

Annual Report and Accounts

REACH LEARNING DISABILITY

2022/23

reach
learning disability



Supporting people with learning disabilities
in Nottinghamshire

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Who we are and What we do

Reach Learning Disability (‘Reach’) is a Nottinghamshire charity that supports people with learning disabilities and their family carers. Our overall goal is to enable people with learning disabilities in Nottinghamshire to achieve a good life in the community.

The Charity started life as Southwell Care Project in 1999, set up by parents who were worried about the lack of local services for their family member with a learning disability. We now reach people from across the county, supporting 250 regular clients a week.

Broadly, we deliver day services through our five day centres, whilst our separately managed Reach Learning Disability Care CIC provides high quality one-to-one care to people with learning disabilities in the community. We also run best practice projects to enable people with learning disabilities and their families to have greater voice and choice, and to tackle entrenched barriers to inclusion. Increasingly, these special projects are planned and led by staff across the organisation, with input from people with lived experience of learning disability.

Reach Learning Disability:

We run courses and socials at our five centres which are: Reach Mansfield, Reach Newark, Reach Southwell, and our two horticultural day centres Flower Pod Southwell and Flower Pod Newark. Our centres offer over 60 weekly courses, as well as socials, day trips, supported volunteering, and twice-yearly supported holidays.

Reach Learning Disability Care CIC:

Our separately managed community interest company provides high quality one-to-one care to people with learning disabilities in the community. Since 2018 this service has been rated Outstanding by the Care Quality Commission (CQC) – less than 4% of adult social care organisations achieve this.

Accommodation:

In line with our strategy to develop our accommodation services, in 2023, work on our long-awaited accommodation for 12 adults with learning disabilities in Southwell achieved completion. More information can be found on pages 27-30. This adds to the supported living accommodation provided to two tenants in Newark which we introduced in last year’s Annual Report.



Our services are available to people with learning disabilities across Nottinghamshire and include:

- Courses and activities at our five centres
- One-to-one care support from Reach Care
 - Accommodation services
 - Support for family carers
- Holidays, day trips and social activities





What a year 2022/23 has been! The difference made to the quality of life for our clients and carers is revealed in their stories within this Report. I am proud of how we have worked together to address multiple challenges and achieve a major milestone with the opening of our supported living accommodation in Southwell.

Demand for our services has never been higher. Despite seemingly unrelenting inflationary cost pressures, the challenge of recruitment in the sector and the increasingly competitive landscape for fundraising, I've seen determination, coupled with innovation, from staff throughout the organisation. Thanks to the dedication of our staff, volunteers and Trustees we have continued to expand our services, to make every penny count and achieve a financial surplus.

Trustees have seen the combined impact of rigorous financial control of our overheads and of the long and hard negotiations with the Local Authority to achieve deserved parity with published care fee rates. We supported the resulting higher staff pay rates which have improved both retention and recruitment. We experienced how grant funding continues to be vital to sustain our additional activities such as support for carers, transitions support, holidays and socials, and the development of innovative new work. Our regular discussions with the leadership team recognise the challenges we face as we strive to develop diverse sources of sustainable income.

It has been a great honour to witness the achievement of our founding Trustees' vision of quality accommodation in Southwell. Our building contractor, architect and the Reach project team have done an outstanding job in delivering this project on time, in budget and to an extremely high standard. Alongside the building work, our Transitions Co-ordinator and care teams supported our 12 tenants to prepare for a smooth move. It's been a joy to watch friendships form, confidence grow and excitement build.

Without doubt, the changing political, economic and social care environment will present new challenges. The impact of the Southwell accommodation on our income, service delivery and fundraising will also bring new learning to inform our plans for sustainability and growth. As we look forward to our 25th Anniversary next year, our new five-year strategy must meet these challenges and the expressed needs and aspirations of our clients and family carers.

I give my sincerest thanks to all who have shown such loyalty to Reach and those who have donated finance, resources, and time, including my fellow Trustees for their wonderful support during my first full year as Chair.

I extend special thanks to our much-respected Trustee Michael Davidson who has now retired. We thank him for his thoughtful and empathetic contribution over many years. Special thanks must also go to Steve Shatwell, Chief Executive, for his exceptional leadership during this period of challenge and growth.

We remain absolutely committed to delivering the highest possible impact on the lives of adults with learning disabilities from every donation we receive.

Rachel Lannon
Chair



The headline for this amazing year for Reach has to be the achievement of our long-held dream to build our own supported living accommodation for 12 people with learning disabilities in our home town of Southwell. It's taken 24 years of development and endeavour to get there but, with the support of so many amazing people and organisations, we have done it. You will read more about the project on page 26. Increased provision of high-quality supported living models is urgently needed in the UK and our Trustees and senior leaders all agree that we must develop further in this area as a core part of our future strategy.

We are so pleased that our domiciliary care company, Reach Learning Disability Care CIC (Reach Care), continues to hold its CQC 'Outstanding' rating. Whilst recruitment is still a sector-wide challenge, we have started to see some light at the end of the tunnel, and we hope to achieve a full complement of staff within this coming year.

Our third Investors in People assessment saw us again achieve a Gold Award. For the first time, Reach Care and volunteers took part in the assessment, including Reach clients who also volunteer for us.

Our two Flower Pod bases have benefitted substantially from funding for our 'Green Citizens' project this year. Through this project, they now have solar panels producing their energy, water harvesting systems, new ponds and wildlife gardens. Sam Ward managed the whole project superbly and in so doing, as he now moves to pastures new, has secured a lasting legacy in the organisation. We will all miss him. This year we have also said 'Goodbye' to Jane Hufton and Christine Daniels. They both brought such a wealth of experience and achieved truly remarkable things whilst managing our Flower Pods, Southwell and Newark respectively. We wish them well in their retirement.

The clear outcome of our family carers work, funded for the past 3 years by the Masonic Charitable Foundation, is that there is a desperate need by family members for assistance in accessing support for themselves and their loved ones, helping them to plan for today and tomorrow. We are wholly committed to the continued delivery of this service in the future.

We recognise the ongoing importance of the voice of adults with learning disabilities and their carers being heard at all levels of our own organisation and, more



broadly, in society as a whole. Building on learning from recent projects that promoted participation, co-production and voice, we are piloting new work – our Voice and Participation project. Read more on page 22.

We could not achieve all that we do without our volunteers who share their time, skills and expertise with us in manifold ways – as described on page 18. We thank each and every one.

Next year we celebrate 25 years as a charity proudly delivering the highest quality support to people with learning disabilities and their families. We are planning an event at the Minster in Southwell when we can all celebrate the amazing achievements of such wonderful staff, trustees, volunteers and clients.

Steve Shatwell
Chief Executive

The Issue

People with learning disabilities are at higher risk than other people of poor physical and mental health, loneliness and social exclusion.

Barriers to Inclusion

Low self-esteem, low confidence, poor skills, negative perceptions, lack of opportunity.

Our Vision



A community where people with learning disabilities can make a good future for themselves – a safe, healthy and happy life filled with purpose, achievement, opportunity and friendship.

Our Mission



We work to achieve an enduring and positive impact by supporting all those who place their trust in us – people with learning disabilities, their families and carers. To accomplish this, we will bring together the support of extraordinary people in our community and the imagination, skills, commitment and compassion of our team.

What We Offer to Achieve Change



- Courses and social activities
- One-to-one care support
- Supported volunteering opportunities
- Volunteer-led activities
- Supported holidays and trips
- Accommodation solutions
- Family support
- Special projects to tackle exclusion.

Our Strategic Direction for Growth 2020-23



- Reach more people
- Increase delivery of activities & services to achieve impact
- Introduce new services to meet identified needs
- Continue innovating new solutions to promote inclusion.

Difference Made

More people with learning disabilities and their families will have:

- More independent lives with greater voice and choice
- Improved physical and emotional health
- The skills and knowledge they need to stay safe
- More opportunities to participate in community life.



Impact

More people with learning disabilities in Nottinghamshire achieve a good life in the community.

Our Values



- Everything we do should inspire trust and confidence
- We all need to feel safe, encouraged and valued
- Everyone has the right to aspire
- Understanding individual needs takes time and care
- We all have the right to share in the life of the community
- The voices of people with learning disabilities AND their families must be heard
- Our commitment to high standards must underpin all that we do.

Critical to Success



- Expert, knowledgeable, caring staff
- Dedicated volunteers including peer mentors
- Welcoming, accessible venues
- Engaged community and funders
- Strong networks and partnerships
- Person-centred, creative, flexible approaches
- Reliable income streams
- Effective infrastructure
- A learning culture.



Our 60+ weekly courses enable clients to gain skills and knowledge that reduce their risk of poor health, social and economic exclusion, which ultimately could help prevent, reduce or delay the need for further support and intervention from health and social care services – thereby bringing a social return on investment.

Funded project work also helps us achieve impact, for example:

- 90% of family carers participating in our Carers Matter project agreed it had helped them to feel less lonely; 26 carers were regularly socialising with other carers as a result of the project
- 12 clients have prepared for their approaching house move
- 10 clients have new plans to support an eventual move from their family home
- 8 co-trainers with learning disabilities are piloting new ‘voice’ work with a project worker

“I used to be really frightened because I was scared of birds, but I am feeling more comfortable because volunteer Richard helps us identify them. Nature is what it is. I now feel happy when I see a bird because they’re part of our environment.” - Emma



All learners can give examples of how their new skills help them in everyday life:

“try new things, do things independently and ask for help”

“help my grandad in the garden”

“keep the kitchen clean”

“use IT research”

“get to know people more”

“use the Merlin app to bird-watch”

“do cooking at home using recipes from lessons”

“do 30 minutes of exercise a day”

“know about parts of the body and labelling muscles”

“feel more confident doing weights”

97%
of learners enjoyed their courses

95%
wanted to continue that subject

89%
reported they had more confidence as a result of attending one or more course

87%
reported that they made new friends

over 50% of courses focus on Healthier Lifestyle outcomes

Above data taken from self-assessments for our Inspire Learning Contract, academic years 21/22 and 22/23.



The population of adults with learning disabilities in Nottinghamshire is predicted to increase from 15,227 in 2017 to 16,660 by 2035, with many people living at home with older carers and not yet known to services (cf Nottinghamshire Joint Strategic Needs Assessment: Learning Disabilities 2019).

Everything we do is tailored to empower adults with learning disabilities and their families to address the barriers they face to achieving a better quality of life. Issues faced include:

Health inequalities

Research shows that, on average, people with a learning disability and autistic people die earlier than the general public, and do not receive the same quality of care as people without a learning disability or who are not autistic. (NHS LeDeR website leder. Nhs.uk – Learning from Lives and Deaths 2021/22).

Poor life chances and lifestyle choices of people with learning disabilities are also linked to poor health outcomes. 'The factors associated with higher levels of

obesity and low levels of activity are mostly social rather than medical. Factors include limited financial resources, lack of support to maintain a healthy diet, social isolation and lack of opportunities to engage in physical activity outside the home'. (Improving care for people with diabetes and a learning disability, Diabetes UK).

Many Reach clients live in areas where prevalence of certain chronic illnesses in the general population is higher than nationally, with prevalence and management of diabetes identified as a specific concern in areas covered by our centres. (Primary Care Networks Health & Care Profiles, Nottingham & Nottinghamshire Integrated Care System).

Some people with learning disabilities also experience poor mental health. Although depression and anxiety are sometimes linked to particular conditions, they are also linked to loneliness, negative life experiences and 'Lack of social support and reduced coping skills.' (Austin et al, 2018; Bond et al, 2019. Reference accessed from Mencap website 2023).

Worries about finances...and the future

Our Carers Matter project revealed that many carers struggle to access their full entitlements for their family member, leaving households vulnerable to rapidly escalating costs and exacerbation of financial exclusion. 'On average, disabled households (with at least one disabled adult or child) need an additional £975 a month to have the same standard of living as non-disabled households... The pressure on disabled households to meet these costs makes it harder to have a good standard of living. It makes it harder to build savings, and it makes it difficult to plan for the future'. (Scope, Disability Price Tag 2023: the extra cost of disability).

Our July 2022 survey of family carers showed that 75% had concerns about the future care and support for family member with a learning disability.

