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[www.inclusion-international.org](http://www.inclusion-international.org)

**Inclusion**  
international 

# FINANCIAL REPORT 2020



REGISTERED  
NUMBER: 05072000

CHARITY  
NUMBER: 1106715

YEAR ENDED: 31 December 2020

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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<b>Trustees</b>	T J Gadd K Lachwitz (resigned 23 November 2020) M Mapemba (appointed 1 January 2020) N Osamu J Pinomaa (appointed 24 March 2021) S Swenson
<b>Company registered number</b>	05072000
<b>Charity registered number</b>	1106715
<b>Registered office</b>	The Foundry 17 Oval Way London SE11 5RR
<b>Executive Director</b>	Mrs C Laurin-Bowie
<b>Independent auditors</b>	Peters Elworthy & Moore Chartered Accountants Salisbury House Station Road Cambridge CB1 2LA
<b>Bankers</b>	NatWest Bank PLC Hornchurch Essex RM12 4DF

# Objectives



The trustees (who are also directors of the company for the purposes of the Companies Act) present their annual report, together with the audited financial statements of Inclusion International (the company) and its subsidiary, Inclusion Trading Limited, for the year ended 31 December 2020.

The trustees confirm that the annual report and financial statements of the company comply with:

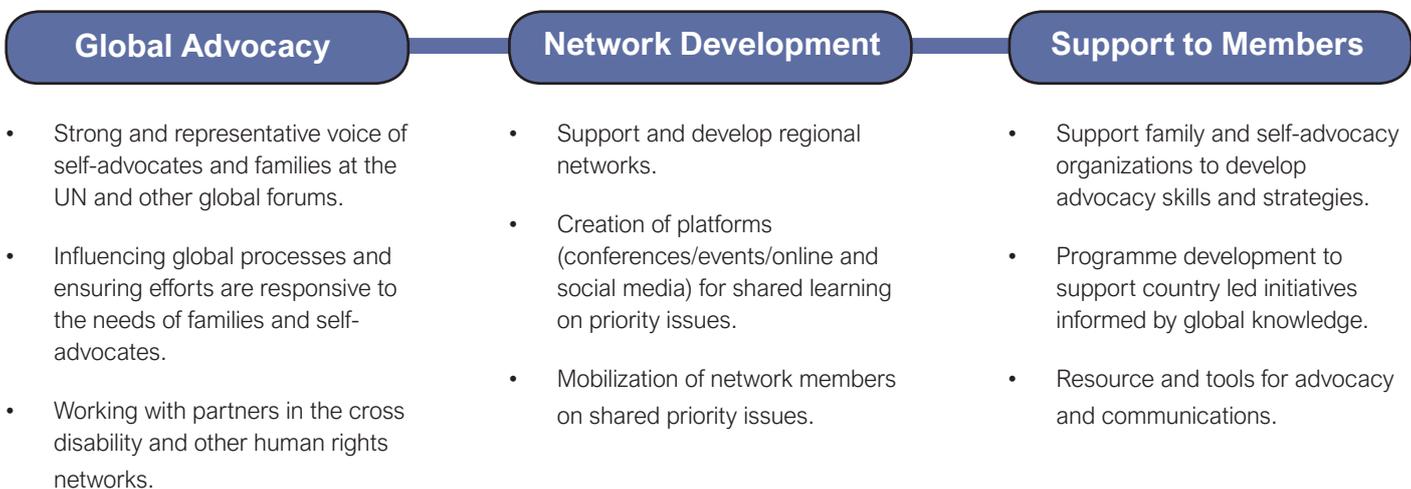
- the current statutory requirements
- the requirements of the company’s governing document
- the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition – October 2019, effective 1 January 2019). Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director’s Report) Regulations 2013 is not required.



In setting objectives and planning the activities of Inclusion International, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The charity’s objectives are: “To advance the relief of persons with intellectual disability without regard to nationality, race or creed, by securing on their behalf from all possible sources the provision of residential, educational training, employment and support services”.

To deliver its objectives, Inclusion International’s strategy falls broadly into three themes:



# Response to Covid-19



We already knew from experience that in times of crisis people with intellectual disabilities and their families are at extremely high risk of being marginalised, isolated, abandoned and forgotten. The last year with the Global Covid-19 Pandemic we saw these existing inequalities deepened.

The pandemic meant we had to change the way we operated significantly, but we continued to focus on the priorities from our agreed strategies (above) to achieve the charities objectives.

Despite the cancellation of many of the planned in-person events, our quick move to working online meant we held more events and engaged with more participants than ever!

- From April to July, we held 17 webinars in a variety of languages, attended by over 1,100 people. These targeted the different aspects of life affected by the pandemic and identified the additional barriers people with intellectual disabilities face. Our findings were published in our Covid-19 Impact Summary Report.
- We continued our governance and representative process virtually, including holding a virtual general assembly where, for the first time, a person with an intellectual disability was elected to the board of trustees. At this meeting the members also agreed to extend our existing strategy for another year.



Inclusion International and its network reacted quickly to the worsening crisis throughout 2020. During the year, we supported the network to ensure that information on the pandemic was made available in an accessible format, and advocated for people with an intellectual disability to receive the support they needed at this crucial time.

There has been some significant progress with our strategy and priorities in the last year and the following is a brief description of our activities.

# Achievements



## Network Development

We continued our plans to support our network in 2020 with two significant virtual global events

- We brought together 250 self-advocates and their supporters at our global self-advocacy summit to share successes, experiences and hear from leaders in our network.
- We also hosted family members from 40 countries as we launched our 'Families taking action for inclusion' programme at our virtual family summit.



