



Registered Company Number: 02671913 (England and Wales)

Registered Charity Number: 1008128

**Report of the Trustees  
and  
Financial Statements  
for the  
Year Ended 31 December 2014  
for  
DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Contents of the Financial Statements**  
**for the year ended 31 December 2014**

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# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Report of the Trustees for the year ended 31 December 2014

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### Reference and administrative details

<b>Status</b>	The organisation is a charitable company limited by guarantee and not having share capital registered as a charity on 21 <sup>st</sup> July 1980 and incorporated on 17 <sup>th</sup> December 1991.	
<b>Governing Document</b>	The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.  In 2010 a trading subsidiary (DEMAND SRM Ltd) was established and which remains dormant.	
<b>Company Registration Number</b>	02671913	England & Wales
<b>Charity Registration Number</b>	1008128	England & Wales
<b>Registered Office and Principal Office</b>	The Old Chapel Mallard Road Abbots Langley Hertfordshire WD5 0GQ	
<b>Honorary Officer</b>	Russell Willcox	Chair
<b>Company Secretary</b>	Frances Evans	
<b>Bankers</b>	Barclays Bank PLC, 35 Notting Hill Gate, London, W11 3JR	
<b>Solicitors</b>	Maxwell Winward LLP, 100 Ludgate Hill, London EC4M 7RE	
<b>Auditors</b>	DTE Business Advisory Services Limited, Park House, 26 North End Road, London NW11 7PT	

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Report of the Trustees**  
**for the year ended 31 December 2014**

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**Strategic Report**

*Chairman's Foreword*

I am delighted to report another successful and productive year at DEMAND. For 35 years, our technical skills, supported by a strong organisational base, have given thousands of people with disabilities, their carers and families, innovative solutions to an enormously wide range of everyday living challenges as well as enabling access to life enhancing work, leisure and social opportunities. DEMAND really does help people live life their way.

2014 was no exception with a conservative estimate of 3,754 people having benefitted from our services and from equipment designed, made, modified and refurbished at our engineering centres. This equates to 125 bespoke equipment projects, 291 items refurbished and re-issued, 236 pieces of donated equipment recycled, sold or redistributed as well as 264 boccia ramps delivered. In addition DEMAND provided dozens of smaller assists to individuals and special schools as well as continuing to provide its valuable advice and sign-posting service.

The barriers disabled people have to overcome if they are to participate in society, on equal terms, are becoming higher still in the face of wide ranging health and welfare changes. The role organisations like DEMAND play in addressing some of these challenges will undoubtedly become more important over the coming years.

The trustees believe that DEMAND has an even greater contribution to make in addressing those challenges and so we are united in our desire to extend our reach and broaden our offering.

Our five-year plan will see us do a lot more of our core work of equipment design, manufacture, refurbishment and modification; pay homage to our origins with the development of resources aimed at educating designers, engineers and makers on inclusive and adaptive design; develop our student and apprentice programmes; and become the heart of a virtual community dedicated to providing and sharing practical solutions for people with disabilities wherever they are in the world.

The stronger balance sheet we have engineered over the past two years means we can invest in these important initiatives but there remains a £250,000 a year gap to bridge to ensure we deliver the increased levels of impact we know we can achieve.

Our achievements are only possible with the continued backing of our corporate partners, trusts, and individuals up and down the country who enthusiastically fundraise for us.

On behalf of the Trustees, I would like to thank all of the team, our donors and supporters who have made it possible for more people with disabilities to live life their way.

What we do needs to be seen to be fully appreciated, so I extend a warm welcome to all to visit our engineering centres in Hertfordshire and Yorkshire to meet the team and sample the ingenuity and skill of our designers and craft teams.



# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Report of the Trustees for the year ended 31 December 2014

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### Achievements and Performance

#### *Financial Review*

Total income was £972,506, 3.8% down on the previous year total of £1,010,571. Total resource expended for the year was 7.4% less than in 2013 and totalled £789,453. Net income was £183,053 (£158,426 in 2013). This means we were able to operate well within our forward cover policy and to contribute meaningfully to our designated development fund.

Voluntary income was on a par with the previous year. Our principal source of funds in 2014 was grant-making trusts and foundations which yielded 6.8% less than last year. This, we believe, is largely due to the timing of appeals and, to a lesser degree, increasing appeal volumes that Trusts receive as a direct result of declining government and NHS funding for services.

