

Charity Registration No. 1043360

Company Registration No. 03006451 (England and Wales)

MIDLAND MENCAP

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022



MIDLAND MENCAP

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MIDLAND MENCAP

Legal and Administrative Information

Registered Charity Name Midland Mencap

Status

The Organisation is a charitable company limited by guarantee and not having a share capital, incorporated in January 1995 and registered as a charity. The Company was established by its Memorandum of Association which sets out the objects and powers of the Charitable Company and is governed by its Articles of Association. The Memorandum and articles of association were amended and a resolution was passed at a Special General Meeting held on 31 October 2018. The Charity Commission has also approved the amendments to the governing documents.

Registered Charity number 1043360

Company number 03006451

Trustees M F Gallagher – Chairman
R C Young – Resigned 26 August 2022
K Gujral
J Cleminson
V M Penney - Resigned 30 September 2021
C McGinley
Dr F M McConnell
N P Green - Appointed 25 February 2022
C S Proctor - Appointed 29 April 2022
N Smith - Appointed 31 October 2022

Principal address and registered office Unit E, Pinewood
Bell Heath Way
Woodgate Business Park
Birmingham
B32 3BZ

Auditors Cooper Parry Group Limited
Cubo Birmingham, Office 401
4th Floor, Two Chamberlain Square
B3 3AX

Bankers Unity Trust Bank
Four Brindleyplace
Birmingham
B1 2JB

Chief Executive D Rogers

MIDLAND MENCAP

TRUSTEES' REPORT

For the year ended 31 March 2022

The trustees are pleased to present their annual report together with the consolidated financial statements of the charity and its subsidiary ("the Group") for the year ending 31 March 2022 which are also prepared to meet the requirements of a Directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Mission

Midland Mencap works and campaigns for accessible and inclusive services and a better quality of life for everyone with experience of learning disability by advancing the views, needs and ambitions of people with experience of learning disability, promoting inclusion through challenging prejudice and discrimination, influencing social policy through campaigning, inspiring, developing and delivering innovative quality services which express inclusion, integration, expressed need and diversity and achieving equality of civil and legal rights through campaigning.

Trustees

The Trustees, who are also the Directors for the purpose of company law, who served during the year were:

M F Gallagher – Chairman
R C Young – Resigned 26 August 2022
K Gujral
J Cleminson
V M Penney - Resigned 30 September 2021
C McGinley
Dr F M McConnell
N P Green – Appointed 25 February 2022
C S Proctor – Appointed 29 April 2022
N Smith – Appointed 31 October 2022

None of the Trustees have any beneficial interest in the Company. All of the Trustees are members of the company. The Trustees and other members guarantee to contribute £1 in the event of an insolvent winding up. N Smith is a Trustee and a shadow Director of the Charitable Company.

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TRUSTEES' REPORT

For the year ended 31 March 2022

Organisational Structure

The business of the Charity is managed by the Trustees acting as members and the Executive Committee. The Committee consists of the honorary officers of the Charity; up to twelve other members are appointed by the Board. The number of Executive Committee members may not be less than eight.

On 31 October 2018 a special general meeting was held to pass a special resolution allowing the Charity to now be governed by the revised Memorandum and Articles of Association. The Charity Commission has approved amendments to the organisation's Memorandum and Articles of Association and Charity's Objectives.

The Board of Trustees continues to delegate the responsibility for the day to day management of the Charity business to the Chief Executive and the senior management team. There is a clear distinction between the roles of the trustees and the senior management team. The senior management team is responsible for the production of strategic and operational plans, policies and budgets which are presented to the board of trustees for consideration, approval and monitoring. Board meetings are held regularly in order to update the Trustees on the activities and financial performance of the Charity.

Trustee Recruitment

When recruiting new Trustees the existing Trustees look for those individuals whose skills and experience can make a significant contribution to the management of the Charitable Company.

All new Trustees are made aware of their responsibilities as Charity Trustees and Company Directors and are helped to familiarise themselves with the practical and financial aspects of the Charitable Company's operations. To help them they are provided with a copy of the Company's Memorandum and Articles of Association, the latest published accounts, the Charitable Company's mission statement and appropriate Charity Commission publications.

OBJECTIVES AND ACTIVITIES

The current organisational strategy continues to steer the organisation against a backdrop of extreme challenges and uncertainty of funding that is facing the Third Sector. However, Midland Mencap continues to deliver a progressive and solution based strategy that continues to identify opportunities for growth in our service delivery in order to best serve people with disabilities and their families and carers regardless of age, gender and ethnicity. In delivering Midland Mencap's aims and objectives we will endeavour:

- To consolidate Midland Mencap's position as a leading disability provider in the West Midlands.
- To embed the recent governance changes within our offer to citizens and families that both strengthen and broaden access to Midland Mencap's three core offers.
- To further develop the robustness and effectiveness of the organisation's governance with ongoing commitment to Board development and trustee recruitment.
- To be a sector lead in the delivery of Universal Prevention Services.
- To align our Housing with Care & Support offer to proposed Prevention First and lifestyle commissioning of social care and Public Health.
- To position Midland Mencap core services with regional local authorities, West Midlands Combined Authority and other prospective funders.
- To work with partner organisations in securing Community Asset Transfer opportunities and mergers where they are consistent with Midland Mencap's core mission.

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TRUSTEES' REPORT (continued) For year ended 31 March 2022

OBJECTIVES AND ACTIVITIES (continued)

- To deliver on the expectations of our registration on Birmingham City Council's Business Charter for Social Responsibility.
- To continue to invest in our Housing provision.
- Working with citizens and family carers, as key partners, continue developing the organisational community offer promoting inclusion, well-being, and active lifestyles relevant to changing needs and rising demand.
- To continue to explore and diversify our funding streams in order to ensure continuity of projects that promote the core mission of Midland Mencap.
- To continue to explore and develop IT advancement and systems that promotes productivity and smooth delivery of our services..
- To continue to deliver a comprehensive volunteering strategy that meets the core mission of Midland Mencap.
- To maximise the use of marketing and social media to achieve recognition that promotes the work of Midland Mencap.
- To modernise and streamline the way we work .
- To raise more income through our fundraising and the development of corporate relationships.
- To continue to build capacity and resilience of our subsidiary organisation.
- To focus on our expertise and obtaining necessary expertise as a base for entering new market segments.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the Charitable Company and in planning any future activities. The trustees always ensure that their strategic and operational objectives are carried out for the public benefit. This is achieved through the provision of a wide range of services to people with learning disabilities. This annual report demonstrates how Midland Mencap has spent funds available towards meeting its charitable objectives.

Review of financial position

Midland Mencap continues to hold 100% stake in its subsidiary, Birmingham Multi-Care Support Services. This is a charitable company, limited by guarantee, whose mission, values, objectives and activities align with those of Midland Mencap. As such the Midland Mencap financial statements are reported as consolidated accounts in accordance with relevant Accounting Standards.

The total consolidated income of £9,084,686 included £927,073 income from the subsidiary and the total expenditure of £8,154,009 included £705,506 (before intercompany recharges of £84,795). The subsidiary reported a surplus of £136,774 and the overall group performance reported a surplus of £897,512. The consolidated total reserves are £11,974,317 of which £6,258,087 are free reserves, £3,513,702 is designated to fixed assets and £2,200,000 are designated funds to Domcare services, IT system investment, Community Hub project and new business development funds. The group continues to have sufficient cash flows to carry out its charitable objectives.

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TRUSTEES' REPORT (continued) For year ended 31 March 2022

As explained in the reserves policy below, some reserves have been designated to meet planned expenditure and projects expected to be undertaken in the coming financial year. £2,2m has been designated to Domcare, new business development to ensure funding diversification and funding the growth and sustainability of Midland Mencap's Community services in the face of funding cuts against an increased demand for services.

The £893k in restricted reserves is attributed to Birmingham Multi-Care properties with a proviso that the monies be repaid to the trust, local and central government departments should certain conditions not be met.

Covid-19 impact and review

Throughout this year the Board have been acutely conscious that this has been a year of recovery from the pandemic. Working with the leadership team our work and support has focussed on supporting our workforce, ensuring the financial and operational stability of the organisation is maintained whilst continuing to pursue our strategic objectives. Despite the challenges that the pandemic presented the organisation has maintained a high quality of service in meeting increasing demand which has seen us expand our services in Worcestershire, Warwickshire, Coventry, Walsall, and Sandwell as well as consolidate our service offer in Birmingham.

Continuous risk reviews were carried out to ensure that Midland Mencap continues to deliver its operational services. The closure of the local authority day centres meant that our Domcare and support services provided extra hours of services which resulted in an increased income. The Housing offer had a steady income due to restricted movement of tenants and Covid-19 community infection control measures. Despite the fall in income our Children and Community service, the extra Domcare delivery income and continued grant payments from local authorities, Midland Mencap has ended the 2021/22 year with a surplus. Due to restricted movement in our Housing offer.