# Achievements



## Supporting the work of our members

Despite the pandemic, we have continued to support our member organisations in different ways, through providing tools and resources, technical support, project development, advocacy advice and network contacts. Inclusion International's programme structures work in the following key areas:

### Catalyst for Inclusive Education

This programme is designed to assist our members with initiatives building on larger education reform efforts, as well as to support the development of leaders to effectively bring about inclusive education. In 2020 we agreed a work plan setting the goals and activities for 2020-2022. This year marked the release of the Global Education Monitoring Report (GEMR) on inclusion and education. We hosted two global discussions on how Inclusion International's members can use the GEMR 2020 to promote inclusive education. We also held training events on this subject for our members in Ethiopia, Bangladesh and Moldova, and facilitated discussions on the topic with several members from Latin America and MENA who were responsible for the dissemination

### Empower us

This programme is a global resource led by self-advocates to help build self-advocacy and

inclusion around the world. Empower Us provides information, practical tools and tips to support the building of self-advocacy for change. In March 2020, the Empower Us team led training for 15 self-advocates in Nigeria, and 16 self-advocates in Bangladesh.

### Families taking action for inclusion:

Launched in 2020, this programme unites families who share common values of inclusion, and who want to secure an inclusive life which respects the human rights of our family members with an intellectual disability. It also aims to provide a forum that harnesses families' collective wisdom and leadership to effect social change.

### Inclusion works

Part of the inclusive futures initiative, this programme is testing innovative ways to improve economic empowerment and inclusion for people with disabilities by enabling them to

find employment and earn a living.

In 2020, we trained self-advocates in Nigeria, Bangladesh, and Uganda about their right to inclusive employment, and supported our consortium partners to include people with intellectual disabilities in their work with jobseekers and employers. Bangladesh, and Uganda about their right to inclusive employment, and supported our consortium partners to include people with intellectual disabilities in their work with jobseekers and employers.

### Listen, include, respect:

Together with Down Syndrome International, our network is developing guidelines for organisations to ensure their work is inclusive and that people with an intellectual disability can fully take part. In 2020, we consulted with 900 people to gather experiences of inclusion from self-advocates, family members, supporters and organisational staff across the world.

# Achievements



## Global Advocacy

We have ensured that important issues, including the impact of the pandemic on people with intellectual disabilities and their families, were heard at the UN and at other global organisations.



- Our global network was strongly represented at the Conference of State Parties 13: our president and vice-president addressed the main conference, we co-hosted 5 side-events, our members were involved in 11 other side events, and we engaged with almost 200,000 people on social media.
- We helped to prepare the 'Day of General Discussion' on the Convention on the Rights of the Child.
- We organised 10 consultations with people with intellectual disabilities as part of the United Nations Development Programme on political participation for people with an intellectual disability.
- Our team also produced the publication: Excluded from the Excluded: People with Intellectual Disabilities in (and out of) Official Development Assistance.

# Financial Review



The Financial Statements and the balance sheet are a consolidation of the charity on pages 8 and 9 and Inclusion Trading Ltd. There was no activity for Inclusion Trading in 2020.

The trustees have been monitoring the impact of the global pandemic on Inclusion International's finances. In the short term, the pandemic has not had an adverse impact on our income.

In 2020 we had two sources of income, neither of which were harmed by the pandemic. These were:

- membership: our members continued to support our work through the payment of fees worth \$75,219 and solidarity payments of \$81,795
- grant income: income from grants remained strong at \$701,879.

The trustees would like to thank our members and funders for their support, without which we could not have delivered the successes we achieved in 2020.

<b>Total Funds available</b>	<b>2020</b>	<b>2019</b>
Total Income	861,222	1,441,420
Total Expenditure	(1,011,448)	(1,125,661)
Foreign exchange adjustment	9,495	899
<b>Net Surplus/loss</b>	<b>(140,731)</b>	<b>316,568</b>

## Some key points to note:

- There was a loss in 2020 of \$140,731. Money we received through grants in 2019 was recorded as income that year, but it was spent in 2020. If it were not for this, Inclusion International would have made a surplus in 2020.
- During the year, money we had budgeted to spend on travel and accommodation was used for hosting virtual events (to reflect the change in the work plan caused by the pandemic).
- The Trustees are very aware that Inclusion International relies on our members and grant funders to undertake the charity's work. The Trustees along with our staff team will in 2021 continue to look for ways to pay for work of the charity.
- As we work globally, our income is affected by changes in exchange rates. Where possible, we look to reduce this risk. Our policy is to hold most of our reserves (money we have in the bank) in US dollars.



# Looking Ahead



The Trustees of Inclusion International regularly look at financial forecasts in order to make sensible financial plans for the organisation.

Our current detailed financial plan looks forward one year to the end of June 2022 and takes into account agreed funding arrangements and a prudent pipeline of new future funding.

This plan also takes account of likely changes to current funding from our members and funders over the next year.

We are very pleased that both our major organisation support funders, OSF and Wellspring have indicated that they will renewed their long term funding arrangements (by 2 and 3 years respectively) at the same levels as of now.

We have also successfully attracted new funding from the Ford Foundation which we plan to use to pay for us to work with the members of the network to develop our new strategy. Once this is completed we will use the rest of this funding to seek new funding sources to implement this new strategy.

The current uncertainty caused by the Global Covid 19 pandemic makes it hard to plan our expenditure in detail. Whilst we are successfully doing much of our work virtually at this time we plan to restart some face to face activity when it is safe to do so.

The Trustees will continue to review our financial plans at least quarterly and have confidence that Inclusion International will remain a going concern for 12 months from the date these financial statements were approved, meaning we will have enough money to keep the organisation going for a year.

# Constitution



Inclusion International is registered as a charitable company limited by guarantee, and was set up by a memorandum of association on 12 March 2004. The council of Inclusion International approved updated articles of association on 1 December 2011 and 25 September 2014. In 2016, the council was entrusted to update the constitution to reflect the changes to our membership rules. These changes were approved on 30 March 2017. The company is a registered charity, number 1106715. Membership of Inclusion International is as follows:

**Companies Act Members** (as defined by the Companies Act): are the council of Inclusion International for the period they hold office.

