

# Annual Report & Financial Statement

For the year that ended March 31st 2024

Registered Charity Number: 1119596 | Company Number: 06056940



# Contents

## Strategic Report 2023-2024

3. Foreword, Colin Evans, Chair of Trustees
4. Q&A, Sue Stockman, LinkAble CEO
5. About us
6. Why we exist
7. Year in numbers
8. Year in pictures
9. Meet Charlotte
10. Play
11. Next Steps
12. No Limits
14. Team Link
15. Meet Tom
16. Fundraising
17. The future

## Financial review

19. Financial Review
20. Reference and administrative details
21. Structure, Governance and Management
22. Statement of Trustees' Responsibilities
23. Independent examiner's report
24. Statement of financial activities
25. Balance sheet
26. Statement of cash flow
- 27 - 36. Notes to the Financial Statements for the Year Ended 31 March 2024



# Foreword

Colin Evans, Chair of Trustees

The past year has seen significant changes for LinkAble, marking a major milestone in our journey. Looking back in a few years, I hope we'll see it as a pivotal time of growth and new beginnings.

Behind the scenes, we're working on upgrading our IT systems and streamlining administrative processes to improve efficiency—we have a grant to kick-start this important project.

Midway through the year, we said goodbye to long-serving CEO Alison Keeley and we welcomed Sue Stockman as LinkAble's new CEO.

By adding trustees with legal and charity management expertise, we strengthened our board, enhancing our ability to provide both strategic guidance and hands-on support to the management team as needed.

The trustees saw this leadership change and new expertise as an opportunity to reinvigorate LinkAble.

Together we have:

- Revised our Vision, Mission, and Values
- Updated our 3-year Strategic Plan
- Aligned operations with future goals

Our primary objective is to expand LinkAble's services, offering more support hours for families in Woking and the surrounding area.

This growth means securing additional funding and increasing our capacity.



In the last quarter of 2023/24, our hours have increased by:

- 30% for under-18 services
- 40% for over-18 services

The expansion of Saturday sessions, the Sunday 'Stay and Play' programme, and new adult weekday services, combined with strong Marketing and Communications, has driven this impressive growth.

We're confident we can sustain and build on this in the coming year by broadening children and young people weekend sessions and introducing afterschool clubs.

Our vision for adults focuses on creating pathways to independent living and greater community involvement through projects and employment opportunities.

In my three years as a Trustee, I've watched LinkAble navigate many challenges and emerge stronger each time.

“ I am constantly inspired by the passion and dedication of our staff who make LinkAble the thriving and supportive community it is today. ”

# Q & A

Sue Stockman, LinkAble CEO

**In October 2023, Sue Stockman joined as our new CEO. With fresh ideas and extensive experience, Sue is leading LinkAble to a successful future.**

## How has the year been for LinkAble?

The key word this year has been change! With a strong focus on enhancing our impact, we've upgraded our building, expanded our team and resources, and strengthened connections with Surrey's health and social care networks. These improvements ensure we can better support to those we serve.

**The management team is ambitious and dedicated, embracing change, finding creative solutions to challenges, and positively communicating with the wider teams to embed our new ways of working.**

## How has LinkAble supported people with a learning disability and autistic people?

Our weekend, evening, and holiday playschemes have offered fun opportunities for children and young people to make friends and learn new skills. We've added new confidence building off-site activities like climbing, abseiling, and kayaking at Surrey Outdoor Learning Centre.

For adults, we've expanded weekday services, offering sessions focused on fitness, wellbeing, and hobbies. We've also increased support for those with complex needs by providing more 1-2-1 support.



## How has LinkAble supported families?

**We offer parents and carers a much needed break, helping them focus on themselves or other children, keeping families together, and enabling them to stay in work.**

## What is LinkAble's impact this year?

The impact on the children and young people attending our sessions is huge; they become more independent, confident, and happy while developing friendships and learning new skills. Our adults gain skills for greater independence, enabling them to make choices about their social lives, living arrangements, and activities.

## How will LinkAble enter 2024?

In January 24, we drew on our collective experience of LinkAble and considered new ideas in line with learning disability best practice, to develop a new Vision, Mission and Values along with a three-year Strategic Plan.

**“ The team tell us that having a more planned approach with clear targets, budgets and progress reviews makes it easier to see the impact of their contribution. ”**

# About Us



## Our Vision

A world where people with a learning disability, autistic people and their families are empowered and supported to live life to the full.

## Our Mission

We support people with a learning disability and autistic people to create the life they want to live by providing opportunities that develop skills, confidence, and lasting friendships.



## Our Services



**Play: 5 - 12**



**Next Steps: 13 - 17**



**No Limits: 18+**

# Why we exist

We couldn't manage without **Linkable**. Parent

## MENTAL HEALTH

Nearly 40% of children with SEND had an overall wellbeing rating indicating possible depression, twice as many as those without SEND. (Children's Commissioner, Nov 2022)

1

## INDEPENDENCE

Only 5.1% of adults with a learning disability known to their local authority in England are in paid work (NHS Digital, 2021).

