



**bibic**

Transforming lives through  
developmental therapy

# Annual report and financial statements

For the year ended 31 March 2024



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# Welcome

## From the Chair of Trustees

It was a hard decision to step down from the Board given how important the charity is to so many families and how critical the work is. However, after over eight years on the Board and nearly four as the Chair, I felt it was the right time to bring in some new leadership and set bibic up for the next chapter. In Caroline, I had found the perfect person to take over and I know she will do an amazing job along with the other dedicated Trustees on the Board. Caroline has been on the Board for well over a year and brings a wealth of experience and insights. We have been working together for six months to ensure a smooth handover and continuity in leadership and knowledge.

As I reflect on the last eight years, it is wonderful to think of everything bibic has achieved and the difference it has made. It has been nothing but a privilege to be involved and a real honour to have met some of the amazing children and family we support.

Without bibic, the lives of hundreds of children every year would be more difficult, more lonely, more confusing, and more chaotic. The therapy and the support we provide transforms children and young adults' lives. It dramatically improves family life. It results in less school exclusions and better educational outcomes. It reduces anxiety, depression, self-harm and suicidal thoughts. It is quite literally life changing.

With that in mind, I would urge anyone and everyone who can to support this wonderful, impactful charity. It has a big job to do, and it can only do it with the help of others. To all those who have already supported bibic, thank you so much and please keep going! To anyone who is new to bibic, please know your donation, be it time or money, will make a huge difference.

A big thank you to the therapists and the wider team at bibic who are among the most hard working and dedicated people you can find. I will continue to support bibic as a volunteer and donor, but as I step down from my official role on the Board, I do so safe in the knowledge that the best days for bibic lie ahead of it.



**Laura Voyle,**  
Chair of Trustees



## Dear Friends and Supporters of bibic,

I am honoured to step into the role of Chair of Trustees for bibic as of August 1st 2024. It is with great respect and admiration that I acknowledge the incredible dedication and support of Laura, who has led our board with unwavering commitment. On behalf of the entire board, I extend our gratitude to Laura for her outstanding leadership and tireless efforts in advancing our mission. Laura, your contributions have been invaluable, and I am acutely aware that I have big shoes to fill.

As a seasoned marketeer, I bring a wealth of experience from a business perspective. Key to success is the ability to understand the vision and deliver through a range of strategies and approaches, working seamlessly with other stakeholders. Moreover, I use my ability to think creatively and strategically combined with a 'let's make it happen' focus.

In my spare time, I have been a fundraiser for similar charities to bibic as a result of my youngest child being born prematurely and later diagnosed with Cerebral Palsy. I fully understand a parent's perspective of having a child with a neurological condition and the need for them (and us as parents) to help achieve their full potential. It can be daunting at times, but when you get the right support, it can also be amazing for all involved. I am deeply committed to our cause and excited to bring my experience and passion to this role.

As we navigate these challenging times, it is clear that the children and young adults we support are among those most affected by the ongoing cost-of-living situation we face in the UK today. This crisis has placed additional strain on the most vulnerable in our society, and the demand for our services remains exceptionally high. Despite these challenges, our commitment to providing essential support and making a positive impact on the lives of those we serve remains steadfast.

The current economic environment has made fundraising particularly difficult, and I want to extend a heartfelt thank you to all who have donated and raised funds for bibic. Your generosity and efforts are deeply appreciated and crucial to our ability to continue our work.

Looking ahead, my vision for bibic is to navigate this period of financial uncertainty by building a strong funding pipeline and ensuring that every penny spent has a good return on investment. For everything we do well to raise funds, we'll look to see how we can do it better. On activities where we're not seeing good growth generation, we'll look to adapt.

The wider bibic team continues to work tirelessly and passionately to do this vital work. Our focus remains on providing the best service available to those who depend on us. Together, we will strive to meet the growing needs of our community and ensure that every child and young adult receives the support they need to thrive.

I encourage you to stay involved and continue supporting our mission in any way you can. Whether through donations, volunteering, or spreading the word about our work, your involvement makes a significant difference.

Thank you for your continued support and belief in our mission. Together, we can transform lives.



**Caroline Jameson,**  
New Chair of Trustees



# Our purpose

## Why we exist

We offer holistic therapy to children and young adults with neurological, behavioural, and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

Children and young adults with disabilities and additional needs are often unsupported and excluded from society because there is a lack of understanding about their needs and how they can be met.

At bibic, we passionately believe that every child and young adult deserves to thrive, contribute in their community and live happy lives. Increasingly we see children and young adults with less understood, hidden health or behavioural needs as well as those with profound disabilities or special educational needs. With or without a diagnosis, we're here to help them overcome their challenges.

Our holistic assessments and therapies are both bespoke to each child or young adult and as individual as they are. We support the whole family, not just the child or young adult we are working with.

Families can find themselves in crisis. We stand by their side to help them understand their child's needs, empowering them with strategies to support their daily life and long-term development.

## Public benefit statement

The Trustees confirm that they have paid due regard to the Charity Commission's general guidance on public benefit under the Charities Act 2011.

In particular, they consider how planned activities will contribute to the aims and objectives of the charity and are satisfied that all activities continue to be related to its purpose as set out in the governing document.

The charity exists to benefit children and young adults with a wide range of additional needs and disabilities and their families. Our public benefit is best understood through the words of the families themselves and we have shared as many as possible with you within this report.

## Holistic



## Transformative



## Nurturing



## Progressive



# What we do

bibic is the UK's sole organisation offering such a personalised and comprehensive therapy approach. We assess the individual as a whole, crafting a tailored therapy plan that addresses the unique needs of each child or young adult. This plan combines sensory, cognitive, behavioural, emotional, developmental, and physical exercises, along with practical strategies for home, school, and everyday life. Children and young adults with disabilities and additional needs often face multiple diagnoses or overlapping challenges, requiring specialised and thorough therapy. Our "whole person" approach ensures more effective and lasting positive outcomes.

This core service represents 50% of the work we do.

bibic's detailed report helps families access further support from the NHS, local authorities, at nursery, school, or college and through other organisations. Every full assessment package costs around £2,145. The family is asked to contribute £650 and bibic fundraises the remaining £1,495.

64% of the children and young adults we support have no diagnosis.

We have a special fund to help cover the £650 contribution for families with a low income, keeping true to our founding vision of never turning away a child or young adult who needs our support. Thanks to the support of several donors, including Irwin Mitchell LLP, Disa's Fund and Somerset Community Foundation (Wessex Water Community Fund), this year our fee-waiver fund helped twenty-five families access crucial support.

## Our core service:

Two day assessment, bespoke therapy programme and support package



### Day one

Our Therapists collaborate closely with the child or young adult, conducting a variety of tests, screeners, exercises, and observations. By listening attentively to the entire family's concerns, they gain a comprehensive understanding of the challenges and needs involved. From this insight, they develop a customised developmental therapy programme tailored to address the specific needs of the child or young adult.



### Day two

On the second day, we equip parents and carers to take on the role of therapist by thoroughly explaining the therapy plan, providing training, and offering ongoing support to help them implement it at home.



### Keyworking

We maintain close communication over an agreed period, offering ongoing support through regular scheduled calls whenever needed. At the six-month mark, we conduct a formal progress evaluation and continuously introduce new therapies and strategies to align with their ongoing development.

After six months, we invite families back for a reassessment and additional support if needed. Our post-service support sessions and tailored consultations offer families greater flexibility. Many families continue to receive our support for years, ensuring long-term care for children and young adults.

# bibic strategic priorities

2023 - 2028

## Mission Statement

We offer holistic therapy to children and young adults with neurological, behavioural, and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

## About bibic

bibic is a small national charity making a big difference. Since 1972, we have evolved into a national charity supporting not only those with brain injuries but a wide range of disabilities, developmental conditions and learning difficulties; bibic passionately believes that every child and young adult deserves to reach their potential and live a fulfilling life.

We deliver assessments and bespoke developmental therapy to children and young adults and training to parents and professionals. We see them with or without a diagnosis and support a wide range of difficulties, including conditions such as autism, ADHD, cerebral palsy, global developmental delay, Down's syndrome, sensory processing difficulties and many more.



## Who we exist for

Children and young adults, between the ages of 6 months and 25 years with neurological, behavioural, and developmental challenges.

## Our values

We have values that encompass everything we do at bibic.

### Holistic <sup>360°</sup>

A blend of sensory, cognitive, emotional, developmental and physical exercises that support a child or young person's specific needs. We go 360 and are for the whole family.

### Nurturing

It's what we do best. We know that the child or young person and their families can experience intense stress, isolation and exhaustion. We stand by their side to help them understand the specific needs, empowering them with strategies to support daily life and long-term development. Care shines here.

### Transformative

We recommend small changes which are achievable and make a big difference. We explore all areas of the individual's development in order to unpick the foundation causes of their challenges and provide strategies to thrive.

### Progressive

We offer support with or without diagnosis. We find the answers families are searching for and explain them in terms that everyone can understand, no question is too silly. Always learning and always improving.

# Strategic pillars and objectives



## Pillar 1

### Expand bibic's reach to more families

1. Review and implement efficiencies in the delivery of bibic therapy.
2. Continue to deliver clear and bespoke offers to families.
3. Continue to improve impact measurement building on Impact Report recommendations.
4. Expand and enhance digital offer to increase income generation through therapy.
5. Develop and implement bibic's EDI vision across the whole organisation.



## Pillar 2

### Grow sustainable income streams

1. Adhere to the Fundraising Strategy and action plans as per each financial year.
2. Prioritise diverse fundraising income streams and build sustainable income.
3. Implement the new Communications Strategy and Marketing Plan.
4. Restructure the organisation to ensure that fundraising streams are targeted correctly with the right skill set.
5. Recruit a bibic Ambassador to promote bibic externally.



## Pillar 3

### Maximise value of all resources

1. Continue to develop leadership and senior expertise.
2. Review and implement opportunities to develop partnerships with other likeminded organisations.

# Our other services

We also have a range of other services that families can access at varying prices ensuring our services are accessible to all. These services can be standalone or combined to offer bespoke packages that still align to our values. These services are usually delivered digitally but can also be delivered face to face, aside from dyslexia, Irlen and Johansen which can only be delivered in person.

## Short assessments

We offer short assessments to look at a specific difficulty around behaviour, wellbeing, early years development or sensory processing. Therapists will collect evidence from the parents, children or young people listening to all their concerns and difficulties. From this the therapists can evaluate these difficulties to see if they align to any specific condition and then provide strategies for the families, children, or young people to carry out at home to alleviate these struggles.

## Screeners

Our Therapists carry out screening tools for Autism, Attention Deficit Hyperactivity Disorder, dyspraxia, dyslexia, and sensory processing difficulties. Our detailed reports can provide supporting evidence to help families gain a diagnosis. Most importantly, strategies are also given to support the family, child or individual in managing these associated difficulties.

*"We feel completely seen and heard for the first time. The Therapists are fantastic and the focus on practical strategies and tools give us knowledge and confidence to better support the children."*

## School Liaison

bibic Therapists often liaise directly with professionals at nursery, school or college about an individual child or young adult. This may include joining families for meetings with teachers or attending Educational Health and Care Plan and multidisciplinary meetings. We also visit schools to carry out our full assessment for a child within the classroom setting if that is where they are experiencing significant difficulties. We can also assess whole class groups to support teachers in managing and supporting the whole group's sensory needs. This crucial support helps families access more support for their child and helps teaching staff to better understand the child's needs so they can enable them to thrive and reach their potential.