Due to the overall strong cash flow and financial performance, it is reasonable to conclude that the organisation is a going concern at the date of signing off these financial statements.

Reserves policy

Over the last fifteen years Midland Mencap has built up substantial assets and cash reserves. The Trustees and Executive recognise that though the level of reserves provides the charity with significant financial security it also potentially inhibits relationships with existing or potential funders.

Having a reserves policy and clear explanations on why reserves are held at particular levels is a key part of the internal financial management of the organisation allowing the Trustees and management team to manage resources effectively and plan for the future.

Free reserves are the funds Midland Mencap can expend on any of its charitable purposes without external restrictions from funders. This does however exclude restricted funds as these must be spent for a specific purpose that it was initially intended by the funder. The free reserves also exclude the organisations tangible fixed assets held for the

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TRUSTEES' REPORT (continued)

For year ended 31 March 2022

charity's own use. This is because these assets are used by Midland Mencap to deliver activities and as such will not be instantly be converted to cash in order to meet a funding deficit should such need arise. In addition to this, designated funds are also excluded from free reserves. The designated funds are set aside to meet essential and specific short to medium term liabilities and projects that advance the organisation's charitable aims and objectives.

Therefore Midland Mencap's strategic plans have and will be developed to utilise the remaining free reserves to:

- Protect the financial stability of the organisation.
- Invest in IT infrastructure that will ensure efficient and effective operational processes.
- Facilitate the strategic and planned investment in growing our Community Hub offer to ensure its self-sustainability and wider reach.
- Allow the organisation to operate uninterrupted services in the event of funding delay or substantial funding cuts.
- Fund the organisation's growth strategy especially for new geographical areas.

Further to the use of free reserves outlined above, below are the details of the circumstances in which the free reserves will be utilised:

- To ensure funds are available for unforeseen emergencies or other unexpected needs, for example unexpected property repairs or funding for an urgent project opportunities.
- Unforeseen day to day operational costs.
- Grant income not being renewed.
- Planned commitments which may need higher levels of reserves.
- Funds to allow for increased beneficiary need.
- The need to fund short-term deficits in a cash budget, for example, money may need to be spent before funding is received.
- Staff retention

In 2021/2022, the consolidated total reserves are £11,974,317. Of this total, £6,258,087 are free reserves, £3,513,702 designated to fixed assets (£893k restricted) and £2,202,528 designated to projects and liabilities.

The Trustees consider that the current level of reserves will ensure that, in the event of a significant drop in funding, they will be able to continue the Charitable Company's current activities whilst consideration is given to ways in which additional funds may be raised. The reserves levels are monitored and maintained throughout the year.

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**TRUSTEES' REPORT (continued)
For year ended 31 March 2022**

Risk factors

The board of Trustees continually assess the risks to which the charity is exposed and systems have been put in place to mitigate these risks. Internal controls have been put in place to minimise operational risks by implementing an active and rigorous policy on safeguarding and health and safety procedures. Internal financial risks have been minimised by continual review and implementation of authorisation and monitoring of all transactions. Risks to future income and expenditure levels are monitored by setting annual budgets and monitoring actual performance on a monthly basis and this is reported to trustees at every board meeting. Where significant financial risk still remains, the board has ensured proper insurance cover.

The following table explains the principal risks that have been identified and could seriously impact on the charity's performance and future prospects and the steps taken to mitigate such risks.

Potential risk	Potential impact	Steps to mitigate risk
Dependency on income sources	<ul style="list-style-type: none"> Cash flow and budget impact of loss of income source. 	<ul style="list-style-type: none"> Identification of major dependencies and finding alternative income sources well before end of contracts with major funders. Adequate reserves policy. Diversification of income streams.
Relationship with funders	<ul style="list-style-type: none"> Deterioration in relationship may impact on funding and support available. 	<ul style="list-style-type: none"> Regular contact and briefings to major funders. Project reporting as per required timelines by the funder. Meeting funders' terms, conditions and requirements.
Government Policy	<ul style="list-style-type: none"> Availability of contract and grant funding. Impact of tax regime on voluntary giving. Impact of general legislation or regulation on how services are delivered. Role of voluntary sector. 	<ul style="list-style-type: none"> Monitoring of proposed legal and regulatory changes. Membership of umbrella bodies that advocate for rights of people with learning disabilities.
Investment	<ul style="list-style-type: none"> Global market instability. Unforeseen ethical issues. 	<ul style="list-style-type: none"> Spread of risk on investment portfolios. Regular reviews by investment managers on risk to portfolios. Regular reviews by the investment management system to ensure investments are in line with charitable objectives.

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TRUSTEES' REPORT (continued)

For year ended 31 March 2022

Risk factors (continued)

Project or service development	<ul style="list-style-type: none"> • Compatibility with objects, plans and priorities. • Funding and financial viability. • Project viability. • Skills availability. 	<ul style="list-style-type: none"> • Project appraisal and costing procedures to ensure that new projects are viable and within the charity's objectives. • Authorisation procedures followed to ensure proper allocation of income and expenditure. • Monitoring and reporting procedures to ensure project's progress is in line with available funding
Disaster recovery and planning	<ul style="list-style-type: none"> • Computer system failures or loss of data. • Destruction of property, equipment, records through fire, flood or similar damage. 	<ul style="list-style-type: none"> • Information systems recovery plan. • Data backup procedures and precautions. • Insurance cover. • Disaster recovery plan for alternative accommodation.
Competition	<ul style="list-style-type: none"> • Loss of contract income. • Reduced fund-raising potential • Reduced profile. • Profitability of trading activities. 	<ul style="list-style-type: none"> • Monitoring performance and quality of service to ensure that we maintain and improve the quality of service • Review of market and methods of service delivery to find ways of delivering services that helps Midland Mencap to stand out. • Fund-raising strategy to promote public awareness and our external profile within and outside our sector.
Subsidiary company	<ul style="list-style-type: none"> • Staff integration and TUPE • Integration of systems, policies and processes • Historical liabilities and contract commitments • Extra funding requirements 	<ul style="list-style-type: none"> • Through due diligence of policies, processes, contracts • Continued liquidity reviews • Review transferability of historical contracts and properties • TUPE audit • Operation's continuity reviews

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TRUSTEES' REPORT (continued) **For year ended 31 March 2022**

Employee remuneration

Midland Mencap aims to pay salaries that are fair and competitive within the charity sector in order to retain qualified staff. The remuneration of the senior management team is set and approved by the board of trustees' who benchmark their decision based on pay levels of similar sized charities.

Our key management personnel are the Chief Executive, Director of Operations, Head of Housing Care and support, Head of Community Operations and Head of Finance.

Midland Mencap is committed to paying the Living Wage as set by Birmingham Business Charter.


Going Concern

The Trustees are satisfied that there are sufficient assets and funds for the Charitable Company to remain a going concern as explained in the notes to the financial statements below.

Related parties

The Charity is affiliated to Royal Mencap, Mencap National Centre, 123 Golden Lane, London, EC1Y 0RT.

This report was approved by the trustees on 22 November 2022 and signed on their behalf by:


M F Gallagher – Chairman

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STRATEGIC REPORT

Achievements and Performance

Housing, Care and Support services

Midland Mencap's Housing, Care and Support Services encompass a range of services namely Home Support, Supported Living, and the Carers Emergency Response Service (CERS) under our CQC registered domiciliary care services, Learning Disability Community Wellbeing Service (CWS), Sitting Service, Placing Vulnerable Urban Residents into Employment and Training (PURE) and Housing Management Services.

Driven by our ethos to deliver high quality care and support services and to deliver these to a high standard centred on the Care Quality Commissions five key areas of safe, effective, caring, responsive and well-led, the right to safe, secure, housing with the right support at the right time remains the cornerstone of Midland Mencap's offer to citizens. We continue to maintain the high specification of our existing portfolio of housing stock for people with a learning disability, our current portfolio of properties consists of: -

- Ludford Close 24 studio apartments
 2 x 1-bedroom flats
 1 x 3-bedroom flat

- Dunnigan Road 1 x 3-bed, fully accessible, bungalow
 1 x 2-bed, fully accessible, bungalow

- Underwood Close 2 x 3 bed, fully accessible, bungalow
 7 x 1-bedroom flat
 7 x 2-bedroom flats

- Kings Lodge 7 x 1-bed flats
 2 x 2-bed flats
 3 x fully accessible bungalows

- Cornbrook Road 2 x 3 bed, shared, houses

We have also purchased a two-bedroom, accessible bungalow in Nailers Close, Quinton. This property has undergone a full refurbishment and we will soon be supporting a citizen who is inappropriately housed in a high rise flat to relocate to this property thus affording them a smart, modern, larger living environment that better suits their needs and will enhance their quality of life.

By managing our own housing stock, we continue to have the invaluable opportunity to model the interiors and adapt these to meet individual needs to ensure they offer the opportunity for those with the most complex of disabilities to enjoy high quality, independent living.