**Regions** are based on the continents of the world and boundaries defined from time-to-time by the council. The council may, in exceptional circumstances, establish regions based on published criteria. The regions will make their own membership arrangements and, where there is no functioning region, the secretariat will co-ordinate the full members in that region for membership purposes.

**Full members** family or self-advocacy based organisations, recognised as a national organisation or as an organisation responsible for bringing a country-level voice of families of persons with intellectual disabilities and/or self-advocates. To qualify, full members must:

- accept and support the 'statement of unity'
- agree to meet all obligations of full membership, including the payments of such subscriptions as are determined by the council
- participate in the affairs of the charity as a responsible voting member. Full members have voting rights at the general assembly of Inclusion International. Where there is more than one full member in a country, those full members will agree how to share the vote and, in the absence of such agreement, equal fractional votes will be assigned to the constituent organisations.

**Affiliate members** organisations with an interest in the affairs of persons with intellectual disability, or a self-advocacy or family organisation which, in either case, accepts and supports the 'statement of unity', but which does not meet all of the requirements for full membership. Affiliated members have no voting rights at the general assembly of Inclusion International.

**Individual members** individuals who accept and support the 'statement of unity' and may be admitted as individual members without a vote. An individual member has the right to attend any and all meetings of the assembly.

*The Council may, in exceptional circumstances, establish Regions based on published criteria. The Regions will make their own membership arrangements and where there is no functioning Region the Secretariat will coordinate the Full Members in that Region for membership purposes.*

# Governance



The following Trustees served during the year and were in office at the date the financial statements were approved:



Sue Swenson

President



Mark Mapemba

appointed (1/1/20) and then Vice-president (from 20/11/20)



Nagase Osamu

appointed (1/1/20) and then Secretary General (from 20/11/20)



Tim Gadd

Secretary General (until 20/11/20) and Treasurer (ongoing)



Jyrki Pinomaa

appointed (24/03/21)

The current trustees are all experienced trustees of other organisations. The trustees are elected by the general assembly of member organisations, or appointed by the trustees.

The trustees met regularly online throughout 2020 in order to monitor the impact of the pandemic on our finances and work programme. Between meetings, other business is conducted by email.

Our global council is elected by our members based on our five regions. Each region has two representatives, one of which is a self-advocate with an intellectual disability. The council is a major link between our members and Inclusion International which ensures the mission, strategy and work of the charity is directly influenced by our members.

The council of Inclusion International (whose members are the constitutional members of the organisation) held several virtual meetings in 2020. These meetings dealt with the broad strategy and direction of Inclusion International. further their work and influence.

The trustees delegate the day-to-day running of the charity to the Executive Director, Connie Laurin-Bowie and her team.

In setting salaries for staff, the trustees take account of a number of different factors including:



Needs of its beneficiaries and members;



Funding available for the role if externally funded;



Overall financial position of the organisations;



Location of the role and the employment laws and employment market conditions in the country where the role is based;



Need to attract the appropriate skills required to manage Inclusion International in a way that achieves its vision, mission and agreed strategy.

# Risk Management



The trustees regularly review the risks facing Inclusion International. During 2020 the Trustees monitored closely the impact of the Pandemic on our beneficiaries and income. The last review was carried out in January 2021 and identified the following main risks at the present time:



## PANDEMIC

Understanding and dealing with the impact of the pandemic on our work, finances and members. We have reported earlier on the way we have altered the way we operate to reflect the current situation. Our income was not impacted by the Pandemic in 2020 and Trustees are closely monitoring future funding



## INCOME

Ensuring adequate income to continue our programme of work. We continue to seek new sources of funds and have a good track record in attracting grants income. The Trustees were aware of the significance of our two main organisational support funding arrangements ending in 2021 and we have been working to ensure continuation of this funding.



## MEMBERSHIP

Financial pressures on member organisations continue to be a risk to the level of fees and donations they have been prepared to make, though membership income held up well in 2020. The Trustees are either directly, or in conjunction with the Council and the Regions, staying in regular contact with our members



## CURRENCIES

Foreign exchange risk (our accounts are published in US dollars which is the currency of a majority of our income) – we will continue to monitor carefully and take such action as is sensible



## RELIANCE

Reliance on a very small and dedicated team of staff and volunteers to deliver our programme of work – we need to take action to ensure this risk is reduced as far as possible



## SECURITY

Concerns about security issues in many countries where our staff and volunteers travel and conduct business – we have conducted a review of security procedures and insurance coverage, and have implemented a security policy



## SAFEGUARDING

Ensuring the safeguarding of our staff, volunteers, partners and beneficiaries as our work develops – we must have appropriate policies and procedures in place.

# Future Plans



As we continue to manage in the new reality during the COVID-19 pandemic, our members are learning how to connect and support each other in new and different ways. We know that it is more important than ever to share our strategies and collective voice.

To continue to be a strong and resilient organisation we will focus our efforts in 2021 on building systems and processes to enable our global network to share resources and strategies which make us more effective in moving our agenda forward.

## **Strengthening the Network:**

With the experience of holding our General Assembly virtually in 2020, we will build on this learning to engage with the General Assembly on key policies and direction throughout the year. We will begin to plan for our next formal meeting of the General Assembly which is scheduled for 2022.

## **Responding to the COVID Crisis:**

Our members are working in their countries to ensure that people with intellectual disabilities are not excluded from government responses to the pandemic. They have shared their experiences and strategies with us. To support their efforts, we will issue a report which highlights the impact of the pandemic on the lives of people with intellectual disabilities and their families. This report will include advocacy messages as we as share strategies for how to ensure inclusive approaches to pandemic recovery strategies.

## **Continue our Programme and Project work:**

Through our Current Programmes: Catalyst for Inclusive Education, Inclusion Works, Empower Us and the Families Taking Action for Inclusion, we have a series of virtual and in person activities scheduled for 2021.