About 40% of our clients live in areas where the general population is at risk of economic and financial exclusion, including within Mansfield and Newark wards identified as being in the 10% and 20% most deprived in the country. (Indices of Multiple Deprivation 2019).

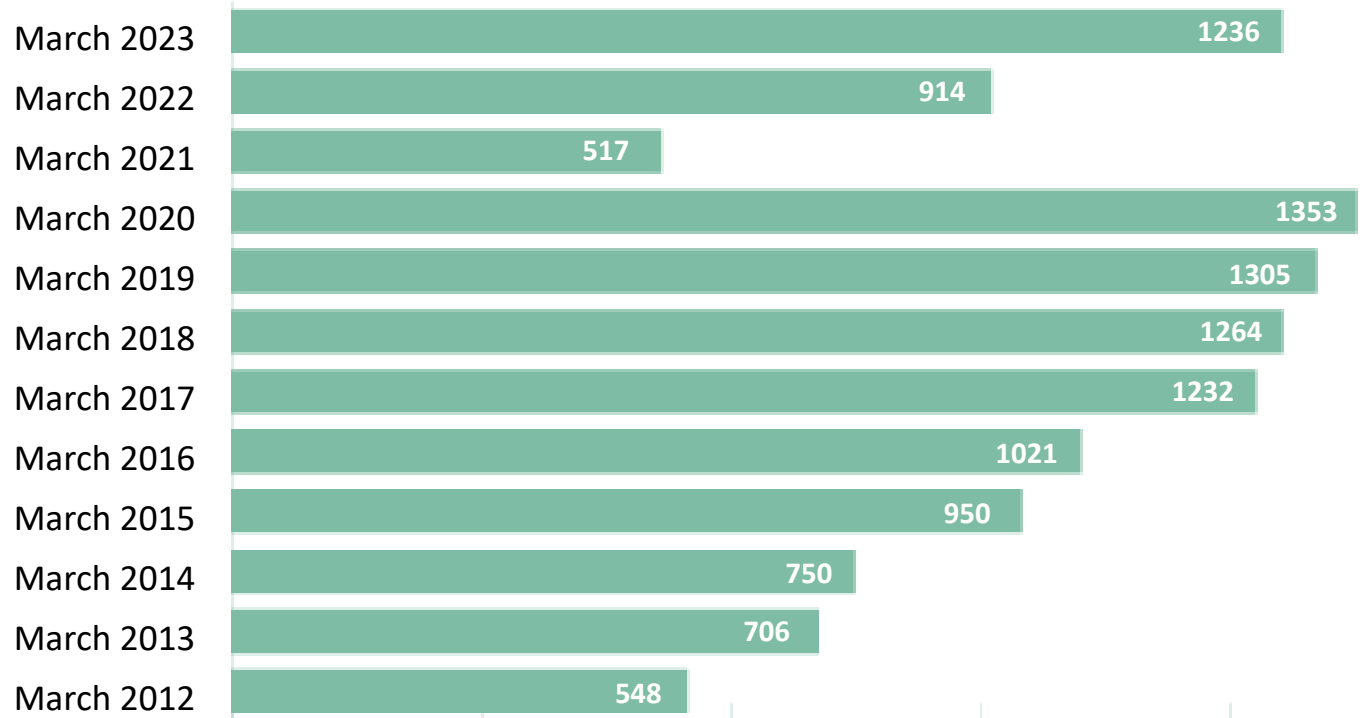
Nottinghamshire's total population aged 65 and over predicted to have a learning disability is estimated to increase from 3,503 in 2017 to 4,994 in 2035 (cf Nottinghamshire Joint Strategic Needs Assessment, Learning Disabilities 2019). It is likely that many of these people are not yet known to services and will require support in the coming decade.

There is an urgent need to support families to plan for the future. 'More serious is when family care ends through parental illness or death and, due to lack of future planning, the person may be moved inappropriately, or have multiple moves.' (National Institute for Health and Care Excellence, Care and support of people growing older with learning disabilities guidelines, 2018).

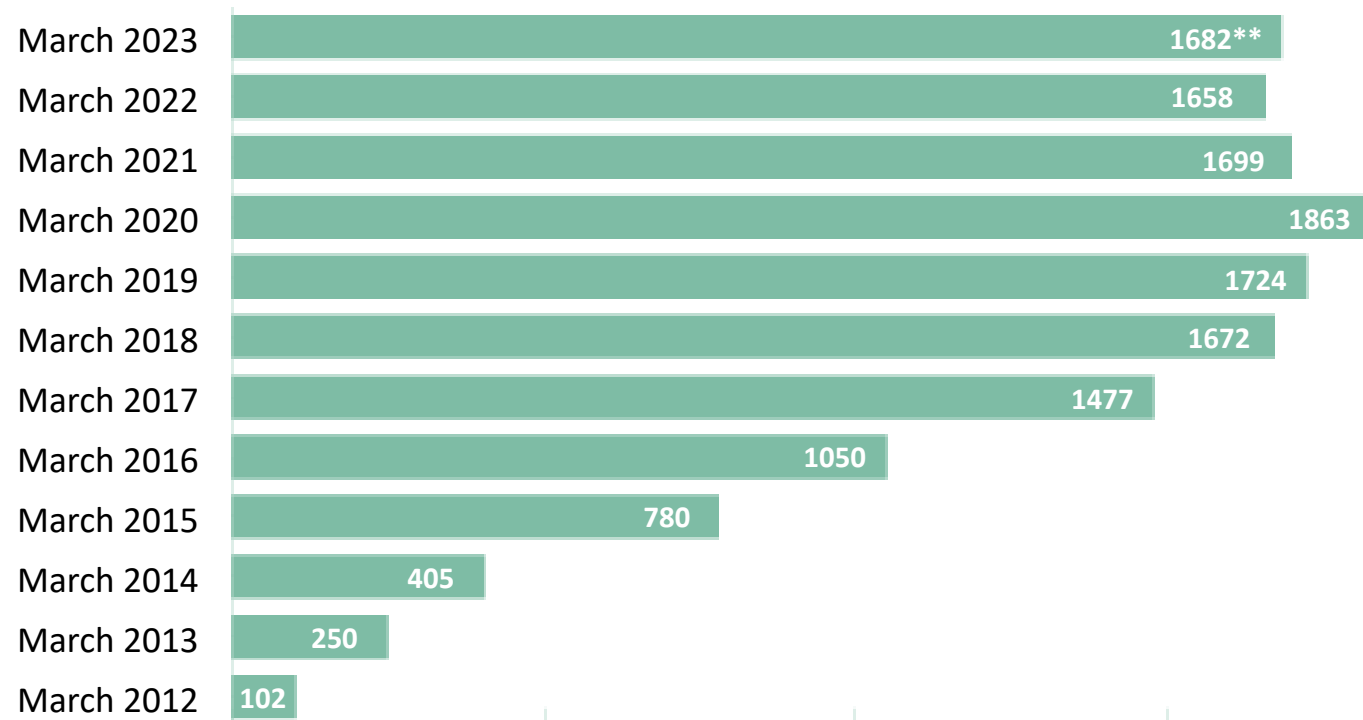
Housing is a particular concern. "There needs to be investment in information, resources and skills to support people to know and understand how to get access to housing that suits them." (The Good Lives Framework, Learning Disability England consultation/collaboration led by 40 self-advocates with learning disabilities, 2022).



Reach Learning Disability - Day Service Hours



Reach Learning Disability Care CIC - Care Support Hours*



* Care support hours include sleep and waking night shifts.

** Our 2022/23 weekly care support hours remain lower than in previous years due to the ongoing challenges in social care recruitment. You can read more about this in our Reach Care report on page 24.



Chantelle Welscher
Day Services Manager

The focus for 2022/23 was to grow our person-centred day service provision and reach as many people as possible. We have managed to engage with 23 new families and five clients returned to us after a few years' absence. We are grateful for funding from Nottinghamshire County Council's Local Communities Fund to support our capacity-building work.

Each Centre Manager has a plan of action to support their teams to increase the number of sessions and clients. Over the past year it has been wonderful to see Flower

Pod Newark grow and develop their timetable, increasing the number and breadth of sessions.

We are passionate about ensuring staff have clear opportunities to progress and develop. We listened to staff feedback from our Investors in People Gold Award assessment and introduced new, clear career pathways. In 2022/23, three staff achieved their Award in Education and Training. Sadly this year we said goodbye to our Flower Pod Southwell and Flower Pod Newark Centre Managers – we wish Jane and Christine all the best in their retirement and thank them for their commitment. Their departures provided secondment opportunities for staff, to develop new skills and build confidence.

Over the five centres we have 62 courses running weekly. Last year we also reintroduced our two popular socials at Reach Southwell and Reach Newark, and ran free 'Winter Warmer' socials in response to cost-of-living challenges.

We continue to ensure the needs of clients are met by regularly consulting with them about the types of sessions they would like to see in their centre. You can read about this on page 14.

In the past year, centre teams have worked even more closely with our Reach Care colleagues, including through work to support transition into our Southwell accommodation and our new Voice and Participation initiative. This helps create holistic responses to clients' needs and aspirations.

62
courses



37
new clients

Reach has been working with Inspire Learning – Nottinghamshire County Council's adult community learning team, for over a decade. Our Inspire Learning courses are shaped by the needs of learners and delivered by qualified, experienced tutors. We are proud to still be working with Inspire Learning today. Their support enables us to deliver enriching, diverse courses across all five centres.





Nicola Bradley
Centre Manager

I was delighted to join as Centre Manager earlier this year. I am very grateful to Vickie Ward, Reach Newark Centre Manager, who has supported me in my first months. I hope that my previous career in teaching, outdoor education and working with adults with learning disabilities, combined with my current studies for Royal Horticultural Society exams, will help me to further enhance the learning and participation experience for Flower Pod Southwell clients.

Recent major site improvements have included the introduction of solar panels, improved rainwater

harvesting, new accessible paths, and transformation of an unusable area into a new pond and a bog garden. Improvements have been achieved thanks to funding from the Samworth Foundation's Transformation & Innovation Fund, and help from EMEC Ecology (subsidiary of Nottinghamshire Wildlife Trust), our Green Citizens team and 40 volunteers, including our regular volunteers, clients and staff, and teams from National Grid, Virgin Media, NHS Supply Chain, Southwell Lions, and Nottingham Trent University (NTU).

Our new 'Wild About Wildlife' course is already making good use of the new pond! Our NTU ecology and conservation placement student has worked with clients to research and plan planting and built hibernacula to encourage more wildlife.

The Thursday Group have given great feedback about the volunteer-led woodwork sessions, as they really enjoy making things for the garden such as bird tables and art easels.

Future plans for the garden include creating lower maintenance and sensory areas, adding more shade in the learning garden, and building a new patio area for outdoor classes.



Samantha Dakin
Centre Manager

This has been a year of change for Flower Pod Newark, as I became Centre Manager in January 2023 following Christine Daniels' retirement. Having worked here as a Tutor previously, I am familiar with the site, and am brimming with ideas.

In the last year, we have increased our client numbers to 45 and our timetable has increased to eight sessions each week, with many clients attending more than one session. We have changed some sessions this year based

on feedback from our learner forum.

We work closely alongside other Reach Centres, including bringing Tutors from Reach Newark in to deliver specialist courses including 'Seed to Plate' cookery. We also welcome groups from other centres to use the site – for example for Botanic Art.

I have so many plans for the future, including building a bothy and an outdoor classroom with a roof, turning the smaller pond into a bog garden, and starting volunteer-led woodworking and photography classes.

We're grateful to funding from Trusts and Foundations for specific projects at Flower Pod Newark. They include:

- Green Citizens programme and capital developments – Samworth Foundation's Transformation & Innovation Fund
- 'Mindfulness Garden' project – National Lottery Awards for All
- Self-composting toilet – Forbes Charitable Trust
- 'Healthy Horti' project – Oliver Ford Foundation, The Thomas Farr Charity and D'Oyly Carte Charitable Trust.

Emma's Story

Emma is one of our new clients at Flower Pod. She is accompanied by her twin sister Aynsley, who supports Emma during sessions. When Emma first started, she was incredibly shy, and would only sit with her sister for lunch and during activities. Now Emma is fully integrated with the group, well-settled in her routine and actively participates in our 'Plant to Plate' themed activities and discussions which include cooking, crafts, art and gardening. Emma is a real asset to the group – with a wonderful sense of humour she makes us all laugh. The group has formed friendships and Emma is really missed when she is not there.

