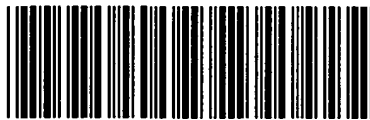


EALING MENCAP
(A Company Limited by Guarantee)
REPORT AND FINANCIAL STATEMENTS
31st March 2025

Charity Number: 1054061

Company Number: 03039319

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Report of the Trustees for the Year Ending 31st March 2025

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2025 which are also prepared to meet the requirements for 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).

Our Aims and Purpose

Our charity's purposes as set out in the objects contained in the company's memorandum of association: are that we provide support and services for people with a learning disability and other disabilities or other disadvantaged persons, their carers and families.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'. The charity relies on grants and the income from fees and charges to cover its operating costs.

Vision, Mission and Values

Ealing Mencap embarked on a 'culture change' journey through the 2024-5 financial year. Working with Emily Button-Lynham at EBC, this transformational process led to the co-creation of a new vision, mission and values statement for the charity as it entered its 60th Anniversary year.

This important development for Ealing Mencap wouldn't have been possible without the kindness, insight, patience and lived-experience of all who took part – most notably our Members and their families, plus our Staff, Trustees, Volunteers and a small group of wider Stakeholders. The Board of Trustees would like to thank everyone who made a positive contribution to this throughout the year.

Vision

An inclusive world where people with learning disabilities and additional needs can live independently, be heard and feel they belong.

Mission

We are committed to building an inclusive community where people with learning disabilities and additional needs feel they truly belong. We help by reducing loneliness, making sure their voices are heard and supporting their independence so they can live their best lives.

Values Statement

At Ealing Mencap we bring together the core values of inclusivity, support, kindness, teamwork and honesty, each piece contributing to a larger picture. By working together, we create a welcoming space where everyone feels valued and supported. Through kindness and honesty, we build trust, and with teamwork, we bring all the elements together to make a positive difference in our community.

Values

- **Included:** We make sure everyone feels safe and welcome. We give everyone a chance to have a say and join in.
- **Support:** We help and care for each other. We listen to each other and grow together.
- **Kindness:** We are kind and respectful to everyone. We want everyone to feel happy and cared for. We make sure everyone feels safe and welcome. We give everyone a chance to have a say and join in.
- **Teamwork:** We work together and share ideas. When we help each other, we make things better for everyone.
- **Honesty:** We tell the truth and speak openly. This helps us to trust and respect each other.

Ensuring our work delivers our aims

For 60 years, Ealing Mencap has delivered high-quality, inclusive and compassionate services that improve the lives of people with learning disabilities and learning difficulties, and their families.

We are a user-led charity. With co-production and collaboration embedded in the way we design, develop and deliver our work, our members are at the heart of everything we do, and their voices and views shape the charity's work and services.

People with learning disabilities still face deep-rooted inequalities. The barriers are wide ranging - from access to health care to social isolation and stigmatisation. They are more likely to die younger, die from a preventable cause, experience loneliness, live in poverty and overcrowded or poor housing and be a victim of violence or abuse.

We began as a grassroots movement led by parents and volunteers, rooted in local knowledge and collective action. Over time, we've become a trusted provider of commissioned services. Now we are rebalancing. We're reconnecting with our original values: person-led, community-driven and shaped by the people who live with these experiences every day.

Our long-term vision is for joined-up, holistic support for people with learning disabilities and learning difficulties in Ealing, Hounslow and North West London - support that doesn't stop at arbitrary transitions between services, ages, or life stages, often the result of fault lines in the system.

Whether we're working with a young person exploring independence or a parent caring for an adult child, our goal is the same: to work together to ensure people aren't left to navigate systems alone. We want every journey to feel more connected, more human and more led by lived experience.

As stated above, we have deep roots in Ealing that stretch back 60 years. But equally, we're part of the national Mencap network of 270 learning disability charities and we proudly work alongside them and many other local Ealing, Hounslow and other North West London charities, community groups, statutory bodies and corporate partner, to achieve our aims and deliver on our mission for the people we serve.

We raise our own funds (independently of national Mencap) to ensure that we can continue to co-produce, develop, deliver and sustain services and support that are most relevant to our people and our communities.

Changing lives for the better

At Ealing Mencap, we believe that people with a learning disability should be treated just like everyone else. It is only possible if they have the right support.

We achieve this through the following Services / Activities:

- Advice and support
- Children and Young People activities
- Activities for Adults
- Employment and Training
- Advocacy and Campaigning
- Ealing Advice Service

And our frontline work includes:

- Free advice, support and information to help the people we serve find solutions and move their lives forward.
- Activities and training opportunities for children and young people that builds their confidence, their skills and offers them new experiences.
- Activity care service for adults where people can enjoy a wide variety of daytime and evening activities to meet others and improve their quality of life, their independence and their wellbeing.
- Training for work and on-the-job experience that builds skills and confidence and increases chances of getting paid work
- Advocacy and personalised support that empower people with learning disabilities, and their parents/carers, to have a stronger voice, greater independence, and real choice and control over their own lives.

Ealing Mencap and the Ealing Advice Service (EAS) holds a gold Investors In People award and the Advice Quality Standard accreditation.

Context

People with a learning disability have reduced intellectual ability that affects everyday activities and lasts for life. They may take longer to learn, need support with complex information, social interaction and daily tasks, and are more likely to have additional physical, sensory, neurodivergent or mental health needs. With the right support, many can and do lead independent, fulfilling lives.

In Ealing there are almost 7,000 adults with a learning disability and around 8,000 children with additional needs, yet only around one in five receive formal care. Many rely on unpaid support from family, friends and neighbours, often in the most deprived parts of the borough. A significant minority have moderate or severe learning disabilities and will need intensive support over many years. Social housing is often unsuitable or inaccessible, with long waits for appropriate homes. The number of adults with a learning disability is projected to increase substantially by 2030, and demand on SEND services is already contributing to a wider London wide funding and capacity crisis.

Health inequalities are stark. People with learning disabilities are more likely to have unrecognised and unmet physical and mental health needs, face barriers accessing services, be admitted to hospital as an emergency, and die younger – often from preventable causes. Lifestyle risk factors, lower immunisation rates and the impact of poverty and discrimination compound these poor outcomes, particularly for people from global majority communities.

Social isolation and loneliness are widespread. Many adults have very small social networks; a significant proportion rarely go out because of fear of bullying or stigma. Young disabled people are much more likely to feel lonely, spend very little time outside the home, and face exclusion at school, for example through disproportionate use of isolation rooms. Limited opportunities for play, learning, employment and independent travel further restrict life chances.

Economic disadvantage is severe. Many people with learning disabilities want to work but very few are in paid employment. A high proportion of children and young people with learning disabilities live in poverty or in housing that worsens their condition. Parents and carers experience high levels of stress, isolation, financial hardship, relationship breakdown and mental ill health, often while feeling they must constantly “battle” for basic support.

Where this data relates to the London Borough of Ealing, we know that almost identical issues affect the learning disability and SEND community in the London Borough of Hounslow, where Ealing Mencap also delivers services.

At Ealing Mencap, we are ambitious for people with learning disabilities and additional needs – our mission is to help them achieve their full personal potential and live meaningful, happy and healthy lives. The following sections describe how each of Ealing Mencap’s services contributes to making that aspiration a reality in practice.

