



Annual Report and Financial Statements

For the Year Ended 31 March 2020

**I CAN Charity
Company Limited by Guarantee
Charity Founded in 1888
Registered under the Charities Act 1960
Company Registered Number 00099629
England and Wales Charity Registered Number 210031
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REPORT FROM THE CHAIRMAN AND CHIEF EXECUTIVE

Welcome to the I CAN Annual Report and audited Financial Statements for 2019-20.

As we write this introduction the entire nation is in the midst of the COVID-19 pandemic. Together with all others, we mourn the tragic loss of life that has resulted from the virus and the many lives that have been dramatically affected by its spread across the country.

The changes in our daily lives have, for many of us, been the most profound changes we have ever experienced. Staying at home and not travelling for weeks on end, adapting to video conference calls rather than face to face meetings, wearing personal protective equipment and not being able to meet with family or friends are just a few of the changes that people have experienced.

Imagine the impact of this on children and young people. In the UK, most schools were closed for at least eight weeks, and then only partially re-opened. Some children will be out of school for a full five months. Establishing and nurturing friendships are a critical part of child development – all of which was put on hold during the lockdown period. Imagine further the implications for children who have difficulty communicating – children and young people with a language disorder or who have delayed language. They were already behind their peers in vocabulary, listening and attention skills, processing what others were saying to them, and formulating responses, using the right word at the right time and putting together correct sentences. For many of these children, staying at home during the pandemic only exacerbated the gap between their ability to speak and communicate and that of their peers.

That is why at I CAN we are focusing intently on how we can improve our service and support to these children and their families. Our new Three-Year Plan (2020-2023), introduced in this report, is designed to deliver more ways to reach children with language difficulties, utilising technology and providing more flexible offers of support to local authorities, schools and nurseries. As we look forward, we can and must do more to help these children.

This Annual Report, however, looks back – at our performance and the progress we have made during the past year, before COVID-19 became a household name. We are pleased to share that much of the work accomplished last year has put our organisation in an excellent position to address the challenges we now face.

Demonstrating, with rigorous evidence, the difference we make to children's lives has always been a hallmark of our work. For many years we have collected evidence from our projects and interventions which has enabled us to state the progress children make in their language development. During 2019/20 we took this approach to another level, where we are now in a position to share our overall impact – across the organisation. This is in the form of our first-ever Outcomes Framework Report, the highlights of which you will read about in this report. We are delighted that we are now in a position to share with confidence the impact we have on children's language development, and we will continue to do this every year.

We cannot do this work on our own. We are extremely grateful to our supporters, volunteers, donors, funders and friends. This coupled with the expertise and energy of our staff, trustees and school governors makes I CAN the effective organisation that it is. We thank you and look forward to your continued support as we enter into a new phase of development, for our organisation and for the country as a whole.



Huw Davies
Chair of Trustees
29 July 2020



Bob Reitemeier
Chief Executive

COUNCIL OF TRUSTEES’ REPORT

CHAPTER 1 – Objectives and Activities

I CAN is the UK’s children’s communication charity.

Our vision is a world where all children have the communication skills, they need to fulfil their potential.

Our mission is to make sure that no child is left out or left behind because of difficulties speaking or understanding.

Our values

Children and young people’s communication needs are at the centre of everything we do. Our values enable all parts of our organisation to work together to support these needs, and to become the most effective and influential charity in the UK supporting children’s speech, language and communication. Our four core values are:

Impactful <i>Delivering real change for those affected by SLCN</i>	We change lives and unlock potential. We act on current research and create new evidence for the sector through innovative programmes and solutions.
Collaborative <i>Putting children and young people at the centre of everything we do</i>	We work in partnership to achieve systemic change that is sustainable and replicable. We are stronger together.
Aspirational <i>Nurturing and enabling children and young people and ourselves to thrive</i>	We nurture and enable as many children and young people as possible to thrive socially and academically. We are the UK’s leading charity in children’s communication and we won’t compromise on quality or excellence.
No Voice Unheard <i>Recognising that everyone has a valuable contribution to make</i>	We empower everyone to have their voice heard: whether I CAN staff, children and young people with SLCN or their families. We are committed to ending any unlawful or unfair discrimination, and value the difference diversity and inclusion can bring to ensuring that no-one is left out or left behind.

What I CAN does and why

More than 1.4 million children and young people in the UK have speech, language and communication needs (SLCN). This equates to 10% of the total population of children in the UK: one in ten children or an average of two children in every classroom.

That’s 1.4 million individuals who struggle to develop the speech, language and communication skills that are a crucial foundation for life. These skills are essential for:

- brain development in the early years and our attachment to others.
- expressing ourselves and understanding others.
- thinking and learning.
- social interaction and emotional wellbeing in school, in society and in the workplace.

It’s a huge challenge, yet the importance of these skills is still widely underestimated and under-resourced.

Language delay alone is one of the most common problems in childhood, affecting hundreds of thousands of children and young people. The challenge is even greater in deprived areas, where up to 50% of children can have delayed language.

Poor understanding of SLCN and insufficient resourcing means that for too many children and young people, inadequate, ineffective and inequitable support is the reality.

It’s a situation that affects their education, their chances of getting a job and their mental health.

I CAN is here to change that.

We do this by:

- running two residential special schools to support children and young people with the most severe and complex SLCN.
- creating and distributing programmes to support individual and groups of children with delayed language – currently used in nearly 6,000 nurseries and schools across the country.
- supporting parents of children with SLCN through a dedicated telephone and video service where they receive advice from speech and language therapists.
- providing information and advice to parents and practitioners through our website.
- managing a consortium of over 30 organisations that support children and young people’s communication needs.
- providing clear and strong evidence from our work to government and policymakers to influence practice and policy across the UK, in support of all children who have language difficulties.
- partnering with other organisations to campaign for better information, advice and services for the hundreds of thousands of children and their families not receiving the speech, language and communication support they need.

CHAPTER 2 – Our Reach and Impact

I CAN's Reach and Impact

The charity sector is increasingly judged on the evidence it provides to demonstrate the difference it makes to its beneficiaries. We support this approach wholeheartedly and have invested in our ability to rigorously demonstrate the difference we make to children's speech and language development. We are not aware of any other children's communication charity that has developed an Outcomes Framework that provides the evidence we are able to present, year after year. This includes not only our reach – the number of children, young people, families and professionals we contact each year, but importantly the progress that children make in their language development. In this section we share some of the highlights of the impact we have made this year.

Across all our projects and programmes during 2019/20, we directly reached an estimated 83,953 children and young people. This includes those we supported at our schools and through our programmes.

- 139 children attended our two specialist schools, Dawn House School and Meath School.
- 82,661 children with delayed language took part in Talk Boost and other interventions in 2019-20
- We reached 889 children through our regional projects.

In addition, we reached even more children indirectly through our local trainers and online campaigns.

- 48,180 children who were reached through our local licensed trainers (qualified speech and language therapists and teachers) who trained local nurseries, schools and families.
- Over 850,000 children who took part in I CAN's *No Pens Day Wednesday* event in educational settings across the country.

For the first time this year, we measured the combined impact that I CAN's interventions had on these children and young people against key performance indicators. We found that:

- 74% of children and young people with language difficulties became more engaged with learning after taking part in one of our programmes.
- 84% of children and young people made good progress in language after taking part in Talk Boost or attending an I CAN school.
- 77% of children with delayed language reached expected levels after taking part in Talk Boost.
- 93% of families changed the way they support their two-year-old's communication due to I CAN's interventions.

Much of our mission is achieved by not only supporting children with SLCN but reaching those who work with children to change perceptions and professional practice around speech, language and communication. Last year we reached **255,559** professionals. We reached:

- 2,818 practitioners directly through our training programmes and professional visits to our schools, and those who contact our enquiry line.
- 3,498 people indirectly via our network of licensed tutors, and equipping practitioners on our funded programmes to train their colleagues and communities.
- An additional 249,243 users who accessed information on speech, language and communication for professionals on our Talking Point website.

We also measured the impact that our interventions had on these professionals, finding that 83% felt that their practice had improved as a result.

CHAPTER 3 – Our Achievements

Our Three-Year Plan (2017 – 2020) set out our aspiration to double the number of children we help from 50,000 to 100,000. In 2019-20 we have reached directly an estimated 83,953 children and young people, through a focus on four key objectives:

1. Supporting children and young people's SLCN.
2. Bringing about change in the services available to children with SLCN.
3. Focusing on building strong partnerships and collaboration.
4. Continuing to build a high-performing, efficient and agile organisation.