Flower Pod has given Emma more confidence to access her community, creating talking-points with other groups. She enjoys activities at home that are linked to things we have done in a session. For example, at home she produced a picture of a scarecrow, which she was excited to bring to her next session to show us. Emma feels that coming to Flower Pod helps her to be more active – she particularly enjoys when we walk to the cricket club to water the hanging baskets there.

Both Emma and Aynsley agree that patience shown by staff and volunteers, taking time to get to know Emma, has helped her to settle in so well. Staff adapt to support her specific needs; giving her time to process ideas and showing an interest in what she has to contribute; offering choices and listening to suggestions for future activities. Emma's goal is to arrive early for her session so that she can have lunch with her Flower Pod friends.



"Flower Pod has been the contribution to Emma's big smile" – Aynsley, Emma's sister

Jordan's Story

Jordan began attending Flower Pod Newark in November 2021. His aims were to form friendships, be more sociable, meet new people and maintain independence. When he first arrived at Flower Pod Newark, Jordan struggled to work in groups and often took his breaks outside of the classroom. He was quite shy and quiet, preferring to work alongside volunteers rather than his peer group. He attends 'Seasonal Gardening' on Monday afternoons and has extended his Wednesday 'Healthy Horti' session to a full day. Jordan has learnt new woodworking skills from our volunteer Richard, and has helped build a bird hide, bird table and nesting boxes. He has shared his new knowledge with other clients, showing them how to saw wood and fix screws and together they have built log edging around borders. Wildlife also interests Jordan; he has mowed paths through the wildlife meadow and, with his peers, set up a wildlife camera.

Jordan has achieved his primary aims in becoming more sociable, chatting to friends he has made during his time at Flower Pod Newark. His confidence and self-esteem have grown. He is very popular amongst his peers and likes to joke with them. Jordan now feels more confident out and about in his community and to engage socially with others. Jordan would like to develop his woodworking skills further into a supported volunteering role, where he can help others to gain new skills.

"I like coming to Flower Pod because it gets me out of the house and I meet more people. I like mowing the lawns and building things. I enjoy making friends – it makes me more confident".- Jordan



Our Flower Pod Southwell and Newark centres provide high quality learning opportunities, utilising the proven therapeutic benefits of working outdoors with nature. Flower Pod clients and volunteers work together to grow and nurture flowers, fruits and vegetables, and to help enhance local wildlife and biodiversity.



Maria Williams
Centre Manager

liked and did not like over the year. Our clients love this formal agenda-led approach, and I'm confident that they know that what they say matters to us. We use our 'You said, We did' board to show our response.

One recent request was for a new fitness group trying different activities every week, including Boccia, yoga, chair-based exercise, and relaxation techniques. This group will begin later this year.

Once again, Mansfield Rotary Club invited us to nominate a client for their Courage Awards for young people who have faced adversity. Reach Mansfield client Alyssa went on to win the award for her outstanding attitude. Well done Alyssa!



Greater awareness of the work that we do at Reach Mansfield has led to an increased number of referrals. Client numbers have increased steadily from 30 clients in 2019 to almost 50 in 2023. As a result, we have expanded our timetable to accommodate more people. Our Singing, Art, and Tasty Treats courses are very popular, so we have added additional sessions. This presents logistical challenges with space, which we are working to resolve. We use a variety of methods to consult with clients about their desired activities. In addition to discussions and questionnaires, we hold a client forum every spring, with representatives from each group reporting on what they

Ben's Story

When Ben left college, his mum, Tracey, struggled to find a day service suitable for his needs. Luckily for us she found Reach! Ben has been with us since 2015. When he's in the centre, he prefers his own space and likes to wear headphones during sessions.

Initially, we kept a separate space available for Ben and he wanted to keep the doors closed to avoid interaction with other clients. Ben now attends 'Tuesday Technology' and on Wednesdays he attends Art, which shows great progress towards socialising with others. We also offer Ben a bespoke session to meet his needs, which includes computer-based activities and crafts. He also participates in 'Tasty Treats' cookery, which he joins before the rest of the group to help him feel comfortable – he loves to take his baking home. I am proud of how the adjustments made for Ben have enabled him to participate, build positive relationships with other clients, staff and volunteers and to share his smashing smile and personality with us.



"Reach have made a huge difference to Ben and I can recognise the difference between when he first joined Reach back in 2015 compared to now. He loves coming to all his sessions and I feel I've found the best place for him. I think of Reach as part of a family, and they listen to me about how to meet Bens needs and ensure we adapt things to suit him." - Tracey, Ben's mum



Vickie Ward
Centre Manager

and interests. For example, due to popular demand we added a third cookery session and two new Boccia sessions this year. Moving forward we are planning an 'Independent Living' course.

Our annual Christmas performance and party were the highlight of the year. Our new Drama Tutor excelled in the role – the performance was amazing.

We have had great success with developing opportunities for our clients to volunteer with Reach and in the community, including in charity shops. Offering supported volunteering roles has proven very motivating for several clients, renewing their enthusiasm for learning and progression.

We have welcomed several new clients to Reach Newark this year and it continues to be a busy centre. We have a varied timetable of 18 sessions a week. I work closely with Samantha at Flower Pod Newark- as the two centres are in walking distance of each other, many clients enjoy a mix of activities at both.

Our courses are shaped by clients- we listen to everyone's feedback when planning so that we can respond to individual needs and preferences. Our tutors know our clients well, and can respond to their needs

As we are the largest centre, we help to provide cover to other centres. I have been supporting Nicola at Flower Pod Southwell in recent months as she settles into her new role. We invest in our people and we continue to enable staff to complete their Award in Education and Training qualifications to be able to lead courses.

In the future, I want to raise our profile by attending more careers fairs for school leavers, continue to build positive relationships with the Living Well Teams, and develop what we offer at Reach Newark.

Dorian's Story

Dorian has attended Reach Newark since 2008. He really enjoys his weekly art and 'Educational Fun' courses. Until recently he felt wary of trying new activities, but with time and support he has gradually built confidence to consider further courses in preparation for his move into our Southwell accommodation.

Our Transitions Co-ordinator is helping Dorian to get know his new housemates, whilst tutor Gemma, who has specialist communication skills, has enabled him to build confidence in interacting with others. Gemma's range of skills means Dorian has control over how he communicates with her, choosing between speech, signing or on an iPad using specialist software.

Dorian's confidence has noticeably increased. So much so that he has opted to try Boccia, Reach Southwell and Flower Pod Newark sessions.

Dorian is a very happy person and loves chatting with others about his favourite subject – guide dogs!

"We are extremely grateful for the quality of the courses at Reach. We are especially impressed by the scope of the educational fun sessions which he always tells us about most enthusiastically, also finding lots of illustrations online to explain what he's been learning about in more detail. Your students must be the luckiest in the whole world." – Melvina, Dorian's mum.



You can watch a film of Dorian signing and chatting with Gemma about his favourite activities at Reach. www.reachuk.org/about/our-stories





Helen Davenport
Centre Manager

Our focus this year was on supporting our clients to get out and about and engage in the local community, as many were about to move into the new accommodation in Southwell.

We have visited Stonebridge Community Farm, Bilsthorpe Heritage Museum, Clumber Park, Flower Pod Newark and returned to the ever-popular Civil War Museum in Newark. By organising daytrips and using public transport where possible, we encourage clients to use their concessionary bus passes and gain confidence to explore beyond the local area.

Participating in local events enables clients to feel connected to their town, while raising awareness of

Reach. Clients organised a pop-up café during the Southwell Music Festival, serving tea and cakes for donations to Reach. They also attended One Fest, a learning disability festival in Mansfield, with clients from other Reach centres.

When designing our programme, we work hard to respond to clients' feedback. One of our most successful courses has been 'All About Dogs', which the clients loved as it included hands-on experience with working dogs from local charities. Clients also got involved in activities such as croquet, pottery painting, and alpaca walking.

Our local leisure centre has introduced an accessible swim session with warmer water, which clients have really enjoyed and has helped them to feel more confident. It's also helped them be even more active because they can easily walk there!

We restarted the monthly 'Friday Night Social', and thanks to a grant from the National Grid Christmas Community Giving Campaign, introduced a free weekly 'Winter Warmer' club, which included a healthy meal and lots of games.

Looking ahead, we will continue to offer our well attended socials, and look for opportunities for our clients to engage in community life.

Jade's Story

Jade has been coming to Reach Southwell for over eight years, attends Flower Pod Southwell, and has Reach Care support one day a week. She has selective mutism, but finding things that Jade really enjoys has led to her speaking more in sessions.

Her great love is animals, so the "Under the Sea" course is her favourite. The cooking course is giving her more confidence to prepare her own food at home.

Jade also enjoys going to different places and trying new activities with the 'In Out and About Group', including swimming, crazy golf and visiting Southwell Workhouse (a National Trust property). This

group helps her to be more active – particularly walking more, which in the past she has not enjoyed.

We have worked closely with Jade's Speech and Language team to support her communication needs, and using an iPad with Widgit symbols in sessions helps her to express herself. Jade tells us she enjoys being with her friends at Reach.

Florida, Jade's mum said **"When it's a Reach day, Jade is up and ready, making her own breakfast, not having her usual lie in. That tells me Jade is happy to go to Reach."**



Catherine Shatwell
Carers Matter Manager

Over the last year, the cost-of-living crisis has placed considerable pressure on family carers, many of whom were already feeling worried about money and finances. Thanks to a grant from the National Grid Fuel Poverty Fund, I was able to provide energy and fuel poverty awareness advice to family carers reliant on low incomes,

to help reduce their fuel cost burden during the colder months.

I also worked with our Local Authority to improve how information is provided to family carers on Disability Related Expenditure and other topics. This work confirmed the need for specialist support for carers of adults with learning disabilities who often have very specific needs that can be misunderstood by decision-makers and services.

For families caring for people with care and support needs, major life changes such as bereavement or illness can quickly lead to crises and emergency situations. In the past year, we have provided bespoke support to many families, some at crisis point. Looking forward, we want to continue to be there for families, not only during these difficult times, but also to support them to plan better for the future as soon as possible, to avoid risk of poor outcomes for individuals.

Sara, Charlie, Steve and Josie's Story

Brother and sister Charlie and Sara attend Reach Newark. When their mum sadly passed away in 2022, Charlie was living in the family home with his dad, Steve, and Sara was living with her 74-year-old grandmother, Josie. Steve was finding it difficult to cope and relying on Josie more and more for help. Both Steve and Josie now receive one-to-one support from me. Steve was finding it difficult to keep on top of household admin which led to a withdrawal of benefits – I supported him to get them reinstated and to increase his household income by accessing his full entitlements. I supported Josie to become Charlie's appointee when Steve didn't quite feel ready to take on that responsibility. I'm now supporting Steve to find accommodation which better supports his and Charlie's needs.



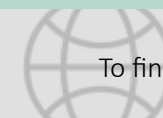
"We didn't really know where to start after Bridget passed away – Catherine knew exactly what to do and how to do it. It's been a difficult time, but with Catherine's help, we can finally see the wood for the trees."
– Josie, family carer

570
hours of
one-to-one
support

37
group
sessions

188
family carers
accessed
specialist support

Engaged with **33**
family carers through
closed Facebook group



To find out more about our work to support family carers, visit our web page. www.reachuk.org/carers-matter





Wayne Wilmot
Volunteer Manager

Our five-year 'All Part of Life' project, funded by The National Lottery Community Fund (TNLCF), aims to develop volunteering at Reach. Our fourth year of the project has been incredibly positive. We have recruited new volunteers, whilst many existing volunteers have increased their hours and involvement by helping us to introduce new activities and projects, or leading their own specialist workshops. New volunteer-led jewellery making, photography and woodworking sessions have all been welcomed by clients.

Volunteers have also helped us towards our goal to achieve greater environmental sustainability. At our two Flower Pod sites, volunteers helped create new wildlife areas – digging and planting the new ponds and working alongside clients to build bird-hides and bat boxes.

Looking forward to the next year, I plan to respond to volunteer feedback from our Investors in People assessment to refresh our volunteer supervision processes, and, as requested by clients, develop partnerships with local groups to create sports-related volunteering opportunities.