2

## EDUCATION

22% of teachers did not feel able to meet the needs of SEND pupils. (Mencap, 2020)

3

## POVERTY

31% of people with a learning disability are more likely to live in poverty compared to 18% for non-disabled people (LeDer, 2021)

4

## UNDERSTANDING

7/10 autistic students say that the biggest thing that would make school better is having a teacher who understands autism. (National Autistic Society, 2021)

5

## LONELINESS

People with a learning disability are seven times more likely to be lonely than non-disabled people. (NIHR, 2022)

6





# Year in numbers



76%

of parents and carers said the person they care for feels less isolated because of LinkAble



72%

said the person they care for has developed new skills as a result of attending LinkAble

93%

said they were satisfied with LinkAble's services



703

Sessions and days out



24,764

Hours support delivered



316

Families benefitted

# A year in pictures

# MAYHEM NEW VENUE



**ZUMBATHON**  
ZUMBA  
**FUNDRAISER**  
FOR WOKING CHARITY  
1119596  
**LinkAble**  
Sunday 23rd April





# Meet Charlotte

## Lucy, Mum to Charlotte, talks about how LinkAble impacts her whole family.

My daughter Charlotte is 8 and is diagnosed with Tetrasomy Isochromosome 18p, a very rare chromosomal disorder. She has Global Development Delay and a mind age of around 3 years old. Charlotte has a brother named Jack, who is 11 and transitioning from primary to secondary school.

“  
**I can't imagine what life would be like for my family without support from LinkAble.**

I can't fully express the impact LinkAble has on our family. Jack truly benefits from the support just as much as Charlotte does. When we found out about Charlotte's diagnosis, my first worry was the impact on Jack.

How would it affect his wellbeing if I had to dedicate so much time to Charlotte? What would his relationship with his sister be like?



Thankfully, because of LinkAble, Jack has a brilliant relationship with Charlotte, which is everything I could have hoped for. I can confidently say that LinkAble's support has been a major contributing factor.

When Charlotte attends LinkAble's Saturday activities, it gives me quality time to spend with Jack. We enjoy activities like bike rides and board games which aren't possible with Charlotte due to her support needs.

“  
**This time is incredibly important for both Jack and I. It has resulted in a happy and fulfilled child, who loves spending time with his sister.**

LinkAble provides a reliable service, which is vital when you have a child with additional needs. Because of LinkAble's reliability, Jack knows that if Charlotte is going to LinkAble, he is guaranteed some one-on-one time.

**When you book with LinkAble, you know it's going to happen.**



# Play



**Supportive groups where children aged 5 - 11 can be themselves, learn new skills and make friends.**

**In October 2022, we successfully reapplied for short breaks funding through Surrey County Council and began delivering services under our new contract in April 2023.**

Since then, we've been exploring ways to enhance our services to better meet the needs of all children and young people we support, and have made some positive changes.

**“The provision literally saves our family during school holidays and weekends, thank you!”**

Lucy, Mum

**One of our key improvements has been offering separate sessions for autistic children and children with complex needs.** These are smaller groups which create a calmer environment, focusing on sensory needs, behavioural needs, and communication.

We provide 1:1 or 2:1 support during these sessions, ensuring that every child can fully engage with our activities.

**Our free Stay and Play sessions have been a huge success. They are available to both LinkAble families and those on our waiting list. For many families on the list, this is a good opportunity to access our services.**

These sessions are not just about play; they provide valuable family time and an opportunity for parents and carers to connect with others who share similar experiences.

**We've received fantastic feedback on how meaningful this time is for everyone involved.**

**100%**

of parent and carers consider LinkAble staff to be very knowledgeable

**93%**

said their child enjoys LinkAble play schemes

**93%**

rate LinkAble's facilities and resources as 'very good'

**“Our daughter loves LinkAble. She is always very excited to attend. She has made some great friends there and looks forward to seeing them.”**

Helen, Mum



# Next Steps

## Supporting young people (12 - 18) on the journey to adulthood.

We know that young people with a learning disability and autistic young people often miss out on the specialised support they need when attending mainstream services.

In April 2023, we launched 'Link Up Saturday', to support young people who need extra guidance as they enter adulthood.

These sessions develop life skills including:

- **Independent living skills**, such as travelling, cooking and managing tasks
- **Skills for employment and education**, ensuring access to the right opportunities
- **Building community connections**, fostering friendships and a sense of belonging
- **Making healthy choices**, from exercise and diet to accessing adult health services



**100%**

of parents and carers say LinkAble groups and holiday schemes meet the needs of the person they care for

**86%**

said their child enjoys LinkAble day visits to community venues

**93%**

are satisfied with LinkAble's Next Steps activities

“  
**Our child loved the skills training with fire safety and food prep. When they get home they love to tell us what they have done.**

Julia, Mum

“  
**We've had fantastic feedback from parents, carers and our young people who told us these sessions boost confidence, build friendships, and support their journey towards greater independence.**

This year we also introduced 'ASD Games Night', a fun, welcoming youth group for autistic young people or those with ADHD.

It's a place where teens can feel understood and comfortable while boosting their social skills.

**The group has grown steadily since its launch, and we're thrilled to see it's positive impact.**

“  
**Whenever I ask my son if he wants to come to Linkable, he shouts - "Yes, of course!"**  
Jenny, mum

# No Limits

**A fun and welcoming environment where adults can learn new skills, increase their confidence and make lasting friendships.**

**It's been an exciting year for LinkAble's adult services. Our attendees have been practising mindfulness, learning employability skills and improving their fitness with visits to Woking Leisure Centre and 'Wheels for All' accessible cycling, which has been a real hit.**

In November, our adult groups prepared for the much-loved LinkAble pantomime. Our daytime and 'Chill Out Wednesday' groups supported by making props, while our ActAbles and DanceAbles groups rehearsed weekly and performed twice to a packed auditorium of family and friends!