Our activities/services to meet our purpose

Adults & Childrens services

- Activities for adults with a learning disability, where people can make friends, develop skills and have fun with a varied programme of day, evening and weekend activities.
- Children’s activities, clubs, short respite holiday breaks.
- We provide employment training, internships and a Job Start/Employment Service. Our employment services are made up of a number of different offers tailored to meet the varied needs of the people we support; Dare to Dream is a service that provides training and support to help our customers find the best route for them into meaningful employment and volunteering opportunities. Project Search provides internships in partnership with local colleges, universities and businesses. And our Employment Service, supports young people up to the age of 24 into paid employment.
- Young Persons Travel Training Service in Hounslow.

Participation

Participation is a fundamental element of the approach Ealing Mencap takes when supporting and empowering children, young people and adults with learning disabilities, difficulties and additional needs to reach their full personal potential and to live their best lives; it is the golden thread that runs through everything we do!

Through direct action, working closely with Ealing Council, Contact Ealing, the Ealing Parent Carer Forum, other local voluntary sector and statutory partners and the Ealing Youth Social Network (YSN), our Participation Service creates opportunities and supports young people and adults to have a voice both locally and nationally, which enables them to fully participate in their local community, ensuring their voices are heard, particularly with regards to working with statutory services (local authority and health) to ensure that services for people with learning disabilities, difficulties and additional needs are co-designed, co-produced and reflective of what young people and adults want and need as they transition into adulthood.

Through this year, we supported the YSN with 11 activities with 10 young people attending each activity on average. The YSN members were very proud recipients of the Young Ealing Foundation's 'Activist of the Year' Award, which they won in September at the Awards Ceremony held at the Ealing Community Centre.

Here are a couple of YSN Testimonials:

"I think YSN is amazing. I feel safe talking, and meeting other people who have Additional needs, it's great".

" I still cannot believe we won an award! "

"I enjoy the paid work experience on things that interest me and am becoming more confident in what I can do!"

Working closely with our colleagues in Ealing Council, we provide a supportive base and staff support for the Learning Disability POWER Group, who have a proud history of advocating for the rights of adults with learning disabilities in Ealing, ensuring that services and support truly meets the needs of the community.

We do this by:

- Collaboration and partnership - working with stakeholders across the community to ensure the best use of available resources, ideas and people.
- Communication - ensuring information is accessible, timely and relevant.
- Consulting - working with local authorities so that our customers can be involved in the decisions that affect them.
- Raising awareness and campaigning on issues that matter to our customers.
- Working with professionals so they understand the best way to support people with disabilities in our community.

In summary, the combined work of the Participation Team, in collaboration with the Ealing Mencap Parent Support Service and other partners, ensured that children, young people and adults with learning disabilities and additional needs across Ealing co-designed and co-delivered the following:

- The New Gen Festival
- Include Me - Breaking Down the Social Barriers - Co-produced Conference, attended by 100 people 52 SEND and social care professionals.
- Reverse Mentoring programmes

- Family Fun Days
- Ealing Mencap's Learning Disability week 'Stand With Us' demonstration event outside Ealing Council Hall (92 people in attendance)
- 8 Local Authority officers took part in the 'Council Takeover' event during Learning Disability Week.
- A Makaton session for Local Authority staff.
- 2 x Independent living workshops for parents of young adults with learning disabilities and additional
- 6 x workshops with parents/carers

All of which helped to raise the profile of people with learning disabilities, autism and additional needs in the community, whilst breaking down negative stereotypes through combined active participation and positive representation.

Advice

Ealing Mencap is proud to be the lead partner organisation amongst an 11-strong, voluntary sector led, specialist advice consortium called Ealing Advice Service (EAS). EAS provides a local generalist and specialist advice service that provides local people with access to high-quality timely advice and support. This unique model of practice brings together key advice agencies in Ealing, who provide a joined-up service that offers residents support on housing, debt, immigration, welfare benefits, employment, travel and transport concessions, welfare payments, mental health and community care; legal representation and a specialist solicitor or caseworker, where required.

Parent Support Service (PSS)

For the third year running, Trustees took the decision to allocate funding from our reserves to provide a new service especially for Parents/Carers. Since starting in 2022, PSS has established itself in Ealing and is already in great demand. This high-quality information, advice and emotional support service is there to help parents and carers as they navigate the vagaries of a disjointed and hard to understand SEND pathway. The PSS staff team provides expert advice and support for parents/carers/families on an individual basis through each stage of theirs, and their children & young people's journey. The vision behind PSS is that it will make it easier for parents to find and engage with the right support when they need it, which in turn, will ensure better life outcomes for their children & young people.

Achievements and Performance of activities

The Trustees are pleased to report on the services that Ealing Mencap has delivered through this financial year, and where possible, to demonstrate what impact that has had on our customers, their families and the wider community.

Dare to Dream and Job Start Service

This year, the Dare to Dream and Job Start Service has supported 22 individuals for 16,769 hours, (3,366 attendances), helping them to improve their independent living and job-seeking skills, in a safe, supportive, fun and welcoming environment where life-long friendships have been made.

Employment and Volunteering

Here's what this looked like in terms of Dare to Dream trainees achieving their aspirations:

- 1 trainee in paid employment
- 5 trainees in independent volunteering
- 8 trainees in supported volunteering

Making a total of 14 Dare to Dream trainees in either a volunteering role or paid employment.

Over and above the numbers, here's what that means on a human, personal level:

"I joined Dare to Dream so I could learn new skills and get a job... At first I was nervous and then I felt more confident, I learned that it takes time to learn new skills. There was always someone there to help me and that made me feel proud and confident." ... (Dare to Dream trainee)

Celebrating Learning Disability Week

Amongst many highlights for the Dare to Dream trainees this year, a special 'inclusive fashion' photo shoot was arranged in partnership with London-based charity Models of Diversity and Berkeley St George PLC, Ealing Mencap's Charity partner.

The photo shoot took place at The Green Quarter in Southall in June as part of Ealing Mencap's activities for national Learning Disability Week 2024 and celebrated the "Do You See Me?" theme that had been chosen by people with learning disabilities from all across the country. The photo shoot was a great success and featured Dare to Dream trainees in local, national and international media.

Testimonials:

*"I had my makeup done, I was given an outfit to wear to be a model. I was posing for a photoshoot. It made me feel happy, I would like other people to have the chance to model. My favourite bit was being a star and having my picture in Vogue magazine."
(Dare to Dream Trainee)*

*"Dare2Dream is fun and supportive."
(Dare to Dream Trainee)*

*"I love to come to Dare to Dream every day. I like to meet different people and see my friends. I like doing money skills, I like to write emails, I like organising any deliveries we get. On Fridays I volunteer at the British Heart Foundation. I enjoy my job, I love serving customers and seeing all the different items for sale"
(Dare to Dream Trainee)*

*"I like the sessions and the trainees at Dare to Dream. My favourite part of the day is trainee choice because we get to choose what we like. I like coming here to socialise. I feel more confident because of coming here, I also feel more independent."
(Dare to Dream Trainee)*

The POWER Group

Dare to Dream is also the base for the POWER Group, the long-standing participation and campaigning group for people with learning and other disabilities in Ealing. It meets every two weeks to discuss how to improve people with learning disabilities lives, works with Ealing Council and other organisations to shape services, upskill staff and influence plans, and then feeds its views into the local Partnership Board to drive change.