A large proportion of Midland Mencap's Housing, Care and Support services are based on the provision of social care and health services. The service provides support with personal care, independent living and accessing social, recreational and leisure activities within the local and wider community. The service is available to children, young people and adults. All the services are built upon the provision of personalised support, independent living

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STRATEGIC REPORT

Achievements and Performance

Housing, Care and Support services (continued)

and accessing social, recreational and leisure activities. Services are provided in a manner flexible enough to meet peoples' individual needs, as specified in their own Personal Citizen Plan.

Housing, Care and Support continue to drive new digital technology and software across the organisation, improving a range of previously paper driven processes. We continue to expend tremendous resources in modelling our Unique:IQ software into a bespoke, tailor-made, solution to meet the whole organisation's needs. This is a complete care management software package that supports us to manage our end-to-end operational requirements from rostering, care planning, monitoring and time and attendance, electronic daily logs through to electronic payroll and invoicing. This will support the organisation to eliminate paper-based procedures, achieve operational efficiencies and reduce admin time and costs.

COVID-19, and the social isolation experienced throughout this, has impacted the already growing demand for mental health services and this is exacerbated by prolonged economic impacts and the cost-of-living crisis. We remain committed to working with health colleagues and local authorities to enhance team working and to deliver a service that focusses on the individual's needs.

With ever decreasing resources and the continuation and potential worsening of central government austerity policies this has remained a challenging environment for both the recipient of support and the provider. Housing, Care and Support services have this year continued to advocate for the citizen in ensuring individuals continue to receive the right amount of support at the right time. Indeed, whilst many services suffered due to COVID-19, we experienced a large-scale increase in our service delivery as many of the people who use our services would ordinarily attend a day placement/day centre. Due to COVID-19 restrictions these have remained closed, or have partially opened with limited availability, thus meaning that additional care and support has been required to ensure that individuals remain safe and well in their own home environments.

In addition to this we have also encountered increased staff absences and experience unprecedented problems around recruitment. The health and social care sector are still dealing with the emotional toll of the pandemic and frontline health and social care workers are too burned out to now deal with the added pressures around the cost-of-living crisis which is pushing people who are in secure employment into poverty and with many individuals now having to access foodbanks to make ends meet.

Home Support/Supported Living & Learning Disability Community Wellbeing Service

Across the year our care and support teams have delivered 325,656 hours of home-based care and housing support to individuals' right across Birmingham. Our home support and supported living services operate twenty-four hours a day, seven days of the week.

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STRATEGIC REPORT

Achievements and Performance

Housing, Care and Support services (continued)

We have: -

- Delivered 216,685 hours of home care/supported living.
- Delivered 68,000 hours of tenancy related support
- Delivered 12,518 waking night hours.
- Delivered 28,453 sleep-in hours.
- Supported 364 individuals with tenancy related support.
- Supported 5 individuals with home support.
- Supported 105 individuals with supported living.
- 29 individuals 'floated off' from our Community Wellbeing Service having been supported to live with full independence across this period.

Our services have been provided by a phenomenal group of frontline social care workers who have worked tirelessly and diligently to ensure that all the people who use our services have received high-quality, person-centred care this is despite the risks faced by our frontline staff and their families. We cannot commend our workforce enough for the service they have provided, ensuring that all critical care calls were made throughout the whole pandemic this is without mentioning the emotional support that they provided in ensuring that peoples spirits were kept up amongst those that were unable to go outside at the height of the pandemic.

Likewise, there was no break in frontline services for any citizen receiving tenancy related support via our Community Wellbeing Service. Face-to-face calls remained for anyone who required or wanted this, with additional doorstep visits carried out routinely supporting with additional shopping/pharmacy runs as well as weekly well-being calls.

Ensuring our staff have the right range of skills to undertake their roles and then maintaining these skills is critical to the safe delivery of our services. The 238-frontline housing, care and support staff have received 1150.25 hours of training and support this year across a wide range of training covering areas such as the Care Certificate, induction, infection control, safeguarding, medication management, safe lifting and handling practices as well as update training in areas such as First Aid and Fire safety. This ensures that our staff are skilled, confident, but most importantly competent to support individuals with a wide range of care and support needs.

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STRATEGIC REPORT

Achievements and Performance

Housing, Care and Support services (continued)

Carers Emergency Response Service (CERS)

Our Carers Emergency Response Service (CERS) has continued to ensure that Carers have absolute peace of mind knowing that if they are unable to undertake their caring responsibilities due to an emergency then our team will step in ensuring care and support to their loved one will continue in their absence. As well as the emergency provision of care CERS also provides an essential service allowing family carers to attend important pre-planned appointments, such as health related consultations, ensuring carers can prioritise their own well-being alongside that of the person they care for.

COVID-19 impacted on the delivery of the CERS service; many pre-planned appointments were cancelled by the NHS due to the massive constraints placed on the national health service. In addition, a vast number of carers were isolating as they were deemed to be clinically extremely vulnerable so would not allow staff into their homes.

CERS staff continue to share information relating to positive mental health websites and helplines. CERS staff also have a referral pathway to utilise should they recognise a family is struggling to cope, especially with the closure of schools and day centres. Families have on occasion called the CERS emergency line to simply ask for advice it has been a pleasure to be able to assist someone with a simple conversation; this may have avoided a breakdown in the care delivery.

CERS staff continue to use their time flexibly and offer support via telephone evening and weekends, this has been welcomed by carers when isolation can feel like such a long and lonely time. This has proved that flexibility works from a service delivery aspect and the personal aspect of staff who were also having to deal with their own issues during the crisis.

Two of our CERS Officers have both received Trusted Assessor training with the Occupational Therapy Service, allowing them to assess for simple O/T equipment and assisting with the BCC waiting list for O/T appointments – this can now be carried out by CERS staff as part of their assessment process rather than the individual having to be referred via the single point of access.

Despite the constraints we have: -

- 1157 carers registered for the service (as of end March 2022)
- Supported with 22 separate emergencies, providing 450 hours of emergency support.
- Supported with 239 pre-planned appointments, providing 666.5 hours to carers to support these appointments.
- Completed 529 assessments for people wishing to access the service.
- Reviewed and updated 238 individual emergency support plans.
- Made 188 COVID-19 related safe and well/welfare checks.

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STRATEGIC REPORT

Achievements and Performance

Housing, Care and Support services (continued)

Some of our CERS Case Studies/Good News Stories over the last twelve months are:

- CERS supported with one emergency whereby the carer had broken their hip. CERS offered full support to the family in sourcing respite for the cared for individual and supported with a smooth transition to the service.
- CERS supported another carer to attend multiple dental appointments. The carers Wife has dementia, and the carer has never left his wife at all. CERS worked with the carer to offer reassurance and the carer did undergo his treatment. He was more than pleased with the service and calls CERS now for a chat.
- An emergency assessment was completed, and pre-planned appointments supported to enable a carer to have skin cancer removed.
- CERS supported a further emergency and, when nearing the end of CERS' remit, liaised with our regulatory service to provide additional care and support that ensured the cared for individual did not have to attend respite care.
- One urgent assessment was completed on a Sunday as this related to someone receiving palliative care and it was urgent that CERS was in place to support if needed, thus giving peace of mind to the carer.

Placing Vulnerable Urban Residents into Employment and Training (PURE)

The PURE project is a part-funded European Social Funded project and has been operating since March 2019. It brings together a range of coordinated interventions which will assist the needs of citizens with barriers into the employment market. With the support of PURE Intervention Workers, they will support, guide and mentor individuals through to Employment, Education or Training.

- Participants gain an intensive level of support including but not limited to: (one to one support / action planning / at work support) leading to positive outcomes including Employment Education and Training.
- Bespoke support tailored to the individuals needs and demands

The project is eligible for participants Birmingham wide, with an emphasis on areas of deprivation

In the last twelve-month period: -

- PURE have a total of 470 participants engaged and registered to the project since April 2021, with 116 outcomes around employment, training, and job searches.
- Midland Mencap, as an organisation, continues to employ an individual to the post of Site Assistant, through the PURE project. This is a huge success as, after many years of unpaid volunteering elsewhere, this individual is now a valued member of the staff team with positive family feedback "PURE, and Midland Mencap in particular, have been a great support and do brilliant work giving the opportunity to work and integrate more fully in the community...which is amazing".
- Midland Mencap was the chosen provider (out of nine providers) to host the DWP provider inspection alongside the local authority. The team hosted a day at Pinewood, accommodating DWP representatives, 9 x provider representatives, BCC Commissioners, participants, and carers. The day was a mixture of good

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STRATEGIC REPORT

Achievements and Performance

Housing, Care and Support services (continued)

news storied, sharing best practice and was highly commended by DWP representatives and local authority partners.

