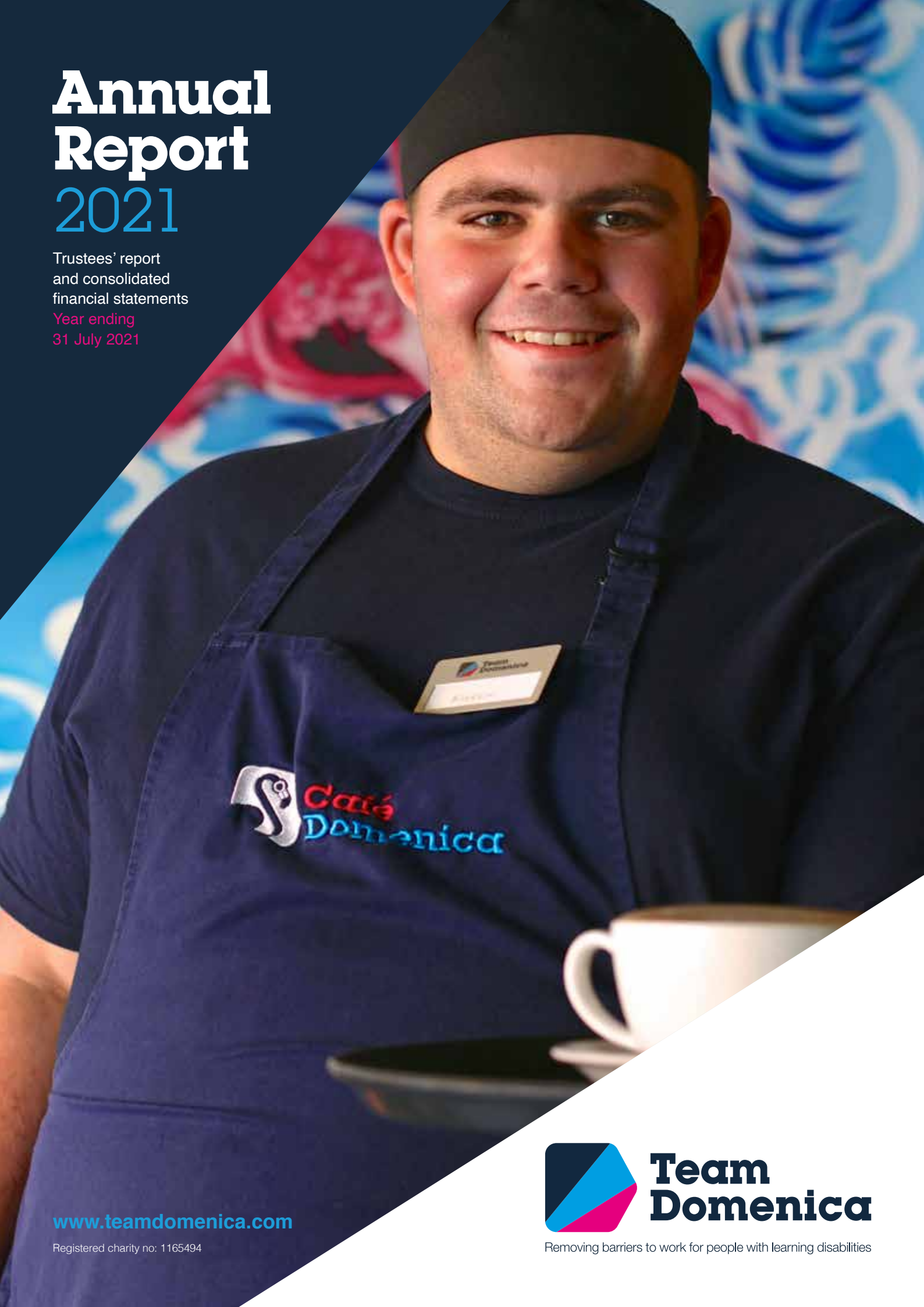


Annual Report 2021

Trustees' report
and consolidated
financial statements

Year ending
31 July 2021



www.teamdomenica.com

Registered charity no: 1165494



**Team
Domenica**

Removing barriers to work for people with learning disabilities

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Legal and administrative information Year ended 31 July 2021

Trustees

R Monckton MBE
C Noel FCA
A Polizzi di Sorrentino
L Howell
J Flanagan

Company number
09862696

Charity number
1165494

Registered office and principal address

5-7 Preston Road, Brighton,
East Sussex BN1 4QE

Auditor

Galloways Accounting
Atlas Chambers, 33 West Street,
Brighton BN1 2RE

Banker

C. Hoare & Co
37 Fleet Street, London EC4P 4DQ



Introduction



This has been a year of resilience, patience and recovery: resilience shown by the team in dealing with the logistical problems across several sites caused by ongoing COVID-19 restrictions, patience and dedication in easing our candidates back to their various programmes after the trauma of lockdowns, and the recovery of our collective spirit as we emerged into a semblance of normality.

