

COMPANY REGISTRATION NUMBER: NI628713
CHARITY REGISTRATION NUMBER: NIC106148

Dementia (NI)
Company Limited by Guarantee
Financial Statements
31 March 2023

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Company Limited by Guarantee
Financial Statements
Year ended 31 March 2023

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Objectives and activities: *(continued)*

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

OBJECTIVES AND ACTIVITIES:

Our vision, mission, and values

Our Vision

Everyone living well with dementia

Our Values

- Led by people with dementia
- Inclusive and accessible
- Striving for meaningful change
- Being heard and understood

Member Led

We are an organisation set up by people with dementia, for people with dementia. All our members have a diagnosis of dementia and are at the heart of everything we do.

Partnership Working

We work with a wide range of groups to raise awareness and improve services for people with dementia. These include the Department for Health, PSNI, Alzheimer's Society, Make the Call and DEEP, the UK network of Dementia voices. Dementia NI also liaises with Queens University, University of Ulster and Stirling University to participate in research activities and contribute to relevant working groups.

Volunteering

We have a fantastic team of volunteers, and they are highly valued contributors to the success of Dementia NI. Our roles range from helping at our empowerment groups, volunteer drivers, to our fundraising volunteers. We could not achieve what we do without their support.

Our Strategy and Goals

The strategic plan was launched in March 2020 and was planned to run from 2020 - 2023. The COVID-19 pandemic impacted our ability to deliver on the strategy. The Board has subsequently agreed that the strategy will now cover the period 2020 - 2024. The Board has also identified three priority areas within the strategy: Campaigning, Membership and Sustainability. Throughout the report we outline our achievements against our key goals.

Public Benefit

All our activities are related to one or more of the following charitable objects:

- Challenging the stigma of dementia
- Providing support to people living with dementia so that they may raise awareness in their own right
- Promoting the rights of people living with dementia to be involved in decisions that affect their lives
- Providing training, education and awareness of dementia to the public and organisations throughout the UK and Ireland

The Board has considered the Charity Commission for Northern Ireland guidance on public benefit.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

ACHIEVEMENTS AND PERFORMANCE

- **Dementia Journey**

Reduce the impact of a dementia diagnosis throughout the journey

When a member joins Dementia NI, empowerment staff carry out a personal assessment with them. This assessment uses a risk and enablement approach. It includes discussion on how a member views their own confidence and wellbeing following their dementia diagnosis and creates a personal development plan unique to that member.

This development plan aims to create a pathway for that member to take part in membership activities linked to their interests, which will help build their confidence and wellbeing. It also identifies areas where members can bring their own unique skills and experiences to help support other members and Dementia NI. Members get involved across all areas of Dementia NI and form a vital part of all our activities.

In the Same Boat Service

Members have told us that peer support is one of the most important services Dementia NI provides. As part of the development of our 'In the Same Boat' service we have developed a 'buddy' element to the programme. In 2022/2023 30 members benefited from engagement in the Buddy Programme. Five established Dementia NI members also completed training to become 'buddy mentors'. They provide buddy support within new local groups, helping new members to settle in and find their feet.

This has proved invaluable in helping newly diagnosed members to feel part of the wider organisation and community, and to help them develop the confidence to take on roles within our wide range of projects, beyond their participation in their local empowerment group.

From February 2023 onwards, the 'Buddy' programme was further developed by established members buddying up with newer members to support them to go into schools and deliver Intergenerational workshops, and raise awareness at local venues such as supermarkets or county fairs.

Members participating in the 'Buddy' programme have told us that the peer support programme gives them a deep sense of pride and value in their role as members of Dementia NI.

Creating a Dementia Positive Environment in Health and Social Care settings

Dementia NI members worked with staff in the Southern Health and Social Care Trust to create more Dementia Positive Environment in their Radiology Departments. Health and Social Care Trust staff believed that this project would allow them to identify areas of improvement and offer advice and guidance directly from people living with dementia on how to meet their needs. The project also enabled the Radiology Department to work towards meeting the Quality Standard for Imaging to improve inclusivity. As a result of working with Dementia NI members, the Trust implemented several changes including:

- Providing dementia clocks within the department
- Changes to location of information board and changes to information provided
- Changing appointment process to allow patients to phone in if they have additional requirements

The Trust is also making progress with some other changes recommended by members.