Supporting children and young people's speech, language and communication

Ensuring that our schools continue to be rated good or outstanding by Ofsted and focusing on school improvement and the safeguarding of our pupils.

One percent of all children and young people have the most severe and complex SLCN. They struggle to make sense of the language they hear, to express themselves and be heard.

Activities such as playing with friends, asking a question in class or talking to their parents about how they feel are a daily challenge. These children may need the high level of support provided by I CAN's two special schools, Dawn House School and Meath School.

Our two schools - both rated 'outstanding' by Ofsted - provide high-quality care, education and therapy so that children and young people aged 4-19 can fulfil their potential.

Meath School, Surrey

Meath School, a day and residential non-maintained special school, is one of the few schools in the UK specifically for primary-aged children with SLCN. We integrate specialised teaching, therapy, and care to help children build the foundations they need to thrive.

Key successes:

- 100% of pupils leaving at the end of Year 6 were placed in secondary schools which are able to provide support for their SLCN. Ofsted confirmed the 'Outstanding' rating for the school's education provision in December 2019. The residential centre received a 'Good' rating in October 2019.
- The children continue to make outstanding progress against the outcomes in their Education, Health and Care Plans.

Dawn House School, Nottinghamshire

Dawn House School in Nottinghamshire is a day and residential non-maintained special school providing intensive and specialist support for children and young people aged 5-19 with speech and language disorders, including Autism Spectrum Disorder.

Key successes:

- Funding was secured for an ambitious new careers programme.
- Student numbers increased, particularly in Dawn House's CHIMES alternative resource centre and primary provision, making it one of the 'go-to' providers for specialist provision in the area.
- The school remains 'outstanding' for the educational provision by Ofsted and rated 'good' in residential inspection.
- 100% of pupils go on to further education, employment or independent living.

Continuing to market our Talk Boost products to new customers

Up to 50% of children in some areas of deprivation start school with delayed language. I CAN has a range of intervention programmes to support children with their communications skills. As a charity, our interventions are now available in nearly 6,000 nursery and school settings to help children catch up and ensure that their delayed language does not become a long-term barrier to learning. Our Social Enterprise has developed relationships with several local authorities across the UK over the last year to ensure that more children can access our interventions.

Bringing about change in the services available to children with SLCN

We know that to truly change the lives and life chances of children with SLCN, we need to change the way services are available to children with SLCN. The evidence suggests that more than half of children with SLCN in mainstream education are currently unidentified and unsupported. The scale of the task at hand is so huge, that to give these children the chances they are entitled to, we need to be working with the government, local authorities and the sector to bring about the change that is so desperately needed.

Increasing our work in policy and public affairs

I CAN continues to influence government and civil servants to bring about real change to the services that support children with SLCN. We have developed training to build understanding amongst staff working in the Department for Education around Developmental Language Disorder (DLD) and are working with Ofsted to create resources to help inspectors understand more about SLCN.

We continue to contribute to Government consultations on issues that affect children with SLCN.

In 2019/20, we informed and submitted responses to the following:

- the development of the Early Learning Goals and Early Years Foundation Stage being undertaken by the Department for Education.
- the development of the SLCN Pathway being undertaken by Public Health England.
- The National Association for Special School's (NASS) response to the High Needs Funding.
- The All Party Parliamentary Group on Oracy call for evidence.
- The All Party Parliamentary Group on Families in the Early Years: Improving speech and language in the early years.

We also contributed to the ASCL inquiry *The Forgotten Third*: Ofsted consultation on draft guidance for framework and handbooks (April 2019).

We are also members of the following government panels:

Department for Education

- Special Educational Needs and Disability (SEND) Joint Ministerial Roundtable.
- Early Years Stakeholder Group.
- Early Years Professional Development Programme Advisory Group.
- Early Years VCS Disadvantage Grants Network Forum.

Public Health England

- SLCN Expert Advisory Group.
- SLCN Health Visitor Task and Finish Group.
- SLCN Pathway Task and Finish Group.

BBC

- Early Years Language Initiative Advisory Group.

Continuing to advocate for change to the services available to children and young people with SLCN as part of our Bercow: Ten Years On campaign

We continue to deliver the recommendations of *Bercow: Ten Years On*. Despite the political agenda focusing on Brexit, we were invited to attend several meetings and round table events with government ministers where we highlighted the key issues raised in our *Bercow: Ten Years On* report concerning the provision of services to support children with SLCN.

I CAN and the Royal College of Speech and Language used the five year anniversary of the SEND reforms as an opportunity to highlight the recommendations of *Bercow: Ten Years On*. We wrote to the government and called for more action to be taken to tackle the inequalities in the system.

Focusing on building strong partnerships and collaboration

Building strong partnerships and working with individuals and other organisations is crucial if we are to achieve the greatest impact on the children and families we serve.

We work with a variety of partners, including:

- The Royal College of Speech and Language Therapists
- EasyPeasy
- Contact
- nasen
- Council for Disabled Children

This approach ensures that we have the funding and resources to carry on delivering our services and support and to continue growing and developing so that we can increase the number of children and young people we help.

Creating proposals to grow funded work in service delivery

Over the last year, I CAN have been building capacity for parents, teachers and the children's workforce to support children and young people who are struggling with their speech, language and communication skills. In 2019/20 I CAN worked on 15 projects within local communities to help children improve their communication skills.

Seeking new opportunities to support the expansion of our Place Strategy

I CAN has built strong partnerships in Knowsley and West Somerset, two of the UK's most deprived areas, to improve children's speech, language and communication skills. Through the Place Strategy, I CAN have now been commissioned to deliver two projects over the next year:

- Powering Up the Future - Hinkley Point Foundation. This project aims to raise the aspirations and resilience of local children and young people by working with local organisations to improve speech, language and communication skills in one of the UK's most deprived communities likely to be further affected by Hinkley Point C. This, in turn, will help build the capacity of existing services to manage the expected influx of new families into the area, attracted by the job opportunities the plant brings.
- Let's Get Knowsley Talking. I CAN are to deliver a series of training courses and accreditation to 91 settings in the Knowsley area. The project will include Early Talk, Early Talk Boost and Early Talk Accreditation, with mentoring undertaken by I CAN.

Continuing to build a high-performing, efficient and agile organisation

The uncertainties of the UK leaving the European Union have created a very challenging and uncertain time for all charities, including I CAN.

Our objective during 2019/20 was, therefore, to invest time in developing our plans and infrastructure to ensure that the charity continues to make a difference for children with SLCN.

We met this objective through:

Building a new three-year plan

As we entered the last year of our three-year business plan, we carried out extensive consultation to develop a new direction for the charity. Further on in this document, we present highlights of our new plan.

Employee recruitment and retention

Our staff play a crucial part in delivering I CAN's mission. To stabilise the charity, we looked at how we could improve our recruitment and retention. We carried out a full pay review of staff to ensure salaries aligned with the market. To improve our staff recruitment, we changed the way we advertised and marketed our jobs to potential candidates.

Creating an IT and digital roadmap

Like all charities, we recognise the need to develop and monitor the effectiveness of our digital services. In a phased approach, in 2019/20 we launched our new website, incorporating I CAN's Talking Point, our Enquiry Service, and the I CAN Shop, which offers successful interventions to schools, children's centres and nursery settings up and down the country. As a charity, we reviewed our outsourced IT services contract which has improved service delivery.

Delivering an outcomes framework

It is increasingly important that we are clear and transparent about the impact of our interventions. I CAN's Outcomes Framework has been developed to ensure we can measure the impact our work has, whether this is in our two special schools, through our influencing work, through contract delivery or through the interventions we provide to school and nursery settings. We believe that this makes I CAN stand out at a time when it is increasingly vital to demonstrate with evidence the impact we are having, both on an individual and group level.

CHAPTER 4 – Our Future Plans

LOOKING FORWARD

I CAN is committed to improving the lives of children and young people with SLCN and DLD by making sure they receive the help they so badly need. This year we reviewed and updated our values and developed a new three-year plan (2020-23).

Our ambition is that by 2023, I CAN will be widely known as the leading children's communication charity in the UK. We will be the 'go-to' organisation in the sector for children's spoken language; in the delivery of training for nurseries, children's centres and schools; in sharing our special schools' expertise in supporting pupils with complex language needs; and in influencing government policy. Our strategic partnerships will have enabled us to continually improve the quality of our work and helped to raise the profile of speech, language and communication and its impact on children and young people's life chances.