**“ I love my LinkAble Fitness. It's fun and it makes me happy. ”**

Charlotte

**In January, we welcomed Rachel Hudspith as our new Adult Services Manager.**

With 11 years at LinkAble, Rachel's transition into the role was seamless for our attendees, families, and staff. Since taking on the role, Rachel has been planning a new and more diverse programme of daytime activities.

**In 24/25 we intend to expand adult services, growing our groups and offering new opportunities within the local community, while supporting our adults in developing the skills that matter most to them.**



**71%** of parent and carers say that the adult they care for feels less lonely because of LinkAble groups



**If LinkAble's groups didn't exist - my son would never see his friends and go out in a group to have fun in safety.**

Jo, Mum



**“ LinkAble is an invaluable local service that gives vulnerable people a safe place to go and a purpose. ”**

**79%**

**say the adult they care for has developed new skills through attending LinkAble**



**“ Thank you, thank you, thank you! We are so blessed to have LinkAble in our lives. ”**  
Parent





# Team Link

**We are incredibly proud of our dedicated and compassionate team.**

Our commitment to supporting people with a learning disability and autistic people is at the heart of everything we do. Every team member plays a crucial role in creating a welcoming, inclusive environment, helping people develop independence, build confidence, and form lasting friendships.

## Q and A with Rachel Anderson, LinkAble's new Adult Services Manager



### Why did you decide to apply for the Adult Services Manager role?

LinkAble is a huge part of my life and feels like home. When the role was advertised, I jumped at the chance to continue my journey at LinkAble and to breathe new life into our adult services.

### What do you like most about the role?

The people! I love welcoming new adults and families to LinkAble. It's also amazing to see families transition from children's services to adult services where they put the skills they have learnt into practice.

### What's in store for the future of LinkAble's adult services?

Adult services have really grown this year! We're now running four weekdays, three evening groups, a drama group, and Mayhem. We plan to add more evening options, move to a five-day term-time schedule, and an Employment Pathway to help adults into the workforce.

60 facilitators delivering sessions

8 office staff behind the scenes

10 superstar volunteers



# Meet Tom

## Jan, Mum to Tom shares how LinkAble supports Tom's health and social wellbeing.

**My son Tom is 52 years old and joined LinkAble in January 2024. He has a learning disability and cerebellar ataxia, a condition which affects his coordination and balance. This requires Tom to have someone on hand when he is walking, particularly on rough or uneven ground.**

Before joining LinkAble, Tom's physical health was in decline. His previous day centre had closed six months earlier, and without structured activities, his mobility and overall well-being had noticeably deteriorated.

This was a concerning time for me as Tom's wellbeing is reliant on this structure and without it, he was feeling lost.

“  
**Since joining LinkAble, I have seen significant improvements in Tom's health and wellbeing.**  
”



**Participating in LinkAble's activities has greatly enhanced his mobility, he's also learned about making better food choices and is now a healthier weight.**

Tom's neurologist has highlighted the importance of regular physical and mental stimulation to slow the progression of his condition, and LinkAble has been instrumental in providing this essential support.

Tom attends LinkAble's 'Fitness for All,' 'Wellbeing Wednesday,' and 'Hobby Club' groups. These offer a range of activities that promote physical and mental health.

“  
**Tom has gained a newfound confidence, a sense of accomplishment, and a more positive outlook.**  
”

Thanks to LinkAble's support, Tom has become healthier and happier. The groups have significantly improved his quality of life and helped him better manage his condition.

**He has become more independent, which is not only fantastic for him but also gives me great peace of mind.**



# Fundraising

**Our work would not be possible without the generous support of our donors and sponsors.**

**We are incredibly thankful to the Charitable Trusts, Community Groups, donors, event attendees, and challenge participants who have helped fund our services this year.**

In particular, we would like to thank the Community Foundation for Surrey, The National Lottery Community Fund's Awards for All programme, our corporate partner The Fidelis Foundation, and Ottershaw Night Owls WI for their generous support over the past two years.



## Community support

Ottershaw Night Owls Women's Institute WI has been a remarkable supporter of LinkAble, choosing us as their charity of the year for two consecutive years. During this time, the WI has offered tremendous help in both fundraising and hands-on support.

A highlight of their efforts includes £2,000 which was doubled through LinkAble's Big Give Christmas appeal 2023, as well as a series of raffles at Christmas events and a Fundraising Fashion Show, raising thousands to support the delivery of our services.

Beyond fundraising, the WI has also rolled up their sleeves, transforming our outdoor space so that it's ready for fun summer activities.

**LinkAble is thankful for this ongoing support, which greatly helps our service delivery.**



## Corporate support

**Our partnership with The Fidelis Foundation, which began in April 2023, has made a huge impact on LinkAble's service delivery.**

**Thanks to a generous £20,000 grant from The Fidelis Foundation, we've been able to enhance our digital infrastructure and expand our service offerings, including the launch of our popular 'Fitness for All' daytime group. Investing in our IT systems has helped streamline operations, including creating a custom app to manage our many bookings.**

We've also used the funding to upgrade our physical spaces, such as the kitchen, café, and outdoor areas including a new 'adults-only' outdoor space where participants can grow vegetables to use in our cooking sessions.

Looking forward, our partnership is set for exciting growth. In 2024, we plan to host a Paralympics event to celebrate the 2024 Paralympic Games. With The Fidelis Foundation's support, this event will help us reach new audiences and bring inclusive sports to Woking.