I'd like to thank all of our volunteers for their time and commitment which enables us to offer such a diverse and engaging range of activities.

“Becoming a volunteer was one of the best decisions I’ve made since retiring.”

Richard, Flower Pod Newark volunteer

Key Achievements

- Volunteers took part in our Investors in People assessment for the first time
- Increased number of online training courses available to volunteers
- Input into pilot volunteer training programme delivered by co-trainers with learning disabilities
- Strengthened relationships with schools and colleges, including one of our local secondary schools, creating a pipeline for young Duke of Edinburgh volunteers
- Developed new corporate volunteering opportunities at Flower Pod Newark
- Welcomed three new staff members who, having previously volunteered for Reach, were inspired by their volunteering to consider a social care career
- Refreshed our Volunteer Handbook and Volunteer Policy.

With thanks to The National Lottery Community Fund for funding our five-year project to develop volunteering at Reach.



370
client-facing
volunteer hours
each week

104
people in client-
facing volunteer
roles

26
adults with learning
disabilities actively
volunteering

50 clients actively
contributed to
community life in the
past year

20 volunteers
providing specialist
or ad-hoc support

150
corporate
volunteers
a year



James' Story - Supported Volunteer

“James has been a Reach client since 2017. In 2022, he expressed an interest in volunteering in the community. James loves sport and is very competitive, so it was important to find him a role that would challenge him. Barnardo’s charity shop offered the perfect place. James serves customers, prepares attractive displays and more. He has learnt how to prioritise tasks and communicate effectively with staff and customers. He has built confidence to suggest his own ideas to staff and other volunteers and he recognises his volunteering as important in the running of the charity shop. Volunteering gives James more independence because he sees himself as a valued and productive member of society.

James has progressed from being driven to and from Newark, to identifying and catching the correct bus, with support staff. His goal is to travel independently on public transport to Barnardo’s which will open up new opportunities for him.”

“James loves his volunteering. It has built up his confidence, improved his independence and given him a huge sense of purpose. James has built on and improved skills he was already learning.” – Claire, James’ mum

“I really like meeting people but I don’t like it when I don’t have enough to do. At Barnardo’s I have built on skills I have been learning all my life. Improving and perfecting them.” – James



Jo's Story - Reach Southwell and Flower Pod Southwell Volunteer

“I’m a retired Paediatric Physiotherapist and encountered Reach in our local paper. I was attracted to a local charity doing valuable work to support adults with learning disabilities, a group that sadly often get overlooked and forgotten.

I’ve been volunteering at Reach for five years, initially at Flower Pod Southwell and now at Reach Southwell. 18 months ago, I started helping two clients preparing for their move into the Southwell accommodation and developing their independent living skills. Working with Reach clients has made me more aware of their future, and how important it is to them (and their families) to continue living in a familiar community. My involvement has been incredibly rewarding.

I’m a practical person and have enjoyed all the activities with clients and staff. This has included gardening, planning meals, shopping and cooking, interior design, ironing and even bowling nights – I’ll have a go at anything!

From my volunteering I get a sense of purpose and achievement, it’s very fulfilling and rewarding as the clients gain confidence in my company and friendship and trust develops.”



To find out more visit our All Part of Life Webpage. www.reachuk.org/projects/all-part-of-life





The excitement in the air before a Reach holiday is palpable. For nearly 90 Reach clients, this is the highlight of their year, and for their families, it is often the only respite that they have from caring all year round.

In 2022/23 we have loved getting out and about and meeting up with friends again. Highlights have included:

- Our September holiday in Suffolk
- Outings to lovely local places such as Hockerton Housing Project and Ecofarm
- Introducing new socials in Southwell and Mansfield, in addition to our popular weekly Newark socials.

These activities offer opportunity for fun, relaxation and friendship, and to explore places of interest. They help mitigate against the effects of loneliness and isolation and raise aspirations for more independent lives.

Fundraising helps us keep such activities affordable for clients and families by contributing towards co-ordination and other costs. This is especially important during the cost-of-living crisis which is disproportionately affecting disabled households.



“

“The holiday was really fun! I enjoyed meeting new people, and the food was nice. The entertainment was good, and I like the singers. Plus, I got to have a free martini.” - Graham

”



We are grateful to the funders that have helped us to provide additional or subsidised activities this year including:

- Big Give Christmas Challenge – holidays and day trips**
- National Grid Christmas Community Donation – ‘Winter Warmers’ project**
- National Grid - Community Matters Fund Fuel Poverty Plus – ‘Fuel Focus’ project**
- Tesco Community Grants – ‘Eat Well Live Well’ project**




The adults with learning disabilities who use Reach services say how important it is for their views and experiences to be understood and acted upon, and for them to feel they are respected as active, equal citizens. Family carers also tell us how they and their family member with learning disabilities can feel overlooked and ignored, including in discussions about the future of social care.

We have always sought to tailor activities to individual needs and aspirations, using genuinely person-centred approaches to empower each individual to express their wishes and views. We hope that the stories throughout this Report testify to this commitment.

In recent years we have delivered major, innovative projects to enable the voice of those with lived experience of learning disability to have greater influence within Reach and beyond.

For example, our three-year 'Reach Out Stop Exploitation' project (ROSE), which completed in 2022, enabled mentors with learning disabilities to raise awareness of sexual exploitation and deliver 'stay safe' training to people with learning disabilities, professionals and family carers. A celebration event at Nottingham University in June was attended by academics, social care professionals, funders, Reach staff and Trustees. The mentors shared learning from the project and future recommendations.

ROSE resources available at <https://reachuk.org/projects/rose/#resources>. 

Other projects including All Part of Life (page 18), Green Citizens (pages 12 and 13) and Carers Matter (page 17) have also been instrumental in driving forward our work to empower adults with learning disabilities and their families to have influence and impact, and to play more active roles in their communities.

All of these projects have only been achievable with grant funding, illustrating the crucial role that voluntary income plays in enabling the voice of people who are so often ignored, to be heard and have influence.

The Future

Drawing on previous project evaluations, we are now scoping new ways to enable clients and their families to influence services within Reach and beyond. This includes piloting training for volunteers designed and delivered by co-trainers with learning disabilities, and further co-production work with statutory services to enable family carers to shape how information about entitlements is provided.

Jamie's Story

Jamie has had volunteering and mentoring roles for several years, including within the ROSE and Green Citizens projects. With light-touch support from our Volunteer Manager, Wayne, he has also volunteered at a local charity shop for some time. When Jamie felt ready for new challenges, Wayne helped him identify a peer volunteering opportunity within Reach Mansfield's singing or drama courses – topics that match Jamie's interests. This necessitated a Newark to Mansfield bus journey, initially with support from Wayne. Jamie is now able to do the journey himself. The Mansfield team are supporting Jamie in his volunteering. Jamie is also involved in development work for the new Voice and Participation project.

"I love volunteering at Reach, it makes me feel very helpful and is really rewarding. Volunteering keeps me busy and lets me feel like I am helping improve the community."

– Jamie



Debbie Mirfin
Deputy Manager, Reach Care

Debbie joined Reach Care in 2015, as an experienced support worker. With Reach's help, she studied for a Level 5 qualification in Leadership in Health and Social Care, and soon progressed to Team Leader.

Unfortunately, at the time, there were no opportunities to progress further within Reach, so Debbie left to join a former employer as Service Manager, but she says, "I have never cried so much as the day I left Reach!"

Within six months, Debbie heard that Reach was recruiting a Deputy Care Manager. Knowing she enjoyed the workplace culture and how well Reach's values aligned to her own she applied to rejoin Reach, and was appointed in June 2020. Joining during lockdown was difficult, but Debbie soon realised that the digital processes introduced due to Covid-19 restrictions would benefit the organisation.

Debbie's responsibilities include improving how quality is measured and putting a robust audit strategy in place.

For example, accident and incident reporting was on a paper form, but is now done digitally. The results can be analysed in a spreadsheet, so that trends can be spotted quickly and acted on, by changing processes or improving training.

"I have so much autonomy to make changes and suggestions. I've implemented a new quarterly quality report for Reach Care Directors and the Reach Council of Management. I report on four pillars of quality – Trust and Confidence, A Good Life, Voice and High Standards, to drive improvements across Reach Care." - Debbie

Debbie is now studying a three-year Level 7 qualification in Strategic Management and Leadership with the Chartered Management Institute to further develop her management and leadership skills.



Hayley Berry
Reach Newark Tutor and Holidays Co-ordinator

Hayley joined Reach as a Project Co-ordinator in September 2019, with 14 years of support work experience. Since joining, Reach has supported her to complete her Award in Education and Training (AET) qualification, and she has now progressed to the role of Tutor.

"I like everything that Reach stands for. They are all about the clients, about making a difference in somebody's life, not making money. My manager is always supportive, and has really helped me with studying for the AET qualification. There is always extra training on offer, and you are encouraged to progress."

In 2022, Hayley was approached to take on the role of Holidays Co-ordinator from Catherine Shatwell, who has supported Hayley to learn the ropes.

"I wouldn't have known where to start without Catherine's help. She has so much knowledge, and has a structured plan which I follow, covering everything from breakfast times to the accessibility of the activities."

It's important to Hayley to get every detail right. From doing risk assessments to creating a seating plan for mealtimes, and booking coaches, a Reach holiday is a huge undertaking and takes months of preparation.

"Just seeing clients live their best lives makes my heart burst" – Hayley

Evidence of the difference our holidays make can be seen on pages 20 - 21.





Dani Noquet
Registered Care Manager

Working towards the completion of the Southwell accommodation has made this a challenging but ultimately exciting and inspiring year. We have a huge sense of pride in reaching the finishing line. Seeing our clients happy in their forever home has really boosted morale.

We worked closely both with colleagues across the organisation, and our Local Authority, to assess the support that each tenant would need.

Voice and Participation Project

We have been working on an exciting new project to ensure that everyone at Reach understands our values, and how our clients like to be supported. Applying our learning from the ROSE project, eight clients have become co-trainers, delivering training to Reach staff and volunteers. The first volunteer session will be delivered in the summer, with employee sessions following on from this. The group will also present their training to the Council of Management, increasing client voice throughout the organisation. Longer term, we hope that the co-trainers will also be involved in the Oliver McGowan mandatory training within Reach. You can read more about the Voice and Participation project on page 22.

Positive Behaviour Support

I have now achieved my Level 5 Practice Leadership of Positive Behaviour Support (PBS). PBS is an evidenced based model of support. It provides a framework for staff to work within, ensuring support is tailored to meet the specific needs of an individual. PBS should be

ever evolving, developing, and embracing practices that improve a person’s quality of life. PBS values are already embedded into our strategy, but we will now train staff to implement quality PBS more widely within Reach.

Looking ahead, we will recruit a PBS Practice Leader who will work with staff teams, then clients and families, supporting them to recognise behaviour that may concern us as the communication of an unmet need. This approach facilitates better outcomes for our clients and staff. It is well recognised that if people are supported to lead full and meaningful lives, they are happier, more settled, and there is less presentation of concerning behaviours.

Staff and Recruitment

We have been able to recruit additional staff to support the Southwell accommodation tenants, and now have 63 client-facing staff working at Reach Care. Although recruitment remains an issue and we are always seeking to recruit, our recent campaigns have led to an increase in applicants who share our values. Staff retention remains above the national average.

The work that Deputy Care Manager Debbie Mirfin has led on quality, as explained on page 23, will help us respond to the new style Care Quality Commission inspections, which will focus on an assessment of quality and risk.

We are proud to have participated in the Reach ‘Investors in People’ (IiP) assessment for the first time this year. Achievement of the IiP Gold Award is a valuable benchmark for us as we strive to be a high-quality local employer.

It has been reassuring to see that staff sickness levels have fallen, indicating more resilience in the team. Although preparations for the Southwell accommodation occupied a lot of management time, staff report that they felt supported.

In the future, we hope to apply learning from our new accommodation to help solve accommodation issues for other adults with learning disabilities in Nottinghamshire.



To find out more visit www.reachuk.org/services/reach-care



Jenny’s Story

“What a wonderful organisation Reach is.”

The highlight of Jenny’s year is the Reach holiday, and if you saw her dancing until 11pm on the most recent one, you would find it hard to believe how many health issues Jenny faces.