We will:

- Deliver virtual training and support on Inclusive Education in Ethiopia, Rwanda, Ghana and Russia. In person project activities are scheduled to begin in the second half of the year.
- Focus efforts on building regional Empower Us teams who are equipped to provide on-going support to self-advocacy in each region
- Draft guidelines for inclusive participation through consultation with members

# Future Plans



## Push forward our Global Advocacy agenda:

### *Deinstitutionalization and the Right to Live and be Included in the Community*

- Support our members to contribute to regional consultations of the Convention on the Rights of Persons with Disabilities (CRPD) Committee on Article 19
- Contribute to ILO social protection policy engagement
- Contributing to CRPD General Comment on employment
- Contribute to Committee on the Rights of the Child General Day of Discussion on alternative care
- Sharing and using the UNDP guidelines on political participation

### *Inclusive Education*

- Contributing to UNESCO regional reports of the Global Monitoring Report
- Advocacy at the Global Partnership in Education and the World Bank for Inclusive Education

### *Planning for the future by:*

- ☑ Plan for our next World Congress in 2022
- ☑ Continuing to grow our network
- ☑ Ensuring our governance, systems and communications are fit for purpose
- ☑ Investing in our team
- ☑ Strengthening relationships within our network
- ☑ Identifying diversified funding sources and ensuring our financial position is sustainable



# Compliance



## Trustees' Responsibilities Statement

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied they give a true and fair view of the state of affairs of the charitable company and the group, and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the charities SORP
- make judgments and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable group will continue in operation.

The trustees are responsible for keeping adequate accounting records which are:

- sufficient to show and explain the charitable company and the group's transactions
- disclose with reasonable accuracy at any time the financial position of the charitable group
- enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Disclosure of Information to Auditors

Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information, and to establish that the charitable group's auditors are aware of that information.

This report was approved by the trustees, on and signed on their behalf by:

22 June 2021

**Tim Gadd**, Treasurer

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**INCLUSION INTERNATIONAL**  
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**

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**OPINION**

We have audited the financial statements of Inclusion International (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2020 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2020 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**BASIS FOR OPINION**

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

**CONCLUSIONS RELATING TO GOING CONCERN**

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

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

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

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**OTHER INFORMATION**

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

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

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

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

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

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (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, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our charitable knowledge and experience;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities Act 2011, taxation legislation and data protection, anti-bribery and employment legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.
- we reviewed the minutes of Trustees' meetings to identify and references to non-compliances with laws and regulations

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- we evaluated the assumptions and judgements used by management within significant accounting estimates and assessed whether these indicated evidence of management bias; and
- performed audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators such as the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**USE OF OUR REPORT**

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, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Jayne Rowe (Senior Statutory Auditor)**

for and on behalf of

**Peters Elworthy & Moore**

Chartered Accountants

Statutory Auditors

Salisbury House

Station Road

Cambridge

CB1 2LA

29 June 2021

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 0507200**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Note	Restricted funds 2020 \$	Unrestricted designated funds 2020 \$	Unrestricted general funds 2020 \$	Total funds 2020 \$	Total funds 2019 \$
<b>INCOME FROM:</b>						
Donations	2	-	-	159,276	159,276	203,649
Charitable activities	3	701,329	-	550	701,879	1,237,232
Investment	4	-	-	67	67	539
<b>TOTAL INCOME</b>		<b>701,329</b>	<b>-</b>	<b>159,893</b>	<b>861,222</b>	<b>1,441,420</b>
<b>EXPENDITURE ON:</b>						
Raising funds	5	-	-	-	-	34
Charitable activities	6	921,828	-	89,620	1,011,448	1,125,627
<b>TOTAL EXPENDITURE</b>		<b>921,828</b>	<b>-</b>	<b>89,620</b>	<b>1,011,448</b>	<b>1,125,661</b>
<b>NET INCOME/ (EXPENDITURE) BEFORE TRANSFERS</b>		<b>(220,499)</b>	<b>-</b>	<b>70,273</b>	<b>(150,226)</b>	<b>315,759</b>
Transfers between funds		-	62,000	(62,000)	-	-
<b>NET INCOME/ (EXPENDITURE)</b>		<b>(220,499)</b>	<b>62,000</b>	<b>8,273</b>	<b>(150,226)</b>	<b>315,759</b>
Other gains		3,299	-	6,196	9,495	899
<b>NET MOVEMENT IN FUNDS</b>		<b>(217,200)</b>	<b>62,000</b>	<b>14,469</b>	<b>(140,731)</b>	<b>316,658</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		596,301	52,190	134,590	783,081	466,423
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>379,101</b>	<b>114,190</b>	<b>149,059</b>	<b>642,350</b>	<b>783,081</b>

The notes on pages 25 to 44 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 DECEMBER 2020**

	Note		2020 \$	2019 \$
<b>CURRENT ASSETS</b>				
Debtors	10	36,376	291,070	
Cash at bank and in hand		676,482	550,880	
		712,858	841,950	
Creditors: amounts falling due within one year	11	(70,508)	(58,869)	
<b>NET CURRENT ASSETS</b>			<b>642,350</b>	783,081
<b>TOTAL NET ASSETS</b>			<b>642,350</b>	783,081
<b>CHARITY FUNDS</b>				
Restricted funds	12		379,101	596,301
Designated funds	12	114,190	52,190	
General funds	12	149,059	134,590	
Total unrestricted funds	12		263,249	186,780
<b>TOTAL FUNDS</b>			<b>642,350</b>	783,081

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Mr T J Gadd**  
Treasurer & Secretary General  
Date: 22 June 2021

The notes on pages 25 to 44 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CHARITY BALANCE SHEET**  
**AS AT 31 DECEMBER 2020**