Our ten-year goal is to make SLCN as well known, well supported, and well understood as autism.

Our three-year goals are to:

- increase awareness in the education and health sectors that children's speech, language and communication is a fundamental factor in children's development and a key predictor of their life chances. We will:
 - in Year One, establish a baseline of awareness with selected education and health professionals.
 - in Years Two and Three, publish the results of annual surveys designed to demonstrate their level of increased awareness.
- reach 250,000 children and young people with communication difficulties (not previously supported by I CAN), through our schools, our training programmes and interventions, and our support to parents.

To achieve this, we have set out five strategic objectives:



At the outset of the 2020/21 financial year, we were in lockdown and, as a result, reviewed our ambitions in the light of the coronavirus pandemic. A strong focus on driving our income and managing our costs is therefore essential to ensure that we can continue to provide much-needed services and support aimed at the children and families we serve.

Supporting vulnerable children

- We will develop and pilot a teletherapy service to increase the reach of our much-needed services to vulnerable children and their parents.
- We will review our Enquiry Service aimed at parents and practitioners and expand this service to reach even more people.
- We will review and revise our delivery models to maximise much-needed support to families of children with SLCN or DLD.

Developing our schools as centres of excellence

- We will grow our pupil numbers and enhance our curriculum.
- We will ensure we continue to be Ofsted-ready with comprehensive self-evaluations and action plans.
- We will utilise technology to deliver our speech and language therapy and occupational therapy support in both schools.

Championing the needs of children and young people

- We will develop media and public affairs strategies to help the nation understand the importance of children's language development in times of emergency.
- We will launch a new Communication Consortium grants programme to support other organisations championing the needs of children with language difficulties.
- We will work with Ofsted to develop a progression model for spoken English.

Delivering new services and programmes

- We will pilot a new programme to support children and young people with DLD and develop new tools and materials modelled for the 'new normal' school environment.
- We will work with local authorities and other key stakeholders on a new tiered delivery model, designed to provide a flexible support approach which can be adapted according to need.

Being the best we can be

- We will review our approach, internally and externally, to promoting a truly diverse and inclusive culture, ensuring that we create a safe place for self-expression, an anti-racist culture and that we fully understand the impact of SLCN and DLD on minority communities.
- We will undertake a comprehensive audit of our brand and digital capability in order to enhance our future delivery.
- We will develop and deliver new income generation plans in the light of Covid-19.
- We will relocate our London central office to reduce our overheads and encourage a flexible working culture.

FINANCIAL REVIEW

Overview

In the year 2019/20, we continued to build on the consolidation undergone in the previous two years and changed our management accounting process to allow greater control and accountability by management through the use of fund accounting. We reported a deficit of £53k (2019: surplus £675k) however this was after applying exceptional one-off items of expenditure for pension and redundancy commitments of £83k, this therefore translates as an operational surplus of £31k during the year. Management will now continue to partner with finance and improve our internal controls. Our review of costs and outgoings continues, and with improved management information, we continue into a stronger financial position in the long term.

Income decreased by 0.9% to £7,959k (2019: £8,031k) and expenditure increased by 9% to £8,012k (2019: £7,356k). Income decreased mainly due to reduced donations and legacies, legacies, in particular, reducing by £204k, however, with schools' income increasing by £356k, the total level of income remained stable. Expenditure in schools also increased by £271k which is reflective of the rise in income. Fundraising costs also increased and we have taken action to generate greater performance from our fundraising activities.

Programme delivery activities are all restricted in nature and all encountered a break-even performance, with the exception of The Communication Trust (TCT), funds carried forward for programme activities is now £157k. Transfers were required of £197k to cover losses on restricted projects (TCT: £181k, Meath School Residential: £16k) and further transfers of £59k were made to create a designated fund for future premises requirements.

After recording net expenditure for the year of £53k (2019: net income £675k), unrealised losses of £2k (2019: gains £133k) and zero realised gains (2019: £30k), the net movement on funds was a decrease of £55k (2019: increase £838k). Total funds of the Charity are now £6,703k (2019: £6,758k).

Fundraising

Disclosure under The Charities (Protection and Social Investment) Act 2016

- I CAN does not use external commercial participators for its fundraising function.
- I CAN is a member of the Fundraising Regulator and abides by all the legal frameworks, as well as professional good fundraising practice.
- In 2020, there were no breaches of fundraising standards or law, and no complaints were received. (2019: nil).
- I CAN implements a robust privacy and GDPR policy (with associated systems and actions) to ensure privacy and data is handled correctly and fairly.
- I CAN does not make persistent approaches nor does it carry out direct marketing in fundraising.
- I CAN does not undertake telephone or street fundraising.
- Donations from individuals and community groups are generally proactive (not solicited by I CAN), and other donors are asked on an ad-hoc basis, broadly only after it has been ascertained they are open to an approach (particularly in the case of Trusts & Foundations; Corporates and Philanthropists, whilst statutory funding follows an established tendering/procurement process).
- I CAN does not put undue pressure on any person to give money or property.

Volunteers

I CAN could not achieve its mission without the help of our team of volunteers. People give up their time to help us raise money and support our fundraising efforts, as well as helping in our schools to ensure that children with speech, language and communications needs (SLCN) get the help that they require. We are indebted to the volunteers who make a real impact in helping us to achieve a world where all children have the communication skills they need to fulfil their full potential.

Performance

The economic climate has been materially affected by the Covid-19 pandemic. With incomes of £5.4 million, our two schools form the backbone of the Charity and we are pleased to report that the government will continue to support our schools. The majority of pupils in independent special schools have been placed there by local authorities under an Education, Health and Care Plan, funded from the high needs block of the Dedicated School

Grants (DSG). As noted above, local authorities will continue to receive their high needs budgets and should continue to pay top-up and other high needs funding to independent special schools, so that the employment and payment of staff supporting children and young people with SEND can continue.

The work we started in 2017-18 to develop a strategy building long-term relationships with donors has continued, and in the event of Covid-19 we have started to see support increase. It is important that we continue to grow and support these relationships, now more so than ever and it is part of our strategic objectives to do so.

Due to the Covid-19 pandemic we have also reset our budget for 2020/21 to show the impact it may have. It is pleasing to report that we expect our programme activities to grow in both reach and size, and from securing £2 million funding from the Rayners Special Educational Trust, new areas of work and grant support will be created. Our Social Enterprise department has incurred its best ever year in 2019/20, recording the highest turnover (c£1million) and surpluses and will continue to provide a positive contribution into 2020/21, along with our schools. Unfortunately, we are budgeting unrestricted deficit of £92k before pay awards. We will focus efforts to return this to a break-even position and with positive reserves we can maintain our strong position and grow.

Reserves Policy

I CAN maintain reserves to allow the Charity to continue to fulfil its objectives and withstand any period of financial uncertainty. The Trustees set a target level for unrestricted General Funds which the Charity aims to hold over the medium term. These funds provide a measure of financial stability to the Charity and thereby reinforce the reputation and ability of the Charity to deliver on promises.

Each year the minimum level of unrestricted General Funds is reviewed by the Trustees and consideration is given to the following when deciding the level of funds required:

- The level required to ensure the Charity can continue to meet its current and future commitments in the face of financial uncertainties, with a focus on income generation and the potential for unforeseen expenses.
- The level required to ensure the Charity has the flexibility to pursue new opportunities to further the charitable aims of the organisation as and when they arise.
- The level that could be needed should any of the major risks identified by the risk framework materialise.
- The level required for an orderly transfer or cessation of activities, in the extreme and unlikely situation, that a catastrophic event occurs which might otherwise have impacted the Charity's short-term ability to meet its obligations to its beneficiaries, employees and creditors.

After careful assessment of the above, and in line with good governance practice, the Trustees have reviewed all identified risks and have concluded that the minimum level of General Funds should be £2,350k and that the current level of the General Funds at 31 March 2020 of £2,448k (2019: £2,643k) provides an appropriate level of free reserves considering also the future plans and objectives of the Charity.

Investments Policy and Performance

The primary objective of I CAN's investment policy is to maintain and enhance the value of funds to meet the Charity's short and long-term requirements.

There was no realised gain or loss during the year (2019: gain £163k) as no investments were purchased or sold. An unrealised investment loss of £2k (2019: £133k increase) was recorded during the year.

Risk Management

The major risks to which the Charity is exposed have been identified and reviewed by the Trustees, and systems or procedures have been established to manage the risks.

