can.
- We support PWLD to be actively citizens, engaged in their local communities and influencing local services
- We enable them to choose how they wish to spend their time and what activities they would like to undertake.
- We ensure service providers make reasonable adjustments to their services so PWLD and other disabled people can access them in the same way as other people
- We offer health, wellbeing, fitness and social activities for adults and young people and encourage them to participate in community events and groups.
- We provide leisure activities for young people with complex needs which includes access to a Changing Places toilet and higher ratio of staff.
- We enable PWLD to experience wellbeing and community activities in a safe and stimulating environment.
- We promote better health services and more inclusion of PWLD in consultations on health and social care
- We train and employ some PWLD as trainers and interviewers
- We work in partnership with other agencies in the borough and in West London to improve service delivery for all vulnerable people.
- We enable a strong consumer voice through increased user engagement projects and activities.

The objectives, activities, achievements and performance for the past year addressed throughout this report clearly set out the activities which the charity undertakes for the public benefit. The trustees, in setting our aims, objectives and planning our activities, have given careful consideration to the Charity Commission's general guidance on public benefit.

BRENT MENCAP

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 March 2015

Trustees Responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

The Trustees (who are also directors of Brent Mencap for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable [company/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 in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

In so far as we are aware:

There is no relevant audit information of which the charitable company's auditor is unaware; and

- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The report of the Trustees has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

BRENT MENCAP

TRUSTEES' REPORT (continued)

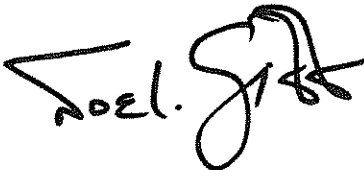
FOR THE YEAR ENDED 31 March 2015

Auditors

Myrus Smith have expressed their willingness to continue in office as auditors.

Approval

This report was approved by the Trustees on 20th October 2015 and signed on its behalf, by:

A handwritten signature in black ink, appearing to read 'Noel Gibb', with a stylized flourish at the end.

Noel Gibb, Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF

BRENT MENCAP

I report on the accounts of the company for the year ended 31 March 2015, which are set out on pages 30 to 49.

Respective responsibilities of the Trustees and Examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
BRENT MENCAP**

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



.....
K.C. Fisher FCA
c/o Myrus Smith
Chartered Accountants
Norman House, 8 Burnell Road,
Sutton, Surrey. SM1 4BW

Dated: 22 October 2015

BRENT MENCAP

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income and Expenditure account)

FOR THE YEAR ENDED 31 MARCH 2015

		Restricted Funds £	Unrestricted Funds £	Total funds 2015 £	Total funds 2014 £
INCOMING RESOURCES					
<i>Incoming resources from generated funds:</i>					
Voluntary income	2	-	124,337	124,337	7,166
Activities for generating funds	3	527	14,856	15,383	16,254
Investment income	4	-	893	893	560
<i>Incoming resources from Charitable activities</i>	5	84,419	352,057	436,476	307,344
TOTAL INCOMING RESOURCES		84,946	492,143	577,089	331,324
RESOURCES EXPENDED					
<i>Charitable expenditure</i>					
Information, Advice and Equality	6	41,560	139,913	181,473	87,691
Health and Wellbeing	6	41,338	179,153	220,491	179,996
Governance	7	1,858	7,636	9,494	7,886
TOTAL RESOURCES EXPENDED		84,756	326,702	411,458	275,573
Net incoming resources before transfers and additional pensions costs					
Transfers between funds	14	190	165,441	165,631	55,751
Service cost and other movements on pension provision		-	-	-	-
Net incoming resources before other recognised gains and losses		190	165,441	165,631	55,751
(Unrealised)/realised loss on Investments	11	-	(68)	(68)	125
Actuarial gain/(loss) on defined benefit pension scheme		-	(91,000)	(91,000)	137,000
Net movement in funds		190	74,373	74,563	192,876
Reconciliation of funds					
Total funds at 1 April 2014		8,587	251,511	260,098	67,224
Total funds at 31 March 2015	14	£8,777	£325,884	£334,661	£260,100

The Statement of Financial Activities includes all gains and losses recognised in the year.