The Communities and Business team continued to receive significant management focus and the team achieved a second year of significant growth (53.5% compared with 32% growth in 2013). The team's impact in generating local awareness and gaining the support of local businesses continues apace.

The outsourcing of community equipment provision to commercial organisations has meant that our refurbishment and donated goods continue to be adversely impacted. This, along with some saturation in certain parts of the boccia market, has led to a fall in our self-generated income by 13% this year.

Smaller than anticipated staffing costs, reduced cost of sales and a small number of delayed development projects meant that net income exceeded expectations at £183,053 against a budgeted £134,000.

Unrestricted funds stood at £404,633 at year end. The trustees determined that £205,000 of this be designated as development funding in support of the charity's ambitious five year growth plan.

### Plans for Future Periods

We are determined to directly help more people by designing and making amazing solutions to everyday challenges and frustrations as well as enabling people with disabilities to access the opportunities they want to in the way that best works for them. This means organising ourselves differently and being even more creative in the way we design and make.

We have ambitious plans to ramp up our education related activities, to work with more design and engineering students, makers and problem solvers, to raise awareness of and to instruct in great design for disability as well as for inclusivity. We will become an important and influential point of reference in the disability equipment world.

We will seek to continuously improve our clients experience and to make it easier and quicker for our clients to benefit from our services.

The essential growth of unrestricted income continues to be a priority for the charity and we are setting high targets in every fundraising area to achieve this. Our primary focus will be to bridge the £250,000 a year income gap that stands between us and all our goals.



# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Report of the Trustees

### for the year ended 31 December 2014

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We aim to work with more businesses, strengthen our events portfolio, and engage better with individual givers and supporters, and in so doing build future legacy income.

#### Principal Risks and Uncertainties

The major risks and opportunities facing the charitable company are reviewed as part of the business plan and budget process.

A current and perpetual key risk is the ability to generate sufficient levels of unrestricted income to support the day to day running costs of the charity and allow the degree of flexibility required to achieve our long terms goals.

The trustees confirm that all major risks have been reviewed and systems have been established to mitigate and manage those risks.

#### Objectives and Activities

##### *Charitable Objects*

The principal object of the charity, as set out in its Memorandum and Articles of Association is “the relief of disabled, handicapped or infirm persons”

##### Public Benefit

The primary focus of our work is to provide and make accessible equipment that improves the day-to-day living, opportunity or recovery of people living with disability, impairment or infirmity, regardless of age or personal circumstance.

In 2014 we provided the following services

- The design, manufacture and modification of equipment to solve everyday living, work, mobility and recovery challenges for people with disabilities, infirmities and impairments
- The design, manufacture and modification of equipment that provide enhanced opportunity for people with disabilities, infirmities and impairments to participate in leisure, sporting, fitness, travel, cultural and artistic activities
- The refurbishment of specialist disability equipment for safe re-issue by Community Equipment providers and other charities
- The recycling, redistribution and resale of used disability equipment
- A helpline, available to all at no cost to users, which provides advice to users, carers, teachers and health professionals on sources of specialist equipment.

# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Report of the Trustees for the year ended 31 December 2014

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### Ensuring our work delivers our aims

We review our aims, objectives and activities each year. The review looks at what we achieved and the outcomes of our work for the previous 12 months. The review looks at the success of each key activity and the benefits they have delivered.

This review also helps us to ensure our aim, objectives and activities remain focussed on our stated purposes. We refer to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular the Trustees consider how the planned activities will contribute to the aims and objectives that they have set.

### Objectives for 2015

- a) To extend the reach and effectiveness of our core design and manufacturing service so that many more people benefit from enabling equipment which improves independence and which facilitates access to life's opportunities.
- b) To develop services, globally accessible where possible, which connect, inspire and motivate designers, makers and engineers to play an active part in developing better equipment solutions for people with disabilities.
- c) To develop new products and services in line with our core purpose, which make a positive contribution to the charity's balance sheet.
- d) To grow sustainable voluntary income, primarily unrestricted in nature, in order to achieve our goals.
- e) To continue to raise our brand profile and reputation.
- f) To Invest in and optimise the potential of our people through the introduction and adoption of new systems, processes and methods that drive high performance and innovation at all levels of our business.

### Reserves Policy

The reserves policy is to maintain forward cover within a 3 month lower limit and 9 month upper limit. This policy was re-affirmed at the December 2014 Board Meeting.