Several of our candidates were unable to attend their work experience placements due to COVID-19 and so, whilst it might seem counterintuitive, we expanded to keep them on track.

We started a 12-month partnership with Brighton Dome, which enabled our team to deliver work-based training whilst maintaining the required social distancing.

We entered a partnership with Redroaster – a Brighton-based coffee company – to give our candidates the experience of roasting, packaging and labelling coffee. This was such a success that in January we launched our own Café Domenica single estate coffee.

In November we established an online shop, the highlight being 'Baked Goods by Callum' – one of our truly gifted bakers and a budding entrepreneur. This enterprise helped replace lost income due to the closure of our cafés intermittently throughout the year.

Our growth will not stop there. In the new academic year, we can look forward to opening a new café in partnership with Plus X, on Lewes Road. Plus X is a modern, shared workspace initiative, and our café will be providing even more invaluable work experience for our candidates.

Day Service is becoming an increasingly important part of Team Domenica. When our candidates reach 25 there is no longer any educational funding – and precious little provision. We do not want to leave anyone behind. A lifelong learning disability is exactly that... life long, and needs don't change just because someone is over 25. Continued care and effort are needed for this cohort, to make them as independent as it is possible to be, to give them purpose, and ensure that they are included in their local communities.

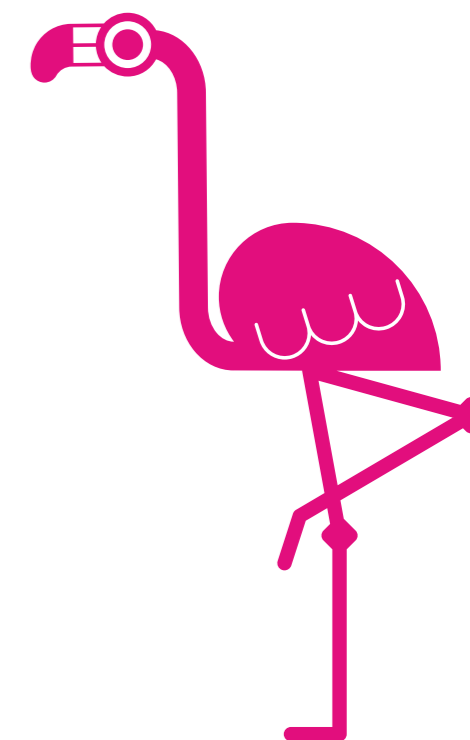
This has been another year of achievement in the face of adversity. Our candidate numbers increased by 20%, and despite our supported internships being delayed by COVID-19, we anticipate that our employment rate will rise above 75% as our candidates move into paid work over the summer holidays. We are working with 50 businesses in Brighton & Hove and aim to expand this number in the year ahead. We worked closely with parents, and I am pleased to note that 100% of parents felt supported by us in this difficult year, and that 95% of our candidates feel good about their future. With a mixture of online and face-to-face teaching when possible, 100% of our candidates passed their employment qualifications – a huge achievement.

In short, we have faced multiple challenges creatively and with courage, driven by the needs of our candidates. Ensuring their mental wellbeing in troubling and uncertain times has been our priority, and I am in awe of the dedication, compassion, and professionalism of the team. As always,

I want to thank them for their ferocious work ethos, their empathy and concern. A thank you also to our Trustees for their support and understanding, and to the grant-making trusts, foundations and individuals who have enabled us to continue to deliver our multiple programmes.

Lastly a huge thank you to our candidates, who give us meaning and purpose to our days, just as much as we do to theirs.

Rosa Monckton MBE
Founder and Chair



Annual Report of the Trustees

The Trustees, who are also the directors for the purposes of company law, present their Annual Report and accounts for the year ending 31 July 2021. The accounts have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) published in October 2019.

Structure, governance and management

The charity is a company limited by guarantee having been incorporated on 9 November 2015. It is also a registered charity (number 1165494) and is governed by its Memorandum and Articles of Association dated 9 November 2015.