All of the above results are derived from continuing activities. The notes on pages 33 to 49 form part of these financial statements

**BRENT MENCAP
BALANCE SHEET
AS AT 31 MARCH 2015**

Company Number:03651245

	Note	2015		2014	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	10		-		-
Investments	11		503		571
CURRENT ASSETS					
Debtors	12	129,146		100,268	
Cash at bank		571,969		555,884	
		<u>701,115</u>		<u>656,152</u>	
CREDITORS: amounts falling due within one year	13	<u>76,957</u>		<u>197,623</u>	
NET CURRENT ASSETS			<u>624,158</u>		<u>458,529</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>624,661</u>		<u>459,100</u>
Pension Scheme Deficit	15		<u>(290,000)</u>		<u>(199,000)</u>
TOTAL NET ASSETS	15		<u><u>£334,661</u></u>		<u><u>£260,100</u></u>
CHARITY FUNDS					
Restricted Funds	14		8,777		8,589
Unrestricted funds					
General funds	14		470,984		450,511
Pension deficit	14		(290,000)		(199,000)
Designated funds	14		144,900		-
			<u><u>£334,661</u></u>		<u><u>£260,100</u></u>

BALANCE SHEET/contd...

AS AT 31 MARCH 2015

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2015.

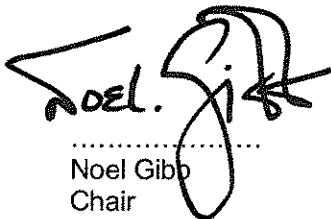
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2015 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The notes on pages 26 to 35 form part of these financial statements.

The financial statements were approved and authorised for issue by the Trustees on 20th October 2015 and signed on their behalf, by:


.....
Noel Gibb
Chair


.....
Pete Bickers
Vice-Chair

The notes on pages 33 to 49 form part of these financial statements.

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" issued in March 2005, applicable accounting standards and the Companies Act 2006.

1.2 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.3 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Direct costs, including directly attributable salaries, are allocated on an actual basis to the key strategic areas of activity. Overheads and other salaries are allocated between the expense headings on the basis of time spent.

Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and are allocated to activities on a consistent basis.

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

1. ACCOUNTING POLICIES (continued)

1.5 Resources expended (continued)

Governance costs are those incurred in connection with enabling the Charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties

1.6 Cash flow

The financial statements do not include a cash flow statement because the charitable company, as a small reporting entity, is exempt from the requirement to prepare such a statement under the Financial Reporting Standard for Smaller Entities (effective April 2008).

1.7 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Motor Vehicles	-	25%	straight line
Furniture and Fixtures	-	25%	straight line
Computer Equipment	-	25%	straight line

1.8 Pensions

The company operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2015. The charity is unable to identify its share of the underlying assets and liabilities of the schemes on a consistent and reasonable basis and therefore as required by FRS 17 "Retirement benefits", accounts for the schemes as if they were defined contribution schemes. As a result, the amount charged to the income and expenditure account represents the contributions payable to the schemes in respect of the accounting period.

The scheme is valued every three years by a professionally qualified independent actuary. Pension costs are assessed in accordance with the advice and recommendations of the actuary based on the latest valuations of the schemes.

The company also operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

1.9 VAT

The charity is not registered for VAT. In common with many other registered charities, Brent Mencap's expenses are inflated by VAT, which cannot be recovered.

1.10 Tax Status

The company is a registered charity and is not subject to corporation tax on its current activities.