Ealing Advice Service (EAS)

For the entire 4-quarter period from 1/4/24 - 31/3/25, the EAS service achieved financial outcomes of £5,008,883 – a sum making a tangible difference to each and every local resident who the service achieved recompense for.

In total, EAS had 9572 client contacts of which, 7506 were new cases.

391 outcomes assessments were conducted in total.

- 72% of respondents said they felt better informed about their issue
- 95% said that their situation had improved
- 91% said that they felt less stressed
- 84% said they felt more confident about resolving their issue in the future
- 46% had an improvement in their financial situation
- 87% rated the service as 5 out of 5

Testimonials:

"I reached pension age and my Universal Credit stopped. I didn't really understand why and my English isn't strong enough to sort it out alone. I had no money and started getting into rent arrears. Ealing Advice Service helped me apply for Housing Benefit and Pension Credit and made sure everything was backdated to when my UC stopped. At one point I even had an eviction notice, but they kept chasing the benefits department. In the end I was awarded State Pension, Pension Credit and Housing Benefit – over £18,600 in backdated payments – and ongoing support worth around £30,500 a year. With this help, I was able to move to more secure accommodation and avoid losing my home."

(Older person in temporary accommodation - Housing Benefit & Pension Age)

"I'm a parent of a child with a learning disability. We were really struggling financially and I didn't realise what support we could get. The Parents Support Service at Ealing Mencap, working with Ealing Advice Service, helped me to apply for Disability Living Allowance for my child. They supported us through the forms and the evidence. My child was awarded middle rate care and low rate mobility DLA, which then meant we could also get the disabled child element and carers element added to our Universal Credit. Altogether, this made a difference of around £9,500 a year to our income. It has taken so much pressure off our family."

(Disabled parent and child - DLA and UC uplift)

"I have learning difficulties and can't read or write. The DWP said I owed over £50,000 in overpaid benefits and stopped my Universal Credit. I was terrified and had no idea what to do. An adviser at Ealing Advice Service spent months gathering evidence from HMRC and proving how long I'd lived in the UK. They prepared my sister to speak for me at the tribunal and took my case all the way through appeal. After two years, the tribunal agreed the overpayment wasn't correct – over £51,000 of 'debt' was written off – and I received more than £43,000 in backdated Universal Credit plus ongoing monthly payments. In total, it was over £116,000 in financial gains. Without their help I would still be in debt and without an income."
(Client with learning difficulties facing a huge overpayment)

My Town Service – an ending and a new beginning for Children & Young People's services

Since My Town ended in March 2024, Ealing Mencap has focused on creating new, meaningful opportunities for children and young people with learning disabilities by strengthening wrap around support for families and investing in new provision.

Through the Parent Support Service, we have continued to offer high quality information, advice and emotional support so that parents and carers can better navigate a complex SEND pathway and secure better outcomes for their children and young people. Using Connect Ealing funding, we have worked with local partners to reduce isolation and increase connections by running inclusive events such as festivals, family fun days and residential trips that bring together young people with SEND, their siblings and parents in safe, welcoming community spaces.

Through our participation and inclusion work with the Young Social Network (YSN), young people have co designed events and given direct feedback on issues like preparing for adulthood, EHCP reviews and inclusion, ensuring their voices shape local strategies and services. At the same time, we have invested in our fundraising capacity to secure and manage restricted funds such as those for Saturday Youth Clubs, helping us pilot and expand new youth club style activities that offer social connection, fun and a sense of belonging for disabled children and young people in Ealing.

The work done during this year has started to lay the foundations for the development of new Children & Young People services at Ealing Mencap in future years.

At the forefront of this, were the parent/carer Focus Groups that we held between October 2024 and January 2025, which have provided us with clear and definitive data, as can be seen in the summary below:

Evidence from parent consultations (weekend and short-break provision)

In our 2024 Focus Groups, we consulted with 23 families, mainly in Ealing (65%) but also neighbouring boroughs, about weekend and short break services for children and young people with additional needs. Their children have significant and often complex needs: 43% are autistic and 26% have PMLD, with others living with Down Syndrome, cerebral palsy and rare conditions.

Families told us that support is fragmented and often inaccessible. Over half were confused about eligibility criteria, and more than a third struggled to access social workers or assessments, while many felt uninformed about available services and processes. Parents highlighted a shortage of suitable local weekend provision for children with complex needs (61%), particularly PMLD, and said there are too few activities designed for teenagers and young adults, with most existing services geared towards younger or less complex needs. Specific gaps include hydrotherapy, quiet sensory spaces and structured skill building programmes.

Even where services exist, many families cannot realistically use them: 70% found current provision too expensive, 39% faced transport challenges and 48% said service hours do not fit caring routines, prompting strong support for subsidised or flexible payment models. Parents were also clear about what works: they prioritised sensory play, creative and social activities, with well trained, empathetic staff (including behavioural and, where needed, medical expertise), and stressed that weekend services must support both their child's development and family wellbeing by providing genuine respite and reducing stress.

Parent Support Service (PSS)

Across 2024–25, Ealing Mencap's Participation and Parent Support Services continued to work hand in hand to amplify the voices of children, young people and adults with learning disabilities and autism – and their families – while delivering tangible improvements in their daily lives.

Through the Participation Project, we supported **502 children and young people and 297 adults**, reaching a total of **799 individuals** over the year. Engagement was substantial, with **552 interactions with CYP and 520 with adults**, giving **1,072 total interactions** as people took part in forums, consultations and co-produced activities. The project also continued to invest in system change, delivering **150 hours of meetings with professionals** across CYP and adult services to embed co-production in decision-making.

The Parent Support Service (PSS) sits at the heart of this work. In 2024–25, the Participation data show **195 parents and carers supported**, including **50 new parents**, with **975 parent/carer interactions**. This closely mirrors, and slightly exceeds, the previous year's 177 parents and 779 interactions, underlining both growth in demand and the **very close overlap and synergy between PSS and the Participation Service**: parents and carers are engaged not only as advice clients, but as co-producers, consultees and participants in events and boards.

During the year, we delivered **11 children and young people events**, 1 adult-focused event, 3 parent-carer consultation sessions and 2 dedicated SEND family events. Highlights included the YSN "Breaking Down Barriers" conference, LD Week's "Do You See Me?" party, Family Fun Day 2 at Enterprise Lodge, a co-produced winter silent disco, and the Ealing Parent Peer Review.

Financially, PSS continues to be a lifeline. In 2023–24, the service secured **£162,915** of additional benefits and income for families. Casework in 2024–25 demonstrates similar – and in some instances greater – impact, with individual families gaining over **£10,000 per year** plus significant backdated payments. Given the **10% increase in parent/carers supported** and **25% increase in interactions** compared with 2023–24, we estimate that total financial gains for parents, carers and families in 2024–25 were in the region of **£190,000**.

Testimonials:

"The parent support worker was also able to back date it 7 months for mum resulting in an additional one-off back-dated payment of £4100. Mum was very thankful and so happy she said the parent support team were 'miracle workers and a god send'."

"Parent Support service offers much-needed holistic support to parents and carers and has been able to offer advice and support to many families."

"It was lovely seeing my children enjoying themselves in a safe environment, they loved getting the glitter tattoos done and decorating the biscuits and having face painted."