**We are so grateful for this partnership which is making a lasting difference for the people who depend on our services.**

**“ The incredible generosity of our supporters means that the families who need LinkAble can rely on our vital support. ”**

Sue Stockman, CEO, LinkAble



# The Future

**Looking ahead to 2024-2025, we have exciting plans to expand and offer new services.**

We're exploring the possibility of launching an afterschool club for children, an alternative education project for young people not attending school, and a new employment support initiative to help adults move into paid work or volunteering.

We also aim to grow beyond Woking, reaching into Elmbridge, Runnymede, and Spelthorne. This will allow us to connect with new families while freeing up space in Woking to reduce the waiting list.

None of this would be possible without our amazing group leaders, sessional workers, and playworkers – we're so grateful for their hard work and dedication.

To support them, we're planning a new training programme including eLearning and face-to-face sessions, helping our staff build the skills and confidence they need to continue delivering safe, enjoyable, and effective services.



**“ Our reputation for offering a diverse range of services for people with a learning disability and autistic people is steadily growing, and we're proud to be recognised as a key provider serving the local community. ”**

Sue Stockman, CEO LinkAble



LINKABLE



We're all Different BUT the Same  
Because I Know I'm Not the only one...

## LinkAble

**“We’re all Different  
BUT the same  
Because I Know I’m  
Not the only one...”**

A drawing and quote by Will, one of LinkAble’s adult attendees.



# Financial review

The Statement of Financial Activities for the year ended 31st March 2024 shows a deficit of £406, consisting of £17,671 unrestricted surplus and (£18,077) restricted deficit.

## Income

Total income increased by 16% during the year to £600,431 (£519,413). During 2023-24, LinkAble groups were finally able to return to service provision in line with pre covid levels, with increased attendance at groups and greater choice of activities throughout the year. Income from Charitable activities has increased by 29% to £388,754 (£301,661).

## Expenditure

Total expenditure increased by 12% during the year to £600,837 (£534,734). As LinkAble has been able to operate normal service provision throughout the year, costs of running groups have increased accordingly. This increase in cost also reflects the increasing level of support required by many of the children and young people attending groups. Staff costs have risen by 10% to £465,090 (£442,560) which reflects the increase in minimum wage as well as changes to the structure of the management team enabling future growth.

## Reserves

Reserves are held to ensure the continuity of service provision as well as enabling LinkAble to take advantage of opportunities when they arise. On 31st March 2024, LinkAble's reserves were £208,197 (£208,603) of which £182,697 (£165,026) was unrestricted. Of this, £15,431 has been designated to the Fixed Asset Reserve.

LinkAble's reserves policy is to maintain free reserves of between 3 to 6 months operating costs to allow for short term fluctuations in cash requirements. The current level of free reserves is £167,266 which represents approximately 3 months operating costs and is at the required level set by the policy.

The trustees review the reserves policy annually to ensure it is set at the appropriate level.

## Reference and Administrative Details

<b>Legal Charity Name:</b>	LinkAble Woking
<b>Registered Charity Number:</b>	Limited 1119596
<b>Registered Company Number:</b>	06056940
<b>Registered Office:</b>	The Link, 2 Board School Road, Woking, Surrey, GU21 5HE

### Directors and Trustees

Colin Evans (Chair)  
Charles Donaldson  
Nigel Himsworth  
Neil Murrin  
Nneka Ochonogor  
Rachel Pearce  
Daniel Stephens-White  
Patrick Tonks (appointed 7.8.23)  
Alan Whitehall  
Stewart Wilkinson  
Richard Fitzherbert (resigned 24.5.23)

### Senior Leadership

CEO (October, 2023 - present)	Susan Stockman
CEO (Prior to October, 2023)	Alison Keeley
Head of Services	Jamie Evans

### Advisors

#### Independent Examiner

JS2 Limited, One Crown Square, Church Street East, Woking, Surrey, GU21 6HR

#### Bankers

HSBC Bank, 6 Commercial Way, Woking, Surrey, GU21 6EZ

Aldermore Bank, 1st floor, Block B Western House, Lynch Wood, Peterborough, PE2 6FZ

# Structure, Governance and Management

## Governing Document

LinkAble is a registered charity and a company limited by guarantee governed by its Memorandum and Articles of Association which establishes its objects, powers and governing rules. We are regulated by the Charity Commission and adhere to its guidance regarding effective governance.

## Governance Structure

LinkAble has a Board of up to 15 Trustees, although we are currently operating with 10. The Trustee Board meets periodically through the year to set LinkAble's strategy and discuss the progress of previously approved projects. The Trustee Board delegates work to 7 committees - Finance, People, Property, Fundraising, Marketing, Risk & Governance and Programmes.

The day-to-day management of the organisation is carried out by the CEO who is accountable to the Trustees, who carry ultimate legal responsibility for the Charity.

## Recruitment and Appointment of Trustees

LinkAble has a formal recruitment policy and appointment process under which potential candidates are considered and selected. New Trustees are identified in a number of ways including advertising and targeted recruitment. The Trustee Board regularly reviews its collective skills and experience against the needs of the Charity's business to ensure that it has appropriate expertise to enable the Charity to deliver its objectives. Several Trustees have left, and several have joined this year resulting in 10 Trustees at the time of issue of this report.

## Trustee Induction and Training

LinkAble has a programme of induction and training for Trustees that is set out in the Trustee Recruitment and Appointment Policy.