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Year ended 31 March 2023

Quote:

"We were moved by their honesty and again thank the Dementia NI members for their invaluable recommendations." Radiology Department, Southern Health and Social Care Trust

Improving understanding of driving and dementia

There are often misconceptions around driving and dementia. A Dementia NI member experienced an issue related to a periodic driving assessment and highlighted this. Following engagement with Disability Action NI, who manage driving assessments for people with a disability, the issue was resolved. The information now sent to people undertaking their driving assessment has been amended as a direct result of Dementia NI member engagement. This will help improve the experience for other people with dementia in the future.

- **Campaigning**

Campaigns led by people with dementia to influence policy and practice locally, nationally and globally

Northern Ireland Public Service Ombudsman

Dementia NI engaged with staff from the Ombudsman to discuss the role of the Ombudsman in holding local government agencies to account and as a mechanism to ensure sustainable change in services.

As part of the empowerment pathway for members, learning about such mechanisms is helpful when they are campaigning for change. Staff from Ombudsman delivered several information sessions with Dementia NI members to help increase their awareness and understanding of how to hold government agencies to account.

Department of Justice

In 2022 the Criminal Justice Inspectorate carried out an inspection of the Criminal Justice System's approach to Vulnerable People. Dementia NI members engaged with this to highlight their views on how people with dementia could be better supported within the Criminal Justice System. Feedback included the importance of dementia awareness training for all court staff, and also for the courts themselves to be accessible for people with dementia, for example, use of a quiet space. Dementia NI member views were represented in the final report. Their input will help ensure that better support is provided within the Criminal Justice System for people living with dementia in future.

Herbert Protocol

Dementia NI successfully secured the support of the PSNI to have the Herbert Protocol introduced in Northern Ireland. This is a lifesaving initiative to trace people with dementia who go missing more quickly. Dementia NI members were involved at every step of the process and contributed to the content, design, and messaging of materials.

The initiative was launched across Northern Ireland in September 2022, with endorsement from Health Minister, Robin Swann. Dementia NI has continued to work with PSNI and local councils across Northern Ireland to raise awareness of this life saving initiative with information events across Northern Ireland.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Achievements and performance *(continued)*

- **Membership**

Developing the membership of Dementia NI

We grew our membership from 72 to 96 and our network of empowerment groups to 13 across Northern Ireland.

We started a new group in Derry/Londonderry and re-established a group in Newry. In response to member feedback, we reviewed the frequency and location of our network of groups to help improve our membership experience. Several of our groups now meet every two weeks instead of four and we hope to be able to offer this across all our groups in future.

We continue to deliver our empowerment groups and activities through a blend of face to face and virtual activity, with a monthly empowerment group open to all members throughout Northern Ireland delivered on Zoom.

"I learned a lot about the stigma surrounding dementia, and more about the positive side, rather than the negative". Empowerment group member, Dementia NI

"Diagnosis does not define you".

Empowerment group member, Dementia NI

We continue to offer our members opportunities for personal development and members have taken part in a wide range of activities throughout the year. Members have participated in empowerment groups, along with a range of consultations and research projects. Members have also played an active role in awareness raising and campaign activities, as well as our communication and fundraising activities.

We sought members views on their preferences for personal development activities through a member questionnaire. Member views are integral to the development and delivery of empowerment activities.

Members have been involved in a review of the In the Same Boat service to ensure this important service continues to meet the needs of members as it evolves. Members reviewed their experiences of receiving and providing peer support to help us identify ways to enhance, develop and improve the service. Feedback from the member review will help guide future development of the service.

We developed and implemented a refreshed 'Comments, compliments and complaints' policy to ensure that there is a clear process in place for addressing any concerns or issues that members may have in a timely and transparent way. Through the empowerment groups and staff, members are informed about the policy and how to use it, as well as the support available to them to do so if they need it. We will continue to keep this under review to ensure it is working well for our members.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Achievements and performance *(continued)*

- **Education and Awareness**

Improve education and awareness about dementia to make communities more inclusive and welcoming for people with dementia

Intergenerational pilot - Primary and Secondary schools

Dementia NI undertook a pilot project to deliver training and awareness sessions to both primary and secondary schools across Northern Ireland. Feedback from the sessions was gathered and will be reviewed to inform any future development of this area of work.

Sessions were co-delivered by empowerment staff and members and feedback from school staff and pupils was extremely positive.

"We had an empowering experience this afternoon. Your facilitators and co facilitators had a captive audience. My Year 13 students were thoroughly engaged. Their perceptions of dementia were challenged thanks to Graham, Chris, Paddy, and Martin. We really appreciated the enormity of this public health issue, and we hope to empower others now through the awareness gained today" Maria, Teacher.