Project Search

Only 5.9% of people with a learning disability have a part- or full-time job. Work with us to change that.

Offering someone an opportunity to work can transform their life.

Our Project Search service was created to challenge and change the shocking statistic in the quote above. Internships and work experience for our customers/students are often the perfect stepping-stone for them towards paid employment.

During this financial year, we provided support to the following groups:

1. 2023/24 Cohort Graduates

We supported **10** graduates (*between September 24 to March 25*), of whom **6** secured employment.

2. 2024/25 Cohort Interns

We supported **9 interns** (while they were interns), and our work with this cohort will continued through until the end of March, after which they will as graduates, continue to receive follow on support. Of these, **6** interns secured part-time employment.

3. Marriott Interns (April–September 2024)

We supported **2 interns** at the Marriott between April and September 2024, **both of whom successfully gained employment.**

This year, Project Search supported and enabled 21 students in total to experience the world of work, building their confidence and developing their skills. And of those 21 young people, 14 secured an employment role as a result of being supported through the Project Search programmes run by Ealing Mencap.

“My experience with the Ealing Mencap job coaches has been exceptional. Our communication is highly effective, and collaborating with them as a team is a pleasure. They are extremely supportive and provide invaluable, relevant feedback on individual learners regularly. This feedback greatly assists me in setting SMART targets and customizing the employability skills necessary for the learners' development. Their professionalism and dedication are evident, always placing the learners at the core of their initiatives and prioritizing their needs above all.” (Lecturer, local College)

RealMe

This year, the RealMe service provided activities and support for 63 people, offering them 4141 sessions, of consistent, nurturing and life-enriching care in a safe, inclusive and welcoming environment.

Through the year, the RealMe service has adapted and developed in response to members and parent/carer feedback and consultations, taking a person-centred, people-first approach, in line with our culture change process.

Through this process and the introduction of Open Days, the Kululu App for families, and changes in our monitoring & evaluation processes, we have been listening to our members and their families, who've been really clear in asking for lifelong support, clearer communication and new activities for their loved ones— and these will be identified as key priorities for the RealMe service going forwards.

Here are some testimonials from our RealMe Members:

"I enjoy reading and writing skills; they make me feel fantastic. I enjoy cooking, arts and crafts, communication skills, and sign language." - R

"I like going out for sports, and I like the staff." - L

"Being confident is one of my goals. I have lots of feelings and emotions I get to talk about. I like making friends." - G

"I enjoy Christmas at Mencap." - C

"I enjoy cooking, art, and having quiet time." -

"I play the piano sometimes." r

And some testimonials from Parents/Carers:

"Excellent to feel more involved and included in what RealMe are doing.!

"We are so happy with the service.!

"A big thank you to you and all the staff for the lovely celebration today, we really enjoyed it, such a happy occasion for everyone. Here's to the next 60 years!"

Hounslow Independent Travel Training Service

During Year 12 of the Hounslow Independent Travel Training Project, the team provided a range of support to 209 students and their families.

The ITT Project's waiting list has grown to be the biggest it has been for some years, thanks to the persistence, adaptable working and positive attitude of the ITT team when promoting the service and the benefits of ITT to young people and families.

- After successful pilots last year, 2 online Parent Forums were delivered this year.
- The 3 Bus Day events have been successfully delivered this year and continue to grow in popularity.
- The Project has faced some difficulties for part of the year whilst operating with a smaller team, having the capacity to support fewer students and families as a result.

- Despite having a full staff team this year, the increase in demand for post-independent support from the team has continued, which is impacting our capacity to support new and current students. The trend we are seeing – mirrored across many other SEND services in Ealing and across other SEND sector organisations - is for referrals to be ever-more complex, whether that be the presenting needs of the students themselves and/or their family environment and context.

Here is a testimonial from one family:

"T would not be travelling independently without the team from Mencap, they are all amazing and obviously Tony is fantastic. She would still be reliant on school transport. We (Tony and I) always talked through what would be next beforehand and any concerns I had were addressed. I felt like he was not only training T but me also, we as parents can sometimes unintentionally hold our children back, Tony gently reassured me that T was in good hands and she was! T's training was longer as Tony knew that's what she needed...having never travelled alone before." (Parent/Carer)

Community Connector Project

During this financial year, Ealing Mencap has also begun delivering a new Community Connector project as part of National Mencap's three year Our Active Community programme, funded through a wider national partnership with Sport England.

Launched at Ealing Mencap in October 2024, this work sits alongside the work we are delivering through the Participation Service, and shares its focus on co production, peer leadership and community presence.

Through this project, Ealing Mencap employs a Community Connector who has lived experience of learning disabilities. The Connector's role is to be out in the community, talking with people with learning disabilities about what they enjoy, what stops them being active, and what would help; mapping local clubs, groups and activities; and then bridging people into mainstream opportunities rather than creating separate, segregated provision. The post is supported by dedicated national funding for salary, on costs, travel and development, and works in close partnership with National Mencap's central "Our Active Community" team.

Together, the Participation Contract, Parent Support Service and Community Connector role form a coherent programme: enabling people with learning disabilities and their families to have a stronger voice, better information and advice, and more real choices to be active and included in everyday community life.

Ealing Mencap Services - Summary

During 2024–25, Ealing Mencap's services reached a very substantial number of people across Ealing and beyond.

In total, **10,796 individuals** were supported or reached through our key services: the Participation Service, Dare to Dream, Ealing Advice Service (EAS), Project Search, RealMe, Hounslow Travel Training and the Parent Support Service.

When EAS' large borough-wide caseload is set aside, our specialist learning disability/autism/SEND services still directly supported **1,224 people**, reflecting deep, relationship-based work alongside broader advice provision.

Financially, our impact was equally significant: EAS helped local residents secure **£5,088,833** in additional income and entitlements, while the Parent Support Service generated an estimated **£190,000** in extra benefits for families. Taken together, this represents **£5,278,833** of financial gains for Ealing residents in the year, alongside extensive practical, social and participatory support.

Fundraising Activity

Ealing Mencap carries out fundraising activities in order to generate funds for the charity. Ealing Mencap does not use professional fundraisers or involve commercial participators. There have been no complaints about fundraising activity this year; the charity has due regard to the Code of Fundraising Practice in the UK

All the charity's marketing activities are undertaken directly to ensure that they are not unreasonably persistent or intrusive. Marketing materials contain clear details of how to unsubscribe to future communications and care is taken to limit the level of communications being sent out.

Financial Review

The charity sustained a loss for the year of £271,111 after depreciation of £50,562 was charged. The financial performance of each of our services is closely managed to ensure that they are financially viable on a continuing basis.

Over the next two financial years, Ealing Mencap is taking focused action to improve its financial position. A fundraising team is in place, supported by a clear Theory of Change, Case for Support and three-year Fundraising Strategy, and since February 2025 we have already submitted funding applications exceeding £1.1 million. We are deliberately diversifying income away from a 91% reliance on statutory funding, growing grant, corporate, individual and community income, while tightening cost control within a leaner, more agile structure and a more focused portfolio of services.