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

2. VOLUNTARY INCOME			Total funds 2015 £	Total funds 2014 £
Donations			1,458	2,873
Other income			122,879	4,293
			<u>£124,337</u>	<u>£7,166</u>
3. ACTIVITIES FOR GENERATING FUNDS	Restricted 2015 £	Unrestricted 2015 £	Total funds 2015 £	Total funds 2014 £
Room Hire	-	8,697	8,697	10,154
Training Fees	-	926	926	716
Club Fees	527	2,107	2,634	3,706
Other Fundraising	-	2,926	2,926	1,678
Other Income	-	200	200	-
	<u>£527</u>	<u>£14,856</u>	<u>£15,383</u>	<u>£16,254</u>
4. INVESTMENT INCOME			Total funds 2015 £	Total funds 2014 £
Interest receivable			£893	£560
			<u>£893</u>	<u>£560</u>
5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES			Total funds 2015 £	Total funds 2014 £
INFORMATION, ADVICE AND EQUALITY				
Brent Council - Main Grants Programme			27,455	39,015
Trust for London – Hate Crime			20,000	20,000
Youth and Philanthropy			-	3,000
Mencap Changemakers			-	1,050
Brent Council Small Grant – DRAP			1,050	6,000
Advice Service Transition			16,004	4,554
BASIL			44,305	-
Advocacy Project			11,931	-
Disability Advice Service			119,172	75,266
			<u>239,917</u>	<u>148,885</u>

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES (continued)	Total Funds 2015	Total Funds 2014
	£	£
HEALTH AND WELLBEING		
Brent Council – Play Schemes	18,153	16,637
Edward Harvist Trust	-	4,239
Wembley National Stadium	10,000	20,800
VSI (Get Advice)	24,716	24,042
NHS Brent - Engagement	36,000	-
Children in Need	8,365	8,230
Brent Council – Healthwatch Brent	72,020	66,723
HACC Let's Keep Active	-	2,951
DOH/Ealing Mencap	4,284	4,210
Digital Outreach	-	200
Health Action Group	-	9,019
	<u>179,538</u>	<u>157,051</u>
Housing: Brent - Supporting People Contract Income (release of contingency)	22,021	-
Other income	1,000	1,408
Total	<u><u>£436,476</u></u>	<u><u>£307,344</u></u>

6. RESOURCES EXPENDED	Direct staff Costs	Other direct Costs	Support Costs	2015	2014
	£	£	£	£	£
Charitable expenditure					
Information, Advice and Equality	87,102	60,503	33,868	181,473	87,691
Health and Wellbeing	130,910	19,475	70,106	220,491	179,996
	<u>218,012</u>	<u>79,978</u>	<u>103,974</u>	<u>401,964</u>	<u>267,687</u>
Other expenditure					
Governance	-	9,494	-	9,494	7,886
	<u>£218,012</u>	<u>£89,472</u>	<u>£103,974</u>	<u>£411,458</u>	<u>£275,573</u>

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

6. RESOURCES EXPENDED (continued)

SUPPORT COSTS COMPRISE:	Information Advice & Equality £	Health & Wellbeing £	2015 £	2014 £
Staff costs	16,677	21,697	38,374	38,944
Office and premises costs	9,403	30,123	39,526	13,857
Other costs	7,788	18,286	26,074	28,665
	<u>£33,868</u>	<u>£70,106</u>	<u>£103,974</u>	<u>£81,466</u>

Support costs are costs of central management. These costs are apportioned to activities on a basis consistent with the use of resources. During the year the charity disposed of some assets which were donated to the new provider of the Supporting Housing provision.

7. GOVERNANCE COSTS

	Total Funds 2015 £	Total Funds 2014 £
Independent Examination	3,650	2,820
Other costs	5,844	5,066
	<u>£9,494</u>	<u>£7,886</u>

8. NET EXPENDITURE

This is stated after charging:

	2015	2014
Depreciation of tangible fixed assets	£Nil	£367
Independent Examiner's fee	£3,650	£2,820
Pension costs	£22,961	£29,512
	<u>£26,611</u>	<u>£32,699</u>

During the year, no Trustees received any remuneration (2014- £Nil).