- **Third Level Education**

Members of Dementia NI delivered a discussion session for students on the MSc in Dementia Studies programme at Stirling University. Members shared their experiences of either hospital care, or peer support, as these are important topics within the module. Students feedback was that this was one of the best parts of this module and that it provided new learning for them.

Increasing public awareness and understanding; making communities more inclusive and welcoming for people with dementia

In March 2023 we launched an art exhibition '**Real Lives: The Art of Living Well with Dementia**' The exhibition showcases Dementia NI members artwork through an exhibition of handmade Quilts and Photography. Years of stigma and misunderstanding have led to common misconceptions about what it means to live with dementia and what we can do to help improve the quality of life of those with the condition. Our exhibition challenges these misconceptions, transforming how people view the condition and starting conversations through the medium of art. Following the launch of the exhibition at Waterside Theatre in Derry / Londonderry a roadshow of the exhibition is planned across Northern Ireland throughout 2023.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Financial review *(continued)*

- **Sustainability**

Review and develop organisational structures to ensure the sustainability of the organisation.

Dementia NI continued to develop our staffing structure and resources to support the effective delivery of our strategy.

Throughout the year, we increased our staff team to thirteen. As well as welcoming new people, we created new roles and departments. This growth and development also required new policies and processes to support it, and this was a key focus throughout the year. We recruited two new roles; Head of Development and Campaigns and Membership Lead. These roles will strengthen our staff team and support the delivery of our strategic aims.

We also recruited for three new Empowerment Facilitator roles as a result of our success with the Mental Health Fund. A significant focus for the year was supporting the growth of the empowerment team.

Our people are our greatest strength and we have worked hard to develop a strong and healthy organisation, so that Dementia NI can thrive.

We have developed a comprehensive induction programme for new staff, to ensure that as we grow, all staff understand the ethos of Dementia NI, who we are and how we work. We engaged with our staff team on working arrangements post COVID-19, putting in place a system that allows our staff to work to a pattern that meets both organisational need and individual staff preferences.

We focused on staff wellbeing and as part of our commitment to this Dementia NI signed up to the three-year Work Well, Live Well programme delivered by NI Chest, Heart and Stroke Association.

Digital infrastructure

We updated our IT systems and implemented a cyber awareness training programme for all staff to help improve staff understanding of risk. We continue to develop processes to use our new CRM system effectively.

We moved offices in January 2023 to provide a space that better meets our needs, and which allows us the flexibility that we need as we grow.

Communications

We continued to invest in our communications. Throughout the year, we developed our social media channels with engaging content celebrating our activities and successes, leading to impressive growth.

Our audience (the number of users following our profiles) has **risen by 9.1%** to 12,252 compared to the previous period. **Engagement** (the number of times users engaged with our content) has also **risen by 28.2%** to 39,357.

Through our social media activity, Dementia NI continued to challenge the stigma of dementia by raising awareness of it, while showcasing our brand and life-changing work. On Facebook, our followers rose by 34.8% to 7,100.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Financial review *(continued)*

We worked with design company McCadden to refresh our brand. This was the first major update to the Dementia NI brand since 2015. McCadden strengthened our brand guidelines and provided us a suite of templates to help promote the charity. The response to these materials from members, staff, volunteers and the general public has been excellent. McCadden provided this work on a pro bono basis, with no direct cost to Dementia NI.

Our work on the Herbert Protocol was underpinned by strong communications. The launch was supported by a toolkit of useful content. Our members made a short video with a BBC Director, in which they shared their experiences of going missing. This led to huge engagement - the video got 2,419 views on social in September alone. We also secured coverage of the Herbert Protocol on ITV's Good Morning Britain, who featured an excerpt from the video in their news bulletin. Our members were interviewed by BBC online to promote it and we got coverage in national papers including the Irish News.

Throughout this period, we continued to raise awareness of dementia through the media. Our members and staff took part in radio interviews on Radio Ulster's Evening Extra and Sunday Sequence programmes. We responded to breaking stories, such as Bruce Willis' diagnosis of dementia, and secured coverage of our work in the Belfast Telegraph, Irish News and Sunday World. We also secured extensive coverage in the regional press of our touring art exhibition.

In addition, a visit from Queen Camilla in Armagh led to a mention for Dementia NI in the UK's national papers for the first time, including The Independent, The Times, The Evening Standard, the Daily Mail, BBC News Online and ITV News Online.

FINANCIAL REVIEW

Unrestricted reserves

Unrestricted reserves as of 31 March 2023 were £444,968.

Dementia NI operates a six-month reserve policy. This covers six months of essential running costs for the charity of £269,049.

In addition to this Dementia NI holds £50,000 designated reserves to support the National Lottery funding if required.