- Midland Mencap hosted a 'Graduation Day' for participants who had achieved an 'outcome' through the project, the event included the PURE team, a number of participants, families, partner organisations and commissioning managers. This was a successful event that recognised participants achievements and highlighted the Midland Mencap PURE offer.

Birmingham Multi-Care Support Services

Birmingham Multi-Care is a subsidiary of Midland Mencap and provides a range of care and support services to children, young people and adults across Birmingham. Birmingham Multi-Care services include home based care and support, short breaks and respite as well as access to community based social, leisure and recreational opportunities.

Birmingham Multi-Care Respite Care Provision

We provide 8 respite care beds across two registered Respite Care Homes – Silver Birch Road in Erdington and Greswolde Park Road in Acocks Green. Both homes are regulated by the Care Quality Commission and offer high quality respite provision seven days per week.

The COVID-19 pandemic had a serious impact on our respite service delivery as almost all carers who use our service were deemed to be clinically extremely vulnerable and, consequently, had to shield. This impacted on the respite care bookings as the people who use our services shielded along with their family members/carers. It has taken a long time for families to start using out respite care provision once again, but this is now increasing with bookings beginning to increase once more. At the end of the 2021/2022 period, Silver Birch Road had an overall occupancy rate of 60.78% and Greswolde Park Road had an overall occupancy rate of 68.55%.

Birmingham Multi-Care Home Based Care and Support

Our home support and supported living services operate twenty-four hours a day, seven days of the week. As with our other services, this has been severely impacted by the pandemic as most of the support provided by Birmingham Multi-care is home based and many families were deemed to be clinically extremely vulnerable and, consequently, had to shield. As with our respite care services this impacted on the home-based care bookings as the people who use our services shielded along with their family members/carers. In addition to this staff that specifically supported individuals with recreational based activities were left with no work as all recreational activities and venues closed due to lockdown.

We have: -

- Delivered 18,207 hours of care and support
- Delivered 3419.5 sleep-in hours.
- Supported 60 individuals with home-based care and support, short breaks and access to community based social, leisure and recreational opportunities.

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STRATEGIC REPORT

Achievements and Performance

Housing, Care and Support services (continued)

The 25-frontline staff have received 42.5 hours of training and support this year across a wide range of training covering areas such as the Care Certificate, induction, infection control, safeguarding, medication management, safe lifting and handling practices as well as update training in areas such as First Aid and Fire safety. This ensures that our staff are skilled, confident, but most importantly competent to support individuals with a wide range of care and support needs.

Community Services Update 2021/2022

Key achievements during 2021/2022

Children and Young people services:

CYP sessions resumed after covid-19 pandemic for all deliveries in March 2021 after local lockdown restrictions were fully lifted.

Key Stats

- Delivered 3820.5 hours to Children & Young People and their families across **Birmingham**, this is split between LOT3 742.25 hours and Specialist 3078.25 hours.
 - Delivered 200 hours to Children & Young People and their families in **Worcestershire** for commissioned short breaks sessions.
 - Delivered 440.5 hours to Children & Young People and their families in **Coventry**, for commissioned short breaks sessions.
 - Delivered 14.5 hours to Children & Young People and their families in **North Warwickshire**, for commissioned short break sessions
- We continued to run and deliver community support packages
- **Total hours delivered: 4,475.5**

In the year 2021-2022, Midland Mencap CYP team continued to react to the ever-changing circumstances surrounding the Covid-19 pandemic. Throughout this period and as restrictions were eased and lifted, we continued to respond to the demand of supporting children and young people with disabilities within our short break service.

Midland Mencap CYP team resumed normal delivery of ShortBreaks sessions in March 2021 and ran these in line with local authority specific Covid secure protocols and guidelines within the months of April 2021 through to March 2022 where we were able to deliver 3820.5 hours of short break support in Birmingham.

In the months that followed, Midland Mencap continued to deliver short break sessions in Birmingham at weekends whilst keeping in regular contact with families during this time.

Worcester delivery supported from January 2021 through until March 2022– by offering DOM care hours to support children and young people within their homes. This totalling 10 children receiving DOM care support throughout these months. Worcestershire continued to deliver commissioned short breaks session during school holiday's at Finstall hall where 7 children attended these sessions.

MIDLAND MENCAP

STRATEGIC REPORT (continued)

Achievements and Performance

Community Services Update 2021/2022 (continued):

In Coventry and North Warwickshire Midland Mencap for the period of April 2021 through to March 2022 have delivered commissioned packages of support to children and young people.

These continue to operate on the basis of fulfilling the individual needs and wants of the family and the children. Throughout the period of April 2021 to March 2022, capacity has continued to increase for Coventry and North Warwickshire, where we have been able to better establish our group-based sessions on a weekly basis, where these increase during school holidays.

Coventry sessions operated from the Boys and Girls club these ran on a weekend basis and during school holidays, where 8 children regularly attended. In North Warwickshire

Staffing

The CYP support team capacity worked at:

- **Birmingham:** 16 by October 2021 capacity increased to 20 – co-ordinators also supported additionally to support child capacity on sessions
- **Worcester:** 18 staff supported in total, where a combination of co-ordinators from all deliveries/ family careers team and the business development manager also supported additionally to support child capacity on sessions and delivering DOM care hours as well as 3 agency staff.
- **Coventry:** 15 staff supported in total, where co-ordinators also supported additionally to support child capacity on sessions and delivering community support. We also used 5 agency staff during this period.
- **North Warwickshire:** 15 staff supported in total, where co-ordinators also supported additionally to support child capacity on sessions and delivering community support. We also used 5 agency staff during this period.

Birmingham Community Hub and Café

The service has had a successful year, re-building from the impact of covid-19 with activities returning to almost near normal levels in attendance and wider, growing range of new activities and in turn seeing many new members join.

The cafe has also continued to grow its customer base and provision of offer to include catering for internal and external events.

During the year there has also been the return of large-scale events like Halloween which have run safely without any covid outbreaks. We ended the year in a strong position to continue to review, co-deign and deliver even better outcomes in the year ahead.

Family Carers Support including Short Break

The team has worked hard to bring back face to face training courses, workshops, and support groups, which is seeing a month on month increase in participation.

The impact of Covid-19 on people's confidence to return to pre-pandemic activities is seen more here than in our learning disabilities activities, with carers worried about getting covid and passing it on to the cared for person.

MIDLAND MENCAP

STRATEGIC REPORT (continued)

Achievements and Performance

Community Services Update 2021/2022 (continued):

The range of partnership working and networking in this service area has been excellent, not just in bringing back partnerships from pre-covid times, but also establishing new ones, across health & social care, education and community services.

Walsall Community Disability Hub

The team have begun to return to face-to-face delivery, which has been much welcomed and like Birmingham, has seen the range of new activities and citizens grow. The team continue to deliver a hybrid of face-to-face and online activities.

The team has brought back events successfully and is once again working well in partnerships with organisations like Healthwatch Walsall, Autism West Midlands & Bethagey.

Carers Hub

The end of the year saw a successful partnership bid for launching the new Walsall Carers Hub with Forward Carers. Work has been on-going around legal aspects of the contract as well as general mobilisation planning, ready to see the project launch in early summer 2022.

Parkride

Parkride has continued to provide safe, affordable inclusive cycling across the West Midlands region utilising green spaces and accessible venues. The team have provided 410 individual sessions to 7380 participants who have a wide range of disabilities & experiences of cycling – our youngest participant was 4 and our oldest 97!

We have supported 6 Local Authority events.

We continued to deliver our Sport England family fund project; most of the families now utilise our community Parkride offers in their local areas.

Identifying suitable funding streams has been our priority this year and we have been successful in receiving funding from Sandwell Metropolitan Borough Council, Coventry City Council and Birmingham City Council to deliver sessions in some of the West Midlands most deprived areas. This will enable participants to have access to a wide range of adapted and mainstream cycles which will help them to improve their health and wellbeing, improved fitness levels and reduce isolation within their communities.

Citizens Network

Include Me Network has grown from 0 to 96 individuals, groups, organisations, supporters, Schools, Colleges, and Universities being involved at various levels of engagement across the West Midlands from January 2021 to March 2022, with strong relationships being made, we collectively have a reach to an estimated 21,857. This has contributed to the solid foundations being built to allow the Citizens Network to grow and evolve in the future.