## Irlen syndrome screening

This service specifically investigates visual processing. Visual processing can impact on reading, writing, attention and concentration, headaches, light sensitivity and many more. It can affect people of all ages and can change and shift over time. The assessment consists of looking at different images and observing the varying amounts of discomfort they can cause. From this specific-coloured overlays will then be given which can have a huge impact on a person's ability to complete certain tasks. Irlen can be delivered alongside other services to gain a better more holistic picture of an individual as well.



*"The bibic Therapists were so sensitive to our needs, particularly our child's. The assessment process was informed and validating. We feel more prepared for the next steps on the journey of life ahead of us."*

## Split assessment

A split assessment can be an alternative to the 2-day bibic assessment. This is achieved by booking two standalone assessments. Initially, in most cases, a digital assessment which is approximately 3 hours and then an in person, 1 day assessment.

The digital assessment can include one or two of the following: ADHD and related needs, autism and related needs, sensory processing and related needs or wellbeing and related needs.

The 1-day assessment can cover areas such as underlying ability, language, working memory, processing and visual perception, however, the Therapist will choose the appropriate assessments and tests at their discretion and based on their professional judgement after the history element of the assessment.

Some families find that splitting the assessment is more manageable. This is a result of feedback from all the complete tests and the corresponding recommendations being spread out over two appointments.

Families are provided with a designated period of bibic key working, determined based on their assessment.

The family services team have implemented split assessments to decrease waiting times for families. By utilising shorter assessments, which only require half a day, we can accommodate more appointments. Additionally, we have increased availability for full-day assessments as they are less time-intensive. This approach allows us to optimise our scheduling. As a result, parents can receive support more swiftly, culminating in a total of nine months of key working. The information provided regarding their child and support strategies is delivered in two parts, making it easier for parents to understand and effectively process the information.

## Johansen Individualised Auditory Stimulation (JIAS)

This six-to-eighteen-month programme involves listening to specifically composed synthesised music that is proven to stimulate the neural pathways of the brain that deal with language and auditory information. Many individuals see improvements in noise sensitivity, expressive language, processing speed, word finding skills as well as memory, listening, concentration, language comprehension and self-esteem.



## Additional Support

Parents, or a young adult themselves, can book regular or ad hoc telephone or video consultations with a therapist to discuss specific issues in depth and support their ongoing development. Our post-diagnosis support sessions provide specific strategies for children and young adults who have been given a diagnosis. Our Support and Advice Line (SAL) provides immediate telephone, text and email support for parents, carers and teachers, or a young adult themselves. Whether it is for advice with day-to-day concerns, handling behaviours and meltdowns, questions about our therapies or signposting other support, we are here when they need us. Our post-service support sessions deliver a flexible service for families that have completed their six months of key working support after a full assessment, but who do not need a re-assessment and a further key working period.

This year we have continued to deliver interactive, live online Q&A sessions to provide regular and free access to Therapist support. These sessions provide immediate support for families on our waiting list or those who are currently working with a therapist. They will also give us a platform to significantly increase our reach, accessibility, and impact with more families across the UK.

# Who we support

bibic supports children and young adults (aged 6 months to 25 years) with a vast range of disabilities and additional needs. In 2023/24 this included over 50 different diagnoses or suspected diagnoses, including but not limited to acquired brain injury, autism, attention deficit disorder, attention deficit hyperactivity disorder (ADHD), global developmental delay, cerebral palsy, Down's syndrome, sensory processing difficulties, dyslexia, and dyscalculia.

Their needs are often complex, with symptoms or difficulties overlapping. Some have profound and multiple neurological disabilities and others have difficulties that severely impact their daily lives. We increasingly see children and young adults with less understood, hidden difficulties such as behavioural, sensory, developmental, communication or mental health difficulties caused by unmanaged conditions.

*"It was fabulous in every respect. We came for answers and got them with a full, clear and understandable explanation and reasoned feedback was given in an 'easy to take in' manner."*

544 children and young adults  
899 parents and carers  
533 siblings



Note: Our previous Annual Report's figures included only children and young adults who received their first service within the year. We recognised that this does not accurately reflect our impact. The figures above now include those who are still receiving key working support after their first assessment in the previous period.

64% of the children and young adults we support come to us without a diagnosis



Many parents cannot get their concerns heard and come to us desperate for help for their children and young adults. They describe intense family stress including stress to siblings, exhaustion, social isolation, and parental separation. Our holistic approach aims to support the whole family, not just the child or young adult. The wellbeing of the whole family is at the heart of our approach.

During each year we not only support the families who come to us for one of our services, but also families we have already worked with who are still receiving key working support after an assessment during the previous year. This year we have directly helped a total of 1,980 people.

544 children and young adults were supported within our assessments in 2023 - 2024



Girls tend to present in wider ranging/subtle ways, particularly for autism. They tend to mask behaviours and have better social integration skills. Early intervention is vital, and we work with healthcare and education professionals to help improve early identification.

*"Very friendly & helpful team. I always felt comfortable to ask questions and felt listened to. Everyone was friendly to my child."*

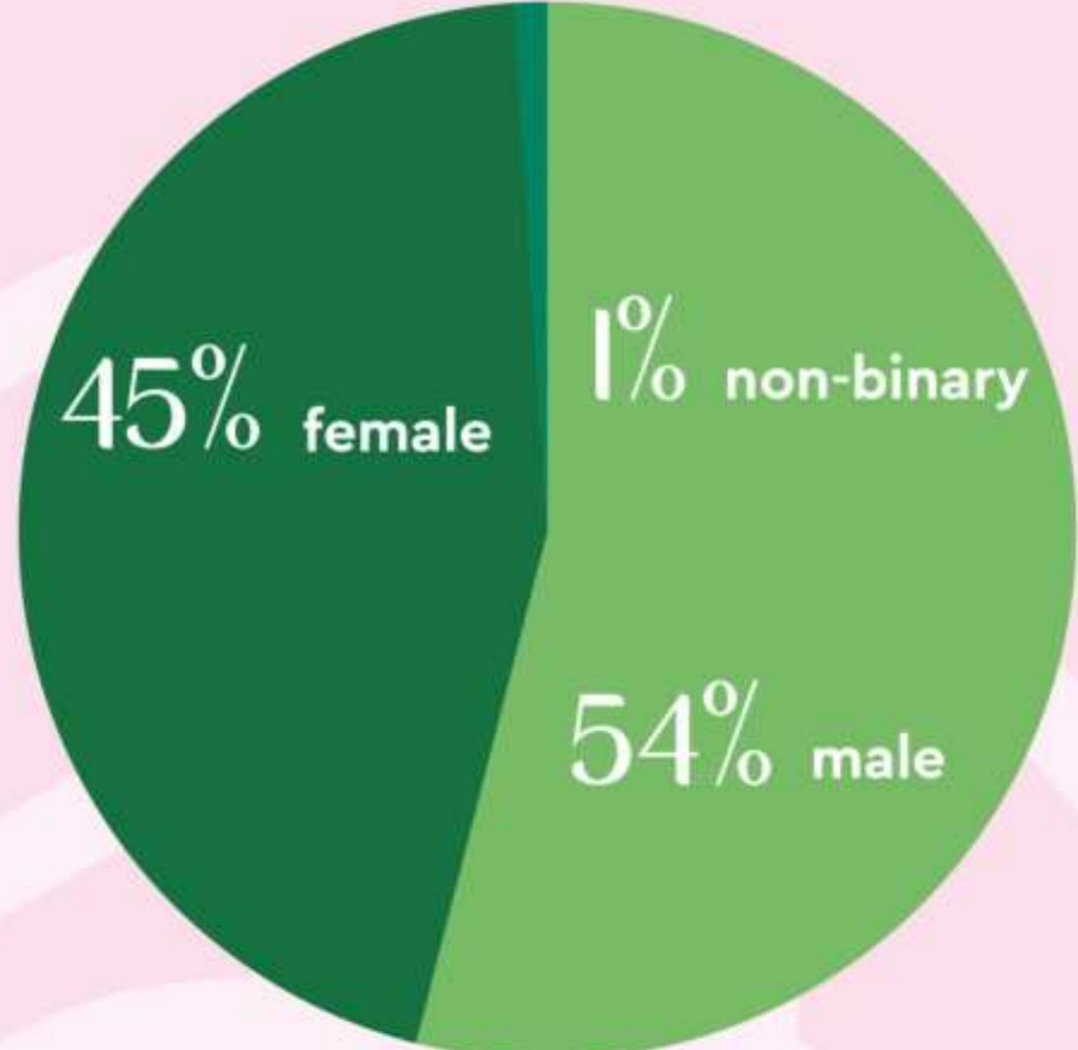
# We support children and young adults across the UK

The average age we support is 10 years old

Most children we support are aged 3 - 16 years old



*"I cannot thank you enough, the therapists went above and beyond with my child, they really took their time and really understood my child and our issues. There is not enough words to say how grateful we are, bibic is worth its weight in gold!"*



82%



live within the South West near our National Therapy Centre in Somerset and we see clusters in areas of deprivation and urban areas.



*"I think you're providing a wonderful, important service and plan to bring my daughter too in future. I want you to know that we have reflected a lot of what was said and the tactics suggested, it was so affirming to know that it wasn't all in my head and it will give me both conviction with dealing with health professionals and will also be taken more seriously because it's a professional report."*

# Activities delivered this year

This year, for the first time since the pandemic, we saw a decrease in enquiries with 911 families getting in touch to discuss our support. The waiting list for a two-day assessment still stood at 68 weeks at year end. Despite the slight decrease in enquiries the demand for our services still outweighs our current capacity. Growing sustainable income to support the demand remains our greatest strategic challenge.

## Enquiries received



Our two day assessment, therapeutic and ongoing support programme represents around 50% of what we do.



*"Relaxed, friendly. In-depth assessments providing a lot of clear and helpful knowledge on my child as an individual case (not just 'autistic'). It is good to find a service that offers bespoke advice and programmes for individuals."*

We delivered **544** assessments and other services



270 of these were our two day assessments - a **39%** increase on the previous year

**12** children and young adults had a re-assessment and a further six months of key working support after their initial two day assessment, therapy and support.

**73** children and young adults benefitted from the powerful intervention provided by Johansen Individualised Auditory Stimulation and 25 were able to benefit from our Irlen Syndrome screener.

**159** children and young adults were helped through our other services. These include our one-day assessments, screeners, consultations, post-service and post-diagnosis sessions, as well as our shorter assessments focused on wellbeing, behavioural, early years development and sensory needs.

A further **500** people participated in biblic training sessions and **486** attended our workplace training sessions.



Our Therapy team spoke with **71** families through our free Support and Advice Line.



# How we make a difference

The families, children, and young adults we support face a wide range of challenges, each one as unique as their circumstances. Through our tailored therapeutic interventions, we make a meaningful impact, delivering life-changing outcomes such as:

- A reduction in mental health challenges linked to neurodiversity, including anxiety, depression, obsessive behaviours, hyperactivity, self-harm, aggression, and suicidal thoughts.
- Enhanced self-esteem, confidence, self-awareness, and independence, empowering individuals to thrive.
- Decreased incidents of school exclusion and refusal, with many successfully reintegrating into educational settings.
- Improved cognitive abilities, comprehension, and communication, leading to better engagement in learning environments.
- Greater concentration, academic performance, and active participation in school.
- Significant progress in gross and fine motor skills, alongside improved coordination, and movement.
- Advancements in speech and language capabilities.
- Better management of functional behaviours like sleep, eating, and toileting.
- An increased ability to form and maintain social relationships.
- Enhanced community involvement and collaborative group work.