Born with a rare genetic condition which caused a severe learning disability, Jenny developed a further condition which caused loss of hearing in one ear, and benign tumours to grow on her spine. Jenny has had four spinal tumours removed and now has monthly chemotherapy to help inhibit further growth of the tumours.

Despite frequent pain and hospital visits, Jenny’s care support staff describe her as bubbly and full of life. When she is well, she loves going to the cinema, dancing, swimming or playing crazy golf with her friends at Reach.

Reach Care has supported Jenny since 2013, with one-to-one care from 8am to 5pm most days, and she also attends sessions at Reach and Flower Pod in Southwell. Her parents cannot praise Reach enough for the support Jenny has received. Steve, Jenny’s father says:

“When we first heard about all Jenny’s problems, we wondered what the future would hold. We are so lucky to have found Reach - Jenny lives a happy life. Reach has done such a good job – they are a great team.”


Jenny’s Reach Care support team is now able to take her for her monthly blood tests and chemo sessions at hospital and have even stayed overnight with her. Cathy, Jenny’s mother says:

“Jenny has limited speech and understanding, so having Reach Care staff with her at the hospital, who know her and can understand her, is a great help, and takes the pressure off Steve and me.”

“We are gradually gaining more time to enjoy our retirement and grandson, as we know that Jenny is happy to stay at home with Reach Care staff while we are away.”

Jenny is now in her early thirties and it is becoming clear to both her parents and the Reach Care staff that she is ready for more independence. Both think that she would benefit from a supported living environment with one or two others, as she often needs quiet time when she is in pain.

Reach is hoping that they will soon be able to find a suitable home for Jenny to give her the independence she needs, while giving her parents peace of mind that Reach is continuing to care for her.

Watch our recruitment video at: bit.ly/48nBvUP 



Reach is all about people coming together to make a difference; this aligns with the aim of Lions Club International to enable individuals to join together to give their valuable time and effort to improving their communities, and the world. Reach has been closely connected with Southwell Lions for many years now, working together to build an excellent relationship. We are even more closely connected through Nick Turner, Reach Trustee and Steve Scall, family carer to one of our clients and accommodation tenant, who are both Lions.

Southwell Lions do wonderful work within our local community, giving their time volunteering and raising money to support charities, schools and individuals. They currently have 32 members who, together, raise around £20,000 each year, some of which is used to support Reach's work. Including:

- Making a grant towards Reach's Southwell Accommodation project
- Donating towards Reach Southwell's socials
- Pledging to match-fund 2021 and 2022's Big Give Christmas Challenge
- Gifting two Christmas trees and decorations to the Southwell accommodation.



Our rich and mutual partnership with Southwell Lions has created a valuable source of funding, whilst working alongside a strong pillar of the community. We look forward to building on this in the future.

Sarosha Byrne, Fundraising Volunteer interviewing Alastair Murray, Southwell & District Lions Club President 2022-2023

“Southwell Lions have supported Reach in many ways including volunteering at Flower Pod Southwell and at events like the Viking Challenge. At Flower Pod Southwell, six Lions helped dig a new wildlife area. Reach also helps us, by sharing resources and supporting our activities. Reach loan us marquees for social and fundraising events, and staff members enjoy attending our quizzes and comedy nights.



We ensure we are involved beyond the financial investment too, for example making site visits to see the progress of the accommodation build. This enables us to report back to our monthly business meetings and demonstrate where our money is going which helps give members confidence in Reach's work and increases the likelihood of reinvesting in Reach. Collaborating with Reach gives us further insight into how a charity operates, which will help cultivate future work. For example, Reach has provided information on ways to diversify our fundraising to improve the club's financial sustainability.

Lions know the importance of the work Reach do in the community. If Reach weren't here, we know that people with learning disabilities would fall off the radar. Without Reach, many local people wouldn't receive the excellent support that they do. It's a pleasure to work with the dedicated staff. The friendliness from the Reach team is outstanding, I receive the same friendliness as they give to their clients.”

Alastair, Southwell Lions Club President 2022-2023



Lack of quality, affordable housing means that people with learning disabilities often remain living with family for most of their adult lives. When this is no longer viable, there is often no choice but for the person to move to a new area, sometimes losing their family, friends and community in one go.

This was the situation that a group of parents sought to address when they founded the charity that became Reach almost 25 years ago. The high cost of local property and land rendered the aspiration to build our own accommodation unattainable for many years, but we persisted due to the increasing urgency of need.

The catalyst came in 2018 with the gift to the charity of land and property on a housing development site in Southwell. Innovatively, it was agreed that our build could represent the affordable housing element of a larger housing development.

Trustees, staff, expert volunteers, and professional advisers have worked tirelessly to bring the project to fruition. This included a major fundraising campaign that raised grants and donations from local and national funders, including £250k through a community appeal.

Our first major capital project has certainly been a learning curve, with additional challenges presented by the Covid-19 pandemic, cost-of-living crisis and rising material costs. Thanks to careful project management, some judicious value engineering, our expert volunteers, and our wonderful donors and funders, we continued to make progress. Trustees also approved the offer of a £300,000 loan at a favourable interest rate. The build remained broadly within budget.

The build commenced in early 2022 and one year on was nearly complete, with the 12 tenants set to move into their new home in early June 2023.

“We are exceptionally proud of how the new homes do justice to our founding Trustees’ unwavering belief that people with learning disabilities deserve high-quality housing. We thank all those who have enabled us to finally say ‘home at last!’”

Steve Shatwell, Chief Executive



Getting Ready

The accommodation will be offered on a supported living basis with shared and one-to-one care provided by our Reach Learning Disability Care CIC (Reach Care). There is a dedicated team of care support staff for each house, headed by experienced Team Leaders. At night-time, sleep-in care support is present in each house.

Whilst the build progressed, expert staff provided practical and emotional support to prospective tenants and their families to ensure smooth, sustainable transitions. This included group and one-to-one life-skills learning for tenants, with lots of opportunity to bond as a group, and explore local community facilities. Our Transitions Co-ordinator and Reach Care teams worked collaboratively with Local Authority and multi-disciplinary health and care teams to ensure that each tenant's needs and aspirations were understood, and to support each individual to settle properly into their new home. Family carers received support to ensure the right funding packages were in place.





Sarah's Story

Sarah's mother, Ann, has had a worrying time since Sarah first moved from the family home 26 years ago. Sarah had lived in three different homes in Newark, becoming lonely and isolated living on her own so far from her family, finding it difficult to get along with the others in shared accommodation, and returning home when things didn't work out.

The last few years were easier, as Reach housed Sarah in rented properties in Southwell along with two other Reach clients. This enabled her to live nearer her family, and have the support of Reach Care, but there were still some issues, as the group had to move houses when a tenancy ended. As in most households, there were also some grumbles between the group including disputes over which TV programmes to watch!

The move to the Southwell accommodation was a big change for Sarah, as it was the first time she had lived with a bigger group of people, and meant that she had less one-to-one care from her support staff. However, as Sarah herself says:

"I'm very happy here. It is different from what I am used to – but in a good way"

Beverley Rayner, who worked with the residents for 18 months on the transition to the new accommodation, says:

"Sarah is a great asset to the group, as she has shared her

experiences of living with other people, and is the first to point out if someone is upset. She has gained more confidence, and the change has suited her."

Living with five others has enabled Sarah to find friends of a similar age with common interests. They enjoy the same TV programmes, and making cards in the shared living and activity rooms. She now happily walks to the shops and the Reach Centre in Southwell with her friends, something she resisted previously.

Since Sarah moved into the new Southwell accommodation, Ann has finally been able to stop worrying and see a future for Sarah.

"Sarah has settled in nicely, thanks to the transition work she did with Beverley. The whole family are extremely pleased, and her niece and nephews have already visited her there. The accommodation is superb, and that is now her home for life. It's phenomenal – a big thank you to everyone whose hard work and generosity made this possible"

Ann, Sarah's mum

Like all the residents, she now has a bigger bedroom with her own sitting area, so can have time out on her own. when she needs it.

Rosie, Team Leader in Sarah's house, says: "Initially Sarah struggled with not having so much one-to-one support, but we discussed it, and she realised that she does not need so much help now."



Moving Forward - Independent Transitions Project

Moving house can be stressful! Our 12 prospective Southwell accommodation tenants have faced multiple challenges including lack of practical life-skills, anxieties about moving out of the family home, and changes of routine. Some people have faced additional challenges due to difficult circumstances including bereavement.

Over the past 18 months, I have worked with our prospective tenants and their families to identify their needs and concerns, and then, thanks to funding, plan a programme of weekly group and one-to-one sessions. I have been supported in this by a qualified tutor, our Chief Executive, Carers Matter Manager and Reach Care team.

Having the flexibility to offer such bespoke support has been a game-changer. Tenants have used their one-to-one sessions to gain skills that addressed the issues that matter to them. They've enjoyed making decisions for their future such as planning their bedrooms and using local facilities.

Everyone is now keen to use their new housework skills including cookery, shopping, washing-up, making and changing beds, ironing and cleaning. Digital skills to help with activities like online shopping have also been on the agenda.

The tenants have enjoyed learning together as a group too. They've planned how they'll manage meals, agreed rules, and discussed what being a 'tenant' means. They've practised fun activities and discussions to understand each other's needs. I'm really proud of how everyone has become more confident and respectful communicators.

Working closely with colleagues has facilitated holistic, bespoke support for tenants and families in crisis, addressing complex issues whilst still keeping focused on the June moving date. It has been exceptionally valuable to have time to prepare detailed care plans to help the tenants' new care teams.

It is a joy to see how happy and confident the tenants feel about their new home.

We also provided support to people who are preparing for a move from the family home in the next few years.

Beverley Rayner, Transitions Co-ordinator



To find out more visit www.reachuk.org/projects/accommodation-project





Furniture and furnishings kindly donated by Midlands furniture company Dunelm, whose interior design skills helped turn the houses into homes.



Our high-specification building was designed by award-winning architects Allan Joyce Architects Ltd and built by C. Ratcliffe Builders Ltd.

Our Accommodation comprises:

- Two separate houses named by the tenants as ‘Cherries’ and ‘Springbank House’. Each house accommodates six tenants. The two houses are connected by a shared space that contains an accessible lift and accessible bathroom.
- Innovative eco-technology to keep maintenance and running costs low, and achieve environmental sustainability. The houses are designed to be net zero carbon in use.
- A spacious, ensuite bedroom in each house for support staff on overnight shifts.
- 12 spacious, airy bedrooms with either a balcony or patio space for each tenant, and ensuite bathrooms meeting individual accessibility needs and preferences.
- A large kitchen and living area in each house. French windows open onto beautiful, shared gardens, whilst upstairs are large activity/sitting rooms.

Difference Made

The 12 tenants will have a home for life, in their chosen community.

The community of Southwell has sustainable accommodation offering adults with learning disabilities and their families peace of mind for generations to come.

The Future

We hope that our story will benefit other voluntary organisations. We are therefore compiling a ‘Frequently Asked Questions’ document to share our learning.

We have begun to scope future options to provide quality, community-based accommodation solutions to more adults with learning disabilities in our county.

Please contact Steve Shatwell steve.shatwell@reachuk.org to find out more

2022/23 has been a year of great reward and challenge. Knowing that our fundraising efforts have helped to provide a home for life for 12 people is a source of great pride to the Fundraising Team. An increasingly competitive fundraising environment with the cost-of-living crisis affecting all voluntary income streams remains a challenge. We are also adjusting to how our increased income renders us newly ineligible for some grant-makers, whilst we are, as yet, without the established voluntary income streams that larger charities enjoy such as legacies and significant individual giving.

Fundraising need

It is sometimes assumed that adults with learning disabilities are 'looked after' by the state. Whilst it is true that our income streams include personal budgets (payments allocated to people in need by local authorities), there is still very much a need to fundraise, because:

- Personal budget income does not cover the true cost of running our high-quality, person-centred services and projects that achieve enduring social impact. We need to raise £500,000 a year just to keep the service at current levels.
- Reach offers a level of support that goes beyond what is normally understood by 'day service' or 'care support.' Grants and donations enable us to work collaboratively with clients, families and partners to problem solve and tackle exclusion in exciting, dynamic ways. Current examples include bespoke support for clients and families in crisis or preparing for major life changes, for work to ensure the voice of clients and families is heard including new co-training and co-production activity and enhancing volunteering and community participation including supported opportunities for adults with learning disabilities.
- Capital grants fund improvements to centres, and now, to address the lack of affordable, quality accommodation.
- Smaller grants help fund therapeutic activities that make life more fun and enjoyable such as holidays, socials, day trips, exhibitions and performances.