Total unrestricted reserves at 31<sup>st</sup> December 2014 were £404,633 of which the trustees have designated £205,000 in support of the 5-year development plan. The general fund therefore stands at £199,633. Reserves at the 31<sup>st</sup> December 2014 are in line with the charity's reserve policy.



# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Report of the Trustees

### for the year ended 31 December 2014

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#### Structure, Governance and Management

The charitable company is run by Trustees who are also Directors under Company Law.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 December 2014 was 9 (2013: 9). The Trustees have no beneficial interest in the charity.

The Trustees meet regularly on a quarterly basis and determine the overall direction for the charity, the business and operating controls and measures of success.

Day to day decision making is exercised by the Chief Executive, along with the senior management team, consisting of the Finance and Administration Director and the Operations Director.

#### Trustees

Trustees, and the only members of the company, who served during the year and up to the date of this report were as follows:

Russell Willcox (Chair)	William Sietz
Lady Hermione Grimston	Anthony Soothill
Robert Mankin	Katherine White
Thomas Mercer	Jane Whiteley
The Hon. Clare Renton	

#### *Board Sub-committees*

In exceptional circumstances there is a Finance Sub-Committee consisting of 3 trustees along with the senior management team with delegated authority to act on financial matters on behalf of the Board. This committee commits to be available to meet at short notice to enable swift decision making and action.

#### *Recruitment and Appointment of New Trustees*

The charity has developed policies and procedures in this area. New Trustees may be appointed by a decision of the existing Trustees. Before appointment, all new Trustees have an induction programme in order that they can properly undertake and fulfil their responsibilities to the charity.

Whilst there is no set length of term for trustees' appointments, one third of the trustees must retire by rotation at every annual general meeting. Retiring trustees are eligible for re-appointment.



# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Report of the Trustees for the year ended 31 December 2014

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### Statement of Trustees' Responsibilities

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

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles SORP
- Make judgements and estimates that are reasonable and prudent
- Follow applicable accounting standards, subject to any material departures disclosed and explained in the financial statements
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### Statement as to Disclosure of Information to Auditors

In so far as the trustees are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each trustee has taken all the steps that he or she ought to have taken as a trustee in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies

On behalf of the board:



*R Willcox*  
Chair of Trustees



# **Report of the Independent Auditors to the members of DEMAND DESIGN AND MANUFACTURE FOR DISABILITY for the year ended 31 December 2014**

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## **Independent Auditors Report**

We have audited the financial statements of DEMAND Design and Manufacture for Disability for the year ended 31 December 2014 on pages 10 to 20. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charitable company's members and Trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

### ***Respective responsibilities of Trustees and auditors***

As explained more fully in the Statement of Trustees' Responsibilities set out on pages 1 to 7, the trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### ***Scope of the audit of the financial statements***

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

**Report of the Independent Auditors to the members of  
DEMAND DESIGN AND MANUFACTURE FOR DISABILITY  
for the year ended 31 December 2014**

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***Opinion on financial statements***

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2014 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the Companies Act 2006

***Opinion on other matters prescribed by the Companies Act 2006***

In our opinion the information given in the Report of the Trustees, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.

***Matters on which we are required to report by exception***

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

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



**Pankaj Patel** (Senior Statutory Auditor)

For and on behalf of DTE Business Advisory Services Limited

Chartered Accountants and Registered Auditors

Park house

26 North End Road

London

NW11 7PT

Date 8 May 2015



**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Statement of Financial Activities**  
**for the year ended 31 December 2014**

		Unrestricted Funds £	Restricted Funds £	2014 Total Funds £	2013 Total Funds £
	Notes				
<b>INCOMING RESOURCES</b>					
<b>Incoming resources from generated funds:</b>					
Voluntary income	2	526,058	259,550	785,608	798,570
Activities for generating funds	3	4,963	-	4,963	2,275
Investment income	4	4,983	-	4,983	5,667
<b>Incoming resources from charitable activities:</b>					
Refurbishment and sale of goods		176,952	-	176,952	204,059
<b>Total incoming resources</b>		<b>712,956</b>	<b>259,550</b>	<b>972,506</b>	<b>1,010,571</b>
<b>RESOURCES EXPENDED</b>					
<b>Costs of generating funds:</b>					
Costs of sale for charitable activities	5	24,027	43,474	67,501	95,500
Fundraising and publicity	6	102,687	2,115	104,802	110,117
Governance costs	7	45,639	405	46,044	49,189
Other direct charitable activities		430,501	140,605	571,106	597,339
<b>Total resources expended</b>		<b>602,854</b>	<b>186,599</b>	<b>789,453</b>	<b>852,145</b>
<b>NET INCOMING RESOURCES</b>		<b>110,102</b>	<b>72,951</b>	<b>183,053</b>	<b>158,426</b>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>294,531</b>	<b>412,808</b>	<b>707,339</b>	<b>548,913</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>404,633</b>	<b>485,759</b>	<b>890,392</b>	<b>707,339</b>

# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

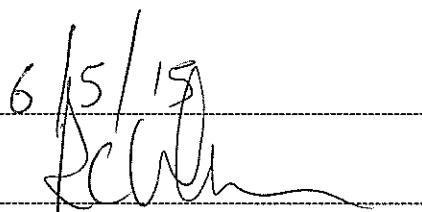
## Balance Sheet at 31 December 2014

	Notes	Unrestricted Funds £	Restricted Funds £	2014 Total Funds £	2013 Total Funds £
<b>FIXED ASSETS</b>					
Tangible assets	11	-	366,089	366,089	381,929
Investments	12	1	-	1	1
		1	366,089	366,090	381,930
<b>CURRENT ASSETS</b>					
Stocks		1,490	7,266	8,756	12,235
Debtors	13	25,275	14,579	39,854	49,251
Cash at bank and in hand		440,510	305,332	745,842	732,804
		467,275	327,177	794,452	794,290
<b>CREDITORS</b>					
Amounts falling due within one year	14	( 62,643 )	( 207,507 )	( 270,150 )	( 468,881 )
<b>NET CURRENT ASSETS</b>		404,632	119,670	524,302	325,409
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		404,633	485,759	890,392	707,339
<b>NET ASSETS</b>		404,633	485,759	890,392	707,339
<b>FUNDS</b>	15				
Unrestricted Funds				199,633	294,531
Designated Development Fund				205,000	-
Restricted Funds				485,759	412,808
<b>TOTAL FUNDS</b>				890,392	707,339

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on

and were signed on its behalf by:

6/5/15  
  
**Russell Willcox**  
 Chair of Trustees

# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Notes to the Financial Statements

### for the year ended 31 December 2014

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#### 1 ACCOUNTING POLICIES

##### Accounting convention

The financial statements have been prepared under the historical cost convention, with the exception of investments which are at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2005).

##### Incoming resources

Voluntary income represents donations received. Such income is only deferred when the donor specifies that the donation must only be used in future accounting periods.

Donated materials, subcontractors and volunteer's time are included at the value to the charity where this can be quantified. These income values are matched by an equal resources expended value.

Income from commercial trading activities is recognised as earned (as the related goods are provided).

Investment income is recognised on a receivable basis.

##### Resources expended

Charitable activities include expenditure associated with the main objectives of the charity and include both the direct and support costs relating to these activities.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

##### Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided to write off the cost, less the estimated residual value, of all fixed assets over their expected useful lives at the following rates:

Freehold Land and Buildings	2%	on cost
Tools and Equipment	10% - 33%	on cost
Motor Vehicles	25%	on cost

##### Stocks

Stocks are valued at the lower of cost and net realisable value. Some stocks are held at the year end which represents left-overs from work done for donation. This stock has not been brought into the accounts.

##### Taxation

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



# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Notes to the Financial Statements for the year ended 31 December 2014

### 1 ACCOUNTING POLICIES - continued

#### Fund accounting

Unrestricted funds can be used in accordance with the charities objectives at the discretion of the Trustees.

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 the funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Designated funds are unrestricted funds earmarked by the Trustees for a particular and planned purpose.