A key risk evaluated by the Trustees concerns the financial stability of the Charity, reporting and forecasting. In order to improve this, new methods of fund accounting to highlight the performance of restricted, unrestricted and designated projects have been introduced. This will provide management with clear and concise information to allow informed decision making, accountability and to improve planning.

Other key risks identified by Trustees include the Department for Education contract for TCT which has now closed after more than 10 years, however we now move forward with Rayners funding providing TCT grants, an online

tracker, digitisation, teletherapy, schools assessments and a DLD pilot. We continue to address risks through our financial and succession planning. Safeguarding and child protection will remain a key risk for I CAN as long as it manages special schools. Ad-hoc inspections by independent consultants will continue to take place at both schools during 2020/21 to mitigate this risk.

The following statements summarise the Charity's policy in managing identified forms of financial risk:

- Price and cost risk: The Charity negotiates the prices charged for its educational services with local authorities. The prices charged are based on the principles of full cost recovery. The agreed prices are factored into our business plans and income forecasts. Costs are controlled by contract negotiations and competitive tendering with suppliers.
- Credit risk: Risk on amounts owed to the Charity by its customers is low, as the majority of debtors are local authorities.
- Liquidity risk: The Charity has no long-term borrowings and covers all costs out of current income.
- Cash flow risk: The Charity receives school fees in advance of providing the service and has investments which can be sold at short notice.

Structure, Governance and Management

The Charity is a company limited by guarantee and is governed by a Memorandum and Articles of Association which were last amended on 27 September 2017. I CAN operates in the United Kingdom of Great Britain and Northern Ireland.

Under company law the Trustees of the Charity are the Directors of the charitable company and together form the Council. Trustees are recruited by the Nominations Committee and are elected by the members for terms of three years, and may serve for two such terms of office, or three in exceptional circumstances.

New Trustees are inducted into the Charity through a series of meetings with I CAN's Senior Management Team and, during the year, new and existing Trustees meet to review the Charity's operations and plans.

To enable the Council to carry out its responsibilities in the most effective way it has established a number of subcommittees to focus on certain key areas as follows:

	Number of Meetings held during year
Finance & Audit	4
Social Enterprise	4
Programme Development	4
Remuneration	1

The Trustees of the Charity meet at least four times a year and are responsible for making the major decisions relating to the running of the Charity. These decisions include approval of the strategy, of the annual budget and the approval of agreements material to the financial position of the Charity.

Operational decisions are made by the Chief Executive and the Senior Management of the Charity. The progress of the Charity against the strategic plan is monitored regularly by the Trustees.

Where the Charity charges for its services, the price is agreed with each purchasing authority and the prices charged are based on the principles of cost recovery. The agreed or anticipated prices are factored into business plans and income forecasts. Salary levels are set by reference to a job evaluation scheme that considers prevailing market rates. Salary changes are communicated to staff each year during the annual salary review process. Other costs are controlled by contract negotiations and competitive tendering with suppliers for major items of expenditure.

The credit risk on amounts owed to the Charity by its customers is low, as the majority of debtors are local authorities. The Charity has no long-term borrowings and, if necessary, the investment portfolio could be realised at short notice.

I CAN's trading subsidiary, I CAN Services Limited, which provides educational services to children with communication needs, has been consolidated into I CAN's financial statements. The I CAN Consolidated Fund, the Countess of Meath Fund and the Ministering Children's League Fund are linked charities of I CAN Charity and have been amalgamated into I CAN's financial statements.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of I CAN Charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have prepared the financial statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law (United Kingdom Generally Accepted Accounting Practice). 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 the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015).
- make judgments and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006, Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

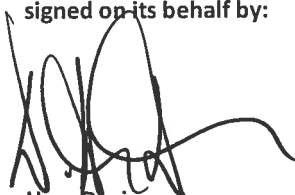
In the case of each Trustee in office at the date the Trustees' Report is approved:

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

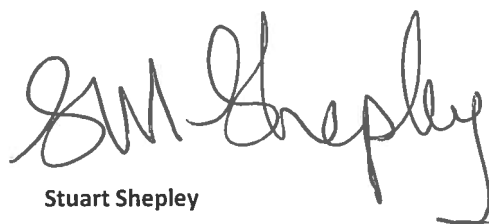
Public Benefit

The Trustees confirm that they have had regard to the Charity Commission's guidance on public benefit in reporting on the Charity's Achievements, Performance & Future Plans on pages 4 to 16.

The Council of Trustees' Report (including the Strategic Report) was approved by the Council on 29 July 2020 and signed on its behalf by:



Huw Davies
Chair of Trustees



Stuart Shepley
Treasurer

Independent auditors' report to the members of I CAN Charity

Report on the audit of the financial statements

Opinion

In our opinion, I CAN Charity's group financial statements and parent charitable company financial statements (the "financial statements"):

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2020 and of the group's incoming resources and application of resources, including its income and expenditure, and of the group's cash flows for the year then ended.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law).
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report and Financial Statements (the "Annual Report"), which comprise: the consolidated and charity balance sheets as at 31 March 2020; the consolidated statement of financial activities, the consolidated statement of cash flow for the year then ended 31 March 2020 and the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

ISAs (UK) require us to report to you when:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

We have nothing to report on the above matters.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the group's and parent charitable company's ability to continue as a going concern.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

Council of Trustees' Report (including the Strategic Report)

In our opinion, based on the work undertaken in the course of the audit the information given in the Council of Trustees' Report (including the Strategic Report), for the financial year for which the financial statements are prepared is consistent with the financial statements; and Council of Trustees' Report (including the Strategic Report) has been prepared in accordance with applicable legal requirements.

In addition, in light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we are required to report if we have identified any material misstatements in the Council of Trustees' Report (including the Strategic Report). We have nothing to report in this respect.

Responsibilities for the financial statements and the audit

Responsibilities of the trustees for the financial statements

As explained more fully in the Statement of Trustees' Responsibilities set out on page 17, the trustees are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The trustees are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the parent charitable company or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.

A handwritten signature in black ink, appearing to read 'J. Bound', written in a cursive style.

Jonathan Bound (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Cardiff
29 July 2020

I CAN Charity – Company Number 00099629
Annual Report & Financial Statements for the Year Ended 31 March 2020

Consolidated Statement of Financial Activities
For the year ended 31 March 2020

		Restricted		Unrestricted		Total	Total
	Notes	General	Endowment	Designated	General	2020	2019
		£'000	£'000	£'000	£'000	£'000	£'000
Income							
Donations & Legacies	2,3	925	-	-	466	1,391	1,719
Schools Activities	3	312	-	-	5,070	5,383	5,027
The Communication Trust (TCT)	3	131	-	-	-	131	320
Programme Delivery Activities	3	-	-	-	965	965	900
Investments	10	-	-	-	90	90	65
Total Income		1,368	-	-	6,591	7,959	8,031
Expenditure							
Costs of Raising Funds	4	-	-	-	737	737	419
Schools Activities	4	243	10	53	4,970	5,276	5,005
Programme Delivery Activities	4	1,106	-	-	640	1,745	1,725
Awareness Raising & Information	4	-	-	-	253	253	207
Total Expenditure	4	1,349	10	53	6,600	8,012	7,356
Net Income/(Expenditure)		20	(10)	(53)	(10)	(53)	675
before Transfers							
Transfers between Funds	15	197	-	59	(256)	-	-
Net Income/(Expenditure)		217	(10)	6	(266)	(53)	675
for the Year							
Other Recognised Gains							
Investments							
Realised gains	10	-	-	-	-	-	30
Unrealised Gains/(Losses)	10	-	(73)	-	71	(2)	133
Net Movement on Funds		217	(84)	6	(195)	(55)	838
Funds at 1 April 2019		409	2,807	899	2,643	6,758	5,920
Funds at 31 March 2020	17	625	2,724	905	2,448	6,703	6,758

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses was not prepared. All of the above amounts relate to continuing activities.

Notes to the consolidated financial statements are shown on pages 24-42.