	Note		2020 \$	2019 \$
<b>CURRENT ASSETS</b>				
Debtors	10	36,377	291,071	
Cash at bank and in hand		674,477	548,875	
		710,854	839,946	
Creditors: amounts falling due within one year	11	(70,508)	(58,869)	
<b>NET CURRENT ASSETS</b>			<b>640,346</b>	781,077
<b>TOTAL NET ASSETS</b>			<b>640,346</b>	781,077
<b>CHARITY FUNDS</b>				
Restricted funds	12		379,101	596,301
Designated funds	12	114,190	52,190	
General funds	12	147,055	132,586	
Total unrestricted funds	12		261,245	184,776
<b>TOTAL FUNDS</b>			<b>640,346</b>	781,077

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Mr T J Gadd**  
Treasurer & Secretary General  
Date: 22 June 2021

The notes on pages 25 to 44 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

	<b>Note</b>	<b>2020</b> <b>\$</b>	<b>2019</b> <b>\$</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net cash used in operating activities	15	<b>125,535</b>	106,571
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Dividends, interests and rents from investments		<b>67</b>	539
<b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>			
		<b>67</b>	<b>539</b>
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>			
Cash and cash equivalents at the beginning of the year		<b>550,880</b>	443,770
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>			
	16	<b>676,482</b>	550,880

The notes on pages 25 to 44 form part of these financial statements

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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**1. ACCOUNTING POLICIES**

**1.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

**1.2 Basis of consolidation**

The financial statements consolidate the accounts of Inclusion International and its subsidiary undertaking, International Inclusion Trading Limited.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

The Statement of Financial Activities for the year dealt with in the accounts of the charity showed net expenditure of \$132,280 (2019 - net income \$316,692).

**1.3 Company status**

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee to £1 per member of the charity.

**1.4 Going concern**

The Trustees have prepared forecasts for 2021 and the first half of 2022 and considered the trading period beyond this. The Trustees have reviewed the cash requirements of the business and expected inflows. The charity is fortunate to receive many grants up front which will enable the charity to continue with its principal charity activities, albeit to a limited extent. The Trustees believe future grants receivable will not be impacted and funding will continue to be available.

Upon their review, the Trustees believe the charity will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore continue to adopt the going concern basis in preparing the financial statements.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.5 Income**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Membership income is recognised in the period to which it relates to. Any membership income received in advance is deferred.

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

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.6 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**1.7 Debtors**

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

**1.8 Cash at bank and in hand**

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

**1.9 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**1.10 Financial instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.11 Operating leases**

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

**1.12 Pensions**

The charity contributes to the statutory government backed pension plan (NEST) for 4 (2018 - 4) of its UK based employees. Contributions are charged to the profit and loss account as incurred.

**1.13 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**2. INCOME FROM DONATIONS**

	<b>Unrestricted funds 2020 \$</b>	<b>Restricted funds 2020 \$</b>	<b>Total funds 2020 \$</b>	<b>Total funds 2019 \$</b>
Donations	2,262	-	<b>2,262</b>	6,036
Solidarity income	81,795	-	<b>81,795</b>	65,199
Membership income	75,219	-	<b>75,219</b>	109,620
Travel costs reimbursed	-	-	-	22,794
	<u>159,276</u>	<u>-</u>	<u><b>159,276</b></u>	<u>203,649</u>

In 2019, \$180,855 of income from donations was unrestricted while \$22,794 was restricted.

**3. INCOME FROM CHARITABLE ACTIVITIES**

	<b>Unrestricted funds 2020 \$</b>	<b>Restricted funds 2020 \$</b>	<b>Total funds 2020 \$</b>	<b>Total funds 2019 \$</b>
Grants for projects	550	701,329	<b>701,879</b>	1,237,232
	<u>550</u>	<u>701,329</u>	<u><b>701,879</b></u>	<u>1,237,232</u>

In 2019, all income from charitable activities was restricted.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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**4. INVESTMENT INCOME**

	<b>Unrestricted funds 2020 \$</b>	<b>Total funds 2020 \$</b>	<b>Total funds 2019 \$</b>
Bank interest	67	67	539

In 2019, all investment income was unrestricted.

**5. EXPENDITURE ON RAISING FUNDS**

**OTHER TRADING EXPENSES**

	<b>Unrestricted funds 2020 \$</b>	<b>Total funds 2020 \$</b>	<b>Total funds 2019 \$</b>
Inclusion Trading Limited	-	-	34

In 2019, all other trading expenses were unrestricted.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**6. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	<b>Activities undertaken directly 2020 \$</b>	<b>Support costs 2020 \$</b>	<b>Total funds 2020 \$</b>	<b>Total funds 2019 \$</b>
Charitable activities	991,021	20,427	<b>1,011,448</b>	1,125,627
<b>TOTAL 2019</b>	<b>1,105,740</b>	<b>19,887</b>	<b>1,125,627</b>	

Expenditure on charitable activities was \$1,011,448 (2019 - \$1,125,627), of which \$89,620 (2019 - \$109,056) was unrestricted, \$Nil (2019 - \$20,311) was designated and \$921,828 (2019 - \$996,260) was restricted.