#### 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.

	2014	2013
	£	£
<b>2 VOLUNTARY INCOME</b>		
Donations	784,379	798,809
Income tax recoverable	1,229	( 239 )
	<u>785,608</u>	<u>798,570</u>
	2014	2013
	£	£
<b>3 ACTIVITIES FOR GENERATING FUNDS</b>		
Fundraising events	3,463	1,500
Other trade revenue	1,500	775
	<u>4,963</u>	<u>2,275</u>
	2014	2013
	£	£
<b>4 INVESTMENT INCOME</b>		
Sale of assets	375	440
Bank deposit interest	4,608	5,227
	<u>4,983</u>	<u>5,667</u>

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2014**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>5 COSTS OF SALES FOR CHARITABLE ACTIVITIES</b>		
Opening stock	12,235	19,757
Purchases	30,182	41,268
Closing Stock	( 8,756 )	( 12,235 )
Staff Costs	33,024	45,632
Subcontract Labour	816	1,078
	<u>67,501</u>	<u>95,500</u>
<b>6 FUNDRAISING AND PUBLICITY</b>		
Costs of generating voluntary income	102,337	106,178
Fundraising events: cost of goods sold and other costs	2,465	3,939
	<u>104,802</u>	<u>110,117</u>
<b>7 Governance Costs</b>		
Staff costs	38,678	41,900
Insurance	1,228	1,250
Legal and professional fees	607	616
Auditors' remuneration	5,000	5,000
Staff refreshments	-	91
Trustees expenses	531	332
	<u>46,044</u>	<u>49,189</u>
<b>ANALYSIS OF GOVERNANCE COST</b>		
	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>Unrestricted Funds</b>		
Staff costs	38,678	28,402
Auditors' remuneration	5,000	5,000
Others	1,961	1,933
	<u>45,639</u>	<u>35,335</u>

# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Notes to the Financial Statements for the year ended 31 December 2014

	2014	2013
	£	£
<b>7 ANALYSIS OF GOVERNANCE COST - continued</b>		
<b>Restricted Funds</b>		
Staff costs	-	13,498
Others	405	356
	<u>405</u>	<u>13,854</u>
<b>Total</b>	<u>46,044</u>	<u>49,189</u>
	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>8 NET INCOMING RESOURCES</b>		
Net resources are stated after charging:		
Auditors' remuneration	5,000	5,000
Depreciation - owned assets	18,181	16,120
	<u>23,181</u>	<u>21,120</u>
<b>9 TRUSTEES' REMUNERATION AND BENEFITS</b>		
There were no Trustees' remuneration or other benefits for the year ended 31 December 2014 nor for the year ended 31 December 2013.		
The cost to the charity of indemnity insurance relating to the trustees for the year amounted to £925 (2013: £954).		
<b>Trustees' expenses</b>		
Trustees' expenses paid for the year ended 31 December 2014 were £531 (2013: £332).		
	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>10 STAFF COSTS</b>		
Wages and salaries	502,576	539,689
Social security costs	47,731	55,055
Other pension costs	17,308	18,949
	<u>567,615</u>	<u>613,693</u>



**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2014**

**10 STAFF COSTS - continued**

The average monthly number of employees during the year was as follows:

	<b>2014</b>	2013
Workshop department	8	8
Design department	5	5
Fundraising	2	3
Management and administration	3	3
Marketing	0	1
	<u>18</u>	<u>20</u>

The number of employees whose emoluments fell within the following bands was:

	<b>2014</b>	2013
£60,001 - £70,000	<u>1</u>	<u>1</u>

**11 TANGIBLE FIXED ASSETS**

	<b>Freehold land &amp; buildings £</b>	<b>Tools and equipment £</b>	<b>Motor vehicles £</b>	<b>Totals £</b>
<b>COST</b>				
At 1 January 2014	499,633	172,516	39,951	712,100
Additions	-	2,341	-	2,341
Disposals	-	-	( 7,116 )	( 7,116 )
At 31 December 2014	<u>499,633</u>	<u>174,857</u>	<u>32,835</u>	<u>707,325</u>
<b>DEPRECIATION</b>				
At 1 January 2014	139,902	165,168	25,101	330,171
Charge for year	9,993	3,068	5,120	18,181
Eliminated on Disposal	-	-	( 7,116 )	( 7,116 )
At 31 December 2014	<u>149,895</u>	<u>168,236</u>	<u>23,105</u>	<u>341,236</u>
<b>NET BOOK VALUE</b>				
At 31 December 2014	<u>349,738</u>	<u>6,621</u>	<u>9,730</u>	<u>366,089</u>
At 31 December 2013	<u>359,731</u>	<u>7,348</u>	<u>14,850</u>	<u>381,929</u>

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2014**

**11 TANGIBLE FIXED ASSETS - continued**

The closing net book value represents fixed assets used for:

	Freehold land & buildings £	Tools and equipment £	Motor vehicles £	Totals £
Direct charitable purposes	314,764	6,621	9,730	331,115
Management and administrative purposes	34,974	-	-	34,974
	<u>349,738</u>	<u>6,621</u>	<u>9,730</u>	<u>366,089</u>

**12 FIXED ASSETS INVESTMENTS**

	Shares in group undertakings £
<b>MARKET VALUE</b>	
At 1 January 2014 and 31 December 2014	<u>1</u>
<b>NET BOOK VALUE</b>	
At 31 December 2014	<u>1</u>
At 31 December 2013	<u>1</u>

There were no investments outside the UK.