Key building blocks are already in place: roll-overs of major contracts with Ealing and Hounslow, and a Charity Partnership with Berkeley Homes St George PLC with the potential to generate unrestricted income donations over £150,000 from 2026 to 2029, alongside a strengthening pipeline of trusts, foundations and donors. As a learning organisation, we are applying lessons from 2024–25 on timing, capacity, recruitment and financial risk to our planning and governance. Together, these measures are designed to stabilise finances, rebuild free reserves and move Ealing Mencap onto a more sustainable, better-balanced footing by the end of 2026–27.

Reserves Policy and Going Concern

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The Trustees consider that the ideal level of reserves as at 31 March 2025 would be the equivalent of 3 months budgeted costs plus 12 months mortgage capital repayments which was £538,000. The charity had unrestricted reserves of £339,567 which is below the target level set.

Trustees recognise that the figure is below the target level and is focussed on ensuring that over the next two financial years, the charity diversifies incomes streams and increases fundraising revenue to ensure that levels of free reserves return to those that meet or exceed the targets as set out in the Reserves & Investments Policy.

Public Benefit

The Trustees confirm that they have complied with their duty in respect of public benefit guidance published by the Charity Commission.

Reference and Administrative Details

Charity Number: 10054061

Company Number: 03039319

Registered Office: Enterprise Lodge, Stockdove Way, Greenford. UB6 8TJ.

Our advisers

Auditors: Wenn Townsend. 5 Gosditch Street, Cirencester. GL2 7AG.

Bankers: Barclays Bank plc, 177 Greenford Road, Greenford. UB6 8QX.

Solicitors: Bird & Lovibond, 3 Vine Street, Uxbridge. Middlesex. UB8 1RP.

Directors and Trustees

The directors of the charitable company (the charity) are its trustees for the purpose of charity law.

The trustees and officers serving from 1 April 2024 to the date of approval of these financial statements were as follows:

K Emery

R Hegarty – Chair

Dr C Hilton

J Hirst (resigned 16.08.2024)

J Mills

A Nagpal

R Samuel

D Widdowson - Vice Chair

T J R Willis

G A Venus

Key management personnel

N Demetriades – Chief Executive and Secretary

Structure, Governance and Management

Governing Document

Ealing Mencap is a company limited by guarantee governed by its Memorandum and Articles of Association and is a registered charity with the Charity Commission. Ealing Mencap legally changed its 1995 Memorandum of Articles, these were adopted in October 2016. At this point any person who was a member of the Charity immediately prior to the adoption of these Articles automatically ceased to be a member of the Charity upon adoption of these Articles, unless they were already a Trustee of the Charity.

Appointment of trustees

As set out in the Articles of Association The Board consists of at least three and not more than twelve appointed individuals. Trustees shall be appointed by the Board, either to replace a Trustee or as an additional Trustee, for a term of up to three years, any Trustee will be eligible for re-appointment if the Board thinks fit for a further term or terms of up to three years; Trustees may serve a maximum of three terms.

Trustee induction and training

New trustees undergo an orientation day to brief them on: their legal obligations under charity and company law, the Charity Commission guidance on public benefit, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During induction they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees administers the charity. The board meets quarterly and there are sub-committees covering operations and finance and audit which meet quarterly in advance of the main trustees meeting. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and related activity.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a supplier or employee must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party.

Pay policy for senior staff

The charity's Board of Directors, is the Trustee Board. The Chief Executive Officer, supported by a Senior Management team and an Operations Board of operational/service managers, is the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 11 to the accounts.

The pay of the senior staff is reviewed annually and the directors benchmark against pay levels in charities of a similar size run on a voluntary basis.

Risk management

The trustees have a risk management strategy which comprises:

- a quarterly and annual review of the principal risks and uncertainties that the charity face;
 - the establishment of policies, systems and procedures to mitigate those risks identified in the annual review;
- and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

Trustees' responsibilities in relation to the financial statements

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

Company law requires the trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the 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 FRS102;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

Statement as to disclosure to our auditors

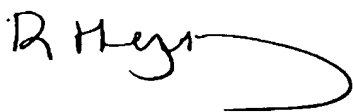
In so far as the trustees are aware:

- 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.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved by the Board of Trustees on 19th December 2025 and signed on its behalf, by:

A handwritten signature in black ink, appearing to read 'R Hegarty', with a long horizontal flourish extending to the right.

R Hegarty (Chair)

EALING MENCAP
(A Company Limited by Guarantee)

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF EALING MENCAP

We have audited the financial statements of Ealing Mencap (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance Sheet and Statement of Cash Flows and notes to the financial statements including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2025 and of its incoming resources and application of reserves, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with Charities SORP (FRS102); 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISA's (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept appropriate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11, the trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 it 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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

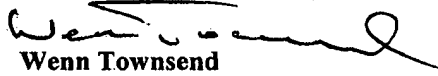
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of report

This report is made solely to the charitable company's trustees, as a body, in accordance with regulations made under section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.


Wenn Townsend
Chartered Accountants
Statutory Auditor

Date: 19th December 2025

Wenn Townsend is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

EALING MENCAP
(A Company Limited by Guarantee)
Statement of Financial Affairs
(incorporating the Income and Expenditure Account)
Year Ended 31st March 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total funds 2025 £	Total funds 2024 £
Income					
Donations and legacies	4	38,098	0	38,098	3,902
Charitable activities	5	869,063	855,412	1,724,475	1,797,624
Investments	6	4,877	1,367	6,244	4,009
Total income		912,038	856,779	1,768,817	1,805,535
Expenditure					
Charitable activities	7	(1,164,303)	(876,783)	(2,041,086)	(1,940,403)
Total expenditure		(1,164,303)	(876,783)	(2,041,086)	(1,940,403)
Realised gains / (losses) on investments		(310)	0	(310)	0
Unrealised gains / (losses) on investments		1,158	0	1,158	(173)
Net income / (expenditure)		(251,107)	(20,004)	(271,111)	(135,041)
Transfers		(34,452)	34,452	0	0
Other recognised gains / (losses):					
Gains / (losses) on revaluation of fixed assets		0	0	0	0
Net movement in funds		(285,559)	14,448	(271,111)	(135,041)
Reconciliation of funds					
Total funds brought forward		625,126	1,074,303	1,699,429	1,834,470
Total funds carried forward		339,567	1,088,751	1,428,318	1,699,429

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 26 to 40 form an integral part of these financial statements.

EALING MENCAP
(A Company Limited by Guarantee)
Statement of Financial Affairs
(incorporating the Income and Expenditure Account)
Year Ended 31st March 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total funds 2024 £
Income				
Donations and legacies	4	3,902	0	3,902
Charitable activities	5	924,466	873,158	1,797,624
Investments	6	2,968	1,041	4,009
Total income		931,336	874,199	1,805,535
Expenditure				
Charitable activities	7	(1,080,078)	(860,325)	(1,940,403)
Total expenditure		(1,080,078)	(860,325)	(1,940,403)
Realised gains / (losses) on investments		0	0	0
Unrealised gains / (losses) on investments		(173)	0	(173)
Net income / (expenditure)		(148,915)	13,874	(135,041)
Transfers		11,771	(11,771)	0
Other recognised gains / (losses):				
Gains / (losses) on revaluation of fixed assets		0	0	0
Net movement in funds		(137,144)	2,103	(135,041)
Reconciliation of funds				
Total funds brought forward		762,270	1,072,200	1,834,470
Total funds carried forward		625,126	1,074,303	1,699,429

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 26 to 40 form an integral part of these financial statements.