During the year, no Trustees received any benefits in kind (2014 - £Nil).

During the year, 3 Trustees received reimbursements for subsistence and travelling £277 (2014: 3 Trustees - £217).

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

9. STAFF COSTS AND NUMBERS	2015	2014
	£	£
Staff costs were as follows:		
Wages and salaries	218,013	162,228
Social security costs	15,413	12,113
Pension costs	22,961	29,512
	<u>£256,387</u>	<u>£203,853</u>

The average number of full-time equivalent employees during the year was as follows:

	No.	No.
Information, Advice and Equality	1.0	1.9
Health and Wellbeing	5.75	3.9
Support	0.75	0.75
	<u>7.5</u>	<u>6.55</u>

No employee received remuneration amounting to more than £60,000 in either year.

10. TANGIBLE FIXED ASSETS	Furniture fittings and motor vehicles
	£
Cost	
At 1 April 2014 and at 31 March 2015	<u>11,892</u>
Depreciation	
At 1 April 2014	11,892
Charge for the year	-
	<u>11,892</u>
At 31 March 2015	
Net book value	
At 31 March 2015	<u>£Nil</u>
At 31 March 2014	<u>£Nil</u>

BRENT MENCAP**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 MARCH 2015**

11. INVESTMENTS	2015	2014
	£	£
All investments are quoted and dealt on a recognised stock exchange		
Market value brought forward	571	446
Net unrealised (loss)/gain on revaluation	(68)	125
Market value carried forward	£503	£571
12. DEBTORS	2015	2014
	£	£
Due within one year		
Debtors	121,842	96,162
Prepayments	1,125	4,106
Accrued income	6,179	-
	£129,146	£100,268
13. CREDITORS: amounts falling due within one year	2015	2014
	£	£
Accruals	73,289	15,510
Other creditors	3,668	182,113
	£76,957	£197,623

BRENT MENCAP
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2015

14. STATEMENT OF FUNDS	Brought Forward £	Incoming Resources £	Resources Expended £	Gains/ (loss) £	Transfers In/(out) £	Carried Forward £
GENERAL FUNDS						
General funds	450,511	492,143	326,702	(68)	(144,900)	470,984
Pension deficit	(199,000)	-	-	(91,000)	-	(290,000)
Delegated funds	-	-	-	-	144,900	144,900
	<u>£251,511</u>	<u>492,143</u>	<u>£326,702</u>	<u>£(91,068)</u>	<u>£Nil</u>	<u>£325,884</u>
Total unrestricted funds						
RESTRICTED FUNDS						
Gallagher Fund	1,572	-	1,572	-	-	-
North West London Mencaps Consortium	2,421	-	8	-	-	2,413
Mencap 20/20	109	-	109	-	-	-
Wembley National Stadium	1,850	10,182	10,715	-	-	1,317
VSI (Get Active)	(402)	24,716	20,973	-	-	3,341
Trust for London – Hate Crime	1,598	20,000	19,999	-	-	1,599
Youth and Philanthropy	(1,220)	-	1,220	-	-	-
Children In Need	(2,963)	8,710	8,709	-	-	(2,962)
DOH/Ealing Mencap	2,972	4,284	3,108	-	-	4,148
Edward Harvist Trust	(1,249)	-	(1,249)	-	-	-
Digital Outreach	146	-	146	-	-	-
Brent Council Small Grant – DRAP	5,382	1,050	6,842	-	-	(410)
Mencap Changemakers	1,050	-	1,050	-	-	-
HIACC – Let's Keep Active	(1,465)	-	(1,465)	-	-	(669)
Advice Service Transition (Synergy)	(1,214)	16,004	15,459	-	-	-
	<u>£8,587</u>	<u>£84,946</u>	<u>£84,756</u>	<u>£Nil</u>	<u>£Nil</u>	<u>£8,777</u>
Total Restricted funds						