The Trustees, who are also the directors for the purpose of company law and who served during the year were:

- R Monckton MBE
- C Noel FCA
- A Polizzi di Sorrentino
- L Howell
- J Flanagan
(appointed 29 December 2020)

The charity is run by the board of Trustees, which sets and monitors strategy and policy. The board receives quarterly reports of all the activities of the charity. A minimum of three strategy meetings are held each year, with one on-site at the charity's Centre in Brighton. All Trustees are encouraged to visit the Centre to familiarise themselves with the charity and the context within which it operates.

The board of Trustees comprises a mixture of individuals from a wide range of backgrounds with extensive business expertise. The board considers the mix of skills and experience needed to run the charity effectively and will recruit new Trustees to fill any gaps. New Trustees are recommended by the board and elected in accordance with the Memorandum and Articles of Association of the charity.

Additionally, new Trustees are involved and encouraged to attend an introductory training session at Team Domenica's Centre to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Founder & Chairman, and Senior Management and cover:

- The responsibilities of the Senior Management Team.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.

➤ Resourcing and the current financial position as set out in the latest published accounts.

➤ Future plans and objectives.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All Trustees give their time voluntarily and receive no benefits from the charity. Details of directors' expenses and related party transactions are disclosed in note 23 to the accounts.

The Trustees are responsible for the high-level strategic development and direction of the charity. They delegate authority to deliver the strategy and day-to-day management responsibility to the key Senior Management Team (SMT).

During the reporting period, the Trustees determined that the SMT comprises the Programme & Strategy Director – Lisa Campbell-Squires, and Operations Director – Danielle Dodd (who left 31 October 2020) and Executive Director – Jo Gracie (who returned from maternity leave 6 July 2021).

The pay relating to the Senior Management Team is reviewed annually and normally increased in accordance with average earnings. The Trustees benchmark against pay levels in other charities of a similar size.

We remain in partnership with a specialist SEN provider, St John's College and School, who provide valuable expertise and support to our operation.

Café Domenica Ltd is a subsidiary company to the charity.



About us

Young people with learning disabilities are often unemployed and marginalised in their communities, with little or no opportunity to reach their full potential. Team Domenica is here to change that.

We believe that everyone should have the opportunity to feel valued, be included as members of society, and reach their full potential.

Founded in 2016, Team Domenica supports young people with learning disabilities across Sussex to gain the necessary skills to find paid work, and benefit from the self-worth that comes with employment.

This year, Team Domenica has provided an extensive and varied programme of education, training and employment opportunities to

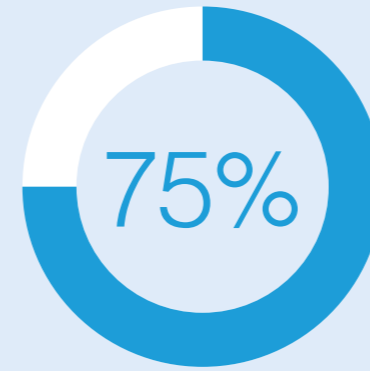
72 

young people with learning disabilities – referred to as our ‘candidates’ to more accurately reflect their readiness for employment.

No other organisation in our area offers the same level of bespoke training, experience, and lifelong support to young people with learning disabilities and their employers. We’re having a huge impact.

“I love having a paid job so that I can earn money and feel part of a team. I don’t think I would have got a job without the support of Team Domenica. They have helped my confidence and made me feel that I could do my job.”

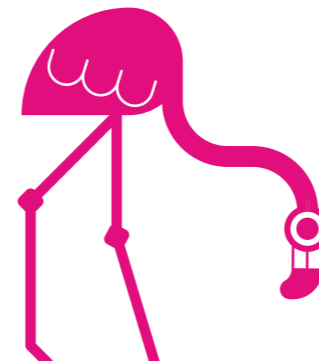
Team Domenica candidate **Katie**



of our candidates find work through our Supported Internship Programme

This is the same as the UK’s national employment rate and almost 13 times higher than the average for people with learning disabilities in England.

(Office of National Statistics, 2021, and NHS Digital, 2018)



Our objectives

Team Domenica continues to work towards five transformative outcomes. Through our work:

01

Young people with learning disabilities will have improved workplace knowledge and employability skills.



02

Partnered employers will feel more confident in providing work experience, supported internships and paid employment to young people with learning disabilities.



03

Young people with learning disabilities will have increased opportunities to gain and sustain work.



04

Young people with learning disabilities will have increased independence, confidence, and wellbeing.



05

Young people with learning disabilities will feel less isolated and better connected to their local community.



The need

The need for Team Domenica has never been greater. Nationally, just **6%** of people with learning disabilities are in employment.