**Analysis of direct costs**

	<b>Activities 2020 \$</b>	<b>Total funds 2020 \$</b>	<b>Total funds 2019 \$</b>
Staff costs	482,571	<b>482,571</b>	392,824
Consultancy	81,173	<b>81,173</b>	66,653
Insurance	3,847	<b>3,847</b>	3,365
General expenses	9,282	<b>9,282</b>	8,891
Publications and printing	5,772	<b>5,772</b>	4,310
Rent	17,253	<b>17,253</b>	12,874
Computer consumables	11,106	<b>11,106</b>	11,336
Telephone and internet	2,471	<b>2,471</b>	3,736
Translation expenses	25,009	<b>25,009</b>	6,627
Travel and accommodation	85,380	<b>85,380</b>	208,348
General assembly	8,422	<b>8,422</b>	-
Project costs	241,574	<b>241,574</b>	374,721
Membership fees	2,384	<b>2,384</b>	2,218
Website and communications	14,777	<b>14,777</b>	9,837
	<b>991,021</b>	<b>991,021</b>	1,105,740

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**6. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**Analysis of support costs**

	<b>Activities 2020 \$</b>	<b>Total funds 2020 \$</b>	<b>Total funds 2019 \$</b>
Audit fees	15,106	<b>15,106</b>	11,135
Accountancy fees	5,321	<b>5,321</b>	8,752
	<u>20,427</u>	<u><b>20,427</b></u>	<u>19,887</u>

**7. AUDITORS' REMUNERATION**

	<b>2020 \$</b>	<b>2019 \$</b>
Fees payable to the charity's auditor for the audit of the charity's annual accounts	<b>10,900</b>	11,135
Fees payable to the charity's auditor in respect of: All non-audit services not included above	<b>5,902</b>	6,585

**8. STAFF COSTS**

	<b>Group 2020 \$</b>	<b>Group 2019 \$</b>	<b>Company 2020 \$</b>	<b>Company 2019 \$</b>
Wages and salaries	<b>448,769</b>	354,469	<b>448,769</b>	354,469
Social security costs	<b>24,265</b>	30,039	<b>24,265</b>	30,039
Contribution to defined contribution pension schemes	<b>9,537</b>	8,316	<b>9,537</b>	8,316
	<u><b>482,571</b></u>	<u>392,824</u>	<u><b>482,571</b></u>	<u>392,824</u>

The average number of persons employed by the charity during the year was as follows:

	<b>Group 2020 No.</b>	<b>Group 2019 No.</b>	<b>Company 2020 No.</b>	<b>Company 2019 No.</b>
Employees	<b>8</b>	6	<b>8</b>	6

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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**8. STAFF COSTS (CONTINUED)**

The number of employees whose employee benefits (excluding employer pension costs) exceeded \$60,000 was:

	<b>Group 2020 No.</b>	Group 2019 No.
In the band \$120,001 - \$130,000	<b>1</b>	-
In the band \$140,001 - \$150,000	-	1
	<u><u>1</u></u>	<u><u>1</u></u>

During the year expenses of \$1,098 (2019 - \$5,796) were reimbursed to two (2019 - three) trustees. No remuneration was paid to any trustees during the period in accordance with the Articles of Association.

The key management personnel of the charity comprises the trustees, the Executive Director, Finance and Programmes Manager, Project Manager and Coordinator/Administrator of the charity. The total employee benefits of the key management personnel of the charity were \$236,122 (2019 - \$281,489).

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

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**9. INVESTMENT IN SUBSIDIARY**

The charity has a wholly owned subsidiary which is incorporated in the UK. Inclusion Trading Limited conducted the running of World Congress held in the UK. A summary of its results is shown below. The accounts have been filed with the Registrar of Companies. The cost of the investment in the subsidiary is \$1 (2019 - \$1).

	<b>2020</b>	2019
	<b>\$</b>	<b>\$</b>
<b>Profit &amp; Loss Account</b>		
Turnover	-	-
Administrative expenses	-	(34)
Tax on profit/(loss)	-	-
	<hr/>	<hr/>
<b>Net profit/(loss) retained in subsidiary</b>	<b>-</b>	<b>(34)</b>
	<hr/>	<hr/>
<b>Balance Sheet</b>		
Current assets	<b>2,005</b>	2,005
Current liabilities	-	-
	<hr/>	<hr/>
	<b>2,005</b>	2,005
	<hr/>	<hr/>

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**10. DEBTORS**

	<b>Group 2020 \$</b>	Group 2019 \$	<b>Company 2020 \$</b>	Company 2019 \$
<b>DUE WITHIN ONE YEAR</b>				
Trade debtors	<b>29,329</b>	22,878	<b>29,329</b>	22,878
Other debtors	<b>162</b>	-	<b>162</b>	-
Prepayments and accrued income	<b>6,885</b>	268,192	<b>6,886</b>	268,193
	<b>36,376</b>	291,070	<b>36,377</b>	291,071

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group 2020 \$</b>	Group 2019 \$	<b>Company 2020 \$</b>	Company 2019 \$
Trade creditors	<b>485</b>	-	<b>485</b>	-
Other taxation and social security	-	3,457	-	3,457
Other creditors	<b>3,587</b>	-	<b>3,587</b>	-
Accruals and deferred income	<b>66,436</b>	55,412	<b>66,436</b>	55,412
	<b>70,508</b>	58,869	<b>70,508</b>	58,869

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**12. STATEMENT OF FUNDS (GROUP)**

**STATEMENT OF FUNDS - CURRENT YEAR**

	Balance at 1 January 2020 \$	Income \$	Expenditure \$	Transfers in/out \$	Gains/ (Losses) \$	Balance at 31 December 2020 \$
<b>UNRESTRICTED FUNDS</b>						
<b>DESIGNATED FUNDS</b>						
Equipment and website	14,690	-	-	12,310	-	27,000
Global event	27,500	-	-	17,690	-	45,190
Inclusive education	10,000	-	-	-	-	10,000
Solidarity fund	-	-	-	32,000	-	32,000
	<u>52,190</u>	<u>-</u>	<u>-</u>	<u>62,000</u>	<u>-</u>	<u>114,190</u>
<b>GENERAL FUNDS</b>						
Unrestricted funds	132,586	159,893	(89,620)	(62,000)	6,196	147,055
Subsidiary	2,004	-	-	-	-	2,004
	<u>134,590</u>	<u>159,893</u>	<u>(89,620)</u>	<u>(62,000)</u>	<u>6,196</u>	<u>149,059</u>
<b>TOTAL UNRESTRICTED FUNDS</b>	<u>186,780</u>	<u>159,893</u>	<u>(89,620)</u>	<u>-</u>	<u>6,196</u>	<u>263,249</u>