- Strengthened family bonds and cohesion.
- Improved chances of receiving accurate diagnoses through our comprehensive assessments.
- Easier access to essential support services from local authorities, the NHS, nurseries, schools, colleges, and universities, facilitated by our expert liaison.

Our Theory of Change, implemented in late 2022, ensures that the goals set at the start of each therapy plan are directly linked to measurable, positive outcomes, including:

- A deeper understanding of specific needs.
- Improved mental well-being.
- Greater independence and life skills.
- Increased engagement with education.
- Fewer instances of challenging behaviour.
- Reduced family stress.

Each of these achievements allows families, children, and young people with neurodiversity and additional needs to play an integral role in society, live fulfilling lives, and reach their full potential. Over the past 50 years, our Therapists have empowered more than 22,000 children, young adults, and their families, helping them transform challenges into opportunities for growth and success.



## How we measure success

Our evaluation processes are much more enhanced and ensure we receive feedback from the parents, children, and young adults. We are now getting better response rates (14% increase on the previous year) and higher quality data and feedback. These new systems also more effectively involve children and young adults (if developmentally able), especially younger children. To add to this, we have introduced "Brains of bibic" a service user forum for children and young adults that bibic have supported. It enables them to give their view on what went well during their assessment and what could have been improved.

We use robust, nationally recognised tools to capture evidence of the difference we make. These tools measure changes in wellbeing, independence, engagement with education, behaviour, and family stress. They allow us to gain real depth of understanding and regular monitoring enables new exercises and strategies to be introduced in line with the child or young adult's development.

Our approach includes:

- Goal Based Outcomes (GBOs): A ten-point scale outcome measure for children and young adults with additional needs/disabilities. Goals are identified at assessment and measured at least twice afterwards.
- Parent/carer and children/young adult surveys: Different versions of surveys which provide a baseline from initial assessment and after six months.
- Experience of service questionnaire: To capture feedback about the experience of bibic after assessment, with different versions for the parents/carers and the child or young adult.

Recognised as a recommended specialist service across numerous Local Authorities who signpost families to bibic; this helps our reports to be used as evidence to help support children and young adults to access statutory support through Education, Health, and Care Plans (EHCPs).

## What parents and carers told us

**97%** agree or strongly agree that bibic helped them better understand their child and their needs

**82%** said that the goals set during the assessment had been achieved

**81%** agreed or strongly agreed that bibic's support helped to reduce family stress

**75%** feel their child is happier after bibic's support

**73%** think the school better understand their child's needs after bibic's support

**67%** think that bibic's support helped them to get a diagnosis for their child

The statistics shown are based on feedback from a parent and carers survey completed during 2023-2024

# Equity, diversity and inclusion (EDI)



Over the past year we have achieved some key goals in this area, however there is still much work to do to ensure that we are as inclusive as we can be in all aspects of our work.

## This year we have:

- Reviewed, updated, and shared our new language policy – this policy is embedded in all of the language that we use at bibic.
- Added Pronouns to our Email signatures.
- Trained our Therapy Team up to Level 4 in Makaton.
- Reviewed our online services to ensure that they meet the needs of those who are being assessed, including Parents and Carers.
- Held eight weekly EDI meetings with our EDI working group which includes representatives from all of our departments.
- Held our Brains of bibic Service User Forum to understand the feedback from younger children who have attended bibic and adapted our services accordingly.
- Promoted our bibic values in all that we do and embedded these values in our day-to-day work.
- Regularly reviewed and updated our EDI Action Plan.
- Reviewed the fee waiver policy to ensure that all families are able to access our fee waiver pot to support with assessment costs.

## Our future plans are to:

- Recruit two Young Ambassadors who are neurodiverse to report to the Board on service development and fundraising and marketing development.
- Develop a Youth Network for young adults who have been to bibic to support service development and delivery.
- Continue to expand awareness of our work outside of the Southwest to ensure that we are accessible for families that need us, particularly within deprived and urban areas.
- Add photo descriptions and subtitles to our social media content.
- Join the 'My Name Is' Campaign and add phonetic spellings of our names to the website and our email signatures.
- Consider the possibility and costs of training a Developmental Therapist in British Sign Language.
- Review our Unconscious Bias training and ensure that all staff have their training renewed.
- Continue to celebrate the work that we do and the diversity of those we exist for.

"This year, our EDI efforts at bibic are focusing on fairness, diversity, and inclusion to create a more welcoming environment where every voice is heard, understood, and respected. We've improved our communication support resources within assessments by incorporating Makaton and Widget, to ensure equal opportunities for those with communication challenges. Our unconscious bias training is helping us build a more respectful workplace, and we're constantly updating our language policies to maintain inclusivity. We are in process of introducing phonetic spelling through the #mynameis movement, to ensure that everyone's name is pronounced correctly, honouring their identity and heritage. As we move forward, we aim to keep ensuring our services are accessible to all."

Charis, Developmental Therapist, EDI Lead.

# Case Study: Ben's\* Journey: From Challenges to Triumphs

Ben came to bibic facing a myriad of challenges that were affecting his daily life and development. Concerns had been raised about his sensory processing difficulties, his ability to express language, his independence, and his capacity to manage in a classroom environment. Ben's thorough assessment at bibic quickly revealed significant sensory needs that were impeding his language development. Alongside these sensory difficulties, Ben also struggled with a speech delay, which was impacting his social interactions and overall development.

Despite these challenges, it was evident that Ben possessed a natural intelligence and had the capability to handle work appropriate for his age and beyond. Ben's family sought help from bibic to understand whether Ben's behaviours might be due to neurodiversity. The assessment explored various areas, and although Ben displayed traits of autism, it was considered that these could stem from his complex sensory needs and speech delay. These factors appeared to mimic some autistic traits, and it was observed that Ben also exhibited behaviours potentially aligned with ADHD. Ben's therapist advised the family to pursue further evaluation if they wished to clarify these aspects.

At bibic, our goal is to help families gain understanding and provide effective strategies, regardless of the diagnostic outcome. Ben's family received strategies to better manage his behaviours at home, which had become increasingly challenging, and to ensure his safety. They also sought advice on supporting Ben's future integration into school, expressing concerns about this transition, even though Ben's current school had been very supportive.

Together with Ben's family, goals were established to be reviewed at the end of their key working sessions. These goals included improving Ben's communication with adults outside the home, reducing the frequency of meltdowns, and helping Ben to better regulate his sensory system.

The progress Ben has made since the assessment is remarkable. His school reported significant improvements in his speech; he is now speaking more clearly, using a wider range of words, and beginning to blend words with phonics. Ben has also achieved greater independence, going to the toilet on his own with fewer accidents and freely engaging in tasks of his choice. His sleep has improved dramatically, and meltdowns have become much shorter and easier to manage. Ben even had his first haircut, a milestone that seemed unattainable before.

Our support for Ben is ongoing, and his family continues to receive strategies to help him thrive. The improvements seen in Ben have been immense, thanks to the understanding and techniques provided by bibic, coupled with the love and perseverance of his family. Witnessing Ben's progress has been incredibly rewarding, and his journey from challenges to triumphs serves as a testament to the power of dedicated support and family resilience.

\*Not real name. Child's name has been kept anonymous

# Our Strategic Pillars

## 2023 - 2028

### Progress against strategic objectives for Year 1

#### Pillar 1 – Expand bibic's reach to more families.



##### Achievements

- Reviewed and redesigned the enquiry process for families to enquire about bibic services ensuring that families are responded to in a timely manner.
- Reduced the waiting list from 68 weeks to 54 weeks by creating a split assessment to ensure that we are making the most of our available therapeutic sessions.
- Delivered key working sessions to young adults who were able to meet one to one with their Therapist without parental support, increasing engagement and therefore making strategies used more likely to support with individual needs.
- Aligned our reports to statutory services ensuring continuity and consistency across the sector.
- Continued our Free Support and Advice line to support more families at a direct point of need.
- Developed our online services for shorter assessment to ensure access to our services in the timeliest manner.
- Continued to review our EDI Action Plan making our service delivery as inclusive as possible.
- Planned the recruitment of two Youth Ambassadors to report to our Board of Trustees to develop bibic's services and ensure inclusivity and diversity.
- Delivered a clinic in the West Midlands to support families local to that area who could not travel to the bibic centre.
- Used our social media platforms to reach families all over the UK and beyond.

##### Lessons Learnt

- Reach doesn't just include geographical reach it also includes the type of assessments we deliver and the conditions that we support – we have seen a growth in support for young girls with sensory and behaviours difficulties which are having a major impact on their mental wellbeing.
- Impact measurement, including reporting on goals, relies greatly on family communication and this is an area we need to develop at the point of feedback to ensure that we are delivering the best services possible to all families.

#### Pillar 2 – Grow sustainable income streams



##### Achievements

- Developed a clear application pipeline for Grants and Trusts to ensure that applications were admitted in a timely and focussed manner.
- Restructured the Fundraising and Marketing Team to ensure that skills met all areas of diverse fundraising.
- Recruited a Fundraising and Events Officer to lead on areas of income growth including Individual Giving, Community and Events.
- Reviewed our fundraising strategy to ensure it could fit the current climate across the sector.
- Developed our brand through a clearer and more focussed marketing plan – developing the language in our ask to donors.

##### Lessons learnt

The unpredictability of the sector led to concerns around financial growth so we had to look at ways to reduce costs moving into 2024-2025 and beyond while also increasing income to ensure steady and sustainable growth in a difficult climate.

#### Pillar 3 - Maximise value of all resources



##### Achievements

- Invested in staff training and development to support internal skill progression.
- Reached several organisations with our bespoke bibic training including corporate organisations, schools, parent groups and the NHS.
- For the third year running bibic were runner up in the 2024 Somerset Business Awards, Charity of the Year category.
- Delivered our first service user forum for young children engaging them in feedback about bibic's services and how to develop them.
- Developed strategic decision-making skills.
- Created the role of Deputy Senior Therapist to support Therapy development during maternity leave.

##### Lessons learnt

- Learnt that our live Q & As could be delivered in a more efficient way in the form of a podcast – developed plans to start these in the Autumn/Winter of 2024.

We could not support the hundreds of families we do each year without YOU!  
Thank you!



We cannot thank our generous supporters enough for allowing us to help so many families this year. We would not be able to do our work without our incredible volunteers or the people and organisations who support us with funding. We are so very grateful for those that have given both their time and money to ensure that we can continue to support the families who reach out for our help.

### Fundraising

The team of both staff and volunteers at bibic have worked tirelessly this year to raise the funds needed to support the running costs of bibic. The current economic climate and cost-of-living crisis have created a difficult fundraising landscape for us to navigate. Our dedicated supporters have ensured that we can continue to support families at an elevated level whilst keeping costs as low as we can for families. Additionally, we have been able to continue to offer fee waiver support to ensure that no family faces a financial barrier to receiving our support. This year we have been able to offer more free resources than ever before – a testament to the support we have received this year.

This year:

£107k

was received from grant making organisations.

£80k

was raised and donated by individuals and our events.

£31k

was raised through the fundraising efforts of community led groups.

£50k

was donated by businesses through fundraising events or by their staff raising money for us.

Almost £251k

was received from people who kindly chose to remember bibic in their will.