Internal and External Engagement Work 2021/22

- Include Me West Midlands (Mental health, Social prescribing, Housing, Transport) - Reach of 21,000 through the work we do alongside other organisations (2021/22)

MIDLAND MENCAP

STRATEGIC REPORT (continued)

Community Services Update 2021/2022 (continued)

- Citizens Forum Meetings (2022)
- Citizens Chat Podcasts (2022)
- Consulting citizens about activities at WCCC (2022)
- Annual Health Check Research (2021)
- Birmingham City Council Health and Wellbeing Project (Deep Dive Report) (2022)

The focus in 2022 so has been put onto further solidifying various relationships to improve the overall engagement levels as we move forward. To achieve this target forms of re-engagement have consisted of:

- Follow up emails
- Virtual catch-up meetings
- Involvement in Citizens Chat Podcasts
- Regular updates within the mailing lists (currently looking at putting together a monthly newsletter from Jan 23)
- Citizens Forum Meetings (Initially designed for just Midland Mencap Citizens but decision made to integrate with Include Me to provide more information to citizens)

Business Development

Key Stats

- Secured £120k from WMCA Active Travel Fund for Parkride received £40k in year
- Secured £25k over 2 years from Peter Harrison Foundation – received £12.5k in year
- Received £22.58k from HSBC for WCCC Sensory garden
- Secured £9.78k from Lottery fund for Jubilee arts and celebration project
- Secured £7k from Royal Mencap for BAME related services
- Received £6k from Screwfix for HUB toilet refurbishment
- Received £4.45k for adapted sports from Sport England
- Secured a range of funding below £1,500 for multiple resources

Key Organisational Strategic Aims

The organisation is currently completing a refresh of its operating strategy published in November 2019. This is to ensure that our strategic objectives remain relevant but also take into account environmental changes as a result of covid recovery planning and the impacts of the cost-of-living crisis. This has been a strong operating year for Midland Mencap and we have seen strong growth in services across our operating footprint. We have been successful in winning new contracts providing health and wellbeing services, a specialist domestic violence service and a new carer support service in Walsall as well as strengthening the offer from our Children's services and in our accessible cycling scheme Parkride. As covid restrictions have been relaxed we have seen a significant rise in the demand for support from citizens and families, particularly our community services which has meant increasing the range and availability of opportunities and activities provided.

MIDLAND MENCAP

STRATEGIC REPORT (continued)

Key Organisational Strategic Aims (continued)

We now plan to:

- Publish the refreshed strategy to cover the period 2023-2026
- Publish a fully costed Business plan outlining not only how we would plan to deliver our strategic objectives but how this would be resourced
- We intend to introduce a new strategic objective to increase our current housing stock by twenty-six units. We believe this will take 5 years to achieve and this will be costed into our Business Plan, to include
- additional rent revenues these properties will attract. To achieve this, we will use organisational reserves to purchase property and expect this to deplete our current reserves by as much as 50%
- We will continue to invest into our workforce, particularly in terms of mitigating sector wide recruitment and retention concerns. To that end by April 1st 2023, we will become a Real Living Wage employer ensuring our lowest paid staff will be paid £10.90ph
- Continue to build the capacity of the Trustee Board

The organisation is still recovering from the pandemic with particular pressures on recruitment and retention of staff. This is a sector wide issue and remains the biggest determinate in us successfully delivering our strategic objectives, with pay and conditions a primary driver in people choosing to join the social care workforce. Overall, Midland Mencap is robustly positioned to deliver on its stated strategic objectives not only by using our own resources but by continuing to strengthen collaboration and partnership with key stakeholders with particular reference to co-producing outcomes with citizens and families influencing our decision making through lived experience.

Birmingham Multi-Care Strategic Aims

This has been a year of further recovering the financial position of our organisation and these accounts show we have succeeded in that aim and the organisation is now financially stable. The reputation of the organisation remains positive with citizens, families and funders and this has been reflected in referrals to our team.

We now plan to:

- Through our parent company publish the refreshed strategy to cover the period 2023-2026
- Through our parent company publish a fully costed Business plan outlining not only how we would plan to deliver our strategic objectives but how this would be resourced
- We will be undertaking a review of the operating model for Birmingham Multi-Care to ensure we are positioned to meet the needs of the citizens and families supported, the expectations of commissioners and funders and the challenging economic environment we operate within
- Our intention is to grow our business by 20% during 2023 reacting more proactively to referrals
- We will continue to invest into our workforce, particularly in terms of mitigating sector wide recruitment and retention concerns. To that end by April 1st 2023 through our parent company we will become a Real Living Wage employer ensuring our lowest paid staff will be paid £10.90 per hour.
- Continue to build the capacity and stability of the Trustee Board

MIDLAND MENCAP

Statement of Trustees' Responsibilities for the Financial Statements

The Trustees (who are also directors for the purposes of company law – except for those mentioned on page 1) are responsible for preparing the Trustees' Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepting 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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable group will continue in business.

The Trustees are responsible for maintaining adequate accounting records which 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 group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement of disclosure of information to auditors


In so far as the Trustees 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.

Auditors

Cooper Parry Group Limited will be proposed for re-appointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the Trustees on 22 November 2022 and signed on their behalf by:


M F Gallagher – Chairman

MIDLAND MENCAP

Independent Auditor's Report to the Members of Midland Mencap

Opinion

We have audited the financial statements of Midland Mencap ('the parent charitable company') and its subsidiary ('the group') for the year ended 31 March 2022 which comprise the Consolidated Statement of financial activities, the Consolidated and Parent Company Balance sheets, the Consolidated Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the group and parent charitable and company affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

MIDLAND MENCAP

Independent Auditor's Report to the Members of Midland Mencap (continued)

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

MIDLAND MENCAP

Independent Auditors' Report to the Members of Midland Mencap (continued)

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees who are also the Directors of the parent charitable company for the purposes of Company Law, except for those mentioned in page 1 of this annual report, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our assessment focussed on key laws and regulations the group and the parent charitable company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, Charities (Protection and Social Investment) Act 2016, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the group and parent charitable company and how the group and parent charitable company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the group and parent charitable company's control environment and how the group and parent charitable company has applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the group and parent charitable company risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year;
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias; and

MIDLAND MENCAP

Independent Auditors' Report to the Members of Midland Mencap (continued)

- obtaining sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

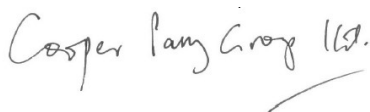
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Glen Bott (FCA)

Senior Statutory Auditor

for and on behalf of:

Cooper Parry Group Limited

Chartered Accountants and Statutory Auditor

Cubo Birmingham, Office 401, 4th Floor, Two Chamberlain Square, B3 3AX

Date: 7 December 2022

MIDLAND MENCAP
Consolidated Statement of Financial Activities including the Income and Expenditure Account
For the year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME FROM:					
Donations, grants and legacies	2	599,116	643,471	1,242,587	1,256,460
Charitable activities	5	7,779,973	-	7,779,973	7,560,604
Other trading activities	4	1,461	-	1,461	322
Investments	3	51,551	-	51,551	55,948
Other income	5a	9,114	-	9,114	48,081
Total income		8,441,215	643,471	9,084,686	8,921,415
EXPENDITURE ON:					
Charitable activities	6	7,491,538	662,471	8,154,009	8,000,411
Total expenditure		7,491,538	662,471	8,154,009	8,000,411
Unrealised loss on investments	10a	(33,165)	-	(33,165)	-
Net movement in funds		916,512	(19,000)	897,512	921,004
Reconciliation of funds					
Fund balance at 1 April 2021		10,164,805	912,000	11,076,805	10,155,801
Fund balances at 31 March 2022	15, 16	11,081,317	893,000	11,974,317	11,076,805

The statement of financial activities includes all gains and losses recognised in the year. The notes on pages 29 to 45 form part of these financial statements

MIDLAND MENCAP
Registered Number 03006451
Consolidated Balance Sheet
As at 31 March 2022

	Notes	2022 £	£	£	2021 £
Fixed assets					
Tangible assets	10		3,513,702		3,686,175
Investments	10a		966,835		-
			<u>4,480,537</u>		<u>3,686,175</u>
Current assets					
Stocks		1,187		1,170	
Debtors	11	1,089,145		945,218	
Cash at bank and in hand		6,306,345		6,205,035	
Investments		900,000		900,000	
			<u>8,296,677</u>	<u>8,051,423</u>	
Creditors: amounts falling due within one year	12	<u>(800,368)</u>		<u>(651,885)</u>	
Net current assets			<u>7,496,309</u>		<u>7,399,538</u>
Total assets less current liabilities			<u>11,976,846</u>		<u>11,085,713</u>
Creditors: amounts falling due after more than one year	13		<u>(2,529)</u>		<u>(8,908)</u>
Total net assets			<u><u>11,974,317</u></u>		<u><u>11,076,805</u></u>
Funded by					
Unrestricted funds					
Free Reserves	15		6,258,087		5,181,722
Tangible Fixed Assets			2,620,702		2,774,175
Financial Commitments			2,528		8,908
Other designated funds			2,200,000		2,200,000
Restricted funds					
Tangible Fixed Assets	16		893,000		912,000
Restricted reserves			-		-
			<u>11,974,317</u>		<u>11,076,805</u>

The notes on pages 29 to 45 form part of these financial statements

The accounts were approved by the Board on 22 November 2022, and were signed on their behalf by:

M F Gallagher – Chairman

M F Gallagher

MIDLAND MENCAP
Registered Number 03006451
Balance Sheet (Company)
As at 31 March 2022