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

14. STATEMENT OF FUNDS (continued)	Brought Forward £	Incoming Resources £	Resources Expended £	Gains/ (loss) £	Transfers In/(out) £	Carried Forward £
STATEMENT OF FUNDS						
General funds	450,511	492,143	326,702	(68)	(144,900)	470,984
Pension deficit	(199,000)	-	-	(91,000)	-	(290,000)
Designated funds	-	-	-	-	144,900	144,900
	<u>251,511</u>	<u>492,143</u>	<u>326,702</u>	<u>(91,068)</u>	<u>-</u>	<u>325,884</u>
Restricted funds	8,587	84,946	84,756	-	-	8,777
Total Funds	<u>£260,098</u>	<u>£577,089</u>	<u>£411,458</u>	<u>£(91,068)</u>	<u>£Nil</u>	<u>£334,661</u>

Designated Funds

	£
Staffing contingency	30,000
Building fund	50,000
Capacity building	64,900
	<u>£144,900</u>

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

14. STATEMENT OF FUNDS (continued)

Staffing Contingency Fund

To provide for unbudgeted costs, including maternity/paternity pay, long-term sick cover and redundancy.

Building Fund

To provide for the costs of dilapidations and possible relocation.

Capacity Building Fund

To allow the charity to develop new income streams and projects for the future. Funds can be utilised to engage external consultants or to provide release time for senior staff.

Gallagher Fund

Donation to be used towards the staff costs to organise social events and trips out for Brent people with a learning disability.

North West London Mencaps Consortium

Funding provided by each consortium member towards the cost of collaborative working.

Mencap 20/20

Grant funding from Mencap's 20/20 programme, towards consultancy support and training, to strengthen partnership working and fundraising ability amongst the North West London Mencap Consortium members and the development of new services.

Wembley National Stadium

For a football development project.

VSI (Get Active)

To provide support to PWLD to engage in wellbeing activities and improve health.

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

14. STATEMENT OF FUNDS (continued)

Trust for London – Hate Crime

To raise awareness of disability hate crimes and how to report them.

Youth and Philanthropy

To support the continuation of the Disability Rights and Politics Group.

Children In Need

Second year of a three year grant towards providing 10 days of youth activities throughout the year.

DOH/Ealing Mencap

First year of a project to set up a quality checking services.

Edward Harvist Trust

For computers, ramps and internal decoration.

Digital Outreach

To explain the digital switchover and possible effects.

Brent Council Small Grant – DRAP

To raise awareness of voting, elections and different political parties.

Mencap Changemakers

To support the continuation of the Disability Rights and Politics Group.

HACC – Let's Keep Active

To provide 5 days of sports related activities to young people.

Advice Service Transition Fund

To improve the co-ordination of advice services in Brent.

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

15. ANALYSIS OF NET ASSET BETWEEN FUNDS	Restricted Funds £	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Tangible fixed assets	-	503	503	571
Current assets	8,777	692,338	701,115	656,152
Creditors due within one year	-	(76,957)	(76,957)	(197,623)
Creditors due within one year – Pension deficit	-	(290,000)	(290,000)	(199,000)
	<u>£8,777</u>	<u>£325,884</u>	<u>£334,661</u>	<u>£260,100</u>

16. PENSIONS COMMITMENTS

The company participates in Brent Council's defined benefit scheme, the assets of which are held in a separate Trustee administered fund. It is a multi-employer scheme. The charity is unable to identify its share of the underlying assets and liabilities of the schemes on a consistent and reasonable basis and therefore as required by FRS 17 "Retirement benefits", accounts for the schemes as if they were defined contribution schemes. The next formal valuation is due to take place on 31 March 2016 and will be available in September 2016. The contributions made by Brent Mencap over the following year were £22,961(2014: £29,512).

The Consumer Price Index (CPI) has been used as the inflation index to derive statutory pension increases.