In total this year you have helped us to raise incredible £529k – including £10k in gift aid.



### A special Thank You

We would like to give a special thank you to The Postcode Local Trust, Garfield Weston Foundation, Disa's Fund, The Talent Fund, John James Bristol Foundation, and many more who have supported us this year.



### In memory

We would like to pay special tribute to Judith Freer who gifted a large legacy to bibic in her Will in memory of her late sister, Betty Peach.

To celebrate and honour this remarkable gift we have purchased a peach tree and commemorative plaque which sits proudly outside our office in Old Kelways, Langport. The tree serves as a continuous reminder of the generous support and dedication we have received over the years towards our charity.

This wonderfully generous donation is being used to support the salary costs of a Developmental Therapist and one of our Family Services team, amongst many other elements of our work.

The peach tree is a treasured asset to bibic and we are very grateful to Judith Freer and her family for such a wonderful gift.

Together we have raised over

£529k

(including £10k Gift Aid)

This is a 28% increase on 2022/23 in which we raised a total of £413K. This growth is due to a large legacy donation we received. The 2022/23 total represented a 7% increase on 2021/22.

We are so thankful to each and every one of our supporters for enabling us to do our crucial work. We could not do it without you.

### Thank you to our wonderful families

Thank you to the families of the children and young adults who access our services each year and allow us to share their bibic stories and photographs on social media, on our website, within appeals for support and in our Annual Reports. We would also like to say a special thank you to the families that are part of our Sponsor a bibic Child regular giving programme who have allowed us to document their journey over many years. Being able to share such wonderful stories allows our supporters to see the difference their donation makes. You have helped us reach more families in need and shown them the difference we can and do make. We simply could not do this without your support. Thank you for making it possible.

# The bibic Ball 2024

In March of 2024 we held our bibic Ball at the Rembrandt Hotel in London.

This was a fabulous event and a celebration of bibic attended by over one hundred supporters of our wonderful charity. We raised an incredible £45,000 at this event and couldn't have done this without the ongoing support of the Brett family, without whom, our bibic Ball wouldn't exist!

A special Thanks to Paul Brett, our bibic Patron, and Tony and Jane Brett for all of their incredible support of bibic over many years. We are immensely grateful for all you do for bibic. Our bibic Ball is an opportunity to share our charity story and raise an incredible amount of money to transform more lives of children and young adults with neurodiversities all over the UK.

Thank you to the Brett family for all of their ongoing support



'It was a great night and I really enjoyed it.'

Ball Guest



'What a wonderful event raising over £45,000 for bibic. Thank You to all who attended, we couldn't have done it without you. Thanks to the whole of the Brett family, we are so incredibly grateful for all you do for bibic'. Pip Buckley - CEO

'This was my first bibic ball, and wow, what an event. It was so enjoyable to attend and it was exciting to see so many people supporting our fabulous charity'. Lauren Gray - Fundraising and Events Officer.

"A wonderful evening as always and delighted that it was a success for you'.

Ball Guest



Thank you also for all of our auction and raffle items donated including a holiday home in Dorset, an Afternoon Tea at the Ritz, a two-night stay at The Rembrandt Hotel and a crate of fine aged Port.

The event was attended by Pip Buckley, CEO, Lauren Gray, Fundraising and Events Officer and Chelsey Oxley, Head of Therapy and Business Development and several of our fantastic Trustees.

'Thank You so much to Paul Brett and family for organising this event for bibic. We are so grateful to you all. I really look forward to the next one in my new role as Chair.' Caroline Jameson, Chair of Trustees

# Volunteers

"All the staff have been lovely and very informative. Thank you for making it such a great experience!" – Rebekah – Student Placement

"Volunteering with bibic has been a really lovely experience. Seeing the change in the children as they go through their tests, opening up to the very patient, talented and caring therapists is amazing. The office is a warm and welcoming environment where everyone is patient and kind. I look forward to coming each week and it feels like they definitely make a difference to the lives of the families that come looking for help and answers." – Pollie, Volunteer

bibic would like to extend its deepest gratitude to all volunteers for the incredible dedication and hard work they have contributed. Their unwavering commitment, whether it's supporting our assessments, assisting with admin tasks, or driving our fundraising efforts, have made a profound difference in the lives of the children and families we serve. Without their tireless efforts, our organisation could not achieve the level of impact that we do.

For those involved in assessments, their compassionate approach and meticulous attention to detail ensure that every child and family receives the support they need. Their behind-the-scenes efforts keep operations running smoothly. Their organisational skills and dedication allow our team to focus on delivering the best possible services to our families, and bibic is incredibly grateful for their support.

In fundraising, their contributions are equally vital. The energy and creativity they bring to our initiatives help secure the resources needed to continue our work. Whether organising events, reaching out to potential donors, or spreading the word about bibic, their efforts make it possible to reach more children and families in need. Every pound raised through their hard work directly impacts the lives of those we serve, and bibic sincerely thanks them for making this possible.

Special appreciation is also extended to our trustees. Their guidance, strategic thinking, and governance ensure that bibic remains true to its mission while operating with integrity and effectiveness. The countless hours they dedicate to overseeing the organisation's direction, managing risks, and ensuring compliance are often unseen but are absolutely essential to our success. bibic is incredibly fortunate to have such a committed and capable board of trustees, whose leadership inspires us all.

Thank you to all our volunteers for everything they do for bibic. Their passion, generosity, and commitment make a world of difference, and our organisation is incredibly fortunate to have them as part of the team. Together, we are making a lasting impact on the lives of children and families, and this success would not be possible without their invaluable contributions.

"I enjoyed being at bibic and appreciate the different aspects that I was able to experience." – Charlotte, Student Placement

"The team that make up bibic are so welcoming and have been encouraging me all week to ensure that I get the most experience throughout the week." – Ralph, Student Placement

"I've been fortunate enough to volunteer with bibic since June 2024. During this time, I've been placed with the Developmental Therapy Team and the Fundraising and Marketing Team. This has allowed me to observe how the different areas work within bibic and to see firsthand how dedicated all of the staff are to making a positive difference to the lives of children, young adults and their families. I have felt encouraged to learn about the different conditions that bibic support, as well as the assessments and therapies offered. I look forward to continue volunteering at bibic."

Mia, Volunteer

## Case Study: Grace's\* Journey

Grace, a 12-year-old with a diagnosis of dyspraxia and suspected autism and dysgraphia, faces unique challenges, particularly in social interactions, sensory processing, and academic settings. Grace is highly talkative but struggles with two-way conversations, interprets language literally, and has difficulty understanding jokes. The transition from a small junior school to a larger senior school has been especially challenging for Grace, exacerbating existing difficulties and affecting their mental health. The larger, more complex environment led to heightened anxiety, sensory overwhelm, and frustration. Sensory sensitivities further complicated Ren's experience. For instance, Grace chooses clothing based on texture rather than colour and experiences distress if not wearing something on their torso at bedtime. Unexpected noises, such as fireworks, cause significant anxiety, and certain strong smells and tastes can be both stimulating and overwhelming.

Executive function deficits, such as struggling with time concepts, contribute to Grace's anxiety, particularly when they are late. Despite being able to follow instructions, Grace resists being told what to do, which can lead to frustration and conflict. These challenges are compounded by a deep sense of embarrassment about their dyspraxia and a reluctance to accept their neurodiversities. Mental health concerns have become increasingly prominent, with Grace experiencing suicidal ideation and hallucinations involving threatening figures.

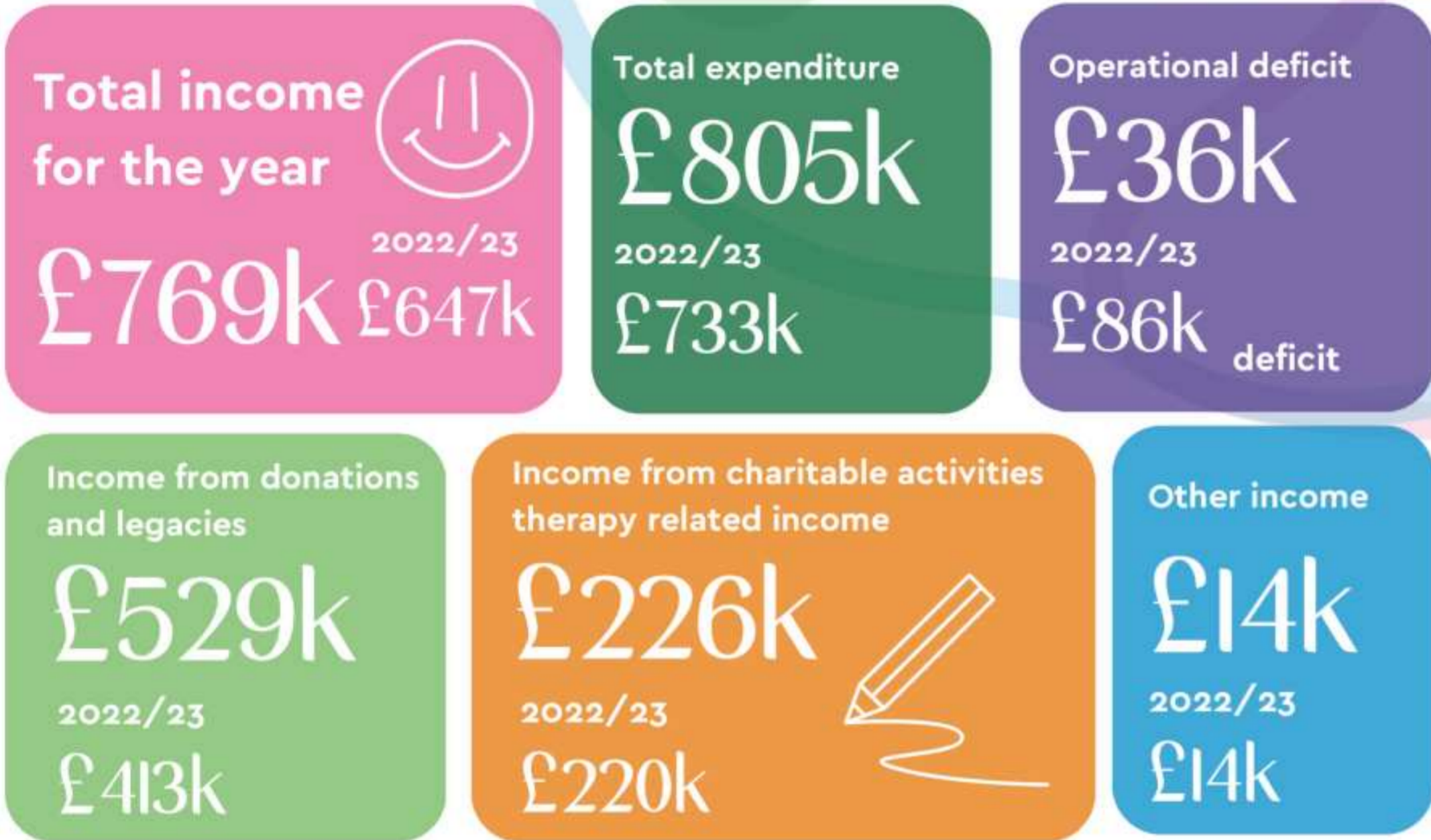
\*Not real name. Child's name has been kept anonymous

bibic has been instrumental in recognising the importance of movement for Grace, particularly at the end of the day. Grace now uses large exercise balls to help regulate sensory needs, which has significantly reduced stress and anxiety. Fidget tools have also been introduced to help manage sensory overload, providing Grace with a means to self-regulate in challenging situations.