Our remaining free reserves of £125,919 are essential to support our financial strategy to transition from large grant funding.

The total income for the year was £528,781 of which £121,789 was raised from grants and £406,992 from donations and gift aid.

Income Generation

The support from the public, our corporate partners, our volunteers and all our supporters during this period has been immense, enabling the fundraising team to raise an incredible £406,992.

Our fundraising continues to develop and diversify. We have a skilled and innovative fundraising team who work closely with our members and volunteers.

Our fundraising activity is supported by our growing profile as a result of our strong communications activity. The role our members play in this is vital and we thank them for their willingness to share their stories and experience with the wider public.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Financial review *(continued)*

Our charity partnerships continued to go from strength to strength. A few highlights are below:

- Price Waterhouse Coopers (PwC) continue to host our Belfast Empowerment Groups, providing a welcoming and uplifting environment for members to meet PwC staff have also joined as volunteers, helping with our empowerment groups and providing support at events.
- Calvert continued as our partner in a two year partnership. As well as raising vital funds, Calvert offer Dementia NI use of their office space and regularly volunteer with Dementia NI activities.

We would like to recognise every amazing supporter who chooses to support our work and believes in who we are and what we do.

Grant Funding

The National Lottery Fund - Empower and Support Programme

In 2019 Dementia NI secured £458,000 from the National Lottery Fund over four years, to develop and deliver a Northern Ireland wide Empower and Support Programme. This programme started in October 2019 and will run until October 2023.

In 2022/2023 we continued to reinvest our underspend accrued during COVID-19 in an enhanced staff team, with two new empowerment facilitator posts and an empowerment administrator post.

Department of Health - Mental Health Fund

We were successful in our application to the Mental Health Fund and have been awarded £99,540 over two years. We received the first instalment in March 2022. The second instalment is scheduled for September 2023. This grant will support the delivery of the programme 'Dementia Diagnosis - a tailored approach to promoting positive mental health and living well with dementia. This award funds three additional part time empowerment facilitator posts.

LFT Charitable Trust

We successfully secured a £10,000 grant towards the project Dementia should not stop a conversation; it should start one. This grant will fund the development of video and photography content and resources for Dementia NI, aimed at both people living with dementia and the general public throughout Northern Ireland. The aim of the project is tackle the stigma and misconceptions around dementia that still exist, along with raising awareness of the work of Dementia NI.

Small grants from the John Moore Foundation and Arts Council NI supported our work with volunteers and the roadshow for our art exhibition - Real Lives; the art of living with dementia.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

PLANS FOR THE FUTURE

In the coming year we will continue to deliver our 2020 - 2024 strategic plan.

We will build on our core work with the growth and development of our membership and our network of empowerment groups.

We will develop the Mental Health Fund 'Dementia Diagnosis programme'; embedding a series of mental health focused sessions and workshops into our empowerment group programme of activities. We will continue with the review of our vital 'In the Same Boat' service, engaging with our membership to ensure this valuable service continues to grow and develop to reflect the needs of our members.

We will focus on investing and developing our volunteers, who play such a vital role in Dementia NI. We plan to develop a volunteer strategy, increase our range of volunteer roles and the number of volunteers across the organisation. We will also develop an engaging and robust induction programme and ensure we recognise the contribution our volunteers make to the success of Dementia NI.

We look forward to taking our art exhibition 'Real Lives; the art of living with dementia' on a roadshow across Northern Ireland, raising awareness and starting conversations in local communities.

We will deliver our communications project 'Dementia shouldn't stop a conversation; it should start one', creating images and photographs representing our members and helping to break down stigma and misconceptions about dementia.

We will review our governance to ensure that it continues to meet the needs of Dementia NI and our members, reflecting our ethos and values and ensuring we have good foundations in place to support our continued growth. We will engage with our membership, ensure that their voices are heard and that our membership decides the outcome of any proposals as a result of the review.