## Risk Management

The trustees take seriously their responsibility for ensuring the safe, secure and professional operation of the Charity. With the assistance of the management team, we maintain and regularly review a risk register, which identifies the key risks to which the charity is or could be exposed. The risk register is based on the Charity Commission's template and guidance. The trustees consider that the principal challenges faced by LinkAble and the associated risks are the need to:

- Continue to support adults and children with learning disabilities
- Operate within set budgets
- Generate sufficient income to support the cost of service delivery thus minimising the cost to service users
- Return to pre Covid 19 service delivery levels and beyond

LinkAble has established measures to control and mitigate the likelihood and impact of risks identified in the risk register which is regularly reviewed by committees and the Board. Operational risks are managed through appropriate policies and training, and form part of a regular report to the Trustees from the CEO. Financial risk is managed through policies, budgeting, and reporting; in addition, the financial risks and implications of any proposal are carefully reviewed before a decision is reached.

Although supported by the CEO and the Risk and Governance committee, final responsibility for the management of risk rests with the Trustee Board.

# Statement of Trustees Responsibilities

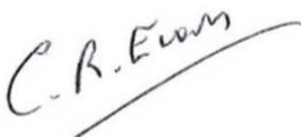
The Trustees (who are also the Directors of LinkAble Woking Limited for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice (SORP);
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 frauds and other irregularities.

ON BEHALF OF THE BOARD OF TRUSTEES



..... Date: 12.12.2024

Colin Evans  
Chair of the Board of Trustees of LinkAble

# INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LINKABLE WOKING LIMITED FOR THE YEAR ENDED 31 MARCH 2024

I report to the charity Trustees on my examination of the accounts of the Company for the Year Ended 31 March 2024 as set out on pages 24 - 36.

## Responsibilities and basis of report

As the charity's Trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act.

This report is made solely to the charity's Trustees, as a body. My work has been undertaken so that I might state to the charity's Trustees those matters which I am required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for my examination, for this report, or for the statement I have given below.

## Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is
- not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



## JOHN SPEED FCA FCIE

JS2 Limited  
One Crown Square  
Woking  
Surrey  
GU21 6HR

Date: 17<sup>th</sup> December 2024

**LINKABLE WOKING LIMITED**  
**STATEMENT OF FINANCIAL ACTIVITIES FOR**  
**THE YEAR ENDED 31 MARCH 2024**

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
<b>INCOME FROM</b>					
Donations and legacies	2	120,602	69,276	<b>189,878</b>	182,522
Charitable activities	2	388,754	-	<b>388,754</b>	301,661
Other trading activities					
- Fundraising events		18,105	-	<b>18,105</b>	33,697
Interest		2,956	-	<b>2,956</b>	1,533
Other income		738	-	<b>738</b>	-
<b>TOTAL INCOME</b>		<b>531,155</b>	<b>69,276</b>	<b>600,431</b>	<b>519,413</b>
<b>EXPENDITURE ON</b>					
Raising funds	3	39,030	-	<b>39,030</b>	44,101
Charitable activities					
- Adult services	3	164,663	47,519	<b>212,182</b>	172,356
- Children's services	3	311,920	37,705	<b>349,625</b>	318,277
<b>TOTAL EXPENDITURE</b>		<b>515,613</b>	<b>85,224</b>	<b>600,837</b>	<b>534,734</b>
<b>NET INCOME</b>		<b>15,542</b>	<b>(15,948)</b>	<b>(406)</b>	<b>(15,321)</b>
Transfers between funds	10	2,129	(2,129)	-	-
Net movement in funds		17,671	(18,077)	<b>(406)</b>	(15,321)
Fund balances brought forward		165,026	43,577	<b>208,603</b>	223,924
<b>Fund balances carried forward</b>		<b>182,697</b>	<b>25,500</b>	<b>208,197</b>	208,603

The Charitable Company's income and expenditure all derive from continuing activities.

The Charitable Company has no recognised gains or losses other than shown above.

The accompanying notes form part of these financial statements.



**LINKABLE WOKING LIMITED****BALANCE SHEET  
AS AT 31 MARCH 2024**

		2024		2023	
	Note	£	£	£	£
<b>Fixed Assets</b>	7				
Tangible assets			<b>15,431</b>		16,202
<b>Current Assets</b>					
Debtors	8	<b>35,306</b>		35,400	
Cash at bank and in hand		<b>191,625</b>		176,548	
		<u><b>226,931</b></u>		<u>211,948</u>	
Creditors: Amounts falling due within one year	9	<u><b>(34,165)</b></u>		<u>(19,547)</u>	
<b>Net Current Assets</b>			192,766		192,401
<b>Total Assets less Current Liabilities</b>			<u>208,197</u>		<u>208,603</u>
<b>Net assets</b>			<u>208,197</u>		<u>208,603</u>
<b>Funds</b>					
<b>Unrestricted Funds</b>					
General funds	10		<b>167,266</b>		148,824
Designated funds	10		<b>15,431</b>		16,202
Restricted Funds	10		<b>25,500</b>		43,577
			<u><b>208,197</b></u>		<u>208,603</u>

For the year ending 31 March 2024 the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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 responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The accompanying notes form part of these financial statements. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. They were approved and authorised for issue by the directors on 12.12.2024 and signed on their behalf by

Colin Evans,  
Chair of the Board of Trustees of LinkAble

*C. R. Evans*

12/12/2024

**LINKABLE WOKING LIMITED**  
**STATEMENT OF CASH FLOW**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	£	2024 £	£	2023 £
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
Net income for the year	(406)		(15,321)	
Adjustments for:				
Depreciation charges	3,733		1,993	
Interest received	(2,956)		(1,533)	
(Increase) / Decrease in debtors	94		(19,701)	
(Decrease) / Increase in creditors	14,618		(6,525)	
		<u>15,083</u>		<u>(41,087)</u>
<b>NET CASH PROVIDED (FROM) / BY OPERATING ACTIVITIES</b>				
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
Purchase of tangible assets	(2,962)		(18,195)	
Interest received	2,956		1,533	
		<u>(6)</u>		<u>(16,662)</u>
<b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>				
Change in cash and cash equivalents in the year		<u>15,077</u>		<u>(57,749)</u>
Cash and cash equivalents at the beginning of the year		176,548		234,297
Cash and cash equivalents at the end of the year		<u>191,625</u>		<u>176,548</u>

**1. ACCOUNTING POLICIES****a) Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. The Trustees consider that there are no significant areas of estimation or judgement.