	Notes	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	10		2,619,052		2,771,100
Investments	10a		966,835		-
			<u>3,585,887</u>		<u>2,771,100</u>
Current assets					
Stocks		1,187		1,170	
Debtors	11	1,116,737		891,467	
Cash at bank and in hand		5,879,626		6,020,736	
Investments		900,000		900,000	
		<u>7,897,550</u>		<u>7,813,373</u>	
Creditors: amounts falling due within one year	12	(744,792)		(600,208)	
Net current assets			<u>7,152,758</u>	<u>7,213,165</u>	
Total assets less current liabilities			<u>10,738,645</u>	<u>9,984,265</u>	
Creditors: amounts falling due after more than one year	13		(2,529)		(8,908)
Total net assets			<u>10,736,116</u>	<u>9,975,357</u>	
Funded by					
Unrestricted funds					
Free Reserves	15		5,914,535		4,995,349
Tangible Fixed Assets			2,619,052		2,771,100
Financial Commitments			2,529		8,908
Other designated funds			2,200,000		2,200,000
Restricted funds					
Restricted reserves	16		-		-
			<u>10,736,116</u>		<u>9,975,357</u>

The notes on pages 29 to 45 form part of these financial statements

The accounts were approved by the Board on 22 November 2022, and were signed on their behalf by:

M F Gallagher – Chairman

M F Gallagher

MIDLAND MENCAP
CONSOLIDATED STATEMENT OF CASHFLOWS
For the year ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by operating activities	19	1,072,149	1,040,039
Cash flows from investing activities			
Interest received		7,607	11,964
Rental income		43,944	43,984
Payments to acquire tangible fixed assets		(16,009)	(553,278)
Receipt from the sale of assets held for sale		-	293,000
Purchase of investments		(968,899)	-
Funds transferred to investment manager awaiting investment		(31,103)	-
Net cash provided by investing activities		<u>107,689</u>	<u>835,709</u>
Cash flows from financing activities:			
Finance lease instalments repayment		(6,379)	(4,973)
Net cash used in financing activities		<u>(6,379)</u>	<u>(4,973)</u>
Change in cash and cash equivalents in the reporting period		101,310	830,736
Cash and cash equivalents at the beginning of the reporting period		<u>6,205,035</u>	<u>5,374,299</u>
Cash and cash equivalents at the end of the reporting period		<u><u>6,306,345</u></u>	<u><u>6,205,035</u></u>

**MIDLAND MENCAP
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022**

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

Midland Mencap is a charitable company domiciled in the United Kingdom. The address of the registered office is shown on the legal and administrative information page of this report. The charity constitutes a public benefit as defined by FRS102

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

In the Trustees' Report, there is a review of the charity's current financial performance, liquidity and the ability to meet its current and future obligations. Financial projections into the foreseeable future have been made taking into consideration the potential risks to various income streams to Midland Mencap. As a result of this analysis, the trustees have reasonable assurance that the charity is able to continue with its operations for the foreseeable future. Therefore, the financial statements are prepared on a going concern basis under the historical cost convention as modified to include property at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The consolidated accounts incorporate the accounts of the parent charitable company and all group undertakings. Consolidation has been undertaken on a line-by-line basis. A separate statement of financial activities for the parent charitable company is omitted from the group accounts by virtue of section 408 of the Companies Act 2006.

1.2 Income recognition

Income from grants for charitable activities is recognised when earned. Other trading activities, investment and other income is recognised when received. Donations and legacies are recognised when notified provided the conditions for their receipt have been met and there is reasonable certainty of receipt and the amounts can be measured reliably.

No amount is included in the financial statements for volunteer time in line with SORP (FRS 102).

1.3 Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate costs related to the category. Expenditure is recognised where there is legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as an expense against the activity for which the expenditure arose.

MIDLAND MENCAP
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

1 ACCOUNTING POLICIES (CONTINUED)

Expenditure recognition (continued)

As per FRS 102, governance costs form part of the charitable expenditure in the Statement of Financial Activities (SOFA) but more detail is shown in Note 6a to the accounts. Charitable expenditure comprises those costs directly incurred in carrying out its charitable activities and expenditure of an indirect nature necessary to support these activities. Governance costs are those associated with the constitutional and statutory requirements of the charitable company and include audit fees and costs incurred in the strategic management of the charitable company.

Rental charges payable under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the term of the lease. Assets held under finance leases are shown as fixed assets and depreciated over the life of the lease.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost (or deemed cost as per FRS 102 first adoption rules) less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life. The rates used are:

Leasehold property	Over the period of the lease
Freehold property	Written off over 25 years and 50 years
Property additions	10% straight line
Office machinery	Between 10% and 35% straight line
Fixtures and fittings	Between 10% and 35% straight line
Motor vehicles	25% straight line

Purchases of equipment and any fixtures and fittings deemed to be additions, as distinct from replacements, are capitalised if the initial cost of the asset exceeds £1,000. Otherwise the cost is treated as an expense.

Where the current value of a tangible fixed asset is found to be less than its carrying value, the asset is written down to its recoverable amount. The loss on impairment is charged to the appropriate expenditure category in the statement of financial activities. The charitable company currently has no assets to which impairment provisions apply.

Individual freehold and leasehold properties are carried at current year value at fair value at the date of the revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are undertaken with sufficient regularity to ensure the carrying amount does not differ materially from that which would be determined using fair value at the balance sheet date. Fair values are determined from market based evidence normally undertaken by professionally qualified valuers.

Revaluation gains are recognised within the statement of financial activities unless they reverse a charge for impairment that has previously been recognised as a cost within expenditure headings of the statement of financial activity. Revaluation losses are recognised as an expense in the relevant expenditure heading of the Statement of financial activities except to the extent to which they offset any previous revaluation gains, in which case the loss is shown in the 'Gains/(losses) on the revaluation of fixed assets section of the statement of financial activities.

MIDLAND MENCAP
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

1 ACCOUNTING POLICIES (Continued)

1.5 Stocks

Stocks are valued at the lower of cost and net realisable value.

1.6 Investments

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains/(losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably.

1.7 Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.

1.8 Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability.

Rentals payable and receivable under operating leases are charged to the SoFA on a straight-line basis over the period of the lease.

1.9 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which a donor has specified to be solely used for particular areas of the charity's activities.

1.10 Going concern

These accounts have been prepared on a going concern basis. The financial results reported within this report demonstrate a strong reserves and cash position which will support and underpin the organisation's aims and objectives going forward as well as meet the risks of the current uncertain financial climate. In addition, the organisation has strong and well-established relationships with main commissioners and funders that will serve to retain and secure services.

The forecast for 2022/23 and projection for next 12 months assume a surplus position despite growing costs and inflationary pressures. As a further check the organisation will produce a 3-year business plan to align with 2023-26 strategic objectives. Therefore, the financial statements have been prepared on a going concern basis.

MIDLAND MENCAP
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

1 ACCOUNTING POLICIES (Continued)

1.11 Financial Instruments

The charitable company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Pensions

The charitable company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charitable company. The annual contributions payable are charged to the Statement of Financial Activities.

2 Donations, grants and legacies

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Donations	25,789	-	25,789	32,399
Legacies	83,989	-	83,989	19,186
Grants	489,338	643,471	1,132,809	1,204,875
	<u>599,116</u>	<u>643,471</u>	<u>1,242,587</u>	<u>1,256,460</u>

Of the £1,256,460 income received in 2021, £626,365 was restricted income and £630,095 was unrestricted income.

3 Investment income

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Rental income	43,944	-	43,944	43,984
Interest receivable	7,607	-	7,607	11,964
	<u>51,551</u>	<u>-</u>	<u>51,551</u>	<u>55,948</u>

All investment income received in 2021 all related to unrestricted funds.

MIDLAND MENCAP

Notes to the Financial Statements (continued)
For the year ended 31 March 2022

4 Other Trading Activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Bar sales	-	-	-	322
Community Cafe	1,461	-	1,461	-
	<u>1,461</u>	<u>-</u>	<u>1,461</u>	<u>322</u>

Income from Other trading activities in 2021 all related to unrestricted funds

5 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Carers activities (Forward Carers)	676,768	-	676,768	635,297
Domcare fees	4,566,047	-	4,566,047	4,608,440
Supporting People	1,319,308	-	1,319,308	1,340,753
HB & Residents' contributions	758,311	-	758,311	689,030
Activity and Travel Contributions	48,829	-	48,829	20,509
Other Contributions	45,989	-	45,989	38,760
PA Service	364,721	-	364,721	227,816
	<u>7,779,973</u>	<u>-</u>	<u>7,779,973</u>	<u>7,560,604</u>

Income from Charitable activities in 2021 all related to unrestricted funds

5a Other income

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Other income	9,114	-	9,114	5,081
Profit from sale of fixed asset	-	-	-	43,000
	<u>9,114</u>	<u>-</u>	<u>9,114</u>	<u>48,081</u>

In 2021 all other income related to unrestricted funds.