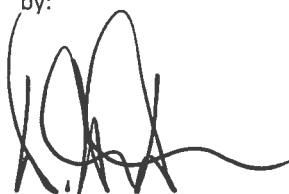
I CAN Charity – Company Number 00099629
Annual Report & Financial Statements for the Year Ended 31 March 2020

Consolidated and Charity Balance Sheets as at 31 March 2020

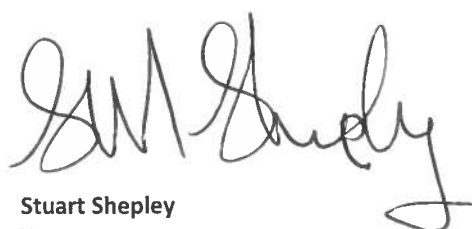
	Notes	Group		Charity	
		2020	2019	2020	2019
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible Assets	9a	1,673	1,487	1,673	1,487
Intangible Assets	9b	139	159	139	159
Investments	10	3,946	3,948	3,946	3,948
		5,758	5,594	5,758	5,594
CURRENT ASSETS					
Debtors	11	1,294	1,136	783	797
Stock	12	182	232	182	232
Cash at Bank and in Hand		2,938	740	2,931	738
		4,414	2,108	3,896	1,767
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	13	(3,468)	(944)	(2,951)	(603)
NET CURRENT ASSETS		945	1,164	945	1,164
TOTAL ASSETS LESS NET CURRENT LIABILITIES		6,703	6,758	6,703	6,758
ENDOWMENT FUNDS					
Endowment Funds	14	2,724	2,807	2,724	2,807
RESTRICTED FUNDS					
Fixed Asset Funds	15	218	216	218	216
Other Funds	15	408	193	408	193
		626	409	626	409
UNRESTRICTED FUNDS					
Designated Funds	16	905	899	906	899
General Funds	16	2,448	2,643	2,448	2,643
		3,353	3,542	3,353	3,542
TOTAL FUNDS	17	6,703	6,758	6,703	6,758

The deficit for the year within the Charity only financial statements is £55k (2019: £838k surplus).

The financial statements on pages 21 to 42 were approved by the Council on 29 July 2020 and signed on its behalf by:



Huw Davies
Chair of Trustees



Stuart Shepley
Treasurer

I CAN Charity – Company Number 00099629
Annual Report & Financial Statements for the Year Ended 31 March 2020

Consolidated Statement of Cash Flow for the Year Ended 31 March 2020

	Notes	2020	2019
		£'000	£'000
Cash flows from operating activities			
Net cash generated from operating activities	A	2,447	283
Cash flows from investing activities:			
Dividends and interest from investments		90	65
Proceeds from sale of property, plant and equipment		-	-
Purchase of property, plant and equipment		(328)	(131)
Purchase of Intangible Assets		(10)	(163)
Proceeds from sale of investments		-	200
Net cash (used by) from investing activities		(248)	(29)
Change in cash and cash equivalents in the reporting year		2,198	254
Cash and cash equivalents at the beginning of the reporting year		740	486
Cash and cash equivalents at the end of the reporting year	B	2,938	740
Notes to the Consolidated Cash Flow Statement			
A Net income/ (expenditure) for the reporting year		(55)	838
Adjustments for:			
Depreciation charges		142	133
Amortisation charges		31	3
Decrease in stock		50	9
(Increase) in debtors		(157)	(152)
Increase/(Decrease) in creditors		2,525	(319)
Dividends and interest from investments		(90)	(65)
(Gains)/Losses on investments		2	(164)
(Profit)/Loss on disposal of fixed assets		-	-
Net cash inflow from operating activities		2,447	283
B Analysis of cash and cash equivalents			
Cash in hand		2,938	740
Total cash and cash equivalents		2,938	740

Notes to the Consolidated Financial Statements

1. Accounting Policies

The financial statements have been prepared in accordance with applicable accounting standards in the United Kingdom, under the historical cost convention (as modified by the revaluation of certain fixed assets) on a going concern basis and in accordance with applicable United Kingdom Accounting Standards. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published (revised 2015), the FRS 102, in accordance with the Companies Act 2006 and the Charities Act 2011. The financial statements are prepared on a going concern basis and the accounting policies have been applied consistently.

(i) The Charity is a public benefit entity.

(ii) Income

Income is shown gross with the exception of funds raised by local fundraising groups, which is stated after deduction of direct expenses such as hire of premises and ticket printing costs.

Income is analysed by source and by those constraints placed on it as follows: -

Endowment income	-	Income which increases the capital value of the endowment funds.
Restricted income	-	Income, the expenditure of which is subject to specific conditions placed on its use by the donor.
Unrestricted income	-	Income which has no constraints placed on its use and may be expended on any of the Charity's charitable objectives.

Investment income from endowment funds is accounted for as unrestricted, restricted or endowment income as defined by the terms of the endowment.

Income is accrued and included in the SOFA when the Group is entitled to the income, receipt can be measured and is probable.

Income from the sale of goods and services is recognised to the extent that the goods and services have been provided. If a grant contract contains the right to receive periodic payments, these receipts are recognised when they fall due and on completion of I CAN's contractual obligations for the period.

Donations are recognised when received. Donations in kind are recognised at their value to the Group when received and an equivalent amount is included in the appropriate cost line in the SOFA. Legacies are recognised when probate has been granted and the income can be valued with reasonable certainty. Legacies received in the form of property or investments are valued at their fair value.

Where incoming resources are received before goods and services have been provided, these are recorded as deferred income within creditors. Deferred income is released to incoming resources at the point of delivery of the goods and services.

(iii) Funds

Funds are held in reserves having due regard to the requirements of the donor and the needs of the organisation.

Endowment Funds represent funds, the capital of which is not freely available to I CAN and must be held in perpetuity unless otherwise authorised by the Charity Commission, or so permitted by the trust under which the fund was set up. These funds cannot normally be used to directly support general running costs. Please see (ix) below for further detail on capital funds.

Restricted Funds represent the balances of donations and legacies held in trust and which can only be expended in accordance with the specific terms laid down by the donors.

Fixed Asset Funds represent amounts already expended on fixed assets all of which are used to support the work of the Charity. These assets include freehold and leasehold properties as well as equipment and motor vehicles.

Designated Funds are identified by the Trustees for approved expenditure for schools' development and specific projects critical to the operation and development of the Charity.

General Funds are the only funds the Charity has to use freely for the day-to-day needs of the Charity and to provide protection against future risks, including reductions in voluntary income, investment income fluctuations and variations in other revenue streams. The Trustees have set a minimum level of reserves at £2,350k based on their evaluation of I CAN's requirements.

Where required, transfers are made between funds as set out in Notes 14 to 15.

(iv) Expenditure

Expenditure is accounted for on an accruals basis. Expenditure includes attributable VAT which cannot be recovered. Provisions are established when the Charity is subject to legal or constructive obligations and will incur costs in the fulfilment of these obligations.

Fundraising costs are those costs which are directly incurred by the Charity in performing fundraising activities. They also include an equitable share of support costs and general overheads.

Costs incurred in support of the services provided by the Charity have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs comprise those incurred in the governance of the Charity and are primarily associated with strategic planning, constitutional and statutory requirements.

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

(v) Tangible Assets

Tangible assets costing more than £1,000 are capitalised and held on the balance sheet at purchase cost. Depreciation is provided on tangible assets to write them off over their estimated useful lives as follows: -

Freehold Property	50 years
Leasehold Property	Life of lease
Buildings Renovations	10 years
Equipment & Motor Vehicles	4 years
IT equipment	3 years

(vi) Intangible Assets

Intangible assets comprise website and management system costs. Intangible assets are held on the balance sheet at cost less accumulated amortisation and impairment losses. Intangible assets are amortised on a straight-line basis over the expected useful life of three years. Impairment reviews are conducted when events and changes in circumstances indicate that an impairment may have occurred. If any asset is found to have a carrying value materially higher than its recoverable amount, it is written down accordingly.

(vii) Investments

Investments are stated at market value. Unrealised gains or losses are derived from the movement in market value during the year.

(viii) Stock

Stock is valued at the lower of cost and net realisable value, and is used on a first in, first out basis.

(ix) Capital Funds

Included with Endowment Funds are Capital Funds which are assets held on behalf of three trusts which are constituted as linked charities of I CAN, as per a direction made under Section 12 of the Charities Act 2011. The results of two permanent endowment funds, I CAN Consolidated Fund and Ministering Children’s League, and the expendable endowment fund, the Countess of Meath Fund, have been amalgamated into the Charity’s financial statements. Their Trustee is I CAN and their purposes are consistent with the objectives of I CAN (see Notes 10 and 14 for detail of these linked charities).

(x) Pensions

Pension contributions are made under defined contribution schemes, the assets of which are held in separately administered funds. Pension contributions are charged to the Statement of Financial Activities when payable.