**b) Public benefit entity**

The charitable company meets the definition of a public benefit entity under FRS 102.

**c) Going concern**

At the balance sheet date of 31 March 2024, LinkAble made a deficit of £406 and had net assets of £208,197. The Trustees have assessed projected future income streams and expenditure over the period to December 31 2025. This has included consideration of anticipated service delivery, possible changes to local authority funding and challenges faced in securing fundraising income. The Trustees have considered plans along with internal processes and systems for managing financial and operational risks. The Trustees have concluded that the strength of the charity's reserves and liquidity of its assets, mean the charity has adequate resources to continue their activities for the foreseeable future, and that there are no material uncertainties about the charity's ability to continue as a going concern.

**d) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably. Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

**e) Fund accounting**

Restricted funds are to be used for specific purposes as laid down by the donor within the objectives of the charity. Expenditure which meets these criteria is charged to the fund. Unrestricted funds are donations and other income received or generated for the charitable purposes

**f) Expenditure**

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 on charitable activities includes the costs of undertaken to further the purposes of the charity and their associated support costs.

**g) Allocation of support costs**

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a basis consistent with the use of relevant resources.

## Reference and Administrative Details

### **h) Tangible fixed assets**

Fixed assets are stated at original historical cost less aggregate depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life at the following rates

Plant and machinery –	5 years
Fixtures and fittings –	5 years
Computer equipment –	3 years
Motor vehicles –	5 years

### **i) 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.

### **j) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments. Cash balances exclude any funds held on behalf of service users.

### **k) 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.

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.

### **l) Pensions**

The charity operates a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

**Notes to the Financial Statements for the Year Ended 31 March 2024**

**2. INCOME**

	<b>Unrestricted Funds 2024 £</b>	<b>Restricted Funds 2024 £</b>	<b>Total Funds 2024 £</b>	<b>Total Funds 2023 £</b>
<b>INCOME FROM:</b>				
<b>Donations and legacies</b>				
Donations	51,352	2,129	<b>53,481</b>	22,517
Grants	69,250	67,147	<b>136,397</b>	160,005
	<u>120,602</u>	<u>69,276</u>	<b><u>189,878</u></b>	<u>182,522</u>
<b>Charitable activities</b>				
Charges for services - Adults	84,720	-	<b>84,720</b>	63,677
Charges for services - Children	63,814	-	<b>63,814</b>	50,320
SCC Grant for service provision - Children	240,220	-	<b>240,220</b>	187,664
	<u>388,754</u>	<u>-</u>	<b><u>388,754</u></b>	<u>301,661</u>
	<b><u>509,356</u></b>	<b><u>69,276</u></b>	<b><u>578,632</u></b>	<u>484,183</u>

Restricted income for the prior year totalled £129,055, this comprised grants of £128,855 and donations of £200. All other income was unrestricted.

**3. EXPENDITURE**

	<b>Direct staff costs £</b>	<b>Direct non- staff costs £</b>	<b>Support costs £</b>	<b>Total 2024 £</b>
<i>Current year</i>				
Cost of Raising Funds	31,499	7,531	-	<b>39,030</b>
Charitable Activities				
- Adult Services	143,910	44,719	23,553	<b>212,182</b>
- Children's Services	258,198	60,130	31,297	<b>349,625</b>
	<u>433,607</u>	<u>112,380</u>	<u>54,850</u>	<b><u>600,837</u></b>
<i>Prior year</i>				
Cost of Raising Funds	40,242	3,859	-	<b>44,101</b>
Charitable Activities				
- Adult's Services	113,405	36,317	22,634	<b>172,936</b>
- Children's Services	235,286	53,871	29,121	<b>318,278</b>
	<u>388,933</u>	<u>94,047</u>	<u>51,755</u>	<b><u>534,735</u></b>

**Notes to the Financial Statements for the Year Ended 31 March 2024**

4. SUPPORT COSTS

Current year support costs comprise:	Charitable Activities		<b>Total 2024</b>
	Adult Services	Children's Services	
	£	£	
<b>Governance costs</b>			
Staff	6,280	6,280	<b>12,560</b>
Other costs	2,791	2,791	<b>5,582</b>
<b>Other support costs</b>			
Staff costs	6,623	12,300	<b>18,923</b>
Other Staff costs	506	939	<b>1,445</b>
Premises Costs	4,473	5,466	<b>9,939</b>
Office Costs	2,431	2,971	<b>5,402</b>
Sundries	422	514	<b>936</b>
Promotional Cost	27	36	<b>63</b>
	<b>23,553</b>	<b>31,297</b>	<b>54,850</b>