Grace's journey is ongoing, but several positive outcomes have emerged from the tailored support they have received. Grace has developed a deeper understanding of their neurodiversities, which has allowed for more targeted support, although acceptance remains a work in progress. The introduction of movement-based activities and fidget tools has helped Grace manage sensory overload more effectively, leading to a calmer and more focused experience in school.

Grace's case underscores the importance of a holistic approach to supporting neurodiverse individuals, especially during challenging transitions like moving to a new school. The collaboration between Grace's family, school, and healthcare providers has been essential in creating an environment where Grace can gradually learn to manage their sensory and emotional needs. bibic's involvement has been particularly impactful, demonstrating the value of compassionate and knowledgeable support in helping neurodiverse individuals navigate their complex worlds. While Grace's journey is far from over, the progress made so far offers hope and valuable insights for supporting other neurodiverse adolescents facing similar challenges.

# Financial performance



Although the impact of the pandemic on our charity has lessened and we are able to run Fundraising events, the past year has seen different issues arise, and that is the impact of the political climate and the cost-of-living crisis.

bibic has seen a major impact on our Fundraising income due to delays in Grants and Trusts decision outcomes and the difficulty in securing regular giving from donors. We have seen a drop in our individual giving, including our appeals, but we have seen an increase in our corporate and community giving.

We received a significant legacy in September 2023 which has allowed the charity to designate funds to support two salaries within the Therapy team and run a Therapy clinic.

Therapy income has grown slightly in the last year, and we anticipate this will continue to do so into the future.

The Therapy team have continued to work exceptionally hard to ensure that we are continuing to meet the ever-rising demand for bibic's therapeutic work.

This will always remain our priority and to enable us to do this, we need to focus and rebuild our income from donations, Trusts, and events. Our plan is to diversify the ways in which people can support the charity and appeal to a larger network of donors.

Both our income and expenditure were higher than in 2022-2023 but the deficit decreased from -£86k to -£36k.

Total income for the year was £769k (2022/23: £647k). This comprised: Income from donations and legacies amounted to £529k (2022/23: £413k); Income from charitable activities (therapy related income) amounted to £226k (2022/23: £220k); and other income was £14k (2022/23: £14k).

Total expenditure for the year was £805k (2022/23: £733k).

This resulted in an operational deficit of £-36k (2022-23 £-86k deficit).

## Where our income came from 2023/24

- Grants from Trusts & Foundations £107k (2022/23: £204k)
- Donations from individuals incl events £80k (2022/23: £130k)
- Community incl events £31k (2022/23: £22k)
- Corporate incl events £50k (2022/23: £25k)
- Legacies £251k (2022/23: £14k)
- Gift aid £10k (2022/23: £18k)

**Total from fundraising £529k (2022/23: £413k)**

- Therapy £226k (2022/23: £220k)
- Other (being grants from DWP & interest rec'd) £14k (2022/23: £14k)

**Total income £769k (2022/23: £647k)**

## How we spent the money

- Charitable activities £524k (2022/23: £461k)
- Raising funds £209k (2022/23: £214k)
- Governance/other costs £72k (2022/23: £58k)

**Total spend £805k (2022/23: £733k)**



# Reserves

The Trustees maintain unrestricted funds to reduce dependency on any of the charity's income streams, particularly fundraised income which is subject to fluctuation. The charity is committed to the children, young adults and families who receive support for a minimum of six months, but often many years. The Trustees therefore feel it is important to maintain free reserves at a level which ensures continuity of bibic's unique service and to fund projects that improve services for children and young adults all over the UK.

bibic's reserve policy was developed on the basis of the inherent level of risk within our business model. This model delivers high committed costs/low flexible costs, alongside a blend of unpredictable fundraised income and sustainable therapy income. The Trustees review the policy annually; taking into consideration the principal risks faced by the charity and their mitigations together with likely projected income and expenditure. As a result of this work, the Trustees considered that the current reserves policy was still satisfactory and they aim to maintain a target range of free reserves of between five and eight months of our risk premium, which represents £260k to £418k.

At 31 March 2024, total funds held amounted to

**£313k (2022/23: £349k)**

Of these, restricted funds were

**£32k (2022/23: £11k)**

Designated funds were

**£95k (2022/23: £57k)**

The charity's free reserves were

**£186k (2022/23: £181k)**

Free reserves comprise the total funds available to the charity, less those reserves whose uses are restricted or designated for specific purposes.

Restricted funds are those that must be spent in accordance with the donor's specific instructions or which have been raised by the charity for a specific purpose. Information about restricted funds is at note 18 in the financial statements. Each restricted gift has a timescale for spend, usually within 12 months. The charity operates a detailed restricted funds register to track and report spend against each gift.

Designated funds are unrestricted funds that have been put aside by the Trustees for planned activities. Designations covering key fixed assets and potential exit costs amount to £45k. Designations for planned activities amount to £50k and include fee waivers and staff employment costs for two staff. With the exception of exit costs, it is the Trustees intention that designated funds are spent within a period of 12-36 months, as appropriate for the planned activity.

The charity sector continues to face uncertainty and the aim of many of the designated projects is to improve efficiency and performance to provide enhanced services and facilities to the children, young adults and families. Free reserves are in place to protect the charity and will be used to cushion the effect of the expected fall in fundraised income in the short to medium term so as to ensure the continuity of services.

There continues to be a need for small charities to use their reserves pot to be able to sustain their work, especially when waiting on large application outcomes from Grants and Trusts, which are taking longer than usual to make a decision and have more applicants than ever before.

The Trustees will continue to consider the balance of risk and thus the level of free reserves appropriate for the needs of the charity in light of forecasts and future requirements. The charity's position against the reserves policy is monitored by the senior leadership team and Trustees on a bi-monthly basis.

# Safeguarding



## We safeguard in all that we do at bibic...

Our dedication to safeguarding encompasses not only the children and young adults we support but also their families, our supporters and donors, our volunteers, our staff, and all individuals we engage with in the course of our work.

Pip Buckley (CEO) holds over all safeguarding responsibility, and the safeguarding panel is led by Chelsey Oxley (Head of Therapy and Business Development) and Claire Williams (Senior Therapist). Deputy Lead is Natalie German. All of the panel have completed full training and this is reviewed annually. Chair of trustees, Caroline Jameson, provides safeguarding leadership at Board level. We also have created a safeguarding panel within the board so there are now two other trustees who are also responsible for safeguarding, one of which is a Parent Trustee and the other a medical professional.

During the past year we saw a decrease in safeguarding concerns. We made nine safeguarding logs all of which were managed without escalation. There was one concern that was dealt with regarding gaining consent from both parents when there is accusations of domestic abuse. Part of managing this case we made the decision to only gain consent from one parent which is now included in our policy. The reason for this decrease in safeguarding concerns is unknown to bibic.

## During the year we:

- Continued to review safeguarding frequently in therapy team meetings, leadership meetings, supervision sessions and at all board meetings.
- Delivered annual update training to all bibic staff and trained new staff joining the charity, further training will be carried out in 2024/2025
- Managed, reviewed and reported to trustees zero (2022/23: four) cases of concern within families and nine (2022/23: two) cases of concern in other groups (e.g. donors, staff, volunteers).
- Provided additional support to more families who are requesting regular check ins with the therapist and more session with young people themselves for check ins.

## For 2023 - 2028 we aim to:

- Continue to enhance the teams learning around safeguarding and look at ways to better support families through the whole of the UK.
- Develop our safeguarding monitoring tools and sign up to safeguarding systems that are used across schools and local authorities. (Currently seeking funding for this)
- Continue to review our policy annually and add additional updates from regular local authority training.
- Meet regularly to review all safeguarding cases at our safeguarding panel meetings.
- Ensure that all of our donor work is underpinned by safeguarding policy.
- Ensure that all of our team understand the difference between safeguarding, confidentiality and consent and how they link to each other.
- Ensure that we continue to keep children and young adults safe in all areas of our work
- Set up a safeguarding working group including members of the therapy team who are safeguarding leads, and two members from the board including a paediatrician and a parent.



# Risk

The Trustees are responsible for regularly reviewing and assessing (and planning for the management of) risks and uncertainties that may have a significant impact on the charity's operations, thus beneficiaries. bibic operates a detailed risk register to review the strategic, operational and project related risks the charity may face; the likelihood/impact of those risks and the mitigation controls/plans in place in line with CC26 guidance issued by the Charity Commission.

The risk register is reviewed and assessed monthly by the Senior Leadership Team and Bi-Monthly by the Board. A full review is conducted annually by the CEO. Significant new risks or those which have increased in likelihood/impact are promptly brought to the attention of the Board by the CEO. The charity encourages all employees to be actively engaged in risk identification and risk management activity.

## Current Top Risks for bibic

### Nature of risk

Insufficient income driven through fundraising strategy to achieve our charitable objects, strategic objectives and maintain operations. There are ongoing concerns over the political and economic climate and the cost-of-living crisis which is impacting on charitable giving.



#### Control Plans

- Review of the Fundraising Strategy to ensure that time is being spent on areas with the highest return on investment (ROI).
- Investing in the Fundraising Team's development and increasing expertise in house.
- Utilising our highly experienced consultant for large multi-year grants with high likelihood of success.
- Diversifying streams of income across all areas of fundraising with a focus being on Major Donors, Corporate organisations and multi-year grants and trusts
- Applying for multiyear grants for Therapist salaries and core costs.
- Review of regular and individual giving focussing on bringing in a new generation of givers.
- Better and more personal stewardship of regular givers including those who give to our appeals and other campaigns.
- Focus on local events to raise bibic's profile and generate new corporate and personal relationships for giving.
- Increase in Therapeutic income via an increase in family contributions to ensure long term sustainability.
- Developing training packages for schools, corporates, the NHS and other companies to support fundraising income via therapy income.

#### Further commentary

The current climate is extremely difficult for fundraising however bibic will continue to diversify over all donor areas. Focus has also been on bringing in more income through therapy including via training and other additional services. The Trustees are aware that the cost-of-living crisis could continue into 2025 and beyond and that fundraising giving may have to be more focussed on higher net-worth individuals and major donors. Focus remains on long term sustainability via multi-year grant applications and more personal and individualised stewardship of current donors.

### Nature of risk

Staff retention and staff sickness – losing staff in specific roles (single points of failure).



#### Control plans

- Pay and rewards review.
- Investment in staff training and development.
- Internal coaching and development plans for staff promoted internally.
- Longer term workforce planning and succession planning.
- Stress risk assessment as and where required.
- Wellbeing support – Mental Health First Aiders, regular supervisions, regular team meetings, employee assistance programme and CEO drop-in sessions.
- Regular workload reviews to assess workload management.
- Additional benefits such as working from home and flexible working.
- Access to work and reasonable adjustments.

#### Further commentary

bibic believes in staff development and creating opportunities for internally promoting staff as and where roles allow, and staff have the right skill set. bibic invests in its staff via our training and development budget and also supports around wellbeing and creating a positive work life balance. Staff have regular supervisions and wellbeing check ins and are encouraged to support their own wellbeing both inside and outside of work.

### Nature of risk

Safeguarding issue resulting in harm to a vulnerable child or adult.