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - CURRENT YEAR (continued)**

	Balance at 1 January 2020 \$	Income \$	Expenditure \$	Transfers in/out \$	Gains/ (Losses) \$	Balance at 31 December 2020 \$
<b>RESTRICTED FUNDS</b>						
IHC New Zealand	74,069	-	-	-	3,251	77,320
Wellspring	122,099	225,000	(222,308)	-	-	124,791
Sightsavers	1,630	151,200	(151,750)	-	48	1,128
Local projects	-	197,530	(185,710)	-	-	11,820
Open Society Foundation (III)	398,503	-	(249,988)	-	-	148,515
Norad/IDA	-	51,269	(51,269)	-	-	-
Keystone Human Services	-	3,728	(3,225)	-	-	503
UNDP	-	28,328	(23,112)	-	-	5,216
IDA Listen Include Respect	-	44,274	(34,466)	-	-	9,808
	<u>596,301</u>	<u>701,329</u>	<u>(921,828)</u>	<u>-</u>	<u>3,299</u>	<u>379,101</u>
<b>TOTAL OF FUNDS</b>	<u><b>783,081</b></u>	<u><b>861,222</b></u>	<u><b>(1,011,448)</b></u>	<u><b>-</b></u>	<u><b>9,495</b></u>	<u><b>642,350</b></u>

Charity only funds at the year end are \$640,346 (2019 - \$781,077). This represents the balances listed above excluding the subsidiary balance of \$2,004 (2019 - \$2,004).

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2020**

**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR**

	Balance at 1 January 2019 \$	Income \$	Expenditure \$	Transfers in/out \$	Gains/ (Losses) \$	Balance at 31 December 2019 \$
<b>UNRESTRICTED FUNDS</b>						
<b>DESIGNATED FUNDS</b>						
Equipment and website	5,000	-	(15,311)	25,001	-	14,690
Global event	10,000	5,000	(5,000)	17,500	-	27,500
Inclusive education	-	-	-	10,000	-	10,000
	<u>15,000</u>	<u>5,000</u>	<u>(20,311)</u>	<u>52,501</u>	<u>-</u>	<u>52,190</u>
<b>GENERAL FUNDS</b>						
Unrestricted funds	197,526	176,394	(109,056)	(130,287)	(1,991)	132,586
Subsidiary	(75,362)	-	(34)	77,400	-	2,004
	<u>122,164</u>	<u>176,394</u>	<u>(109,090)</u>	<u>(52,887)</u>	<u>(1,991)</u>	<u>134,590</u>
<b>TOTAL UNRESTRICTED FUNDS</b>	<u>137,164</u>	<u>181,394</u>	<u>(129,401)</u>	<u>(386)</u>	<u>(1,991)</u>	<u>186,780</u>

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**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR (CONTINUED)**

	Balance at 1 January 2019 \$	Income \$	Expenditure \$	Transfers in/out \$	Gains/ (Losses) \$	Balance at 31 December 2019 \$
<b>RESTRICTED FUNDS</b>						
Open Society Foundation (II)	120,680	-	(120,680)	-	-	-
IHC New Zealand	71,242	-	-	-	2,827	74,069
NFU - Inclusion Africa (II)	1,118	128,052	(129,170)	-	-	-
IDA Fellowship	1,080	20,000	(21,466)	386	-	-
Wellspring	107,312	225,000	(210,213)	-	-	122,099
Sightsavers	27,827	76,840	(103,100)	-	63	1,630
Local projects	-	252,341	(252,341)	-	-	-
Open Society Foundation (III)	-	535,000	(136,497)	-	-	398,503
IDA Travel	-	19,225	(19,225)	-	-	-
NFU Travel	-	3,568	(3,568)	-	-	-
	<u>329,259</u>	<u>1,260,026</u>	<u>(996,260)</u>	<u>386</u>	<u>2,890</u>	<u>596,301</u>
<b>TOTAL OF FUNDS</b>	<u><u>466,423</u></u>	<u><u>1,441,420</u></u>	<u><u>(1,125,661)</u></u>	<u><u>-</u></u>	<u><u>899</u></u>	<u><u>783,081</u></u>

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The purposes of the designated funds are as follows:

**Equipment**

To set aside funds for future equipment purchases.

**Global Event**

Funding for global events (Council, General Assemblies, a future World Congress).

**Membership Development**

To set aside funds for progression and development of the Inclusion International membership structure.

**Solidarity fund**

Voluntary contributions by members to the work of Inclusion International following changes to the fee structure agreed at the General Assembly in 2016.

The purposes of the restricted funds are as follows:

**Open Society Foundation**

To build the capacity of national members of Inclusion International to identify key issues of discrimination in the areas of education, legal capacity, living in the community and family support and to develop strategies and tools for self-advocacy and family organisations to use in implementing inclusion.

**IHC New Zealand**

To provide a contingency fund for the London office and the Secretariat of Inclusion International.

**Norwegian Association for Persons with Development Disabilities (NFU)**

To support the development of the regional work of Inclusion International in Africa, including support for the coordination of Inclusion Africa. The transfer relates to costs incurred by Inclusion International that the grant was agreed to support.

**International Disability Alliance (IDA) with funding from the Department for International Development (DFID) (Fellowship)**

To engage a Self-Advocate Fellows to support the development of Empower Us, Inclusion International's self-advocacy initiative. The fellow's work is global but has specific focus firstly in Africa and secondly in Latin America.

**Wellspring**

To support the general operations of Inclusion International.

**Sightsavers with funding from the Department for International Development (DFID)**

To address the lack of access to employment opportunities in open labour markets for persons with disabilities in low income countries. Inclusion International will focus its contributions on the inclusion of people with intellectual disabilities, although the models and learning from this target group will have implications for the broader project.

**Local Projects**

To promote the implementation of the UNCRPD and in particular article 24 and to empower people with disabilities to become active, contributing members of their communities. The transfer relates to a management fee Inclusion International were entitled to for overseeing the project.