The charitable company's investments at the balance sheet date in the share capital of companies include the following:

Demand SRM Limited

Nature of business: Dormant

Class of share:	% holding
Ordinary	100

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2014**

**13 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2014</b>	2013
	£	£
Trade debtors	8,685	20,627
Other debtors	3,299	2,384
Tax	23	1,637
Prepayments	27,847	24,603
	<u>39,854</u>	<u>49,251</u>

**14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2014</b>	2013
	£	£
Trade creditors	2,910	5,730
Social security and other taxes	15,881	16,414
VAT	1,428	3,051
Net wages	0	( 359 )
Other creditors	17,300	14,559
Pension fund	7,530	4,196
Accruals and deferred income	225,101	425,290
	<u>270,150</u>	<u>468,881</u>

Deferred income of £198,317 (2013: £398,317) included in accruals and deferred income represents donations received in advance.

**15 MOVEMENT IN FUNDS**

	At 1/1/14 £	Net movement in funds £	Transfers between funds £	At 31/12/14 £
<b>Unrestricted funds</b>				
General Fund	294,531	110,102	( 205,000 )	199,633
Designated Development Fund	-	-	205,000	205,000
	<u>294,531</u>	<u>110,102</u>	<u>-</u>	<u>404,633</u>
<b>Restricted funds</b>				
Building Fund	359,731	( 9,993 )	2,193	351,931
Plant & Machinery Fund	12,927	( 2,512 )		10,415
Abbots Premises Repairs Fund	8,864	( 1,541 )		7,323
Yorkshire Building Fund	2,193	-	( 2,193 )	-
Workshop Fund	14,780	89,940		104,720
Motor Vehicle Fund	14,313	( 2,943 )		11,370
	<u>412,808</u>	<u>72,951</u>	<u>-</u>	<u>485,759</u>
<b>TOTAL FUNDS</b>	<u>707,339</u>	<u>183,053</u>	<u>-</u>	<u>890,392</u>

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2014**

**15 MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Net movement in funds £
<b>Unrestricted funds</b>			
General Fund	712,956	( 602,854 )	110,102
	<u>712,956</u>	<u>( 602,854 )</u>	<u>110,102</u>
<b>Restricted funds</b>			
Building Fund	-	( 9,993 )	( 9,993 )
Plant & Machinery Fund	300	( 2,812 )	( 2,512 )
Abbots Premises Repairs Fund	-	( 1,541 )	( 1,541 )
Workshop Fund	259,250	( 169,310 )	89,940
Motor Vehicle Fund	-	( 2,943 )	( 2,943 )
	<u>259,550</u>	<u>( 186,599 )</u>	<u>72,951</u>
<b>TOTAL FUNDS</b>	<u>972,506</u>	<u>( 789,453 )</u>	<u>183,053</u>

The Building Fund was established to provide for the purchase of the freehold building to house the charity due to the closure of Napsbury Hospital, from which it formerly rented premises. It is also used to hold funds for the premises in Yorkshire.

The Plant & Machinery Fund was established for the purchase of a vacuum moulding machine to enable the charity to mould large pieces of equipment for those with disabilities.

The Designated Development Fund was established in 2014 to enable Demand to develop the charity to expand its reach and improve its impact for its beneficiaries.

The Abbots Premises Repairs Fund holds funds for the maintenance and repair of the Abbots Langley premises.

The Workshop Fund was established to hold funds given to carry out our work delivering equipment to our beneficiaries with a restriction attached (for example: a restriction relating to a specific condition, age group or geography).

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2014**

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**16 PENSION COMMITMENTS**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund.

	2014	2013
	£	£
Contributions payable by the company for the year	17,308	18,351

**17 RELATED PARTY DISCLOSURES**

During the year an invoice for £6,660 for website design was paid to appmotiv, a company owned by Peter Evans, the brother of the Chief Executive Gary Evans. This invoice was accrued for in 2013 at a value of £7,677.