The principal assumptions used by the independent qualified actuaries in updating the latest valuations of the Fund for FRS17 purposes were:

(% per annum)	2015	2014 %	2013 %
Discount rate	3.2	4.3	4.5
RPI Inflation	3.1	3.7	3.2
CPI Inflation	2.2	2.9	2.4
Rate of increase to pensions in payment*	2.4	2.9	2.8
Rate of increase to deferred pensions	2.4	2.9	2.8
Rate of general increase in salaries**	4.1	4.5	5.1

* In excess of Guaranteed Minimum Pension increases in payment where appropriate.

** In addition, we have allowed for the same age related promotional salary scales as used at the actuarial valuation of the Fund as at 31 March 2014.

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

16. PENSIONS COMMITMENTS (continued)

Mortality assumptions:

The mortality assumptions are based on the recent actual mortality experience of members within the Fund and allow for expected future mortality improvements.

Post retirement mortality (retirement in normal health)

	2015	2014
Males		
Year of birth base table	Standard SAPS Normal Health Light Amounts	Standard SAPS Normal Health Light Amounts
Rating to above base table * (years)	0	0
Scaling to above base table rates	100%	100%
Improvements to base table rates	CMI 2010 with a long term rate of improvement of 1.25% p.a.	CMI 2010 with a long term rate of improvement of 1.25% p.a.
Future lifetime from age 65 (aged 65 at accounting date)	22.0	22.0
Future lifetime from age 65 (aged 45 at accounting date)	24.4	24.4
Females		
Year of birth base table	Standard SAPS Normal Health Light Amounts	Standard SAPS Normal Health Light Amounts
Rating to above base table * (years)	0	0
Scaling to above base table rates	80%	80%
Improvements to base table rates	CMI 2009 with a long term rate of improvement of 1.25% p.a.	CMI 2009 with a long term rate of improvement of 1.25% p.a.
Future lifetime from age 65 (aged 65 at accounting date)	24.3	24.3
Future lifetime from age 65 (aged 45 at accounting date)	26.8	26.8

* A rating of x years means that members of the Fund are assumed to follow the mortality pattern of the base table for an individual x years older than them. The rating shown apply to normal health retirements.

BRENT MENCAP

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2015

16. PENSIONS COMMITMENTS (continued)

	2015	2014
Commutation	Each member assumed to exchange 25% of the maximum amount permitted of their past service pension rights on retirement, for additional lump sum. Each member assumed to exchange 75% of the maximum amount permitted of their future service pension rights on retirement, for additional lump sum.	Each member assumed to exchange 25% of the maximum amount permitted of their past service pension rights on retirement, for additional lump sum. Each member assumed to exchange 75% of the maximum amount permitted of their future service pension rights on retirement, for additional lump sum.
Expected return	The approximate split of assets for the Fund as a whole (based on data supplied by the Fund Administering Authority) is shown in the table below. Also shown are the assumed rates of return adopted by the Employer for the purposes of IAS 19.	

	Long-term expected rate of return at 31 March 2015	Assets split at 31 March 2015	Long-term expected rate of return at 31 March 2014 (% pa)	Assets split at 31 March 2014 (%)	Long-term expected rate of return at 31 March 2013 (%pa)*	Assets split at 31 March 2013 (%)
Equities	3.2	64	6.7	81	5.7	57
Private Equity/ Infrastructure	-	-	-	-	10.0	17
Property	3.2	10	4.8	6	3.9	6
Government bonds	3.2	24	3.8	15	4.1	20
Corporate bonds	3.2	-	3.8	-	4.1	-
Cash**	3.2	2	3.7	(2)	3.0	-
Other***	-	-	-	-	-	-
Total	<u>3.2</u>	<u>100</u>	<u>6.2</u>	<u>100</u>	<u>6.0</u>	<u>100</u>

Narrative description of the basis used to determine expected return

The note below sets out a suggested narrative description of the basis used to determine the overall expected rate of return on assets. "Brent Mencap employs a building block approach in determining the rate of return on Fund assets. Historical markets are studied and assets with higher volatility are assumed to generate higher returns consistent with widely accepted capital market principles. The assumed rate of return on each asset class is set out within this note. The overall expected rate of return on assets is then derived by aggregating the expected return for each asset class over the actual asset allocation for the Fund at 31 March 2015."