EALING MENCAP
(A Company Limited by Guarantee)
COMPANY NUMBER: 03039319
Balance Sheet Year Ended 31st March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	15	1,168,606	1,142,039
Investments	16	211,054	210,305
Total fixed assets		<u>1,379,660</u>	<u>1,352,344</u>
Current assets			
Debtors	17	100,109	113,292
Cash at bank		256,784	576,488
Total current assets		<u>356,893</u>	<u>689,780</u>
Liabilities			
Creditors falling due within one year	18	(139,048)	(162,517)
Net current assets		<u>217,845</u>	<u>527,263</u>
Total assets less current liabilities		1,597,505	1,879,607
Creditors falling due after more than one year	20	(169,187)	(180,178)
Net assets		<u><u>1,428,318</u></u>	<u><u>1,699,429</u></u>
The funds of the charity:			
Restricted income funds	21	609,175	594,727
Restricted income funds: Revaluation Reserve		479,576	479,576
Unrestricted funds		339,567	625,126
Total charity funds		<u><u>1,428,318</u></u>	<u><u>1,699,429</u></u>

For the year ended 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 and the Charities SORP (FRS 102).

These financial statements set out on pages 22 to 40 were approved and authorised for issue by the Trustees on 19th December 2025 and signed on their behalf by:



R HEGARTY, CHAIR

The notes on pages 26 to 40 form an integral part of these financial statements.

EALING MENCAP
(A Company Limited by Guarantee)
Statement of Cash Flows
as at 31st March 2025

		2025	2024
		£	£
Cash flows from operating activities			
Net cash provided by (used in) operating activities	Note (a)	(241,343)	(286,884)
		<u>(241,343)</u>	<u>(286,884)</u>
Cash flows from investing activities:			
Dividends and interest from investments		6,244	4,009
Disposal of investments		409	3,300
Purchase of property, plant and equipment		(77,129)	(29,557)
Net cash provided by (used in) investing activities		<u>(70,476)</u>	<u>(22,248)</u>
Cash flows from financing activities:			
Repayments of borrowing		(7,885)	(5,378)
Net cash provided by (used in) financing activities		<u>(7,885)</u>	<u>(5,378)</u>
Change in cash & cash equivalents in the reporting period		<u>(319,704)</u>	<u>(314,510)</u>
Cash and cash equivalents at start of the reporting period		576,488	890,998
Cash and cash equivalents at end of the reporting period		<u>256,784</u>	<u>576,488</u>

Note (a)

Net movement in funds	(271,111)	(135,041)
Depreciation	50,562	46,706
Dividends and interest from investments	(6,244)	(4,009)
(Gains)/losses in value of investments	(1,158)	173
Gains / (losses) on revaluation of fixed assets	0	0
Loan repayments	7,885	5,378
Decrease /(increase) in debtors	13,183	(55,236)
Increase / (decrease) in creditors	(34,460)	(144,855)
Net cash inflow from operating activities	<u>(241,343)</u>	<u>(286,884)</u>

The notes on pages 26 to 40 form an integral part of these financial statements.

EALING MENCAP
(A Company Limited by Guarantee)
Notes to the Financial Statements
for the year ended 31st March 2025

1. Accounting Policies

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

Basis of preparation

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

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

Income

Membership subscriptions, donations and fund raising income are accounted for when received by the company.

Other income is accounted for on an accruals basis as far as is prudent to do so. Income included any income tax recoverable thereon. It is the charity's policy to show income before deduction of expenses except where otherwise stated.

Government Grants

Grants income was received from the London Borough of Ealing, London Borough of Hounslow and the Greater London Authority. The sums are detailed in note 13.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

EALING MENCAP
(A Company Limited by Guarantee)
Notes to the Financial Statements
for the year ended 31st March 2025

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of 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 the donor has specified are to be solely used for particular areas of the charity's work or for specific projects.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering services & other activities together with their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities. These costs have been allocated to expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

Operating leases

The charity classifies the lease of printing and other equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced before the end of its economic life. Rental charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- Freehold buildings: Depreciated over 30 years, straight line method
- Motor vehicles: 25% on cost
- Office equipment: 25% on cost

Freehold Land and Buildings are included in the balance sheet at fair value and are professionally revalued every three years. Any change in fair value is recognised in the statement of financial activities.

EALING MENCAP
(A Company Limited by Guarantee)
Notes to the Financial Statements
for the year ended 31st March 2025

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

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

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. 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.

Pensions

Employees are automatically enrolled into a defined contributions pensions scheme operated by B&CE Peoples Pension. Employees can subsequently opt out. Employees joining the scheme, contract directly with the pension company.

The charity makes a matching contribution of 3% of qualifying earnings to this pension scheme and acts as agent in collecting and paying over employee pension contributions. The contributions made for the accounting period are treated as an expense and were £18,567 (2024: £27,435).

Listed Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair values as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities.

EALING MENCAP
(A Company Limited by Guarantee)
Notes to the Financial Statements
for the year ended 31st March 2025

2. Legal status of the charity

Ealing Mencap is a charitable company incorporated in England under the Companies Act 2006. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 9 of these financial statements. The nature of the charity's operations and principal activities are to promote care, treatment and education for children and adults with a learning disability and to secure provisions and services commensurate with their needs.

3. Financial Performance of the charity

The Statement of Financial Activities states the financial performance of the charity.

4. Income from donations and legacies

	2025	2024
	£	£
General donations	38,098	3,902
Legacies	0	0
	<u>38,098</u>	<u>3,902</u>

All income from donations and legacies was unrestricted (2024 - £nil was restricted).

5. Income from charitable activities

	2025	2024
	£	£
Grants receivable		
- Restricted	855,012	856,980
- Unrestricted	141,003	200,433
	<u>996,015</u>	<u>1,057,413</u>
Individual budgets and direct payments (restricted)	400	16,178
Individual budgets and direct payments (unrestricted)	728,060	724,033
	<u>1,724,475</u>	<u>1,797,624</u>

6. Investment income

	2025	2024
	£	£
Interest received	316	75
Dividends	5,928	3,934
	<u>6,244</u>	<u>4,009</u>

EALING MENCAP
(A Company Limited by Guarantee)
Notes to the Financial Statements
for the year ended 31st March 2025

7. Analysis of expenditure on charitable activities

Note	Access & advocacy services £	Children and Young People £	Real Me, Gateway & other £	Total £
Staffing and related costs	149,147	60,891	649,857	859,895
Projects' external costs	411,329	0	0	411,329
Other direct activity costs	117,525	11,476	127,459	256,460
Premises costs inc. depreciation	0	0	98,103	98,103
Rent & venue hire	35,051	0	38,023	73,074
Support & governance	21,243	5,362	315,620	342,225
	<u>734,295</u>	<u>77,729</u>	<u>1,229,062</u>	<u>2,041,086</u>

Analysis between restricted and unrestricted expenditure:

Restricted	733,619	18,374	124,790	876,783
Unrestricted	676	59,355	1,104,272	1,164,303
	<u>734,295</u>	<u>77,729</u>	<u>1,229,062</u>	<u>2,041,086</u>

Expenditure on charitable activities was £2,041,086 (2024: £1,940,403) of which £1,164,303 was unrestricted (2024: £1,080,078) and £876,783 was restricted (2024: £860,325).