**18 LIMITED LIABILITY STATUS**

The charitable company is limited by guarantee and has no share capital. Every member guarantees that, if the charity is dissolved while he or she remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity while the contributor was a member.



# DEMAND DESIGN AND MANUFACTURE FOR DISABILITY

## Detailed Statement of Financial Activities for the year ended 31 December 2014

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	2014 £	2013 £
<b>INCOMING RESOURCES</b>		
<b>VOLUNTARY INCOME</b>		
Donations	784,379	798,809
Income tax recoverable	1,229	( 239 )
	<hr/>	<hr/>
	785,608	798,570
 <b>ACTIVITIES FOR GENERATING FUNDS</b>		
Fundraising events	3,463	1,500
Other trade revenue	1,500	775
	<hr/>	<hr/>
	4,963	2,275
 <b>INVESTMENT INCOME</b>		
Sale of assets	375	440
Bank deposit interest	4,608	5,227
	<hr/>	<hr/>
	4,983	5,667
 <b>Incoming resources from charitable activities:</b>		
Refurbishment and sale of goods	176,952	204,059
	<hr/>	<hr/>
	176,952	204,059
	<hr/>	<hr/>
 <b>Total incoming resources</b>	 972,506	 1,010,571

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Detailed Statement of Financial Activities**  
**for the year ended 31 December 2014**

	2014 £	2013 £
<b>RESOURCES EXPENDED</b>		
<b>Cost of Sales</b>		
Opening stock	12,235	19,757
Purchases	30,182	41,268
Wages	29,791	40,303
Social security	2,417	3,630
Pensions	816	1,699
Subcontract labour	816	1,078
Closing stock	( 8,756 )	( 12,235 )
	67,501	95,500
<b>Fundraising and publicity</b>		
Wages	79,703	83,094
Social security	8,483	8,174
Pensions	2,975	2,813
Travelling and subsistence	942	807
Telecommunications	487	480
Printing, postage, stationery	126	155
Training and recruitment	305	20
Hospitality	145	103
Website & hub	29	-
Marketing - appeals & publications	4,927	5,589
Marketing & subscriptions	3,091	2,703
Marketing - networking & events	2,706	4,286
Marketing - other	883	1,893
	104,802	110,117
<b>Governance costs</b>		
Wages	33,641	37,006
Social security	3,909	3,641
Pensions	1,128	1,253
Insurance	1,228	1,250
Staff refreshments	-	91
Trustee expenses	531	332
Legal & professional fees	607	616
Auditors' remuneration	5,000	5,000
	46,044	49,189

**DEMAND DESIGN AND MANUFACTURE FOR DISABILITY**  
**Detailed Statement of Financial Activities**  
**for the year ended 31 December 2014**

	2014	2013
	£	£
<b>Other direct charitable expenses</b>		
Wages	359,441	379,286
Social security	32,922	39,610
Pensions	12,389	13,184
Student support	22,895	20,400
Volunteer equivalent cost	6,970	-
Workshop and design expenses	19,349	19,155
Premises rent and rates	25,195	24,738
Motor vehicle expenses	9,861	14,752
Travelling and subsistence	1,697	2,426
Telecommunications	2,443	2,140
Insurance - buildings	7,445	7,981
Insurance - other	2,897	3,995
Cleaning and waste disposal	1,498	1,578
Staff refreshments	1,560	1,675
Sundry expenses	( 20 )	18
Irrecoverable VAT	4,617	5,243
Printing, postage, stationery	10,947	8,793
Training and recruitment	5,061	2,000
Bank charges	864	951
Hospitality	10	24
Bad debts	2,542	2,232
Website & hub	1,026	11,118
Marketing - other	634	1,417
Premises repairs and maintenance	4,957	3,891
Premises LHP	15,725	14,612
Freehold property depreciation	9,993	9,993
Plant and machinery depreciation	2,743	3,068
Office and computer equipment depreciation	325	-
Motor vehicles depreciation	5,120	3,059
	<hr/> 571,106	<hr/> 597,339
<b>Total resources expended</b>	<hr/> 789,453	<hr/> 852,145
<b>Net income/(expenditure)</b>	<hr/> <hr/> 183,053	<hr/> <hr/> 158,426