MIDLAND MENCAP

Notes to Financial Statements (continued)
For the Year ended 31 March 2022

6	Resources expended	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
	Charitable expenditure				
	Salaries, wages and social security	5,959,270	468,660	6,427,930	6,245,829
	Other staff costs	98,707	14,712	113,419	85,063
	Direct costs for charitable activities	370,850	84,943	455,793	375,003
	Office, Support and Admin costs	778,603	72,679	851,282	986,804
	Governance (note 6 a)	114,624	2,477	117,101	96,982
	Depreciation	169,484	19,000	188,484	210,730
		<u>7,491,538</u>	<u>662,471</u>	<u>8,154,009</u>	<u>8,000,411</u>

Of the £8,000,411 expended in 2021, £662,493 was restricted expenditure and £7,337,918 was unrestricted expenditure.

6a	Governance costs	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
	Salaries and social security	39,000	-	39,000	39,026
	Trustees' indemnity insurance	-	-	-	1,512
	Audit fee	21,150	-	21,150	20,087
	Audit fee – prior year under provision	18,565	-	18,565	-
	Printing	-	-	-	23
	Travel expenses	47	-	47	-
	Payroll charges	-	720	720	-
	HR consultancy	34,842	1,757	36,599	35,825
	Affiliation	1,020	-	1,020	509
		<u>114,624</u>	<u>2,477</u>	<u>117,101</u>	<u>96,982</u>

Expenditure not directly attributable to governance has been apportioned on an appropriate basis such as staff time or usage.

MIDLAND MENCAP

Notes to the Financial Statements (continued) For the year ended 31 March 2022

6b Net Group incoming resources for the year

Net incoming resources for the group are stated after charging:

	2022	2021
	£	£
Depreciation	188,484	210,730
Rentals from operating expenses	245,173	263,260
Auditor's remuneration – current year	21,150	21,618
Auditor's remuneration – prior year under provision	18,565	-
	<u> </u>	<u> </u>

7 Trustees

During the year, one trustee was reimbursed out of pocket expenses in relation to travel. The total amount reimbursed amounted to £47 (2021: £nil). No Trustee received any remuneration (2021: £nil). There were no donations from Trustees to the charitable company (2021: Nil)

8 Employees

Total Staff costs

	2022	2021
	£	£
Wages and salaries	5,948,228	5,821,293
Social security costs	413,454	361,762
Pension scheme contributions	105,248	101,800
	<u> </u>	<u> </u>
	6,466,930	6,284,855
	<u> </u>	<u> </u>

Number of employees

	2022	2021
	No.	No.
The average number of employees during the year was:	386	387
	<u> </u>	<u> </u>

In 2021/22 the organisation had seven senior managers whose total pay remuneration costs amounted to £465,438 (2021, eight senior managers: £468,905). Pension contributions in respect of these individuals were £5,988 (2021: £5,415).

There was one employee whose annual emoluments were in the range £100,000 - £110,000, one employee in the range of £80,000 - £90,000 and two employees in the range of £60,000 - £70,000. (2021: one employee in the range of £90,000 - £100,000 and one employee in the range of £60,000 - £70,000.

MIDLAND MENCAP

**Notes to the Financial Statements (continued)
For the year ended 31 March 2022**

9 Pension scheme

The Charitable group contributes to group personal pension plans for certain employees. Midland Mencap continues to comply with Work Place Pensions law by making contributions to the new pension scheme for all eligible employees. All employees who qualify are automatically enrolled into the pension scheme. Those employees who are not automatically eligible are given the opportunity to opt into the pension scheme. The employer contribution is 3% in line with the Pension regulators requirements. The old pension scheme was closed to new entrants so it is set to remain stable or decrease as employees make career moves. The charge in the Statement of Financial Activities represents contributions paid by Midland Mencap in respect of the year ended 31 March 2022 amounted to £105,248 (2021: £101,800).

10 Tangible fixed assets (Group)

	Freehold property £	Leasehold property £	Office equipment £	Fixtures & fittings £	Motor vehicles £	Total £
Cost or valuation						
At 1 April 2021	3,604,271	606,935	240,014	318,246	40,889	4,810,354
Additions	10,512	5,499	-	-	-	16,011
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2022	3,614,783	612,434	240,014	318,246	40,889	4,826,365
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Depreciation						
At 1 April 2021	165,258	566,942	177,484	199,203	15,293	1,124,179
Charge for year	67,905	27,631	25,809	57,861	9,278	188,484
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2022	233,163	594,573	203,293	257,064	24,571	1,312,663
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Net book value						
At 31 March 2022	3,381,620	17,861	36,721	61,182	16,318	3,513,702
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	3,439,013	39,993	62,530	119,043	25,596	3,686,175
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

The charity lets a portion of its freehold property to another charity with similar charitable purposes and receives a rental income from this arrangement

MIDLAND MENCAP

**Notes to the Financial Statements (continued)
For the year ended 31 March 2022**

10 Tangible fixed assets (continued))

Tangible fixed assets (Company only)

	Freehold property £	Leasehold property £	Office equipment £	Fixtures & fittings £	Motor vehicles £	Total £
Cost						
At 1 April 2021	2,654,271	606,935	235,955	316,596	40,889	3,854,646
Additions	10,512	5,499	-	-	-	16,011
At 31 March 2022	2,664,783	612,434	235,955	316,596	40,889	3,870,657
Depreciation						
At 1 April 2021	127,257	566,942	175,813	198,240	15,293	1,083,545
Charge for year	48,907	27,631	24,797	57,447	9,278	168,060
At 31 March 2022	176,164	594,573	200,610	255,687	24,571	1,251,605
Net book value						
At 31 March 2022	2,488,619	17,861	35,345	60,909	16,318	2,619,052
At 31 March 2021	2,527,013	39,993	60,114	118,356	25,596	2,771,100

10a Fixed asset investments

	2022
	£
Market value of investments at 1 April 2021	-
Additions	968,899
Loss in the year	(33,165)
Movement in cash	31,101
Market value of investments at 31 March 2022	966,835
Historical cost of investments at 31 March 2022	1,000,137

MIDLAND MENCAP

Notes to the Financial Statements (continued) For the year ended 31 March 2022

11 Debtors

	Group		Company	
	2022 £	2021 £	2022 £	2021 £
Trade debtors	611,193	542,702	691,881	463,607
Prepayments	54,712	47,533	49,442	40,425
Accrued income	423,240	354,982	375,414	387,434
	<u>1,089,145</u>	<u>945,218</u>	<u>1,116,737</u>	<u>891,467</u>

12 Creditors: amounts falling due within one year

	Group		Company	
	2022 £	2021 £	2022 £	2021 £
Tax and Social Security	124,227	118,160	115,594	109,846
Other creditors	169,017	104,775	132,195	103,769
Accruals	487,014	346,456	476,893	315,635
Deferred income (12a)	20,110	82,494	20,110	79,866
	<u>800,368</u>	<u>651,885</u>	<u>744,792</u>	<u>609,116</u>

12a Deferred income analysis (Group and Company)

	2022 £	2021 £
Deferred income brought forward	82,494	2,000
Deferred income released in year	(82,494)	(2,000)
Deferred income during the year	20,110	82,494
	<u>20,110</u>	<u>82,494</u>

MIDLAND MENCAP

Notes to the Financial Statements (continued)
For the year ended 31 March 2022

13 Creditors: amounts falling due after 1 year

	Group		Company	
	2022 £	2021 £	2022 £	2021 £
Obligations under finance leases	2,529	8,908	2,529	8,908
	<u>2,529</u>	<u>8,908</u>	<u>2,529</u>	<u>8,908</u>

14 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
GROUP (CURRENT YEAR)			
Tangible fixed assets	2,620,702	893,000	3,513,702
Fixed asset investments	966,835	-	966,835
Stocks	1,187	-	1,187
Debtors	1,089,145	-	1,089,145
Cash at bank and in hand	6,306,345	-	6,306,345
Investments	900,000	-	900,000
Creditors: amounts falling due within one year	(800,368)	-	(800,368)
Creditors: amounts falling due after more than one year	(2,529)	-	(2,529)
	11,081,317	893,000	11,974,317

	Unrestricted funds	Restricted funds	Total
	£	£	£
GROUP (PRIOR YEAR)			
Tangible fixed assets	2,774,175	912,000	3,686,175
Assets held for sale	-	-	-
Stocks	1,170	-	1,170
Debtors	945,218	-	945,218
Cash at bank and in hand	6,205,035	-	6,205,035
Investments	900,000	-	900,000
Creditors: amounts falling due within one year	(651,885)	-	(651,885)
Creditors: amounts falling due after more than one year	(8,908)	-	(8,908)
	10,164,805	912,000	11,076,805