- People assessed as having mild to moderate learning disabilities often receive little or no personal budget allowance yet are amongst the most 'at risk' in society today, without timely, appropriate support.

Our fundraising approach

Fundraising and communications activities are delivered by a small team (full time equivalent of 2.6). Specialist volunteers, freelancers, and agencies provide communications and technology services when required.

It has cost the charity £1,056,316 to provide services to people with learning disabilities in 2022/23. Approximately £850,974 was met from personal budgets, property rental, contracts, and business grants. The difference of £205,342, has been raised from grants and donations from organisations (this excludes accommodation grants).

Our approach is to achieve good return for our time and resources, meeting current income needs whilst developing longer-term income streams. Grants continue to be our primary source of voluntary income, but new creative approaches to diversify income streams are underway.

During 2022 we ran two appeals, communicating with supporters who have opted in to receive appeal information and via local and social media:

- Our Summer 2022 appeal helped to recruit four new regular givers. Regular gifts currently generate an income of £3,250 annually.
- We again participated in a national matched funding initiative, the Big Give Christmas Challenge, slightly exceeding our £30,000 target for our 'Money Matters' appeal.

Community fundraising returned to a more normal schedule during 2022/23. Rather than running our own major events, we participated in third-party events such as Deerstock, the DB Wood Newark Half Marathon and the Viking Challenge.

Voluntary scheme for regulating fundraising/ monitoring

The Charity complies with current fundraising regulatory standards. We are registered with the Fundraising Regulator and adhere to the Fundraising Promise and Code of Fundraising Practice. We subscribe to the Fundraising Levy.

We comply with General Data Protection Regulations (GDPR). We use a specialist fundraising database to ensure compliance with GDPR, Fundraising Code of Practice and related regulations and laws. Our overall supporter privacy notice is available on our website or from the Fundraising Team. Shorter privacy notices pertaining to particular activities are also produced. We do not swap or sell our supporter data. Supporters are informed as to how they can change communication preferences at any time.

Trustees understand their responsibility for fundraising as required by the Charity Commission. They are informed of performance against plans and budget at quarterly meetings.

Fundraising staff undertake regular training and professional development via Reach's online training portal and fundraising-specific training providers.

All Trustees, staff and volunteers are made aware of regulations, policies and procedures pertaining to fundraising, including complaints, ethical fundraising, data protection, and safeguarding of vulnerable people. This happens through inductions, team meetings, email updates, and training. New presentations for trustees, staff and volunteers have begun to be rolled out.

We ensure correct safeguards are in place with parties that fundraise on our behalf. Service level agreements or contracts are in place proportionate to our relationship and any expected return. We explain about the Code of Fundraising Practice, data protection, safeguarding responsibilities, timelines, milestones, target income, handling and processing of monies, confidentiality, complaints process, and how to describe our relationship.

Our Ethical Fundraising Policy includes our approach to the protection of vulnerable people.

Our Fundraising Complaints Policy explains how individuals can complain. No fundraising complaints were received during 2022/23.

All Fundraising staff and volunteers undertake safeguarding training with further advice provided by Reach's safeguarding lead.

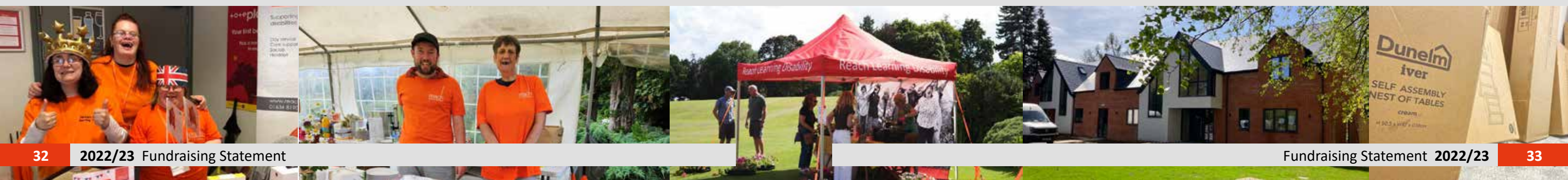
Fundraising policies are available on our website at www.reachuk.org/about/reports-documents/.

Summary of future objectives – 2023/24

- Refresh fundraising strategy to support 2024-2029 strategy
- Plan and deliver 25th Anniversary appeal
- Secure revenue income and small capital grants to meet annual budget
- Secure 3-4 multi-year grants
- Submit high-scoring tenders to adult community learning and day service commissioners
- Grow diversified, unrestricted income streams to ensure stability and sustainability
- Incorporate Chartered Institute of Fundraising competencies within fundraising training
- Communicate impact and stories
- Address lack of dedicated communications resource.

We thank all those who have helped to make a difference to the lives of people with learning disabilities in Nottinghamshire and their family carers in the past year.

Julia Sandhu MCIOf(Dip)
Fundraising Director





Reach's consolidated accounts show a total income of £3.34m, an increase of 8.3% on last year and a surplus of £661k, which includes £542k of restricted income.

Our restricted funds have increased to £1.58m, as additional funds have been secured to meet the cost of building our Southwell accommodation. At the financial year end the build was close to completion with £1.47m of capitalised costs included in our fixed asset total. The accommodation will prove to be another source of income for us next year and for years to come.

Principal funding for Reach Learning Disability, the Charity, has continued to come through charitable activities. Demand for attendance at our five day centres is increasing back towards pre-pandemic levels. Project funding, including a grant towards capital developments at our Flower Pod Newark and Southwell sites from Samworth Foundation's Transformation and Innovation Fund, has enabled us to extend the number and diversity of courses. We have grown personal budget income from Nottinghamshire County Council by 12.5%. Our contract with Inspire Learning enabled us to deliver informal adult community learning courses at each centre, whilst separate commissioning for numeracy courses created 10% additional income.

We rely on fundraising to meet shortfalls between income from personal budgets and commissioning and the full costs associated with running a quality person-centred service. Development of best practice projects such as our 'All Part of Life' project to support volunteering, funded by The National Lottery Community Fund, add value to our services. This year we raised £82k of unrestricted funds and £225k of restricted income, together with £593k restricted for our Southwell accommodation.

We have seen the income from our domiciliary care business, Reach Learning Disability Care CIC, increase by 12.2% to £1.58m. We have worked hard with the Local Authority to secure comparative hourly rates. This has allowed us to reward staff, reflecting the need to remain competitive in a challenging employment market and maintain high staff retention.

Government business grants added £9K to the CIC's income during the year and as such the surplus for the year has resulted in a donation to the charity of £86.4k.

Our expenditure on charitable activities, therefore, increased by 5.5% to £2.56m. A culture of continuous improvement across all our operations and strong financial controls has allowed us to manage overheads effectively in a time of significantly increasing costs.

With the capital investment at both our Flower Pod sites, and the near completion of our two additional supported living houses, our fixed assets across the Group have increased by £1.35m, resulting in a net book value at the end of the financial year of £1.99m.

Our creditors due after one year have increased due to a £300k loan taken out to meet the final costs of our Southwell accommodation. This has a 5-year term at 2.5% interest payable.

Our cash balances total £861k at the year end with £333k restricted in use. The reduction of £476k during the year was to meet our construction costs.

Sharon Card
Finance Director

Purposes and Aims

Our charitable object is to provide support and services for people with learning disabilities (including those without a formal diagnosis, those with autism, brain damage and/or whose sensory and communication impairments present a similar barrier to quality of life as living with a learning disability) and their families and carers within a 50-mile radius of Southwell, Nottinghamshire.

Structure

On 1st April 2014, the Charity's name was officially changed from Southwell Care Project to Reach Learning Disability. It is a company limited by guarantee without a share capital (company number 3724275), and also a registered charity (number 1076318). It is governed by its Memorandum and Articles of Association.

On 3rd May 2011, the Charity set up a wholly owned domiciliary care agency, Reach Learning Disability Care CIC (company number 07619886).

Head Office and Delivery Premises

Offices

Reach Learning Disability's head office is Prebend Passage, Southwell, Nottinghamshire, NG25 0JH. This is also our Southwell day service centre.

Reach Learning Disability Care CIC – Beacon Centre, Cafferata Way, Newark, NG24 2TN (as of May 2021). Reach Care provides support to clients and their families across Nottinghamshire.

The Charity's delivery premises are located at:
Reach Newark – Hawtonville Community Centre, St Mary's Gardens, Newark, NG24 4JQ

Flower Pod Newark operates at a site next to Eton Court, Newark, NG24 4JB

Reach Mansfield – St John's Church Hall, St John's Street, Mansfield, NG18 1QH

Reach Southwell – Prebend Passage, Southwell, NG25 0JH

Flower Pod Southwell – Home Farm, Brackenhurst Lane, Southwell, NG25 0QL





Accommodation

The Charity holds the freehold title of land and properties on Halloughton Road in Southwell.

The Charity holds the freehold title of a three-bedroom bungalow in Newark, over which CAF Bank hold a mortgaged security charge.

Delivering Public Benefit

The Trustees have due regard to the Charity Commission's public benefit guidance in the course of exercising powers or duties relevant to the guidance. Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the set aims and objectives.

Risk Management

The Trustees have a duty to ensure that appropriate procedures, processes and controls are in place to identify, assess and mitigate against the risks to which the Charity is exposed, including those to provide reasonable assurance against fraud and error.

A Risk Register, which identifies the major operational, strategic and business risks which the Charity faces and the actions to mitigate against them, is maintained. It is reviewed on a regular basis by the Senior Management Team (SMT) and annually by the Council of Management. All changes to the Risk Register are approved by the Trustees. The organisation completes individual operational risk assessments in all areas of its work

including provision of services, special projects and fundraising activities. Where risks have been identified, action is taken to minimise them, and insurance cover is arranged where available and considered prudent.

Reserves

It is our policy to maintain unrestricted free reserves at a level which provides funds both to cover three months' operating expenditure of the charity and to mitigate against financial risks in its commercial trading operations. The level of reserves is reviewed regularly taking into account strategic development plans, financial projections and related cash demands. The Trustees believe that the level of resulting free reserves is adequate and not excessive.

Governance

The Company is administered by its Council of Management (the Council), the members of which are Trustees for the purposes of Charity Law and Directors for the purposes of Company Law. Senior managers report to Trustees on performance against yearly targets at quarterly Trustee meetings. These meetings are supplemented by focused meetings for all Trustees in areas such as finance and strategy. Further review and planning also takes place at Strategy and Audit meetings with designated Trustees and the SMT. Organisational aims and objectives are reviewed every three years by Trustees and the SMT, incorporating feedback from all staff, clients, family carers, volunteers and professional contacts.

Directors of the wholly owned subsidiary company, Reach Learning Disability Care CIC meet four times a year.

We have an 85% attendance at Council meetings. We ensure the membership of the Council comprises a good mix of the skills required to steer the organisation together with an adequate representation of family carers. Three of our Trustees have been on the Council for more than nine years. In our sector the experience of long-serving Trustees is invaluable especially at this time of our major development initiatives such as accommodation. During 2019 we adopted a policy regarding constitution of the Council. All Trustees go through a thorough induction process including ensuring their understanding of their statutory responsibilities. They participate in ongoing training relevant to the Charity's work including safeguarding and fundraising.

Remuneration

The Chief Executive's salary is reviewed annually by the Chair who makes proposals for the Council to agree. In doing so, information is drawn from the Association of Chief Executives of Voluntary Organisations' (ACEVO) pay survey which analyses by charity income, number of employees, sector and whether it is local, regional or national. The general percentage increase awarded to the staff is also taken into account. The positioning of senior management remuneration is delegated to the Chief Executive and reported to the Council annually.

Affiliations

The Charity is a member of the National Council for Voluntary Organisations and the Association for Real Change. It subscribes to the Fundraising Levy. The Charity engages regularly with other support agencies including our local Councils for Voluntary Service and carers' networks.