#### Control plans

- All staff safeguarding trained, with updates every two years.
- Two leads, a Deputy Lead and a Trustee Lead for safeguarding and child protection in place. A second lead has been added within the Therapy team.
- Ongoing safeguarding meetings with the panel to review and assess risk.
- Raised awareness in the Fundraising and Marketing team regarding safeguarding concerns.
- Safeguarding process and procedures regularly reviewed and effectively implemented.
- Ongoing relationships in place with Social Care, NHS, and other relevant services.

#### Further commentary

Safeguarding is an incredibly important part of bibic's work, an area that is taken very seriously. All safeguarding issues are managed with great care and bibic ensure that all the Leads are trained to the highest standard and have regular updates as and when policy changes. bibic will continue to review our policies every year and update as and when required by law.

# Future plans

## Our Team - Recruitment and Development

Our Therapists lie at the heart of all that we do, and we want to be able to continue to develop them during their time at bibic

Our plan is to train all Therapists in the next level of Makaton. We will also continue to develop the team with further trauma training, domestic abuse training, nutritional advice for families and many other areas.

We want to share the knowledge of our team and continue our 'Meet The Team' posts so families get to see who we are and why we do what we do.

*'It is great to be part of the bibic team! Everyone works so closely together to not only support all of our wonderful families, but our bibic team members too. It is so rewarding to work somewhere that has such a positive impact on so many people's lives.'*

**- Fay Coleman**  
Finance Administrator



## Training and Seminars

We aim to make our training package the 'go to' training for the local area and to roll this out across all sectors that are interested in purchasing it.

The knowledge that is held within bibic is second to none and we want to be able to share this knowledge through the sector.

Our workplace training programme has been piloted and reviewed, and supported by HR professional, Debbie Morris, The HR Detective. We are now able to roll this out to organisations who are wanting to develop their understanding of managing and supporting those who are neurodivergent.

## Our 360 Tour

We have launched our 360 Tour of bibic's premises so that families can see where they are coming before they visit. This will decrease anxiety for some children and young adults and hopefully will make the bibic experience all the better for them.

## Marketing and Social Media

We are planning the continued development of our website and also are considering a bibic app to make access easier for bibic families. This app will store handouts, reports and other information for bibic families.

We have also developed a resources page on our website so that families have access to commonly used handouts, and also videos and information regarding legal advice from some of our partners.

We also are planning to start a bibic podcast which will discuss all areas of the work that we do, plus we will have guests joining us to talk all things SEND.

## Equity, diversity and inclusion (EDI)

At bibic we celebrate diversity and want to always be mindful of being inclusive in all that we do.

Over the next year we plan to develop our EDI work including:

- Developing social stories for our website and resources page.
- Developing surveys to better understand the motivations of our donors so we can appreciate them for their motivations to give to bibic.
- Enhance the website with more accessible resources via our resource page.
- Offer a range of more inclusive events so that everyone can get involved in supporting bibic.
- Diversify our income streams and enhance our training offer to be accessible to all via face to face, seminars and online self-learning
- Refresh our unconscious bias training for all team members
- Continue to offer online assessments or home assessments for those families who cannot attend the bibic centre

(See more on page 15 and meet our EDI Lead)

## Ongoing Celebration and Thank You

We will continue to celebrate our work and our donors who contribute to the running of the charity. We plan to share appreciation post on social media and make regular phone calls to our donors to thank them for all that they do for bibic.



# What our families say...

"Very approachable and good understanding also listened and took parents opinions."

"The understanding the professional had about the behaviours my child expresses & the support they gave. My child was happy within the setting, it was nice to see her relaxed, thriving, and happy. Hospital / doctors' appointments are normally a trigger."

"Relaxed, friendly. In-depth assessments providing a lot of clear and helpful knowledge on my child as an individual case (not just 'autistic'). It is good to find a service that offers bespoke advice and programmes for individuals."

"I want to thank you from the bottom of my heart. Three years ago I took my daughter to you. I was totally clueless as to how to help her as were the school. Your guidance towards ADHD meant we got an NHS diagnosis and a situation that got really, really, bad (e.g. self-harming at 6/7 years old) got dramatically better. You started a chain of events that saved my family. Thank you."

"The therapist had great knowledge & understanding of the challenges my daughter has and is good at listening & explaining. The facilities are sufficient and appropriate for my child's needs and making her feel more relaxed."

"Made to feel very comfortable, could ask anything. Very knowledgeable and lots of information provided to help".

"Very detailed. Covered lots of areas. Great environment. Lovely therapists. Very useful consolidation of things we already know, with plenty of practical suggestions of techniques to implement."

"I am grateful I was able to have an assessment with bibic for my child, I have previously had my other children assessed through bibic and the service is as brilliant now as it was 5 years ago, this will be a huge help in my child's struggle with school as they will now be able to have a better understanding of where my child needs support."

"How comprehensive it is. Particularly the six-month support following the assessment. This is very comforting to know we have this for ongoing conversations, questions, and support as we put into place the therapy plan."

"Wonderful, friendly, knowledgeable team. Professional yet relaxed enough to help you feel at ease. Thank you."

"Thank you. This has been incredible & life changing."

"I really like that there was an all-round assessment and not just one area covered."

"It felt personalised and not stressful. There was a flexibility / lack of formality in approach which we really appreciated."

"Therapist was very friendly and gave me time to provide lots of information about my daughter. The session stuck to time and with an appropriate break. The resources provided were plentiful and well suited to my daughter's needs."

"Incredibly comprehensive and tailored to our situation and needs."



"Fantastic information shared. Real insight that was explained without jargon so easy to understand. Therapist was fantastic with my child, made him feel at ease and built-up trust with him by taking an interest of his hobbies, etc."



# Brains of bibic



This year we launched our first ever Service User Forum at bibic called 'Brains of bibic'. The aim of this forum was to give the children and young adults, who have accessed our support previously, a platform to discuss their experiences and how they think we can improve our services in the future. This is a crucial element of the work we do at bibic to ensure we are constantly evolving and adapting our services to more effectively support the families that reach out for our help.

Children and young adults were invited to attend a session every three months at the National Therapy Centre in Langport. During the hour long sessions, they had the opportunity to engage in fun activities whilst giving us the chance to talk to them about their time at bibic and how they felt we could improve. We had five children involved in this year-long programme, aged 8 to 12. During these sessions parents and carers were also able to meet other families who had accessed our services over refreshments.



Whilst it was wonderful to welcome back families into the National Therapy Centre the engagement could have been improved in this programme. To get more comprehensive feedback we would have liked to have seen a greater breadth of ages at the sessions to give us a greater insight into our services. Additionally, feedback from the conversations with the children most frequently resulted in positive feedback for bibic. It is wonderful to hear that so many individuals had a positive experience with us however, we understand fully the importance of having an insight into areas where we can still improve. This is an element to work on before beginning another Service User Forum Programme. We are already exploring ways to make this possible.

A common theme throughout the sessions was that the individuals all experienced a certain amount of nerves or anxiety before coming into the centre for the first time. This is an area we will look to improve on in the near future to ensure that children and young adults feel as comfortable as possible before coming to bibic. Providing families with a new 360 virtual tour of bibic will give families the opportunity to look at the centre and have a greater understanding of what to expect on the day.

The sessions highlighted some of the fantastic work we are doing at bibic and the real difference this has made in families lives. Some of the feedback we received was:

- "bibic helped me understand myself."
- "I didn't know what autism was before bibic but now I do."
- "bibic really helped me with being with everyone."
- "Before bibic family didn't really understand me, all the family were the same as each other and not me. Now they understand me."
- "I feel really comfortable at bibic."

Brains of bibic was a fantastic way to reconnect with some of our past service users. There is still some work to be done to ensure this programme can assist us in improving the services we provide families, but we feel that the first year was positive and we look forward to inviting more families to take part in the future.

## Financial statements

# Independent Examiner's Report to the Trustees of bibic

## Independent examiner's statement

Independent examiner's report to the trustees of bibic ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

### Responsibilities and basis of report

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

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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

Dick Maule FCA Independent Examiner, 25th November 2024.

Independent Examiner: Dick Maule FCA, The Cross House, South Woodchester, Gloucestershire, GL5 5EL



## Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

for the Year Ended 31 March 2024

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2024 Total funds (£)	2023 Total funds (£)
<b>Income and endowments from</b>						
Donations and legacies	2	425,004	-	74,300	499,304	347,501
<b>Charitable Activities</b>						
Therapy Provision		225,102	-	344	225,446	219,801
Therapy support		750	-	-	750	-
<b>Other trading activities</b>						
Other trading activities	3	41,497	-	-	41,497	79,193
Investment income	4	2,298	-	-	2,298	503
<b>Total</b>		<b>694,651</b>	<b>-</b>	<b>74,644</b>	<b>769,295</b>	<b>646,998</b>

### Expenditure on

Raising funds	6	190,007	1,791	17,317	209,115	214,001
<b>Charitable Activities</b>						
Therapy Provision		308,103	26,784	125,162	460,049	397,289
Governance costs		65,398	-	6,879	72,277	58,489
Therapy support		46,215	12,968	4,403	63,586	63,619
<b>Total</b>		<b>609,723</b>	<b>41,543</b>	<b>153,761</b>	<b>805,027</b>	<b>733,398</b>

### Net income/ (expenditure)

		84,928	(41,543)	(79,117)	(35,732)	(86,400)
Transfers between funds	18	(80,458)	80,458	-	-	-
<b>Net movement in funds</b>		<b>4,470</b>	<b>38,915</b>	<b>(79,117)</b>	<b>(35,732)</b>	<b>(86,400)</b>

### Reconciliation of funds

Total funds brought forward		181,236	56,762	111,132	349,130	435,530
Total funds carried forward		185,706	95,677	32,015	313,398	349,130

## Balance Sheet

31st March 2024

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2024 Total funds (£)	2023 Total funds (£)
<b>Fixed assets</b>						
Intangible assets	14	1,025	-	-	1,025	1,325
Tangible assets	15	26,025	-	2,889	28,914	45,744
<b>Total</b>		<b>27,050</b>	<b>-</b>	<b>2,889</b>	<b>29,939</b>	<b>47,069</b>
<b>Current assets</b>						
Debtors	16	168,142	-	2,500	170,642	203,059
Prepayments and accrued income		13,841	-	-	13,841	16,696
Cash at bank		204,727	95,677	26,626	327,030	342,395
<b>Total</b>		<b>386,710</b>	<b>95,677</b>	<b>29,126</b>	<b>511,513</b>	<b>562,150</b>
<b>Creditors</b>						
Amounts falling due within one year	17	(228,054)	-	-	(228,054)	(260,089)
<b>Net current assets</b>		<b>158,656</b>	<b>95,677</b>	<b>29,126</b>	<b>283,459</b>	<b>302,061</b>
<b>Total assets less current liabilities</b>		<b>185,706</b>	<b>95,677</b>	<b>32,015</b>	<b>313,398</b>	<b>349,130</b>
<b>Net assets</b>		<b>185,706</b>	<b>95,677</b>	<b>32,015</b>	<b>313,398</b>	<b>349,130</b>
<b>Funds</b>						
Unrestricted funds	18				281,383	237,998
Restricted funds					32,015	111,132
<b>Total funds</b>					<b>313,398</b>	<b>349,130</b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for  
 (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and  
 (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 25th November 2024 and were signed on its behalf by:



**Caroline Jameson,  
Chair of Trustees**



## Cash Flow Statement

For the year ended 31st March 2024

	Notes	2024 Total funds (£)	2023 Total funds (£)
<b>Cash flow from operating activities</b>			
Cash generated from operations	1	(14,210)	(87,866)
Net cash (used in)/provided by operating activities		(14,210)	(87,866)
<b>Cash flow from investing activities</b>			
Purchase of intangible fixed assets		-	(1,500)
Purchase of tangible fixed assets		(5,280)	(11,193)
Sale of tangible fixed assets		1,827	187
Interest received		2,298	503
Net cash used in investing activities		(1,155)	(12,003)
Change in cash and cash equivalents in the reporting period		(15,365)	(99,869)
Cash and cash equivalents at the beginning of the reporting period		342,395	442,264
Cash and cash equivalents at the end of the reporting period		327,030	342,395



## Notes to the Cash Flow Statement

For the year ended 31st March 2024

	2024 Total funds (£)	2023 Total funds (£)	
<b>1. Reconciliation of net (expenditure)/ income to net cash flow from operating activities</b>			
Net (expenditure)/ income for the reporting period (as per the Statement of Financial Activities)	(35,732)	(86,400)	
<b>Adjustments for:</b>			
Depreciation charges	20,583	18,571	
Interest received	(2,298)	(503)	
Decrease/(increase) in debtors	35,272	(66,753)	
(Decrease)/increase in creditors	(32,035)	47,219	
Net cash (used in)/provided by operations	(14,210)	(87,866)	
	At 1.4.23 £	Cash flow £	At 31.3.24 £
<b>2. Analysis of changes in net funds</b>			
<b>Net cash</b>			
Cash at bank	342,395	(15,365)	327,030
Total	342,395	(15,365)	327,030



# Notes to the Financial Statements

## For the year ended 31st March 2024

### 1. Accounting Policies

#### Basis of preparing the financial statements

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 (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)', 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.