Pension fund contributions for teaching staff are also made to the Teachers’ Pension Scheme which is treated as if it were a defined contribution scheme under exemptions contained in FRS102 as described further in Note 22 below. These contributions are charged to the Statement of Financial Activities in the accounting period in which they fall due.

(xi) The Consolidated Statement of Financial Activities, the Consolidated and Charity Balance Sheet and the Consolidated Statement of Cash Flow include the financial statements of I CAN and its subsidiary undertaking, I CAN Services Limited, made up to 31 March 2020 using the acquisition method of accounting on a line by line basis. Intra group transactions and profits are eliminated fully on consolidation.

(xii) The Charity has adapted the Companies Act formats to reflect the Charities SORP (FRS 102) and the special nature of the Charity’s activities. No separate Statement of Financial Activities has been presented for the Charity alone as permitted by the Companies Act 2006 and the Charities SORP (FRS 102).

2. Donations & Legacies

	2020	2019
	£’000	£’000
Statutory Grants	645	345
Grant Making Trusts	297	766
Major Gifts	194	156
Corporate Donations and Sponsorship	33	25
Legacies	164	368
Other Donations and Events	58	59
	1,391	1,719

There were no donations from Trustees and key management personnel (2019: £23,000 from six individuals).

I CAN Charity – Company Number 00099629
Annual Report & Financial Statements for the Year Ended 31 March 2020

3. Statutory Grants

	2020	2019
	£'000	£'000
Department for Education (DfE)		
Host Agency Grant for TCT	67	99
School Grants (Education Funding Agency)	1,328	1,316
Other Grants (Delivery of HLE and SEND projects by I CAN and TCT)	464	345
	1,859	1,760

These grants have been analysed in the SOFA as follows:

	2020	2018
	£'000	£'000
Schools Activities	1,328	1,316
TCT	67	99
Gifts, Donations and Legacies	464	345
	1,859	1,760

4. Analysis of Expenditure

	Staff Costs	Other	Depreciation	2020 Total
	£'000	£'000	£'000	£'000
Direct charitable expenditure				
Schools	3,930	1,219	127	5,276
Programme Delivery Activities (including TCT)	1,435	275	35	1,745
Awareness Raising & Information	183	60	11	253
	5,549	1,554	173	7,275
Costs of Generating funds				
Fundraising	441	295	-	737
	5,990	1,849	173	8,012

2019 Analysis of expenditure

	Staff Costs	Other	Depreciation	2019 Total
	£'000	£'000	£'000	£'000
Direct charitable expenditure				
Schools	3,995	895	115	5,005
Programme Delivery Activities (including TCT)	793	911	21	1,725
Awareness Raising & Information	176	31	-	207
	4,964	1,837	136	6,937
Costs of Generating funds				
Fundraising	355	64	-	419
	5,319	1,901	136	7,356

I CAN Charity – Company Number 00099629
Annual Report & Financial Statements for the Year Ended 31 March 2020

	2020	2019
	£'000	£'000
Staff costs:		
Wages and Salaries	4,647	4,163
Social Security costs	408	366
Other pension and benefit costs	414	291
Agency staff and consultants	352	320
Other staff costs	169	179
	5,990	5,319

Included in the figures above were 3 redundancies made during the year totalling £53,608 (2019: 11 payments totalling £24,881).

The average number of employees during the year was 180 (2019: 156). Their full-time equivalents would be 154 (2019: 137) which can be apportioned by categories as follows: educational services 138 (2019: 119), fundraising and awareness raising 9 (2019: 10) and administration 7 (2019: 8).

	Number in 2020	Number in 2019
Emoluments of higher paid employees:		
£60,000 to £70,000	2	1
£70,001 to £80,000	2	2
£80,001 to £90,000	1	1
£91,001 to £100,000	1	1
£100,001 to £110,000	0	0
£110,001 to £120,000	1	0

In 2020, there was 1 payment made in connection with redundancy in the emoluments of higher paid employees (2019: nil).

There were contributions of £59,778 made to the Teachers' Pension Scheme for 2 higher paid employees (2019: none). Contributions of £27,766 (2019: £42,000) were paid to a defined contribution scheme for 5 (2019: 5) higher paid employees.

Key management personnel

Key management personnel of the Charity are the Senior Management Team as listed on page 40. The total amount of employee benefits for these 8 (2019: 8) positions was £694,502 (2019: £570,000).

I CAN Charity – Company Number 00099629
Annual Report & Financial Statements for the Year Ended 31 March 2020

5. Allocation of Support Costs

	Occupancy £'000	Human Resources £'000	Finance and Information Technology £'000	Governance (note 6) £'000	2020 Total £'000
Fundraising	107	7	21	47	182
Activity					
Schools	-	233	175	59	467
Programme Delivery Activities	145	22	10	7	183
Awareness Raising & Information	99	2	2	7	110
	350	264	207	120	942

Support costs have been allocated to activity cost categories on a basis consistent with the use of resources. Occupancy costs have been allocated on a per capita basis, staff costs by an assessment of time spent and other costs by their usage.

Analysis of support costs	Staff Costs £'000	Other £'000	Depreciation £'000	2020 Total £'000
Governance (note 6)	88	33	-	120
Occupancy	97	252	1	350
Human Resources	240	24	-	364
Finance and Information Technology	163	40	5	207
	588	349	6	942

The prior year comparatives are as follows:

	Occupancy £'000	Human Resources £'000	Finance and Information Technology £'000	Governance (note 6) £'000	2020 Total £'000
Fundraising	15	6	11	6	38
Activity					
Schools	295	131	195	114	735
Programme Delivery Activities	23	15	49	13	100
Awareness Raising & Information	8	6	5	5	24
	341	158	260	138	897
Analysis of support costs					2019 Total £'000
		Staff Costs £'000	Other £'000	Depreciation £'000	
Governance (note 6)		111	27	-	138
Occupancy		85	255	2	342
Human Resources		136	21	-	157
Finance and Information Technology		190	62	8	260
		522	365	10	897

I CAN Charity – Company Number 00099629
Annual Report & Financial Statements for the Year Ended 31 March 2020

6. Governance Costs

	2020	2019
	£'000	£'000
Strategic planning and management	92	112
Auditors' remuneration – audit services	26	24
Auditors' remuneration – other services	2	2
	120	138

7. Consolidated Financial Statements

The Charity has taken advantage of the exemption provided by 408 of the Companies Act 2006 and the Charities SORP (FRS 102) not to publish its own Income and Expenditure account. The net movement of funds for the year within the Charity financial statements is negative £55,000 (2019: £838,000 positive).

8. Trustees' Remuneration

In accordance with the Charity's Memorandum of Association, no Trustee holds a salaried office with the Charity. In 2020, no Trustees received payment for work performed (2019: £nil). In 2020, 1 Trustee claimed travel and subsistence expenses for attendance at meetings of £374 (2019: 2 Trustees claimed £892).

9. Fixed Assets

9a. Tangible Assets

	Buildings Renovations	Freehold Property	Leasehold Property	Equipment & Motor Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost					
At 1 April 2019	1,260	3,208	196	869	5,533
Additions	250	-	-	78	328
At 31 March 2020	1,510	3,208	196	947	5,861
Accumulated Depreciation					
At 1 April 2019	(1,159)	(2,020)	(196)	(671)	(4,056)
Charge for the year	(26)	(63)	-	(54)	(142)
At 31 March 2020	(1,158)	(2,083)	(196)	(725)	(4,188)
Net book value at 31 March 2020	326	1,125	-	222	1,673
Net book value at 31 March 2019	102	1,188	-	198	1,487

Of the Freehold Property, £361k (2019: £372k) of the net book value relates to the Ministering Children's League fund, which is a permanent endowment.

9b. Intangible Assets

	2020 £'000
Cost	
At April 2019	163
Additions	10
At March 2020	173
Accumulated Amortisation	
At April 2019	(3)
Charge for the year	(31)
At March 2020	(34)
Net Book Value at March 2020	139
Net Book Value at March 2019	159

10. Investments

	2020 £'000	2019 £'000
At 1 April	3,948	3,984
Disposals	-	(200)
Realised gains	-	30
Unrealised increase/(decrease) in unrealised gains	(2)	134
At 31 March	3,946	3,948
Historical cost of investments	2,666	2,666

Included within the balance are investments with a value of £2,103,551 (2019: £2,177,000) which relate to the group's endowment funds as set out in note 17.