Prior year support costs comprise:	Charitable Activities		<b>Total 2023</b>
	Adult Services	Children's Services	
	£	£	
Governance costs			
Staff	8,746	8,746	<b>17,492</b>
Other costs	1,687	1,687	<b>3,374</b>
<b>Other support costs</b>			
Staff costs	5,648	10,489	<b>16,137</b>
Other Staff costs	298	554	<b>852</b>
Premises Costs	4,032	4,928	<b>8,960</b>
Office Costs	1,885	2,304	<b>4,189</b>
Sundries	303	370	<b>673</b>
Promotional Cost	35	42	<b>77</b>
	<b>22,634</b>	<b>29,120</b>	<b>51,754</b>

## LINKABLE WOKING LIMITED

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 5. STAFF COSTS

	<b>Total 2024</b>	Total 2023
	£	£
Wages and salaries	<b>435,213</b>	397,841
Social Security	<b>21,999</b>	18,417
Pension Contributions	<b>7,878</b>	6,302
	<b>465,090</b>	422,560
	<b>2024</b>	2023
	<b>Number</b>	Number
The average headcount during the year was:	<b>45</b>	49

The Key Management personnel comprise the Trustees, the CEO, Head of services and department managers.

The total employee benefits of the key management personnel of the Charity inclusive of employer pensions contributions and employers National Insurance contributions were £241,242 (2023: £201,886).

No employees received emoluments in excess of £60,000 either exclusive nor inclusive of employer pensions contributions and National Insurance contributions (2023: none).

#### 6. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

#### 7. TANGIBLE FIXED ASSETS

	<b>Plant and machinery</b>	<b>Fixtures and Fittings</b>	<b>Motor Vehicles</b>	<b>Computer Equipment</b>	<b>Total</b>
	£	£	£	£	£
<b>Cost</b>					
At 1 April 2023	8,877	30,977	29,827	10,306	<b>79,987</b>
Additions	-	2,129	-	833	<b>2,962</b>
Disposals	(4,867)	(12,782)	-	(10,306)	<b>(27,955)</b>
At 31 March 2024	<u>4,010</u>	<u>20,324</u>	<u>29,827</u>	<u>833</u>	<b>54,994</b>
<b>Depreciation</b>					
At 1 April 2023	8,877	14,775	29,827	10,306	<b>63,785</b>
Charge for the year	-	3,710	-	23	<b>3,733</b>
Eliminated on Disposal	(4,867)	(12,782)	-	(10,306)	<b>(27,955)</b>
At 31 March 2024	<u>4,010</u>	<u>5,703</u>	<u>29,827</u>	<u>23</u>	<b>39,563</b>
<b>Net book value</b>					
At 1 April 2023	<u>-</u>	<u>16,202</u>	<u>-</u>	<u>-</u>	<b>16,202</b>
At 31 March 2024	<u>-</u>	<u>14,621</u>	<u>-</u>	<u>810</u>	<b>15,431</b>

## LINKABLE WOKING LIMITED

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 8. DEBTORS

	2024	2023
	£	£
<b>Due within one year</b>		
Trade debtors	<b>16,992</b>	10,047
Prepayments	<b>8,514</b>	4,258
Accrued income	<b>9,800</b>	21,095
	<b>35,306</b>	35,400

#### 9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	<b>8,842</b>	4,391
Social security	<b>6,459</b>	-
Other creditors	<b>1,691</b>	-
Accrued expenses	<b>6,807</b>	5,368
Deferred income	<b>10,366</b>	9,788
	<b>34,165</b>	19,547

#### Analysis of deferred income

	£	£
Amounts brought forward	<b>9,788</b>	20,283
Released to the Statement of Financial Activities	<b>(2,774)</b>	(13,325)
Deferred in the current year	<b>3,352</b>	2,830
Amounts carried forward	<b>10,366</b>	9,788



## Notes to the Financial Statements for the Year Ended 31 March 2024

## 10 MOVEMENT IN FUNDS

	Balance at 1 April 2023	Income	Expenditure	Transfers/ Release of Restriction	Balance at 31 March 2024
	£	£	£	£	£
<b>Restricted funds</b>					
Community Foundation Surrey	8,025	-	(8,025)	-	-
Edward Gostling Foundation	15,000	-	(15,000)	-	-
Woking Borough Council	-	36,427	(36,427)	-	-
The D'Oyly Carte Charitable Trust	2,744	-	(2,744)	-	-
The St James Place Foundation	1,000	-	(1,000)	-	-
St Faiths Trust	6,700	10,000	(9,200)	-	7,500
Tesco Community Grant	350	-	(350)	-	-
The Douglas Arter Foundation	400	-	(100)	-	300
Surrey Freemasons	6,458	-	(2,958)	-	3,500
Woking Rotary	-	1,110	(1,110)	-	-
Clothworkers Foundation	-	10,000	(2,871)	(2,129)	5,000
Horsell Amateur Dramatics Society	-	1,510	(1,210)	-	300
Greenoak Community Focus	-	300	-	-	300
Asda Foundation	-	800	-	-	800
Screwfix Foundation	-	5,000	-	-	5,000
Bruce Wake Charitable Trust	-	2,000	-	-	2,000
O18's Food Donation	-	240	(240)	-	-
Playground Appeal	-	1,889	(1,089)	-	800
St Peters RISF	2,900	-	(2,900)	-	-
<b>Total restricted funds</b>	<b>43,577</b>	<b>69,276</b>	<b>(85,224)</b>	<b>(2,129)</b>	<b>25,500</b>
<b>Unrestricted funds</b>					
Designated funds	16,202	-	(3,733)	2,962	15,431
General fund	148,824	531,155	(511,880)	(833)	167,266
<b>Total funds as at 31 March 2024</b>	<b>208,603</b>	<b>600,431</b>	<b>(600,837)</b>	<b>-</b>	<b>208,197</b>