#### Income

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

- Income received by way of donations and gifts is included in full in the Statement of Financial Activities when receivable.
- Income from grants, where entitlement is not conditional on the delivery of a specific performance by the charity, is recognised when the charity becomes unconditionally entitled to the grant.
- Income from grants, where related to performance and specific deliverables, is accounted for as the charity earns the right to consideration by its performance.
- Donated services and facilities are included at the value to the charity where this can be quantified.
- The value of services provided by volunteers has not been included in these accounts.
- Income from charitable activities is accounted for when earned.
- Investment income is included when receivable.

#### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 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 to activities on a basis consistent with the use of resources.

- Expenditure includes any VAT that cannot be fully recovered.
- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

#### Trade mark development costs

Amortisation is charged to write off the capitalized cost over 60 months (5 years) on a straight-line basis.

#### Tangible fixed assets

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

Improvements to property	-	in accordance with the property
Plant and machinery	-	10% on cost
Fixtures and fittings	-	at varying rates of costs
Computer equipment	-	33% on cost

#### Taxation

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

#### Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds earmarked by the Finance Management Committee for particular purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### Hire purchase and leasing commitments

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

#### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.





2. Donation and legacies	2024 (£)	2023 (£)
Donations & appeals	120,293	98,357
Gift aid	9,672	18,442
Legacies	251,142	13,829
Grants	118,026	216,873
Donated services and facilities	171	-
<b>Total</b>	<b>499,304</b>	<b>347,501</b>

Grants received, included in the above, are as follows:

Trusts and Foundations	106,620	203,563
Access To Work grants from DWP	11,406	13,310
<b>Total</b>	<b>118,026</b>	<b>216,873</b>

3. Other trading activities	2024 (£)	2023 (£)
Fundraising events	37,701	78,342
Social lotteries	3,796	851
<b>Total</b>	<b>41,497</b>	<b>79,193</b>

4. Investment income	2024 (£)	2023 (£)
Deposit account interest	2,298	503

5. Income from charitable activities	Activity	2024 (£)	2023 (£)
Therapy provision & training	Therapy provision	225,446	219,801
Therapy provision & training	Therapy Support	750	-
<b>Total</b>		<b>226,196</b>	<b>219,801</b>

6. Raising funds	2024 (£)	2023 (£)
Raising donations and legacies		
Staff costs	104,505	116,874
Sundries	28,692	37,080
Support costs	75,918	60,047
<b>Total</b>	<b>209,115</b>	<b>214,001</b>

7. Charitable activities costs	Direct costs (£) (See note 8)	Support costs (£) (See note 9)	Totals (£)
Therapy provision	350,307	109,742	460,049
Governance costs	-	72,277	72,277
Therapy support	63,586	-	63,586
<b>Total</b>	<b>413,893</b>	<b>182,019</b>	<b>595,912</b>

8. Direct costs of charitable activities	2024 (£)	2023 (£)
Staff costs	338,928	280,142
Other operating leases	17,533	17,533
Insurance	561	520
Light and heat	6,579	4,559
Sundries	38,874	34,320
Depreciation	11,418	11,418
<b>Total</b>	<b>413,893</b>	<b>348,492</b>



9. Support costs	Management (£)	Finance (£)	Information technology (£)
Raising donations and legacies	17,288	7,151	4,549
Therapy provision	17,288	7,910	16,302
Governance costs	26,289	10,625	3,899
<b>Total</b>	<b>60,865</b>	<b>25,686</b>	<b>24,750</b>

	Human resources (£)	Other (£)	Governance costs (£)	Totals (£)
Raising donations and legacies	460	46,470	-	75,918
Therapy provision	459	67,783	-	109,742
Governance costs	4,868	21,007	5,589	72,277
<b>Total</b>	<b>5,787</b>	<b>135,260</b>	<b>5,589</b>	<b>257,937</b>

#### 10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024 (£)	2023 (£)
Depreciation - owned assets	20,283	18,396
Hire of plant and machinery	3,506	3,866
Other operating leases	31,268	31,268
Trade Mark development costs amortisation	300	175
Independent Examiner Fees	1,000	1,000

#### 11. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

#### Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

12. Staff costs	2024 (£)	2023 (£)
Wages and salaries	510,365	420,670
Social security costs	38,641	37,461
Other pension costs	26,054	21,131
<b>Total</b>	<b>575,060</b>	<b>479,262</b>

The key management personnel of the Charity comprise the Trustees, the CEO and members of the Senior Leadership Team being Head of Therapy, Head of Fundraising and Marketing, and Finance Manager. The total employee benefits of the key management personnel of the Charity were £130,364 (2023 £118,942). No employees received emoluments in excess of £60,000.

The average monthly number of employees during the year was as follows:	2024	2023
Therapy & Therapy support	14	12
Fundraising & Marketing	5	4
Finance & Administration	3	2
Management	1	1
<b>Total</b>	<b>23</b>	<b>19</b>

Average number of full-time staff was 15 (2023: 14) and average number of part-time staff was 8 (2023: 5). The full-time equivalent of the part-time staff was 5 (2023: 3).



### 13. Comparatives for the statement of financial activities

Income and endowments from	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	Total funds (£)
Donations and legacies	171,515	-	175,986	347,501
<b>Charitable activities</b>				
Therapy provision	219,801	-	-	219,801
Other trading activities	22,488	-	56,705	79,193
Investment income	503	-	-	503
<b>Total</b>	<b>414,307</b>	<b>-</b>	<b>232,691</b>	<b>646,998</b>
<b>Expenditure on</b>				
Raising funds	186,976	10,852	16,173	214,001
<b>Charitable activities</b>				
Therapy provision	245,967	6,415	144,907	397,289
Governance costs	48,491	7,700	2,298	58,489
Therapy support	59,544	1,978	2,097	63,619
<b>Total</b>	<b>540,978</b>	<b>26,945</b>	<b>165,475</b>	<b>733,398</b>
<b>Net income/(expenditure)</b>	<b>(126,671)</b>	<b>(26,945)</b>	<b>67,216</b>	<b>(86,400)</b>
<b>Transfers between funds</b>	<b>23,998</b>	<b>(23,998)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>	<b>(102,673)</b>	<b>(50,943)</b>	<b>67,216</b>	<b>(86,400)</b>
<b>Reconciliation of funds</b>				
<b>Total funds brought forward</b>	<b>283,909</b>	<b>107,705</b>	<b>43,916</b>	<b>435,530</b>
<b>Total funds carried forward</b>	<b>181,236</b>	<b>56,762</b>	<b>111,132</b>	<b>349,130</b>

### 14. Intangible fixed assets

Cost	Trade Mark development costs (£)
At 1 April 2023 and 31 March 2024	1,500
<b>Amortisation</b>	
At 1 April 2023	175
Charge for year	300
At 31 March 2024	475
<b>Net book value</b>	
At 31 March 2024	1,025
At 31 March 2023	1,325

### 15. Tangible fixed assets

	Improvements to property (£)	Plant and machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Total (£)
<b>Cost</b>					
At 1 April 2023	25,416	23,527	21,804	38,031	108,778
Additions	-	-	1,330	3,950	5,280
Disposals	-	-	(2,383)	-	(2,383)
At 31 March 2024	25,416	23,527	20,751	41,981	111,675
<b>Depreciation</b>					
At 1 April 2023	12,550	10,103	10,311	30,070	63,034
Charge for year	8,472	2,946	3,712	5,153	20,283
Eliminated on disposal	-	-	(556)	-	(556)
At 31 March 2024	21,022	13,049	13,467	35,223	82,761
<b>Net book value</b>					
At 31 March 2024	4,394	10,478	7,284	6,758	28,914
At 31 March 2023	12,866	13,424	11,493	7,961	45,744

### 16 Debtors: amounts falling due within one year

	2024 (£)	2023 (£)
Trade debtors	153,238	174,326
Other debtors	17,404	28,733
<b>Total</b>	<b>170,642</b>	<b>203,059</b>

### 17. Creditors: amounts falling due within one year

	2024 (£)	2023 (£)
Trade creditors	2,421	6,088
Social security and other taxes	7,597	6,379
Other creditors	6,168	10,410
Accruals and deferred income	209,003	234,540
Accrued expenses	2,865	2,672
<b>Total</b>	<b>228,054</b>	<b>260,089</b>



## 18. Movement in funds

Unrestricted funds	At 1.4.23 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.24 (£)
General fund	181,236	84,928	(80,458)	185,706
Monitoring & evaluation	3,115	(3,975)	860	-
Marketing & communication	5,453	(1,722)	(3,000)	731
Fundraising strategy & programme	902	-	(902)	-
Other matters	1,992	(35,846)	83,500	49,646
Fixed assets & exit costs	45,300	-	-	45,300
<b>Total</b>	<b>237,998</b>	<b>43,385</b>	<b>-</b>	<b>281,383</b>

### Restricted funds

BBC Children In Need	3,099	(3,099)	-	-
Garfield Weston Foundation	25,000	(5,600)	-	19,400
Others	46,038	(36,313)	-	9,725
Jemima Layzell Trust	3,972	(1,082)	-	2,890
50th Anniversary Lunch Event	33,023	(33,023)	-	-
<b>Total</b>	<b>111,132</b>	<b>(79,117)</b>	<b>-</b>	<b>32,015</b>
<b>Total funds</b>	<b>349,130</b>	<b>(35,732)</b>	<b>-</b>	<b>313,398</b>

Net movement in funds, included in the above are as follows:	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
<b>Unrestricted funds</b>			
General fund	694,651	(609,723)	84,928
Monitoring & evaluation	-	(3,975)	(3,975)
Marketing & communication	-	(1,722)	(1,722)
Other matters	-	(35,846)	(35,846)
<b>Total</b>	<b>694,651</b>	<b>(651,266)</b>	<b>43,385</b>