MIDLAND MENCAP

Notes to the Financial Statements (continued)
For the year ended 31 March 2022

14 Analysis of net assets between funds (Continued)

	Unrestricted funds	Restricted funds	Total
	£	£	£
COMPANY (CURRENT YEAR)			
Tangible fixed assets	2,619,052	-	2,619,052
Fixed asset investments	966,835	-	966,835
Stocks	1,187	-	1,187
Debtors	1,116,737	-	1,116,737
Cash at bank and in hand	5,879,626	-	5,879,626
Investments	900,000	-	900,000
Creditors: amounts falling due within one year	(744,792)	-	(744,792)
Creditors: amounts falling due after more than one year	(2,529)	-	(2,529)
	10,736,116		10,736,116

	Unrestricted funds	Restricted funds	Total
	£	£	£
COMPANY (PRIOR YEAR)			
Tangible fixed assets	2,771,100	-	2,771,100
Stocks	1,170	-	1,170
Debtors	891,467	-	891,467
Cash at bank and in hand	6,020,736	-	6,020,736
Investments	900,000	-	900,000
Creditors: amounts falling due within one year	(600,208)	-	(600,208)
Creditors: amounts falling due after more than one year	(8,908)	-	(8,908)
	9,975,357	-	9,975,357

MIDLAND MENCAP

**Notes to the Financial Statements (continued)
For the year ended 31 March 2022**

15 Unrestricted funds Group (Current year)

	At 1 April 2021	Incoming resources	Outgoing resources	Transfer/gains or (losses)	At 31 March 2022
	£	£	£	£	£
Free reserves	5,181,722	8,441,215	(7,491,538)	126,688	6,258,087
Designated funds					
Tangible fixed assets	2,774,175	-	-	(153,473)	2,620,702
Financial commitments	8,908	-	-	(6,380)	2,528
Other designated funds	2,200,000	-	-	-	2,200,000
	10,164,805	8,441,215	(7,491,538)	(33,165)	11,081,317

The £2,200,000 reserves are designated to Domcare services (£800k), IT system investment (£400k), Community Hub project (£500 k) and new business development funds of (£500k).

Unrestricted funds Group (Prior year)

	At 1 April 2020	Incoming resources	Outgoing resources	Transfer/gains or (losses)	At 31 March 2021
	£	£	£	£	£
Free reserves	4,589,868	8,291,320	(7,337,918)	(361,548)	3,658,867
Designated funds					
Tangible fixed assets	2,412,627	-	-	361,548	2,774,175
Financial commitments	8,908	-	-	-	8,908
Other designated funds	2,200,000	-	-	-	2,200,000
	9,211,402	8,291,320	(7,337,918)	-	10,164,805

MIDLAND MENCAP

Notes to the Financial Statements (continued)
For the year ended 31 March 2022

16 Restricted Group funds (Current Year)

	At 1 April 2021	Incoming resources	Outgoing resources	Transfer/gains or (losses)	At 31 March 2022
	£	£	£	£	£
Community Hub	-	100,000	(100,000)	-	-
Walsall Hub	-	39,500	(39,500)	-	-
Walsall Groups	-	7,000	(7,000)	-	-
Sports England	-	103,707	(103,707)	-	-
Children's Commissioned Services	-	233,978	(233,978)	-	-
Birmingham Multi-Care	-	159,286	(159,286)	-	-
Freehold property-BMC	912,000	-	(19,000)	-	893,000
	912,000	643,471	(662,471)	-	893,000

Restricted Group funds (Prior year)

	At 1 April 2020	Incoming resources	Outgoing resources	Transfer/gains or (losses)	At 31 March 2021
	£	£	£	£	£
Community Hub	-	118,750	(118,750)	-	-
Walsall Hub	-	39,500	(39,500)	-	-
Walsall Groups	-	7,000	(7,000)	-	-
Sports England	13,398	55,625	(69,023)	-	-
Children's Commissioned Services	-	249,934	(249,934)	-	-
Birmingham Multi-Care	-	159,286	(159,286)	-	-
Freehold property-BMC	931,000	-	(19,000)	-	912,000
	944,398	630,095	(662,493)	-	912,000

MIDLAND MENCAP

Notes to the Financial Statements (continued) For the year ended 31 March 2022

16 Restricted funds (continued)

The Community Hub – is a service for adults with learning disability, offering meaningful daytime opportunities and activities such as education, training and leisure. The staff consults individuals, their carers and families, to tailor services to suit their needs and wishes, arranging support and activities, and signposting to other relevant agents if necessary. You Choose service is part of the Community Hub grant that gives information and advice, using person-centred approaches, to young people with learning disabilities in the transition period of moving from education to adult life. Staff helps the service-user to plan and organise their care support, exploring their options, in a culturally sensitive way to meet their everyday needs, and give practical advice in managing their finances.

The Walsall Hub – is a service for all people with a learning disability, offering opportunities and activities such as education, leisure and training. The services are provided in a bespoke setting in Walsall town centre. Walsall City Council provides funding towards the building and clubs.

Walsall Groups – is a service facilitating social groups for people with a learning disability and receives funding from Walsall Council.

Sports England - Park Ride is a Sports England funded project that facilitates an inclusive family cycling project that provides the whole family, regardless of age or need with the opportunity to enjoy the great outdoors together by using a range of adapted and mainstream bikes.

Children's Commissioned Services – offer short breaks usually in 2 hour blocks to family carers. This gives them some free time to pursue their own interests, secure in the knowledge that their dependent is professionally supported, whether at home or on planned outings.

Birmingham Multi-Care Restricted income – Birmingham City Council funds the two respite care homes and the day centre to provide respite care and day time activities for Birmingham Multi-Care's citizens and carers.

Freehold property BMC represents the value of the properties held in the subsidiary Birmingham Multi-care Support Services Limited.

MIDLAND MENCAP

Notes to the Financial Statements (continued) For the year ended 31 March 2022

17 Capital commitments

There were no material capital commitments as at 31 March 2022.

18 Operating lease commitments

At 31 March 2022 the group company had minimum future lease payments under non-cancellable finance and Operating leases as follows:

	Land and Buildings £	Other £	2022 £	2021 £
Less than 1 year	235,460	13,420	248,880	260,342
2-5 years	661,560	-	661,560	728,240
More than 5 years	1,121,950	-	1,121,950	1,453,410
	<u>2,018,970</u>	<u>13,420</u>	<u>2,032,390</u>	<u>2,441,992</u>

Our three main housing long term operating leases are for periods of 10 and 20 years.

19 Net cash provided by operating activities

	2022 £	2021 £
Net movement in funds	897,512	921,004
Interest received	(7,607)	(11,964)
Rent received	(43,944)	(43,984)
Depreciation	188,484	210,730
Profit on disposal of fixed assets	-	(43,000)
Increase in stock	(17)	(4)
Increase in debtors	(143,927)	(129,030)
Increase in creditors	148,483	136,587
Loss on investments	33,165	-
	<u>1,072,149</u>	<u>1,040,039</u>

MIDLAND MENCAP

Notes to the Financial Statements (continued) For the year ended 31 March 2022

20 Related party transactions

There were no related party transactions between Midland Mencap and its Trustees in the year ended 31 March 2022.

Birmingham Multi-care Support Services Limited is a wholly owned subsidiary of Midland Mencap. Transactions during the year related to providing all functions of the Finance services, strategic and operational management. These services range from day to day transaction processing to internal and external reporting and governance. The related part transactions also include Central overhead costs allocation as BMC operates from the parent company's premises. Birmingham Multi-care Support Services paid £84,795 to Midland Mencap for the provision of these services (2021: £85,671).

Midland Mencap is a member of Forward Carers Consortium Limited and the CEO of Midland Mencap is a Board Director of the Consortium. Midland Mencap facilitated the transition of Forward Carers Consortium Limited from being a Midland Mencap project to delivering the project independently as a social enterprise organisation. In 2021/22 the total value of transactions to CERS, Family Carers and management services amounted to £520,918 (2021: £550,014). The amount due to Midland Mencap at 31 August 2022 was £66,286 and is included in trade debtors.

21 Net income from activities of subsidiary

Birmingham Multi-Care Support Services Limited, the wholly owned subsidiary of the charity is a charity providing care and support to people in Birmingham who have multiple disabilities and respite to their Parents and Carers. A summary of its results for the year to 31 March 2022 are shown below.

Audited accounts will be filed with the Registrar of Companies.

	2022	2021
Incoming resources	927,073	775,739
Resources expended	<u>(790,299)</u>	<u>(728,823)</u>
Net expenditure	136,774	46,916
The assets and liabilities at 31 March were:		
Fixed assets	894,649	915,077
Current assets	570,944	326,499
Current liabilities	<u>(227,393)</u>	<u>(140,150)</u>
Total net assets	1,238,200	1,101,426
Total funds		
Unrestricted funds	345,200	189,426
Restricted funds	<u>893,000</u>	<u>912,000</u>
	1,238,200	1,101,426