Investments in both years were held in managed UK investments funds. In 2020, £1,842,254 (2019: £1,771,000) were held in Open Ended Investment Companies (OEICs) with the balance being held in Common Investment Funds.

Investments also include an investment in the trading subsidiary company at a cost of £4. I CAN Charity owns 100% of the share capital of its trading subsidiary, I CAN Services Limited (ICSL). ICSL is incorporated in the UK and the address of the registered office is the same as that for I CAN Charity as shown on page 40.

Investment Income	2020 £'000	2019 £'000
Dividends and interest on Listed Investments	90	65
	90	65

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11. Debtors

	Group		Charity	
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Debtors for school fees	511	438	-	-
Other Trade Debtors	412	107	412	107
Other Debtors	20	10	20	10
Intra-Group Balances	-	-	-	99
Prepayments and accrued income	351	581	351	581
	1,294	1,136	783	797

12. Stock

	Group		Charity	
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Goods for resale	182	232	182	232
	182	232	182	232

Stock is stated after a provision for impairment of £72k (2019: £85k).

13. Creditors: Amounts falling due within one year

	Group		Charity	
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Creditors	111	73	111	73
Other creditors including tax and Social Security	251	219	251	219
Accruals	171	263	171	263
Intra-Group Balances	-	-	383	-
Deferred Income	2,936	389	2,035	48
	3,468	944	2,951	603

Deferred income between 2019 and 2020 has increased due to grants received from Rayners Special Educational Trust that will be expended in the next 3 years.

14. Endowment Funds

	As at 1 April 2019	Income	(Expense)	Transfer to other funds	Investment Losses	As at 31 March 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Expendable Endowment						
Countess of Meath	45	-	-	-	-	45
Permanent Endowment						
Princess Alice Fund	352	-	-	-	(12)	340
I CAN Consolidated Fund	687	-	-	-	(16)	671
Ministering Children's League Fund	1,724	-	(10)	-	(45)	1,668
Total Group	2,807	-	(10)	-	(73)	2,724

Countess of Meath

Income is to be applied for the benefit of the schools.

Princess Alice Fund

The income may be used for the general charitable purposes of I CAN Charity.

The **I CAN Consolidated Fund**, **Ministering Children's League Fund** and the **Countess of Meath Fund** are linked charities of I CAN Charity and have been included within the Charity funds above. Income may be used for any general charitable purpose of I CAN Charity.

With the exception of the Countess of Meath endowment, only income from the endowment funds may be expended by the Charity. The capital itself must be held in perpetuity unless otherwise authorised by the Charity Commission or so permitted under the trust under which the fund was set up.

15. Restricted Funds – Group and Charity

	Balance 1 April 2019	Restricted Income	Restricted Expenditure	Transfer Between Funds	Balance 31 March 2020
	£'000	£'000	£'000	£'000	£'000
Fixed Asset Funds					
Dawn House School	23	-	(11)	-	12
Dawn House Chimes	29	49	(5)	-	73
Meath School Minibus	19	-	(9)	-	10
Meath School Fencing	5	-	(1)	-	4
Meath School Woodlands	20	-	(6)	-	14
CRM project	120	-	(16)	-	104
Total Fixed Asset Funds	216	49	(47)	-	218
Other Funds					
Dawn House General	24	20	(12)	-	32
Dawn House Motor Vehicles	-	22	(3)	-	19
Dawn House Food Tech Room	-	2	-	-	2
Dawn House Sports Hall	-	9	-	-	9
	24	52	(15)	-	61

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	Balance 1 April 2019 £'000	Restricted Income £'000	Restricted Expenditure £'000	Transfer Between Funds £'000	Balance 31 March 2020 £'000
Meath Family Support Project	6	11	(6)	-	11
Meath Playground	0	47	(0)	-	47
Meath Residential	31	96	(143)	16	-
Meath Holiday Club	13	15	(14)	-	14
Meath Supporting Family Fund	2	5	-	-	8
	158	212	(197)	16	189
Programme Funding					
Tots Talking II	-	11	-	-	11
SEMH	-	21	(10)	-	11
Enquiry service	-	41	(41)	-	-
Place	-	12	(5)	-	7
CEF	-	34	(29)	-	6
HLE	-	377	(377)	-	-
SEND	-	87	(83)	-	3
Yr7	-	39	(33)	-	6
Tots talking	-	45	(45)	-	0
Oldham	-	116	(89)	-	27
BANES	-	42	(9)	-	34
HPC	-	38	(7)	-	31
Fenland	-	20	(20)	-	-
QEGS	-	21	(9)	-	12
Ruth Miskin	-	12	(12)	-	-
Hiscox	-	10	(10)	-	-
TCT	-	131	(312)	181	-
Westminster Talk Boost	10	-	-	-	10
	10	1,056	(1,090)	181	157
Total Other Funds	193	1,319	(1,302)	197	408
Total Restricted Funds	409	1,368	(1,348)	197	626

Our utmost thanks go to all our invaluable funders.

Fixed Asset funds

Dawn House School – Funds raised for Dawn House School buildings and equipment.

Meath School – Funds raised for Meath School buildings and equipment.

Meath minibus – Funds raised for a minibus for Meath School.

Meath Woodlands – Funds raised for a woodlands project at Meath School.

CRM Project – CRM project funded by a funder who wishes to remain anonymous.

Other Funds

Funds have been raised directly to support children in both our schools, Dawn House School and Meath School.

General funds are raised to achieve the objectives of the Charity and two schools and further funds are raised for specific purposes for the school's benefits as noted above.

Meath School Holiday Club received £12,475 (2019: £12,235) from BBC Children in Need.



Programme funding

Programme funding is restricted funding for particular projects as noted, including:

Tots Talking – funding towards a pilot working with parents to help develop children's early language and communication skills in areas of high social disadvantage. Funding of £44,832 (2019: £98,456) was received from The National Lottery Community Fund for this project.



Talk about Talk Secondary for SEND – funding to pilot our work readiness programme specifically with Year 9-11 pupils with SEND in two locations in England. Funding of £35,529 (2019: £9,945) was received from The Careers & Enterprise Company's CEF18 Fund Part B.

Department for Education (Home Learning Environment) – Led by I CAN, the aim is Changing the Conversation about Language. This project puts families in disadvantaged areas at the centre, giving them power and information to help improve the early language skills of children aged 0-4.

Department for Education (EY SEND) - Led by National Children's Bureau but delivered in partnership with Council for Disabled Children, nasen, I CAN, The Communications Trust and Contact - this project aims to improve the quality of provision for children with SEND in the Early Years through a focus on professional development.

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16. Unrestricted Funds – Group and Charity

	As at 1 April 2019	Income	(Expenditure)	Investment Gains	As at 31 March 2020
	£'000	£'000	£'000	£'000	£'000
Designated Funds:					
Fixed Asset Funds					
Schools	899	-	(53)	-	846
Other Funds					
Premises Repair/Dilapidation	-	60	-	-	60
	899	60	(53)	-	906
General Funds	2,643	6,532	(6,799)	71	2,448
Total Unrestricted Funds	3,542	6,592	(6,852)	71	3,353

Designated Fixed Asset Funds

Net book value of the fixed assets used for the delivery of the Charity's direct charitable activities (not otherwise funded by Capital or Restricted Funds).

17. Analysis of Net Assets – Group and Charity

	General Funds	Designated Fixed Asset Funds	Restricted Funds	Endowment Funds	As at 31 March 2020 Total
	£'000	£'000	£'000	£'000	£'000
Tangible Assets	351	847	114	361	1,673
Intangible Assets	35	-	104	-	139
Investments	1,842	-	-	2,104	3,946
Net current assets	219	59	408	259	945
Total net assets	2,448	905	626	2,724	6,703

	General Funds	Designated Fixed Asset Funds	Restricted Funds	Endowment Funds	As at 31 March 2019 Total
	£'000	£'000	£'000	£'000	£'000
Tangible Assets	120	899	96	372	1,487
Intangible Assets	40	-	119	-	159
Investments	1,771	-	-	2,177	3,948
Net current assets	712	-	193	259	1,164
Total net assets	2,643	899	408	2,808	6,758