### Restricted funds

BBC Children In Need	-	(3,099)	(3,099)
Garfield Weston Foundation	25,000	(30,600)	(5,600)
Others	49,644	(85,957)	(36,313)
Jemima Layzell Trust	-	(1,082)	(1,082)
50th Anniversary Lunch Event	-	(33,023)	(33,023)
<b>Total</b>	<b>74,644</b>	<b>(153,761)</b>	<b>(79,117)</b>
<b>Total funds</b>	<b>769,295</b>	<b>(805,207)</b>	<b>(35,732)</b>



## 18. Movement in funds - continued

### Comparatives for movement in funds

Unrestricted funds	At 1.4.22 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.23 (£)
General fund	283,909	(126,671)	23,998	181,236
Monitoring & evaluation	4,075	(960)	-	3,115
Marketing and communication	11,290	(9,072)	3,235	5,453
Staff training	4,673	(4,718)	45	-
Relocate therapy suite	347	(741)	394	-
Fundraising strategy & programme	6,005	(1,823)	(3,280)	902
Other matters	439	(1,947)	3,500	1,992
Fixed assets & exit costs	73,192	-	(27,892)	45,300
Update & migration of donor record system	729	(729)	-	-
Brand research & update	6,955	(6,955)	-	-
<b>Total</b>	<b>391,614</b>	<b>(153,616)</b>	<b>-</b>	<b>237,998</b>

### Restricted funds

BBC Children In Need	4,491	(1,392)	-	3,099
Garfield Weston Foundation	1,250	23,750	-	25,000
Others	33,120	12,918	-	46,038
Jemima Layzell Trust	5,055	(1,083)	-	3,972
50th Anniversary Lunch	-	33,023	-	33,023
<b>Total</b>	<b>43,916</b>	<b>67,216</b>	<b>-</b>	<b>111,132</b>
<b>Total funds</b>	<b>435,530</b>	<b>(86,400)</b>	<b>-</b>	<b>349,130</b>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
<b>Unrestricted funds</b>			
General fund	414,307	(540,978)	(126,671)
Monitoring & evaluation	-	(960)	(960)
Marketing & communication	-	(9,072)	(9,072)
Staff training	-	(4,718)	(4,718)
Relocate therapy suite	-	(741)	(741)
Fundraising strategy & programme	-	(1,823)	(1,823)
Other matters	-	(1,947)	(1,947)
Update & migration of donor record system	-	(729)	(729)
Brand research & update	-	(6,955)	(6,955)
<b>Total</b>	<b>414,307</b>	<b>(567,923)</b>	<b>(153,616)</b>

### Restricted funds

BBC Children In Need	33,825	(35,217)	(1,392)
Garfield Weston Foundation	25,000	(1,250)	23,750
Others	113,587	(100,669)	12,918
Jemima Layzell Trust	-	(1,083)	(1,083)
50th Anniversary Lunch Event	60,279	(27,256)	33,023
<b>Total</b>	<b>232,691</b>	<b>(165,475)</b>	<b>67,216</b>
<b>Total funds</b>	<b>646,998</b>	<b>(733,398)</b>	<b>(86,400)</b>

## 19. Related party disclosures

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





**Structure,  
governance,  
management  
and administration details**

# Structure, governance and management

## Constitution

bibic is a registered charity with the Charity Commission in England and Wales (charity number 1057635) and was incorporated as a private company limited by guarantee (company number 03217418) on 3 June 1996. The charity is governed by a Memorandum and Articles of Association and has no share capital.

## Principal object of the charity

bibic was established to reduce need and hardship among children and adults with learning difficulties and/or physical disabilities and to provide support and assistance to their families.

## Governance

The Directors of the company, unless otherwise stated, are the Trustees of the registered charity. All Trustees named within this report served throughout the year and until the date this report had been signed, unless otherwise stated. The charity is organised so that the Trustees meet collectively 6 times per year to direct the management of its affairs. The finance committee meets 6 times per a year prior to full Board meetings. Strategy days and other sub-committee meetings are also held periodically. On the occasion that there may be the need, the Board may hold interim meetings or increase the frequency of Board meetings to discuss/ address key issues.

The Board is responsible for confirming the appointment of a new Trustee following a clear recruitment and selection policy and procedure. When recruiting new Trustees, the charity aims to attract a diverse range of candidates who have different skills. We value the benefits of having members with different backgrounds, expertise, and experiences. Trustees are recruited through external advertisement and are subject to reference checks before starting with the charity.

The term of office is three years after which period a Trustee must seek re-appointment by the Board if they wish to continue. The usual maximum is three terms of office, unless the Board feel there is good reason to extend. New Trustees are offered a programme of induction which includes provision of a range of key documents, a tour of the National Centre, meeting with key members of staff and observing an assessment.

Our current Board has a diverse breadth of specific skills, knowledge, and experience. The board includes skills such as financial management, marketing and communications, law, paediatric healthcare, mental health, and Autism. Six of our eight Trustees have personal lived experience of the sector, and another has professional experience of working with the community we support, providing leadership with insight.

Trustees are volunteers and receive no remuneration or benefits from the charity. Out-of-pocket expenses may be claimed on request.

## Organisational structure: management and employees

The board delegates responsibility for the management of the charity to the CEO, Pip Buckley, who oversees all operational and strategic matters. Therapy services are provided under the direction of Chesley Oxley, Head of Therapy and Business Development and Fundraising and Marketing is driven by Gemma Pack, Senior Fundraising Officer. The finance function is overseen by Philip Cullum, Finance Manager.

bibic embraces diversity, recognising this brings different perspectives, ideas and knowledge, and that difference brings strength, supports staff wellbeing and engagement, and helps the charity make better decisions so we can deliver our charitable aims successfully. Our aim is to create a culture which attracts diverse staff, values each person's differences, and encourages individuals to maximise their potential.

bibic is committed to the principle of equal opportunities in employment and recognises its obligations under the Equality Act 2010. The charity is an accredited Living Wage Employer and a Disability Confident Committed Employer. Health and safety are given due attention and employees are provided with appropriate training in accordance with the charity's policies.

## Senior management remuneration

Senior staff pay is externally benchmarked, set/reviewed by the Trustees and linked to an internal performance appraisal system. No employees had employee benefits in excess of £60,000. Pension costs are allocated to activities in proportion to the related staffing costs incurred. The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: nil) neither were they reimbursed expenses during the year (2023: nil). No charity trustee received payment for professional or other services supplied to the charity (2023: nil). The key management personnel of the Charity comprise of the trustees, the CEO and the Senior Leadership Team. The total employee benefits of the key management personnel of the Charity were £130,364 (2023: £118,942.)

## Relationships and memberships

To support robust decision making and enable bibic to maximise outcomes for the community we support, the charity or its CEO are members of a number of self-regulatory and support organisations. These include the Chartered Institute of Fundraising, Fundraising Regulator, NCVO, ACEVO, ILM and Somerset Chamber of Commerce.

The charity places great importance on collaborative relationships with a vast range of other organisations (e.g., Ups and Downs South West, Autizma, ESS, Headway, local parent forums) and professionals (e.g., social services, GPs, paediatricians, teachers, speech and language Therapists, youth offending team, behavioural optometrists). These relationships help raise awareness of key issues affecting mutual communities, share learning and enable families to access wider support and information.

## Our fundraising standards

bibic is registered with the Fundraising Regulator and is committed to the Code of Fundraising Practice. We make sure our Fundraising team are kept up to date with legislation and best practice and they support people fundraising in the community to uphold these same standards. In the last year we did not receive any complaints about our fundraising and marketing activities. In the situation that a complaint is received, we aim to review and resolve the situation in line with bibic's complaints policies, escalating to external regulators if required.



# Trustees' Statement

## (Representation letter)

We confirm to the best of our knowledge and belief and having made appropriate enquiries of other directors/trustees and officials of the charity, the following representations given to you in connection with your examination of the charity's financial statements for the year ended 31st March 2024.

### General

1. We acknowledge as directors/trustees our responsibility under the Companies Act 2006 / Charities Act 2011 for the financial statements which give a true and fair view and for making accurate representations to you. All the accounting records have been made available to you for the purpose of your independent examination and all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of management meetings, have been made available to you.

2. The financial statements are free of material misstatements, including omissions.

3. We believe that the effect of any uncorrected misstatements is immaterial both individually and in total.

### Internal control and fraud

4. We acknowledge our responsibility for the design and implementation of internal control systems to prevent and detect fraud and error. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others that could have a material effect on the financial statements. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysis, regulators or others.

### Assets and liabilities

5. The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.

6. We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent, and have disclosed in the notes to the financial statements all guarantees that we have given to third parties.

7. We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the financial statements.

### Accounting estimates

8. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

### Loans and arrangements

9. The charity has not granted any advances or credits to, or made guarantees on behalf of, directors / trustees other than those disclosed in the financial statements.

### Legal claims

10. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.

### Law and regulations

11. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose affects should be considered when preparing the financial statements.

### Related parties

12. Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of the Companies Act 2006 / Charities Act 2011 or the SORP.

### Subsequent events

13. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

### Going concern

14. We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

### Grants and donations

15. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Yours faithfully,



**Caroline Jameson**  
Chair of Trustees

Signed on behalf of the Board of Directors/Trustees  
bibic

Date: 25th November 2024





# Trustees' statement

## from the Chair of Trustees

by Caroline Jameson

The Trustees (who are also Directors of bibic for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company, including the income and expenditure, of the charitable company 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 2015 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provision of the charity's constitution. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees of the charity at the date of approval of this report is aware, there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charitable company's examiner is unaware. Each Trustee has taken all of the steps that they should have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the charitable company's examiner is aware of that information. This Trustees' Annual Report, incorporating the strategic report, was approved by the board of Trustees on 25th November 2024 and signed on its behalf:

**Caroline Jameson,**  
Chair of the Trustees



# Reference and administration

**Charity Number** 1057635  
**Company Number** 3217418  
**Registered Office** bibic  
 Old Kelways, Somerton Road,  
 Langport, Somerset, TA10 9SJ

Directors and Trustees	Appointed	Resigned	Role
Laura Voyle	10 Jun 2016	1st August 2024	Chair from 21 Sep 2020
Amit Bali	29 Nov 2017		
Ross Henley	26 July 2021		
Hugh Gregory	26 Sep 2022		Treasurer from June 2023
Catherine Lombardo	26 Sep 2022		
Caroline Edwards	5 Dec 2022	20th March 2024	
Caroline Jameson	30 Jan 2023		Chair from 1st August 2024
Jason Whyte	30 Jan 2023		
Angharad Hughes	30 Jan 2023		

## Senior Leadership Team

CEO	Philippa Buckley	
Head of Therapy and Business Development	Chelsey Oxley	
Finance Manger	Philip Cullum	
Senior Fundraising Officer	Gemma Pack	Promoted February 2024

## Independent Examiner

Dick Maule FCA  
 The Cross House, South Woodchester,  
 Gloucestershire GL5 5EL

## Bankers

Barclays Bank Plc, 1 Church Place, London E14 5HP  
 CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent M19 4JU  
 Natwest Plc, 8 York Buildings, Cornhill, Bridgwater, Somerset, TA6 3BU

## Fundraising Consultant

Karen Edgington



**bibic**

01458 253344  
info@bibic.org.uk  
**bibic.org.uk**

Old Kelways, Somerton Road,  
Langport, Somerset, TA10 9SJ

*Designed by bibic*

Registered charity no. 1057635  
Registered company no. 03217418



Transforming lives through  
developmental therapy