We recognise the value of all our team members; our Board of Trustees, staff, members and volunteers. All make a vital contribution in helping us achieve our goals. We will continue to invest in our infrastructure to support our growing organisation.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Reference and administrative details

Registered charity name	Dementia (NI)
Charity registration number	NIC106148
Company registration number	NI628713
Principal office and registered office	NICVA Building 61 Duncairn Gardens Belfast BT15 2GB

The trustees

Mr J McErlean	(Retired 1 December 2022)
Mr D McElhinney	
Ms D Falls	
Ms S Donaghey	
Ms A Faulkner	
Ms L Baker	
Ms S M Gallagher	(Retired 3 November 2022)
Ms A L Bremner	(Retired 14 November 2022)
Ms N J Brown	(Appointed 31 May 2022)
Ms N M Mainwaring	(Appointed 31 May 2022)
	(Served from 31 May 2022 to 3 November 2022)
Ms E A Campbell	(Served from 31 May 2022 to 24 November 2022)
Mr J Ashford	

Company secretary Ms C Watson

Auditor Muir & Addy
Chartered Accountants & statutory auditor
427 Holywood Road
Belfast
BT4 2LT

Bankers Danske Bank
Donegall Square West
Belfast
BT1 6JS

Dementia (NI)

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management *(continued)*

STRUCTURE, GOVERNANCE AND MANAGEMENT

Dementia NI is a company limited by guarantee and a registered charity under Charities Commission Northern Ireland.

The Board of Trustees is responsible for the overall governance and strategic direction of the organisation. The Board of Trustees meets at least four times per year to review the organisation's work, finances and governances. The Board of Trustees also reviews its own operation, effectiveness and governance on an annual basis.

The CEO has been delegated responsibility for the overall implementation and day to day management of the organisation.

A Finance and Risk subcommittee, chaired by the Treasurer and comprising at least two other Trustees, monitors and scrutinises the charity's financial strategy and operations and makes recommendations to the full Board of Trustees. The committee meets at least four times per year, with the CEO in attendance.

A HR committee comprising a minimum of three Trustees keeps the charity governance arrangements and organisational policies under review and makes recommendations to the Board of Trustees on any required changes. The committee meets at least four times per year, with the CEO in attendance.

The Board held four meetings during the year 2022-2023. The CEO attends all Board Meetings and other key personnel attend as and when required.

The Board of Trustees currently comprises seven Trustees, with a maximum of 12 Trustees permitted under the charity's Articles of Association.

RECRUITING AND APPOINTING TRUSTEES

The membership of the board has been constructed specifically with the skills and knowledge required to ensure that it operates effectively. Trustees are elected by the membership of the organisation at the Annual General Meeting. Additional Trustees may be co-opted by the Board during the year should a vacancy arise.

An induction training programme is in place including a probation period to ensure that Trustees are informed and effective. The Code of Good Governance is included in the induction training and Trustees are encouraged to attend governance training to ensure that they have full knowledge of their key responsibilities and duties as Trustees.

In early 2021 the board initiated a robust recruitment process for new trustees and used Strictly Boardroom professional services to assist with this. There was a good response with an excellent selection of candidates. The board successfully recruited a new Chair, treasurer and two new board members. This was an extremely important process and allowed for a stable handover from the previous Chair.

As part of this recruitment process the board also successfully selected an additional four board members. The Articles of Association were amended in November 2021 to increase the maximum number of Trustees permitted to serve on the Board from 8 to 12. Following this amendment, the additional successful four candidates were co-opted to the Board in May 2022.

At the Annual General Meeting on 1 December 2022, co-opted Trustees Naomi Mainwaring and Nicola Browne were formally elected to the Board of Trustees by the membership. Davie McElhinney was elected by the membership to his second term on the Board of Trustees.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management *(continued)*

Trustee and co-chair John McErlane resigned from the Board of Trustees following the maximum permitted six years' service, having completed two terms. However, John will continue to play an important role as a founder member of Dementia NI.

The board would like to take this opportunity to thank John for the vital role he played in the formation and development of Dementia NI, and for his contribution and commitment to the Board of Trustees in his role as co-chair.

Four other Trustees resigned during 2022, and the Board of Trustees would also like to recognise and thank their contributions.

RISK MANAGEMENT STRATEGY

The Charities SORP requires Trustees of all charities to produce a statement confirming that all the major risks to which the charity is exposed are identified and appropriate systems are in place.

Risks are identified and analysed in terms of their likelihood and their potential impact on Dementia NI. A key element in the management of risk for the Board of Trustees is the operation of a HR and Finance and Risk Sub-Committee to focus on these areas. The Board has developed a Risk Register for Dementia NI and all members of the Board of Trustees have undergone training in this.

Dementia NI has a Safeguarding Policy and clear protocols in place. Staff are trained and supervised at regular intervals. We have appropriate reporting and support mechanisms in place which help reduce the risks. Individual, events and venue risk assessment are carried out by staff at regular intervals.

Trustees' responsibilities statement

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

Company law requires the charity 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 the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2023

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

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

The trustees' annual report (incorporating the directors' report) was approved on 4 October 2023 and signed on behalf of the board of trustees by:



Ms A Faulkner
Trustee