8. Summary analysis of expenditure and related income for charitable activities

This table shows the cost of the three main charitable activities and the sources of income directly to support those activities.

	Access & advocacy services £	Children and Young People £	Real Me, Gateway & other £	Total £
Costs	(734,295)	(77,729)	(1,229,062)	(2,041,086)
Personal budgets and direct payments	0	0	728,460	728,460
Direct grant support	710,350	16,499	269,166	996,015
Net income	<u>(23,945)</u>	<u>(61,230)</u>	<u>(231,436)</u>	<u>(316,611)</u>

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9. Analysis of governance and support costs

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to governance. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the charitable activities undertaken (see note 7) in the year.

Refer to the table below for the basis for apportionment and the analysis of support and governance costs.

	General Support	Governance	Total	Basis of Apportionment
	£	£	£	
Salary, wages & related costs	218,292		218,292	Apportioned on an income basis except where limited by grant conditions or where specific cost allocations identified.
General office costs	39,417		39,417	
Premises costs inc. depreciation	22,425		22,425	
Audit fees & annual report		6,300	6,300	
Finance, HR & Consultancy	55,791		55,791	
Legal			0	
	<u>335,925</u>	<u>6,300</u>	<u>342,225</u>	

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10. Net income/(expenditure) for the year

This is stated after charging:	2025	2024
	£	£
Operating leases	61,020	54,944
Depreciation	50,562	46,706
Mortgage interest payable	14,458	15,290
Audit fees	6,300	6,000
	<u>132,340</u>	<u>122,940</u>

11. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2025	2024
	£	£
Salaries and wages	890,747	823,191
Social security costs	74,642	57,128
Pension costs	18,567	27,435
	<u>983,956</u>	<u>907,754</u>

One employee had employee benefits in excess of £60,000 but less than £80,000 (2024: nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil) neither were they reimbursed expenses during the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits (including employer pension contribution but excluding employer national insurance) of the key management personnel of the charity were £70,191 (2024: £72,983 between 2 post holders).

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12. Staff numbers

The average monthly head count was 38 staff (2024: 36 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	2025	2024
	Number	Number
Community care services	24	24
Management and administration	5	4
	<u>29</u>	<u>28</u>

13. Government grants

	2025	2024
	£	£
<u>Local authority grants</u>		
LB Ealing - Access, advocacy, children's activities	645,292	697,710
LB Hounslow - Travel training	137,729	137,729
<u>Strategic regional authority grants</u>		
Greater London Authority	70,889	69,789

14. Corporate taxation

The charity is exempt from tax on income and gains falling within section 478 of the Corporation Tax Act 2010 to the extent that these are applied to its charitable objects.

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15. Tangible fixed assets

	Freehold Land	Freehold Buildings (Property)	Office & Other Equipment	Total
	£	£	£	£
Cost				
Balance as at 1.4.24	136,998	1,142,559	97,646	1,377,203
Additions	0	77,129	0	77,129
Disposals	0	0	0	0
Revaluation	0	0	0	0
Balance as at 31.3.25	<u>136,998</u>	<u>1,219,688</u>	<u>97,646</u>	<u>1,454,332</u>
Depreciation				
Balance as at 1.4.24	0	(137,518)	(97,646)	(235,164)
Charged for year	0	(50,562)	0	(50,562)
Disposals	0	0	0	0
Revaluation	0	0	0	0
Balance as at 31.3.25	<u>0</u>	<u>(188,080)</u>	<u>(97,646)</u>	<u>(285,726)</u>
Net book value 31.3.25	<u>136,998</u>	<u>1,031,608</u>	<u>0</u>	<u>1,168,606</u>
Net book value 31.3.24	<u>136,998</u>	<u>1,005,041</u>	<u>0</u>	<u>1,142,039</u>

The freehold land and buildings were revalued by Martin & Pole Chartered Surveyors in June 2022. The Historical Cost of freehold land and buildings was £1,233,815 at 31st March 2025.

16. Investments

	2025	2024
	£	£
Market value as at 1 April	210,305	213,778
Additions	0	0
Disposals	(409)	(3,300)
Net investment gains / (losses)	1,158	(173)
Market value as at 31st March	<u>211,054</u>	<u>210,305</u>
Historical cost as at 31st March	<u>175,244</u>	<u>175,972</u>
UK Fixed Interest	61,264	61,010
UK Equities	89,541	86,513
Investment Trusts	38,936	40,400
Overseas Equities	21,313	22,382
	<u>211,054</u>	<u>210,305</u>

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17. Debtors

	2025	2024
	£	£
Amounts falling due after one year:		
Lease deposit	18,750	18,750
Amounts falling due within one year:		
Trade debtors	62,382	59,347
Other debtors	0	0
Prepayments	18,977	35,195
	<u>100,109</u>	<u>113,292</u>

18. Creditors

Amounts falling due within one year

	2025	2024
	£	£
Tax and social security	22,089	16,786
Accruals and deferred income	53,808	71,837
Trade and other creditors	53,996	67,845
Loan due within one year	9,155	6,049
	<u>139,048</u>	<u>162,517</u>

19. Deferred income

Deferred income comprises amounts received from grant and funding bodies that relate to income awarded relating to the following financial year.

	2025	2024
	£	£
Balance at 1st April	124,203	68,284
Amount released to income earned from charitable activities	(124,203)	(68,284)
Amount deferred in year	39,182	124,203
Balance at 31st March	<u>39,182</u>	<u>124,203</u>

20. Creditors: amounts falling due after more than one year

The mortgage of £178,342 is secured on Enterprise Lodge, Stockdove Way. The initial mortgage of £279,000 is repayable over 25 years. The interest rate is 3% above base rate. Interest payable for the year was £14,458 (2024: £15,290). The registered charge is dated 27th July 2012

	2025	2024
	£	£
Mortgage balance due after more than one year (see note 23)	169,187	180,178

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21. Analysis of charitable funds

	Balance 1.4.24	Incoming Resources and Designation	Resources Expended	Transfers to/from restricted funds	Investment gain/(loss)	Funds 31.3.25
	£	£	£	£	£	£
Analysis of movements in unrestricted funds:						
General fund	104,561	912,038	(1,101,738)	83,981	1,158	(0)
Designated (reserves)	458,000	0	0	(118,433)	0	339,567
Designated (Survive & Thrive)	62,565		(62,565)	0	0	0
	<u>625,126</u>	<u>912,038</u>	<u>(1,164,303)</u>	<u>(34,452)</u>	<u>1,158</u>	<u>339,567</u>
Analysis of movements in restricted funds:						
Freehold land/property	662,463	0	0	26,567		689,030
Revaluation reserve	479,576	0	0	0		479,576
Mortgage	(186,227)	0	0	7,885		(178,342)
Enterprise Lodge	<u>955,812</u>	<u>0</u>	<u>0</u>	<u>34,452</u>		<u>990,264</u>
Enterprise Lodge-development Fund	4,551	1,367	(1,811)	0		4,107
EAS	11,095	572,720	(583,815)	0		0
Children in Need	1,863	0	0	0		1,863
Connect Ealing	6,325	19,717	(17,299)	0		8,743
Participation	15,212	49,000	(58,337)	0		5,875
City Bridge Trust	7,700	0	0	0		7,700
Project Search	12,493	111,869	(122,980)	0		1,382
Advice Resilience Fund	12,443	0	(3,222)	0		9,221
Community Connector	0	4,199	(128)	0		4,071
Saturday Youth Club	22,521	0	0	0		22,521
YSN	0	12,300	(947)	0		11,353
COMF Jan-Jun'22	2,065	0	0	0		2,065
GLA - Advice In	16,388	70,889	(68,271)	0		19,006
Community Settings grant (R)						
LBE / NW London ICB Mental Health FY23	5,255	14,718	(19,973)	0		0
LBE Winter Crisis Dec22-May23	158	0	0	0		158
Household Support Fund	173	0	0	0		173
Sports England	249	0	0	0		249
	<u>1,074,303</u>	<u>856,779</u>	<u>(876,783)</u>	<u>34,452</u>		<u>1,088,751</u>