## Notes to the Financial Statements for the Year Ended 31 March 2024

10 MOVEMENT IN FUNDS  
(Continued)

Prior Year	Balance at 1 April 2022	Income	Expenditure	Transfers/ Release of Restriction	Balance at 31 March 2023
	£	£	£	£	£
<b>Restricted funds</b>					
Community Foundation Surrey	-	18,000	(9,975)	-	<b>8,025</b>
Edward Gostling Foundation	-	25,000	(10,000)	-	<b>15,000</b>
Woking Borough Council	-	34,200	(34,200)	-	-
The Sheldon Trust	900	10,000	(10,900)	-	-
Surrey Chambers of Commerce	-	3,181	(3,181)	-	-
The D'Oyly Carte Charitable Trust	1,213	4,694	(3,163)	-	<b>2,744</b>
The Grant Foundation	2,500	-	(2,500)	-	-
The William Openshaw Street Charitable Trust	-	3,000	(3,000)	-	-
The Ladbrokes Corals Trust	-	1,500	(1,500)	-	-
The Shanly Foundation	-	5,000	(5,000)	-	-
The St James Place Foundation	-	4,000	(3,000)	-	<b>1,000</b>
St Faiths Trust	-	10,000	(3,300)	-	<b>6,700</b>
Tesco Community Grant	-	500	(150)	-	<b>350</b>
The Douglas Arter Foundation	500	-	(100)	-	<b>400</b>
Frimley Fuel	-	180	(180)	-	-
Restricted Donation	-	200	(200)	-	-
Surrey Freemasons	-	6,600	(142)	-	<b>6,458</b>
St Peters RISF	-	3,000	(100)	-	<b>2,900</b>
Sensory room donation	1,190	-	(1,190)	-	-
<b>Total restricted funds</b>	<b>6,303</b>	<b>129,055</b>	<b>(91,781)</b>	<b>-</b>	<b>43,577</b>
<b>Unrestricted funds</b>					
Designated funds	40,000	-	(1,993)	(21,805)	<b>16,202</b>
General fund	177,621	390,358	(440,960)	21,805	<b>148,824</b>
<b>Total funds as at 31 March 2023</b>	<b>223,924</b>	<b>519,413</b>	<b>(534,734)</b>	<b>-</b>	<b>208,603</b>

10. MOVEMENT IN FUNDS (continued)

**Purpose of funds**

<i>Community Foundation Surrey</i>	Funding towards general operating costs for LinkAble as well as additional funding for the weekly skills based group and the performing arts group.
<i>Edward Gostling Foundation</i>	Funding towards ongoing core cost.
<i>Woking Borough Council</i>	Funding towards LinkAble's Head of Services role across three years.
<i>The D'Oyly Carte Charitable Trust</i>	Funding to support the Stopgap dance group.
<i>St James Place Foundation</i>	Funding to support transition groups for young adults with learning disabilities.
<i>St Faiths Trust</i>	Funding towards an additional member of staff to support a child on a 1:1 basis.
<i>Tesco Community Grant</i>	Funding towards support for the skills based adult group.
<i>The Douglas Arter Foundation</i>	Towards the Sensory Room upgrade.
<i>Surrey Freemasons</i>	Funding towards the sensory room refurbishment.
<i>Woking Rotary</i>	A grant for remote access registration equipment.
<i>Clothworkers Foundation</i>	A grant for the refurbishment of the meeting room (calm space) and kitchen areas. The transfer out from this fund represents fixed assets purchased through the fund.
<i>Horsell Amateur Dramatics Society</i>	Funding for the pantomime Show Day.
<i>Greenoak Community Focus</i>	A donation for sensory toys.
<i>Asda Foundation</i>	A grant towards new calm room equipment.
<i>Screwfix Foundation</i>	A grant towards the kitchen refurbishment.
<i>Bruce Wake Charitable Trust</i>	Funding for servicing and training.
<i>O18's Food Donation</i>	A donation for food ingredients for O18 sessions.
<i>Playground Appeal</i>	Funding for the new equipment for the outside play area.
<i>St Peters Relief in Sickness Fund</i>	Funding towards the Sensory Room upgrade.
<i>Designated fund</i>	To allow for future depreciation of fixed assets.

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds £</b>
<i>Fund balances at 31 March 2024 are represented by:</i>			
Fixed Assets	15,431	-	<b>15,431</b>
Net Current Assets	167,266	25,500	<b>192,766</b>
	<b>182,697</b>	<b>25,500</b>	<b>208,197</b>

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds £</b>
<i>Fund balances at 31 March 2023 are represented by:</i>			
Fixed Assets	16,202	-	<b>16,202</b>
Net Current Assets	148, 824	43,577	<b>192,401</b>
	<b>165,026</b>	<b>43,577</b>	<b>208,603</b>

12. TRUSTEES' REMUNERATION AND RELATED PARTY TRANSACTIONS

No trustees received remuneration during the year (2023: None). No trustees were reimbursed for personal expenses during the year (2023: None).

Where Trustees (or parties related to them) use the services of the charity, they are received on the same terms as other beneficiaries.

The total donations received from all trustees during the year were £23,210. The donors did not attach any conditions which might alter the nature of the Charity's existing activities.

There were no other related party transactions for the year ended 31 March 2024.