Directors' Responsibilities

Company and Charity Law requires the Council to prepare statements for each financial period, which give a true and fair state of the affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the Council is required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- make judgements and 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 Council is responsible for keeping proper accounting records which disclose at any time the financial position of the Company and its subsidiary and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Council is also responsible for safeguarding the assets of the charitable company and of the group and hence for taking reasonable steps for the prevention and detections of fraud and other irregularities.

Signed on behalf of the Council.
Rachel Lannon, Chair



Council of Management

Rachel Lannon – Chair

Independent Corporate Business Consultant and Trainer with over 10 years’ experience of supporting multinational companies and statutory bodies to improve capabilities and capacity. Former Global Procurement and Operations Manager at Kodak Ltd. Former JP.

Nick Turner – Deputy Chair

Retired local businessman. Member of Southwell Lions. Verger at Southwell Minster.

David Thompson FCA

Resigned as Trustee 16th May 2022.

Bob Gardner

Retired Chartered Accountant. Most of career spent with three UK public companies in senior roles in finance, business development and general management. Father of a daughter who had profound and multiple disabilities.

Michael Davidson

Resigned as Trustee 22nd November 2022.

Pati Colman

Former Complaints Manager, Adult Social Care. Former Investigations Officer, Training Officer, Study Supervisor and Mental Health Social Worker with Nottinghamshire County Council. Chair of the Westgate Group for people with disabilities and their families.

Julie Payne

Founder member of Westgate Group. 20-year foster carer. Former chair roles at local school and Family Care adoption panel. Parent of three sons, one with a physical disability. Adoptive parent to two disabled daughters and “mum” to S, who also has disabilities.

Adrian Hartley

Father of a son with complex needs. Expert by Experience working with CQC Inspectors. Co-chair of Carers Space Notts, a carers forum in Nottinghamshire. Chair of the Respectful and Inclusive Language and Communication Learning and Action (a sub-group of CQC Supported Living Coalition). Member of the Learning Disabilities and Autism Physical Health Steering Group Nottingham and Nottinghamshire Integrated Care System (ICS) (LeDeR).

Dr Bradley Poulson

Semi-retired Management Consultant, Academic, and Non-Executive Director. Extensive experience gained working for three of the world’s leading IT Services Corporations. Has held CIO and Executive positions within well-known high street retail, financial services, and public sector organisations.

Paul Evans

Director of Youth & Education at St John Ambulance. Strong background in voluntary sector leadership, education, youth services, homelessness and mental health. Fellow of the Royal Society of Arts and full member of the Chartered Management Institute.

Mark Bramble

Appointed 8th August 2022. IT Engineer currently working for Walgreens Boots Alliance. Many years’ experience of voluntary work for charities and civic organisations. Father of a son with learning disabilities.



Steve Shatwell

Chief Executive
Full-time



Julia Sandhu

Fundraising Director
Full-time



Alison Hall

Business Operations Director
Part-time



Sharon Card

Finance Director
Full-time



Company Particulars

Company Particulars

Registered Office

Prebend Passage, Southwell, Nottinghamshire, NG25 0JH

Registered Number

3724275

Charity Number

1076318

Principal Address

Prebend Passage, Southwell, Nottinghamshire, NG25 0JH

Auditor

Beeley Hawley & Co Ltd, 44 Nottingham Road, Mansfield Nottinghamshire, NG18 1BL

Solicitors

Browne Jacobson, Mowbray House, Castle Meadow Road Nottingham, NG2 1BJ



www.reachuk.org





Report of the Independent Auditors to the Members of Reach Learning Disability

We have audited the financial statements of Reach Learning Disability for the year ended 31 March 2023 on pages 40 to 54. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of council and auditors

As explained more fully in the Directors' Responsibilities set out on page 36, the Council (who are also the 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. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Council to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

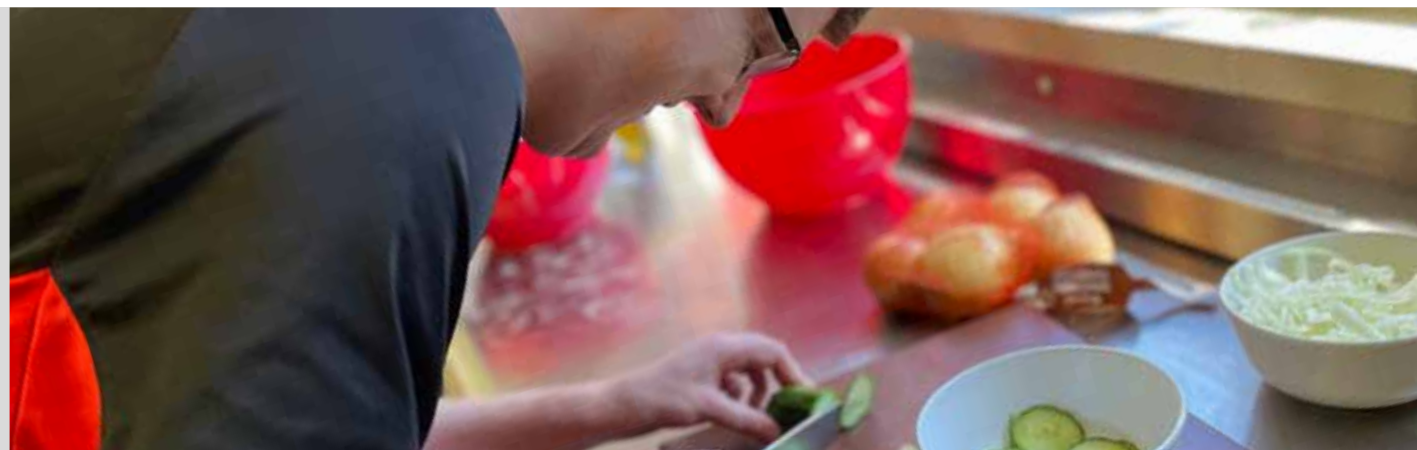
Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Report of the Council for the financial year for which the financial statements are prepared is consistent with the financial statements.



Matters in which we are required to report by exception

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Council's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Council were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Report of the Council.

Ray Callingham (Senior Statutory Auditor)
for and on behalf of Beeley Hawley & Co. Ltd
Chartered Accountants Statutory Auditors
44 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BL

Date:6th November 2023.....





Statement of Group Financial Activities for the Year Ended 31st March 2023

	Notes	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Income from:					
Donations & Legacies	3	81,573	817,855	899,428	937,236
Charitable Activities	4	2,231,277	208,089	2,439,366	2,145,847
Investments		21		21	29
Total		2,312,871	1,025,944	3,338,815	3,083,112
Expenditure on:					
Raising Funds	6	107,906		107,906	103,282
Charitable Activities		2,074,706	483,618	2,558,324	2,425,064
Governance costs		11,905		11,905	10,834
Total resources used		2,194,517	483,618	2,678,135	2,539,180
Net incoming /(outgoing) resources.		118,354	542,326	660,680	543,932
Transfers between funds					
Total funds brought forward as previously stated		823,910	1,039,484	1,863,394	1,319,462
Funds carried forward		942,264	1,581,810	2,524,074	1,863,394

The above statement also serves as the Group's Income & Expenditure Account and the net incoming resources for the year is the excess of income over expenditure.

There have been no recognised gains or losses in the year.



Balance Sheet as at 31st March 2023

	Notes	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Fixed Assets					
Tangible Fixed Assets	9	263,643	229,680	263,095	228,949
Investment Property	10	1,726,506	439,860	1,726,506	439,860
Investment in Subsidiary Co.	5			30,001	30,001
Loan	11		25,000		25,000
		1,990,149	694,540	2,019,602	723,810
Current Assets					
Debtors	12	253,313	191,598	199,817	98,576
Bank balances		860,986	1,337,231	809,983	1,297,712
		1,114,299	1,528,829	1,009,800	1,396,288
Creditors - amounts falling due within one year	13	81,570	130,241	36,535	66,976
Net current assets		1,032,729	1,398,588	973,265	1,329,312
Creditors - amounts falling due after one year	14	498,804	229,734	468,804	189,734
Net Assets		2,524,074	1,863,394	2,524,063	1,863,388
Represented by:-					
Unrestricted Funds					
General Fund		942,264	823,910	942,253	823,904
Restricted Funds					
		1,581,810	1,039,484	1,581,810	1,039,484
Total Funds Carried Forward		2,524,074	1,863,394	2,524,063	1,863,388

These financial statements have been prepared in accordance with the special provision of part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Council of Management on 6th November 2023 and were signed on behalf by:

R Lannon

Rachel Lannon- Chair

	Notes	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Cash used in operating activities	1	843,478	704,345	831,973	854,360
Cash flows from investing activities					
purchase of fixed assets		(58,055)	(72,187)	(58,055)	(72,187)
purchase of investment property		(1,286,646)	(319,272)	(1,286,646)	(319,272)
loan repaid		25,000		25,000	
interest received		(21)	(29)	-	-
Cash provided by (used in) investing activities		(1,319,722)	(391,488)	(1,319,701)	(391,459)
Change in cash and cash equivalents in the year		(476,244)	312,857	(487,728)	462,901
Cash and cash equivalents at the beginning of the year		1,337,230	1,024,373	1,297,711	834,810
Cash and cash equivalents at the end of the year		860,986	1,337,230	809,983	1,297,711

1 Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Net movement in funds (as per the statement of financial activities)	660,680	543,932	660,675	544,149
Adjustments for:				
Depreciation/impairments	24,093	19,057	23,910	18,813
Interest received	21	29	-	-
Decrease (increase) in debtors	(61,715)	(33,316)	(101,241)	109,150
Increase (decrease) in creditors	220,399	174,643	248,629	182,248
Net cash used in operating activities	843,478	704,345	831,973	854,360

1. Accounting Policies

Accounting convention

The financial statements of the Charitable Company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Group financial statements

The financial statements consolidate the results of the Charity and its wholly owned subsidiaries Reach Learning Disability Care CIC and Reach Cafe CIC on a line by line basis. A separate Statement of Financial Activities, and income and expenditure account, for the Charity itself are not presented because the Charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

Incoming resources

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

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources.

Governance costs

Governance costs include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustees' meetings and reimbursed expenses. Such costs include both direct and allocated support costs.

Allocation and apportionment of costs

In accordance with the Charities SORP, expenditure has been analysed between the cost of generating funds, charitable activities and governance. Items of expenditure which involve more than one cost category have been apportioned on a reasonable, justifiable and consistent basis for the cost category concerned.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

All the resources of the Charitable Company are either unrestricted funds expendable at the discretion of the Council in the furtherance of the objects of the Charitable Company, or restricted funds which are to be used in accordance with restrictions imposed by the donors.



Tangible fixed assets

Tangible fixed assets are capitalised and included at cost except for furniture and equipment purchased for clients' own accommodation which is written off in the year of purchase. Depreciation is provided on equipment put into use at 25% on cost and on alterations to leasehold premises over the remaining life of the lease. The Flower Pods are depreciated at 5% on cost over its estimated useful economic life.

Investment Property

Investment Properties are measured at fair value on an annual basis. Any surplus or deficit arising from changes to fair value is recognised in the Statement of Group Financial Activities.