BRENT MENCAP**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 MARCH 2015****16. PENSIONS COMMITMENTS (continued)****Reconciliation of funded status to balance sheet**

	Value as at 31 March 2015 £	Value as at 31 March 2014 £	Value as at 31 March 2013 £
Notional value of assets	584,000	503,000	455,000
Present value of liabilities	874,000	702,000	791,000
Net pension asset/(liability)	(290,000)	(199,000)	(336,000)

Analysis of Income and Expenditure/Profit and Loss charge

	2015 £	2014 £
Current service cost	15,000	7,000
Interest cost	30,000	36,000
Expected return on assets	(32,000)	(28,000)
Expense recognised	13,000	15,000

Changes to the present value of defined benefit obligation during the accounting period

	2015 £	2014 £
Opening present value of liabilities	702,000	791,000
Current service cost	15,000	7,000
Interest cost	30,000	36,000
Contributions by participants	3,000	3,000
Actuarial (gains)/losses on liabilities	127,000	(132,000)
Net benefits paid out	(3,000)	(3,000)
Closing present value of liabilities	874,000	702,000

BRENT MENCAP**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 MARCH 2015****16. PENSIONS COMMITMENTS (continued)****Changes to the fair value of assets during the accounting period**

	2015	2014
	£	£
Opening fair value of assets	503,000	455,000
Expected return on assets	32,000	28,000
Actuarial (gains)/losses on assets	27,000	(9,000)
Contributions by the employer	22,000	29,000
Contributions by participants	3,000	3,000
Net benefits paid out	(3,000)	(3,000)
Closing fair value of assets	584,000	503,000

Actual return on assets

	2015	2014
	£M's	£M's
Expected return on assets	0.032	0.028
Actuarial (gain)/losses on assets	0.027	(0.009)
Actual return on assets	0.059	0.019

Analysis of amount recognised in Other Comprehensive Income and Expenditure

	2015	2014
	£M's	£M's
Total actuarial (gains)/losses	0.100	0.123
Adjustment in respect of paragraph 58	0.000	0.000
Total gains/(losses)	0.100	0.123

BRENT MENCAP**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 MARCH 2015****16. PENSIONS COMMITMENTS (continued)****History of asset values, present value of defined obligation and surplus/deficit***

	2015	2014
	£M's	£M's
Fair value of assets	0.584	0.503
Present value of defined benefit obligation	0.874	0.702
	<u> </u>	<u> </u>
Surplus/(deficit)	(0.29)	(0.199)
	<u> </u>	<u> </u>

History of experience gains and losses

	2015	2014
Experience gains/(losses) on assets		
Amount (£M's)	0.027	0.009
Percentage of assets	4.6%	1.7%
	<u> </u>	<u> </u>
Experience gains/(losses) on liabilities#		
Amount (£M's)	0.127	0.126
Percentage of the present value of the liabilities	20.4%	17.9%
	<u> </u>	<u> </u>

* This history can be built up over time and need not be constructed retrospectively (and once complete will show the current period and previous four periods).

This item consists of gains/(losses) in respect of liability experience only and excludes any change in liabilities in respect of changes o the actuarial assumptions used.

The Charity also operated a defined contribution scheme for some of its employees and makes a contribution of up to 10% of the gross salary. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity and amounted to £784 (2014: £Nil).

17. OPERATING LEASE COMMITMENTS

As at 31 March 2015 the charity had annual commitments under non-cancellable operating leases as follows:

	2015	2014
	£	£
Expiry date:		
Between one and two years	£Nil	£Nil
Between two and five years	£28,749	£1,749
	<u> </u>	<u> </u>