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21. Analysis of charitable funds (continued)

<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund:</i>
Enterprise Lodge	Represents the net value of the freehold land & building after deducting the outstanding mortgage and depreciation. The fund ensures Ealing Mencap maintains a physical centre for its charitable operations. The original grant funding and donations were conditional on them being used to fund the purchase of land and construction of a building.
Enterprise Lodge Development Fund	To provide funding as required for developments (e.g. new specialist facilities) at Enterprise Lodge.
EAS	Ealing Advice Service is supported by grant funding from the London Borough of Ealing. It was formerly known as ESAS.
Connect Ealing	Connect Ealing is a group of 7 local charities working together to reduce social isolation and increase connections for people across the Ealing borough.
Children in Need	Awarded to run residential trips for Children.
Participation (formerly Inclusion)	A group of elected representatives who campaign for people with learning disabilities in Ealing.
City Bridge Trust	To provide travel and transport advice.
Project Search	Project Search is a supported internship programme delivered in partnership by Ealing Mencap and West London College.
Advice Resilience Fund	Restricted funds supporting Ealing Mencap's Advice service.
Community Connector	The project assisted adults with employment skills and opportunities funded by Children in Need.
Saturday Youth Club	Saturday Youth Club including funding from LB Ealing (includes Holiday funding)
YSN	YSN (Youth Service Network) - activities for young people
COMF Jan-Jun'22	Community-based support for those disproportionately impacted such as the BAME population. Funded by LB Ealing.
GLA - Advice In Community Settings grant (R)	Delivers targeted interventions to help families or individuals on low or no incomes to access advice and support. Funded by the Greater London Authority.
LBE / NW London ICB Mental Health FY23	NHS funded Mental Health project.
LBE Winter Crisis Dec22-May23	Targeted funding for those facing hardship during the winter.
Household Support Fund	A fund provided by LB Ealing to enable emergency payments to be made to residents of the borough for help with household bills
Sports England	Sports coaching sessions
Designated (Survive & Thrive)	Designated to redevelop and refocus strategic aspects of our charitable work including the new Parent Support Service.

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22. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total 2025 £
Tangible fixed assets	211,054	1,168,606	1,379,660
Cash at bank and in hand	119,115	137,669	256,784
Other net current assets/(liabilities)	9,398	(48,337)	(38,939)
Creditors of more than one year	0	(169,187)	(169,187)
	<u>339,567</u>	<u>1,088,751</u>	<u>1,428,318</u>
	Unrestricted funds £	Restricted funds £	Total 2024 £
Tangible fixed assets	210,305	1,142,039	1,352,344
Cash at bank and in hand	418,359	158,129	576,488
Other net current assets/(liabilities)	(3,538)	(45,687)	(49,225)
Creditors of more than one year	0	(180,178)	(180,178)
	<u>625,126</u>	<u>1,074,303</u>	<u>1,699,429</u>

23. Financial Instruments

Financial instruments measured at amortised cost comprise the mortgage provided by Barclays Bank Plc to the charity secured on the freehold land and buildings at Enterprise Lodge, Stockdove Way, Perivale, Middlesex. The initial mortgage of £279,000 is repayable over 25 years. The interest rate is 3% above base rate.

	2025 £	2024 £
Mortgage repayable - less than 1 year	9,155	6,049
Mortgage repayable - within 1 to 2 years	9,934	7,053
Mortgage repayable - within 2 to 5 years	35,168	24,967
Mortgage repayable in over 5 years	124,085	148,157
	<u>178,342</u>	<u>186,226</u>

24. Post Balance Sheet Events

The trustees were not aware of any post balance sheet events at the date of approval of the 2025 financial statements and accordingly there are no related provisions.

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25. Operating leases	2025	2024
	£	£
Land and buildings due:		
Within one year	37,500	37,500
Between one and five years	150,000	150,000
More than five years	9,375	46,875
Office equipment due:		
Within one year	13,438	13,720
Between one and five years	0	0
More than five years	0	0

The totals above represent the total future minimum lease payments under non-cancellable operating leases.

26. Capital Commitments	2025	2024
	£	£
Capital expenditure that has been contracted for but has not been provided for in the financial statements	None	None
Capital expenditure that has been authorised by the Board but has not yet been contracted for	None	None

27. Related Party Transactions

One trustee has a family member in paid employment at standard pay rates with the charity at a salary of £21,321 (2024 £17,400).

28. The 2024–25 Financial Year in Context / Going Concern

2024–25 was another year of transition for Ealing Mencap. The charity continued to implement its “Survive & Thrive” plan, sustaining the Parent Support Service and investing in culture change, a new in-house Marketing & Communications function and a Fundraising team.

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28. The 2024–25 Financial Year in Context / Going Concern (continued)

During 2024–25 we faced significant challenges. Recruitment to the new Marketing & Communications and Fundraising roles took much longer than anticipated, so the fundraising income assumed in the budget did not materialise. The planned Short Breaks service did not start as hoped, and referrals into RealMe and Dare to Dream remained largely static. These factors contributed to a second consecutive in-year deficit and a material impact on the balance sheet.

In response, Ealing Mencap has begun to restructure into a leaner, more agile organisation, with clearer roles, tighter cost control and a more focused portfolio of services. At the same time, culture-change work has strengthened a motivated staff, volunteer and Trustee team committed to co-production and high-quality support, and has helped reposition Ealing Mencap as a modern, responsive local charity that listens, partners and learns.

By 2025–26 the position is already improving. A dedicated fundraiser is in post; a clear Theory of Change, Case for Support and three-year Fundraising Strategy are in place; and since February 2025 we have submitted funding applications exceeding £1.1 million. We have secured roll-overs of key contracts with Ealing and Hounslow and agreed a major Charity Partnership with Berkeley Homes St George PLC, worth over £200,000 between 2026 and 2029, alongside a growing portfolio of trusts, foundations and donors.

Ealing Mencap is a learning organisation and is embedding the lessons from 2024–25 into its planning and governance. In its 60th Anniversary year, the charity has rebuilt relationships with the wider community and consolidated its position as a trusted, respected and valued local charity. On this foundation of stronger relationships, clearer strategy, a leaner structure and improving services, the Board believes Ealing Mencap is well placed to move onto a more stable, sustainable and better-balanced financial footing. A key priority for the 2025–26 and 2026–27 financial years will be to strengthen the balance sheet and rebuild free reserves, so that the charity has the resilience it needs to sustain and grow its impact from 2026 to 2029 and beyond.