2. Financial Performance of the Charity

The consolidated statement of financial activities includes the results of the Charity's wholly owned subsidiary Reach Learning Disability Care CIC & Reach Café CIC

The summary financial performance of the charity alone is:-

	2023 £	2022 £
Incoming resources	1,750,402	1,663,965
Gift aid from subsidiary company	86,400	33,950
	<u>1,836,802</u>	<u>1,697,915</u>
Expenditure on charitable activities	1,164,222	1,142,932
Governance costs	11,905	10,834
	<u>1,176,127</u>	<u>1,153,766</u>
Net incoming/(outgoing) resources	660,675	544,149
Total funds brought forward	1,863,388	1,319,239
Total funds carried forward	<u>2,524,063</u>	<u>1,863,388</u>
Represented by		
Restricted funds	1,581,810	1,039,484
Unrestricted funds	942,253	823,904
	<u>2,524,063</u>	<u>1,863,388</u>

3. Donations and Legacies

	2023 Unrestricted £	2023 Restricted £	2022 £
The National Lottery Community Fund - All Part of Life project		82,634	82,614
Community Donations & Small Grants	42,453	6,750	50,875
Edna Szwarc Will Trust	23,330		
Anonymous Funder (Trust) - Independent Transitions project		20,000	
Nottinghamshire County Council's Local Communities Fund - Future Forward project		15,407	
Oliver Ford Foundation - Healthy Horti project		15,000	
The Thomas Farr Charity - Healthy Horti project		12,755	
Tax Refunds	10,790		11,713
National Grid Community Matters Fund Fuel Poverty Plus - Fuel Focus project		9,983	
BNA Charity		8,065	
Co-op Local Community Fund - Ways to Wellbeing project		6,622	
CLA Charitable Trust - New horticultural learning at Flower Pod Southwell		5,564	
The Inman Charity	5,000		
The D'Oyly Carte Charitable Trust - Healthy Horti project		4,000	
National Grid Christmas Community Donation - Winter Warmers project		3,334	
Anonymous Funder (Trust) - Money Matters project		3,000	
Samworth Foundation: Transformation & Innovation Fund - Green Citizens project			87,582
Samworth Foundation: Young Voices Programme - ROSE project			66,812
Premier Modular - Donation In Kind			40,000
Masonic Charitable Foundation - Carers Matter project			16,996
The Jones 1986 Charitable Trust			10,000
National Lottery Awards for All - Mindfulness Garden project			10,000
Co-op Local Community Fund - Reach Southwell & Flower Pod Southwell			6,233
Nottinghamshire County Council's Local Improvement Scheme - Reach Together project			5,250
The Mary Robertson Trust			4,000
The Forbes Charitable Trust - Self-composting toilet project			3,000
	81,573	193,114	395,075
Southwell Accommodation Project			
The Jones 1986 Charitable Trust		250,000	
Mr D Thompson		80,000	40,000
The Edward Gostling Foundation		50,000	
The Clothworkers' Foundation		50,000	
Wolfson Foundation		50,000	
Bernard Sunley Foundation		50,000	
Anonymous Funder (Trust)		25,000	
Tax Refunds		20,000	30,592
The Baily Thomas Charitable Fund		15,000	
Accommodation Appeal		3,300	132,184
Garfield Weston Foundation			100,000
The Gemini Trust			100,000
Winifred Eileen Kemp Trust			50,000
The Lady Hind Trust			25,000
The Chetwode Foundation			8,000
The DRH No 3 Trust			5,000
JN Derbyshire Trust			5,000
		593,300	495,776
Big Give Christmas Challenge Appeal			
Big Give Christmas Challenge 2022 Donations & Pledges - Money Matters project		18,941	
Monday Charitable Trust (Charity Champion) - Money Matters project		7,500	
The Mary Robertson Trust (pledger) - Money Matters project		4,000	
Southwell and District Lions Club (pledger) - Money Matters project		1,000	
Big Give Christmas Challenge 2021 - Holidays & More project			19,718
		31,441	19,718
Government Grants			
N&SDC Coronavirus Grants			26,667
			26,667
	81,573	817,856	937,236



4. Charitable Activities

	2023 Unrestricted £	2023 Restricted £	2022 £
Reach Learning Disability Care CIC Income	1,588,392		1,419,118
Personal Budgets	590,997		525,253
Inspire Learning	-	135,912	123,579
Kickstart Grant	-		38,976
Short break holidays and trips	-	52,068	
Activities less £2,000	11,367		7,651
Flower Sales	3,625		6,849
Room Hire / Workshops	10,416		8,211
Property Rental	26,480		16,210
Other Grants -			
Nottinghamshire County Council Care Services Sustainability Fund		16,389	
Education and Skills Funding		3,720	



5. Commercial Trading Operations

Reach Learning Disability Care CIC

The wholly owned trading subsidiary Reach Learning Disability Care CIC is incorporated in the United Kingdom and pays all of its profits to the charity by gift aid. Reach Learning Disability Care CIC provides domiciliary care for adults with learning disabilities in Nottinghamshire. The charity owns the entire share capital of thirty thousand ordinary £1 shares.

The summary financial performance of the subsidiary alone is:

	2023 £	2022 £
Turnover	1,579,194	1,408,089
Other income	9,198	11,029
Investment income	21	29
Cost of sales and administrative costs	1,502,008	1,385,194
Net profit/(loss)	86,405	33,953
Amount gift aided to the charity	86,400	33,950
Retained in subsidiary	5	3
The assets and liabilities of the subsidiary were:		
Fixed assets	548	731
Current assets	190,898	166,490
Current liabilities	(131,435)	(97,215)
Long term liabilities	(30,000)	(40,000)
Total net liabilities	30,011	30,006
Aggregate share capital and reserves	30,011	30,006

Reach Cafe CIC

The wholly owned trading subsidiary Reach Café CIC is incorporated in the United Kingdom. It ceased trading during the year 2021. The Charity owns the entire share capital of £1 shares.





6. Expenditure Analysed by Purpose

	Costs of raising funds	Charitable activities	Governance costs	Total 2023	Total 2022
	£	£	£	£	£
Salaries, pensions and N.I.	100,468	772,908	9,505	882,881	885,228
Contracted labour / consultancy		42,910		42,910	58,721
Marketing and communications		1,316		1,316	2,081
Training costs		5,715		5,715	7,192
Travel and vehicle expenses		11,417		11,417	6,084
Rent and utilities		64,653		64,653	49,780
Maintenance and cleaning		24,743		24,743	17,824
Insurances		8,738		8,738	7,007
Office equipment and repairs		14,677		14,677	10,496
Printing, post and stationery		4,529		4,529	6,715
Telephone / internet	893	11,097		11,990	12,724
Website costs		871		871	169
Software subscriptions	4,001	10,666		14,667	12,002
Professional charges	757	3,655		4,412	10,936
Audit fee		-	2,400	2,400	2,330
Banking charges	231	603		834	1,540
Mortgage interest		5,438		5,438	4,123
Loan interest		2,037		2,037	-
DBS checks		429		429	773
Depreciation of fixed assets		23,910		23,910	18,813
Short break holidays and trips		21,852		21,852	-
Clients' activities		16,957		16,957	30,208
Clients' flower growing activities		5,825		5,825	2,913
Direct costs of Fundraising Events	1,556	-		1,556	4,298
Other costs		1,370		1,370	1,809
Commercial trading operations - Reach Care CIC		1,502,008		1,502,008	1,385,194
Commercial trading operations - Reach Cafe CIC		-		-	220
	<u>107,906</u>	<u>2,558,324</u>	<u>11,905</u>	<u>2,678,135</u>	<u>2,539,180</u>

The heading Salaries, Pensions and NI includes £67,731 in respect of employers N.I.

7. Net Incoming / Outgoing Resources

Net incoming resources are stated after charging:

	2023	2022
	£	£
Depreciation	23,910	18,813
Auditors remuneration	2,400	2,000
	<u>26,310</u>	<u>20,813</u>

8. Staff Numbers

The average number of employees throughout the year was as follows

	2023	2022
Management and administration	15	16
Service delivery	82	86
	<u>97</u>	<u>102</u>

The full time equivalent number of staff who received emoluments, including pension contribution, in excess of £60,000 are shown below:

Salary Band £	2023	2022
60,000 - 69,999	1	1
	<u>1</u>	<u>1</u>

9. Fixed Assets - Group

	Freehold Property	Leasehold Premises	Office & Other Equipment	Motor Vehicle	Total 2023	Total 2022
	£	£	£	£	£	£
Cost brought forward	72,187	268,602	53,914	29,998	424,701	352,513
Additions during year	17,414	40,641			58,055	72,187
Cost carried forward	<u>89,601</u>	<u>309,243</u>	<u>53,914</u>	<u>29,998</u>	<u>482,756</u>	<u>424,700</u>
Depreciation						
Brought forward		128,713	53,183	13,124	195,020	175,963
Charge for year	4,480	15,212	183	4,218	24,093	19,057
Carried forward	<u>4,480</u>	<u>143,925</u>	<u>53,366</u>	<u>17,342</u>	<u>219,113</u>	<u>195,020</u>
Net Book Value						
At 31st March 2023	<u>85,121</u>	<u>165,318</u>	<u>548</u>	<u>12,656</u>	<u>263,643</u>	<u>229,680</u>
At 31st March 2022	<u>72,187</u>	<u>139,889</u>	<u>731</u>	<u>16,874</u>	<u>229,681</u>	



10. Investment Property - Group

	Total £
Fair Value	
At 1st April 2022	439,860
Additions	1,286,646
At 31st March 2023	<u>1,726,506</u>
Net Book Value	
At 31st March 2023	<u>1,726,506</u>
At 31st March 2022	<u>439,860</u>

11. Loan

A loan was made to Golden Lane Housing Ltd, to assist them in the purchase of 33 Silvey Avenue Southwell, which was used by adults with learning disabilities. It was secured by a second charge on the property, was interest free and only repayable in the event of its sale or cessation of use by people with learning disabilities. The loan was repaid in full in November 2022.

12. Debtors

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Reach Learning Disability Care CIC trade debtors	131,031	119,441		
Personal budgets	87,148	62,189	87,148	62,189
Others	1,100	325		325
Reach Learning Disability Care CIC donation			86,400	33,950
Prepayments	34,034	9,643	26,269	2,112
	<u>253,313</u>	<u>191,598</u>	<u>199,817</u>	<u>98,576</u>

13. Creditors due within one year

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Expense accruals	36,654	44,205	5,819	16,000
Sundry creditors		1,000		1,000
Trade creditors	6,739	16,353	6,739	15,593
PAYE	2,793	35,571	2,793	14,963
Pensions	4,200	7,112		3,420
Bounce Back Loan	20,000	20,000	10,000	10,000
Mortgage	11,184	6,000	11,184	6,000
	<u>81,570</u>	<u>130,241</u>	<u>36,535</u>	<u>66,976</u>

14. Creditors due after one year

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Bounce Back Loan	60,000	80,000	30,000	40,000
Loan	300,000		300,000	
Mortgage	138,804	149,734	138,804	149,734
	<u>498,804</u>	<u>229,734</u>	<u>468,804</u>	<u>189,734</u>

15. Operating Lease Commitments

At 31 March 2023 the Charity was committed to making the payment of £22,942 during the next year in respect of an operating lease expiring in 2035.

16. Payments to Trustees

No expenses were paid to Trustees throughout the year



17. Movement in Funds

	At 01.04.22 £	Net movement in funds £	Transfers between funds	At 31.03.23 £
Unrestricted Funds				
General Fund	823,910	118,354	-	942,264
Restricted Funds	1,039,484	542,326	-	1,581,810
	<u>1,863,394</u>	<u>660,680</u>	<u>-</u>	<u>2,524,074</u>

Net movement in funds included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted Funds			
General Fund	2,312,871	(2,194,517)	118,354
Restricted Funds	1,025,944	(483,618)	542,326
	<u>3,338,815</u>	<u>(2,678,135)</u>	<u>660,680</u>

18. Analysis of Funds

	General Fund £	Restricted Fund £	Total £
Tangible Fixed Assets	263,643		263,643
Investment Property	252,790	1,473,716	1,726,506
Debtors	253,313		253,313
Cash at Bank and in Hand	752,892	108,094	860,986
Creditors - due within one year	(81,570)		(81,570)
Creditors - due after one year	(498,804)		(498,804)
	<u>942,264</u>	<u>1,581,810</u>	<u>2,524,074</u>

19. Secured debts

Bank borrowings are secured by a First Legal Charge over 1a Sheridan Close, Balderton, Newark, Nottinghamshire. NG24 3RB.

20. Accommodation

On 19 December 2018, Reach Learning Disability took possession of the Freehold Title of the property, Springfield Bungalow, Halloughton Road, Southwell upon which we are building a facility to accommodate 12 adults with learning disabilities. At this current time, the property itself is subject to an encumbrance by virtue of a Section 106 agreement which will be released once the aforementioned property has been built and is occupied. In our opinion, the value of this encumbrance equates to the open market value of the property as it stands and therefore, at this stage, the only asset value that is recognised on the Balance Sheet is in relation to capitalised costs expended to date in the construction.





Reach Learning Disability Care





Thanks to our Supporters

To every person, community, company, grantmaker and organisation who has supported our work this year – thank you.

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 National Grid corporate volunteers
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Reach Learning Disability

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