18. Prior year comparator for SOFA

	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	2019 Total £'000
INCOME FROM:				
CHARITABLE ACTIVITIES				
Schools Activities	3,438	1,589	-	5,027
The Communication Trust (TCT)	66	254	-	320
Programme Delivery Activities	900	-	-	900
GENERATED FUNDS				
Donations and Legacies	753	966	-	1,719
Investments	43	-	22	65
TOTAL INCOME	5,200	2,809	22	8,031
EXPENDITURE ON:				
RAISING FUNDS				
Fundraising Costs	419	-	-	419
	419	-	-	419
CHARITABLE ACTIVITIES				
Schools Activities	3,364	1,605	36	5,005
Programme Related Activities (including TCT)	668	1,057	-	1,725
Awareness Raising & Information	161	46	-	207
	4,193	2,708	36	6,937
TOTAL EXPENDITURE	4,612	2,708	36	7,356
NET INCOME/(EXPENDITURE) BEFORE OTHER RECOGNISED GAINS	588	101	(14)	675
Gains on investment assets	59	-	105	164
NET MOVEMENT IN FUNDS	646	101	91	838
Fund balances brought forward at 1 April	2,897	307	2,716	5,920
Fund balances carried forward at 31 March	3,543	408	2,807	6,758

19. Commitments under Operating Leases and Capital Commitments

On 16 April 2015 a new 10-year lease was signed between I CAN Charity and its landlord with annual rental of £132,000. This included a four-month rent-free period as the first payment was due from 16 August 2015. The value of the rent-free period has been spread over the 10-year period of the lease. The lease includes a break clause after the first five years. Notice to break was given on this lease before 15 April 2020 however the Charity was not able to vacate the premises due to government guidelines under covid-19. The lease for unit 31 and/or another unit within Angel Gate is currently under renegotiation. Currently annual rent for unit 31 will remain at £132,000 per annum. The total value of the future minimum lease payments under the non-cancellable operating lease for 31 Angel Gate is £127,000. A total of £128,000 has been recognised in the financial statements as the lease payments for the 2020 year (2019: £128,000).

	2020	2019
	£'000	£'000
Payment not later than one year	132	128
Payment later than one year and not later than five years	-	-
Payment later than five years	-	-
Total commitments under operating lease	132	128

20. Capital

The Company is limited by guarantee and has no share capital. The liability of the 15 members under the guarantee is limited to £1 each.

21. Related Party Transactions

I CAN Charity has one wholly owned subsidiary: I CAN Services Limited. The amounts outstanding to I CAN Services Limited is disclosed in note 11.

Key management personnel and Trustee remuneration disclosures are given in note 4 and 8 respectively.

22. Pension Obligations

The Group participates in two pension schemes:

- (i) The Teachers' Pensions Scheme (TPS); and
- (ii) A Defined Contribution Scheme, being a Group Personal Pension Plan provided by Aviva.

The total pension cost for the group was £397,658 (2019: £276,000).

Teachers' Pensions Scheme

The TPS is an unfunded defined benefit scheme. Contributions on a 'pay as you go' basis are credited to the Exchequer under arrangements governed by the Superannuation Act 1972.

The latest actuarial review of the TPS for which information is available was carried out as at 31 March 2016 and in accordance with The Public Service Pensions (Valuations and Employer Cost Cap) (Amendment) Directions 2018. The valuation report was published by the DfE on 5 March 2019. The key results of the valuation are:

- total scheme liabilities for service to the effective date of £218.1 billion, and notional assets of £196.1 billion, giving a notional past service deficit of £22 billion;
- employer contribution rates were increased from 16.4% to 23.6% of pensionable pay (including administration fees of 0.08%) with effect from 1 September 2019.

As noted above, from 1 April 2015 employer contributions were 16.4%, increasing to 23.6% from 1 September 2019. Employee contributions in 2020 and 2019 were based on tiered contribution rates as follows:

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Contribution rate	2019-20		2018-19	
	Lower salary	Higher Salary	Lower salary	Higher Salary
7.40%	0	27,697	0	27,048
8.60%	27,698	37,284	27,049	36,410
9.60%	37,285	44,208	36,411	43,171
10.20%	44,209	58,590	43,172	57,216
11.30%	58,591	79,895	57,217	78,022
11.70%	79,896	79,896 +	78,023	78,023 +

Under the definitions set out in FRS 102 section 28, the TPS is a multi-employer pension scheme. The Government Actuary is unable to identify the Charity's share of the underlying assets and liabilities of the scheme. Accordingly, the Charity has accounted for its contributions as if it were a defined contribution scheme.

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

Principal Office and Registered Office

I CAN Charity
 31 Angel Gate
 Goswell Road
 London
 EC1V 2PT
 T: 020 7843 2510 | E: info@ican.org.uk | Web: www.ican.org.uk

Company limited by guarantee
 Registered in England
 Company Registered Number 00099629
 England and Wales Charity Registered Number 210031
 Scottish Charity Registered Number SC039947

PATRON: HM The Queen

VICE PRESIDENTS

The Most Rev and Right Hon The Lord Archbishop of Canterbury
 The Most Rev and Right Hon The Lord Archbishop of York
 The Right Rev and Right Hon The Lord Bishop of London
 Mrs. Susan Blackwood

Sir John Craven
 Ms. Frances Jacob
 Mrs. Lesley James CBE
 Mr. Oliver Thompson
 Mr. Howard Jacobs

THE COUNCIL	Date Elected	Position	Sub-Committees
Mr. Huw Davies	16.09.2010	Chair	Finance & Audit, Programme Development, Social Enterprise, Remuneration
Mr. Stuart Shepley	Co-opted from 21.09.2016 Elected 27.09.2017	Treasurer	Finance & Audit
Mr. Oliver Bates	21.09.2016 - 30.09.2019		Finance & Audit
Dr. Judy Clegg BSc, PhD, MRCSLT	21.09.2016		Programme Development
Ms. Susan Gregory	25.09.2014		Programme Development, Social Enterprise
Mr Charles Newman	20.09.2011		Remuneration
Ms. Jean Gross CBE	20.09.2012		Programme Development
Mr. Adrian Hosford	16.09.2010 - 30.10.2019		
Prof. Victoria Joffe MRCSLT MHPC	16.09.2010 – 30.10.2019		Programme Development
Mrs. Katharine Weston	10.09.2009 – 31.07.2019		
Mr. Riccardo Basile	27.09.2017		Social Enterprise
Ms. Juliet Agnew	30.10.2019		Finance and Audit
Ms. Ann Gross (Brown)	30.10.2019		Programme Development
Mr. John Willis	30.10.2019		Finance and Audit
Ms. Yvonne Wren	30.10.2019		Programme Development
Mr. Simon Wright	30.10.2019		Social Enterprise

SENIOR MANAGEMENT TEAM

Chief Executive
 Director of Operations
 Director of Corporate Services
 Director of Education
 Director of Education
 Director of Philanthropy
 Director of Impact

Mr. Bob Reitemeier CBE
 Mrs Carol Payne from July 2019
 Mr. Steve Williams
 Ms. Deirdre Fitzpatrick to July 2019
 Mr. Tom Pegler from February 2020
 Ms. Ann Paul to April 2020
 Mrs Mary Hartshorne to March 2020

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Principal of Dawn House School
Principal of Meath School
Acting Principal of Meath School

Ms. Jenny McConnell
Mr. Robert Walton to December 2019
Ms. Pam Cosh from January 2020

SOLICITORS

Bates Wells
10 Queen Street Place
London EC4R 1BE

BANKERS

The Co-operative Bank
1 Islington High Street
London N1 9TR

INDEPENDENT AUDITORS

PricewaterhouseCoopers LLP
One Kingsway
Cardiff CF10 3PN

THANK YOU

We extend our heartfelt thanks to every individual and organisation who actively supported our work in 2019-20 - including those who wish to remain anonymous - and to the runners, swimmers, golfers, bakers, school fairs organiser and universities' societies who sprang into action to support our children and families. From everyone at I CAN, Thank you!

The Albert Hunt Trust
Ian Armitage & Johanna Cunningham
BBC Children in Need
Beatrice Laing Trust
Simon Bucknall
The Careers & Enterprise Company
Andy Cawker
The Clara E Burgess Charitable Trust
Copley May Foundation
Huw and Jacqui Davies
Department for Education
The Derrill Allatt Foundation
The Edward Gostling Foundation
The Harrison Family
Hg
The Hiscox Foundation
Carole Miles Lovelock
The Morrisons Foundation
Mum & You
The Patrick & Helena Frost Foundation
The Promotion of English Trust
SHINE (Support and Help IN Education)
Somerset Community Foundation (HPC Community Fund)
The National Lottery Community Fund
The Thomas J Horne Memorial Trust
Toyota (GB) PLC
Travers Smith LLP
Vanguard
The Zochonis Charitable Trust