**Open Society Foundation - Education**

To establish partnerships which can help to develop a global mechanism that brings together people and resources to support and enable Inclusion International member groups to advocate, promote and support the implementation of inclusive education.

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**International Disability Alliance (IDA) Travel**

To support the implementation of IDA's strategic priorities for 2019.

**Norwegian Association for Persons with Intellectual Disabilities (NFU) - Travel**

To organise a one day conference in Norway together with NFU, The Atlas Alliance and Save the Children Norway, on how to Including Persons with Disabilities in Humanitarian Action.

**Wellspring (Capacity Building Fund)**

To promote the inclusion of people with intellectual disabilities and their families in strategies to implement and monitor the UN Convention on the Rights of Persons with Disabilities and to strengthen the capacity of family based organisations and self advocates to use the Convention as a tool for promoting the human rights of persons with intellectual disabilities.

**International Disability Alliance (IDA) with funding from the Department for International Development (DFID) (No-One Left Behind)**

To develop a global mechanism - led by self-advocates, for self-advocates - to support our members to advance and strengthen the self-advocacy movement.

**Norwegian Association for Persons with Development Disabilities (NFU) Nepal**

To hold an Empower Us training workshop for self-advocates and supporters on how to be a self-advocate and how to provide support to self-advocates and to broaden self-advocacy leadership in Nepal. The funding also enabled self advocates and their supporters to attend Inclusion International's World Congress in Birmingham, UK.

**UNICEF**

To hold national consultations and conducting a multi-country study on the barriers to inclusive education in three countries in Latin America.

**Humanity & Inclusion**

To organise a Consultation with Self-Advocates for the development of IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action.

**Norad/IDA**

To grow the self-advocacy movement and support the transition to inclusive education in Africa. This project contributes to the overall goal of influencing the disability rights movement to shape the development agenda in Sub-Saharan Africa. Working in Ethiopia, Rwanda and Ghana the project builds on the experience of two global programmes run by Inclusion International – Empower Us, and the Catalyst for Inclusive Education.

**Keystone Human Services**

To assess country contexts, and to build capacities and technical skills of country level partners.

**UNDP**

To support further development of practical guidelines for election stakeholders. Inclusion International delivered 10 consultations with persons with intellectual and psychosocial disabilities.

**IDA Listen Include Respect**

To establish a set of agreed and endorsed guidelines for the inclusion, support and participation of people with intellectual disabilities, including in the employment sector. As self-advocacy leadership develops and the inclusion of persons with an intellectual disability in national, regional and international advocacy work grows, Inclusion International has recognised the need for support in making sure their work is inclusive and that self-advocates with an intellectual disability can participate fully. This project has been jointly implemented with Down Syndrome International (DSI).

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**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD**

	Unrestricted funds 2020 \$	Restricted funds 2020 \$	Total funds 2020 \$
Current assets	333,757	379,101	712,858
Creditors due within one year	(70,508)	-	(70,508)
<b>TOTAL</b>	<u>263,249</u>	<u>379,101</u>	<u>642,350</u>

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD**

	Unrestricted funds 2019 \$	Restricted funds 2019 \$	Total funds 2019 \$
Current assets	245,649	596,301	841,950
Creditors due within one year	(58,869)	-	(58,869)
<b>TOTAL</b>	<u>186,780</u>	<u>596,301</u>	<u>783,081</u>

**14. ANALYSIS OF NET ASSETS BETWEEN FUNDS - CHARITY ONLY**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD**

	Unrestricted funds 2020 \$	Restricted funds 2020 \$	Total funds 2020 \$
Current assets	331,753	379,101	710,854
Creditors due within one year	(70,508)	-	(70,508)
<b>TOTAL</b>	<u>261,245</u>	<u>379,101</u>	<u>640,346</u>

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**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CHARITY ONLY (CONTINUED)**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD**

	Unrestricted funds 2019 \$	Restricted funds 2019 \$	Total funds 2019 \$
Current assets	243,645	596,301	839,946
Creditors due within one year	(58,869)	-	(58,869)
<b>TOTAL</b>	<u>184,776</u>	<u>596,301</u>	<u>781,077</u>

**RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

15.

	Group 2020 \$	Group 2019 \$
Net (expenditure)/income for the period (as per Statement of Financial Activities)	<u>(150,226)</u>	<u>315,759</u>
<b>ADJUSTMENTS FOR:</b>		
Dividends, interests and rents from investments	(67)	(539)
Decrease/(increase) in debtors	254,694	(244,172)
Increase in creditors	11,639	34,624
Foreign exchange movement	9,495	899
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<u>125,535</u>	<u>106,571</u>

16. **ANALYSIS OF CASH AND CASH EQUIVALENTS**

	Group 2020 \$	Group 2019 \$
Cash in hand	676,482	550,880
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<u>676,482</u>	<u>550,880</u>

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**17. ANALYSIS OF CHANGES IN NET DEBT**

	At 1 January 2020	Cash flows	Changes in market value and exchange rate movements	At 31 December 2020
	\$	\$	\$	\$
Cash at bank and in hand	<u>550,880</u>	<u>116,107</u>	<u>9,495</u>	<u>676,482</u>

**18. PENSION COMMITMENTS**

The company pays in to the personal pension plan of four employees. The pension cost charge represents contributions payable by the company and amounted to \$8,722 (2019 - \$8,316).

**19. OPERATING LEASE COMMITMENTS**

At 31 December 2020 the Group and the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2020	Group 2019	Company 2020	Company 2019
	\$	\$	\$	\$
Not later than 1 year	<u>2,813</u>	<u>2,594</u>	<u>2,813</u>	<u>2,594</u>

**20. RELATED PARTY TRANSACTIONS**

The membership fees are considered to be in the course of normal operations.

There are not related party transactions in the current or prior period.