(NHS Digital, 2018)

People with learning disabilities are seven times more likely to suffer from

chronic loneliness and isolation



from their community, and they are twice as likely to be vulnerable to mental health issues

(Learning Disability Today, 2019)

There is a lack of understanding and a sense of apprehension about learning disabilities in the UK, with

6 in 10

people witnessing someone being rude to a person with learning disabilities and a **third of people** admitted that they themselves have engaged in offensive or disrespectful behaviour

(Mencap, 2021)

18%



of people say they have never spoken to someone with a learning disability and

27%



agree they would feel apprehensive about talking to someone with a learning disability for the first time.

(Learning Disability Today, 2021)



These challenges have only been exacerbated by the pandemic, which has disproportionately affected people with learning disabilities (ONS, 2021) who feel they are being left behind by national and local strategies.

(Learning Disability Today, 2022)

Our family is stronger than ever

Team Domenica is leading a sea change in Brighton & Hove, East Sussex, and West Sussex. Through our training enterprises; with the help of our employer partners across the region; and as young people with learning disabilities enter paid work, our community is making itself known. We are building confidence and self-worth. We are fighting isolation and loneliness. We are developing skills that last a lifetime, and we are challenging misconceptions of what it means to have a learning disability. We are growing every year, as is our waiting list – a testament to the need in our area.

“I really like it at Team Domenica because it’s like a family.”

Team Domenica candidate **Issie**

Our programmes



1

Supported Employment Programme (SEP)

This is the first year in a candidate's journey towards employment and includes: education in the classroom, training in our cafés, enrichment activities and work experience.



2

Supported Internship Programme (SIP)

In their second year, candidates move onto a supported internship in the workplace of their choosing with a view to gaining paid work with one of our partnered employers.



3

Wrap Around Programme

When a candidate progresses into employment, we continue to offer a high level of support. Gradually, we reduce our contact, but we are committed to sustaining employment and remain available for life.



4

Day Service

Not all our candidates move into paid work. Many young people with learning disabilities over the age of 25 want highly supportive work experience so that they can continue to develop and connect with their community, without the pressure of being in paid work. Our day service is that place, providing a range of activities and work-based training in a supported environment.

Supported Employment Programme

A candidate's first year is all about preparing them for the world of work by building their skills, confidence, resilience, and the flexibility needed for real life situations. Our varied and dynamic programme ordinarily includes:

01 Training Centre

Candidates spend one day a week in the classroom at our Training Centre working towards numeracy, literacy and employment qualifications. They learn key skills such as money-handling, communication, and customer service to serve as a foundation for future learning.

“I like learning English because I have to learn how to read the recipes and instructions. We have written a script for what to say to customers when we are working on the till and working front of house. Maths is good because it helps me with money skills.”

Team Domenica candidate Kieran



02 Training Cafés

Each candidate receives 240 hours of practical training in one of our four Training Cafés. Weekly training provides an opportunity to build on a candidate's confidence, increase their independence, and continually develop new technical skills in a supported, real-work environment. Without this training, the leap straight into paid work would be near-impossible. Our cafés are the focal point of our community, introducing many more people to the value gained by interacting with young people with learning disabilities.

“I enjoy working with new people and I am very proud of the new café skills I am learning. I can do anything now.”

Team Domenica candidate Jasmin



03 Enrichment

Throughout this year much of our enrichment programme had to move online due to COVID-19, but we have still worked with voluntary groups and community activity providers to provide a variety of engaging sessions, including drama, yoga, and creative arts – all aimed at building self-confidence, resilience, teamwork, and other skills transferable to the workplace. PSHE sessions teach candidates about personal wellbeing and keeping safe in the world around them.

“Enrichment is good for me. 1-1 mentor time is helpful because I can speak to my mentor about how I am feeling and what is happening at Team Domenica.”

Team Domenica candidate Marina



04 Work Experience

Before COVID-19, each candidate would complete up to 18 weeks of external work experience – exploring what is right for them and what is not – whilst providing the soft skills, technical ability, and confidence to take the next step towards employment.

“My placement has let me use the skills I have learnt at Team Domenica, but mostly it makes me feel more independent. I feel more ready for paid work.”

Team Domenica candidate Josephine



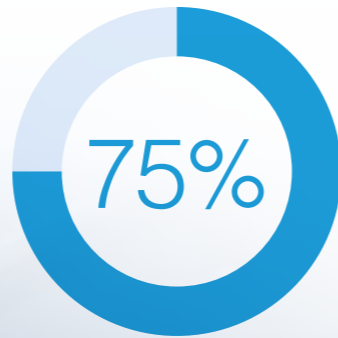
Supported Internship Programme

In their second year, candidates build on their learning from year one with a supported internship with one of our 50 partnered employers.

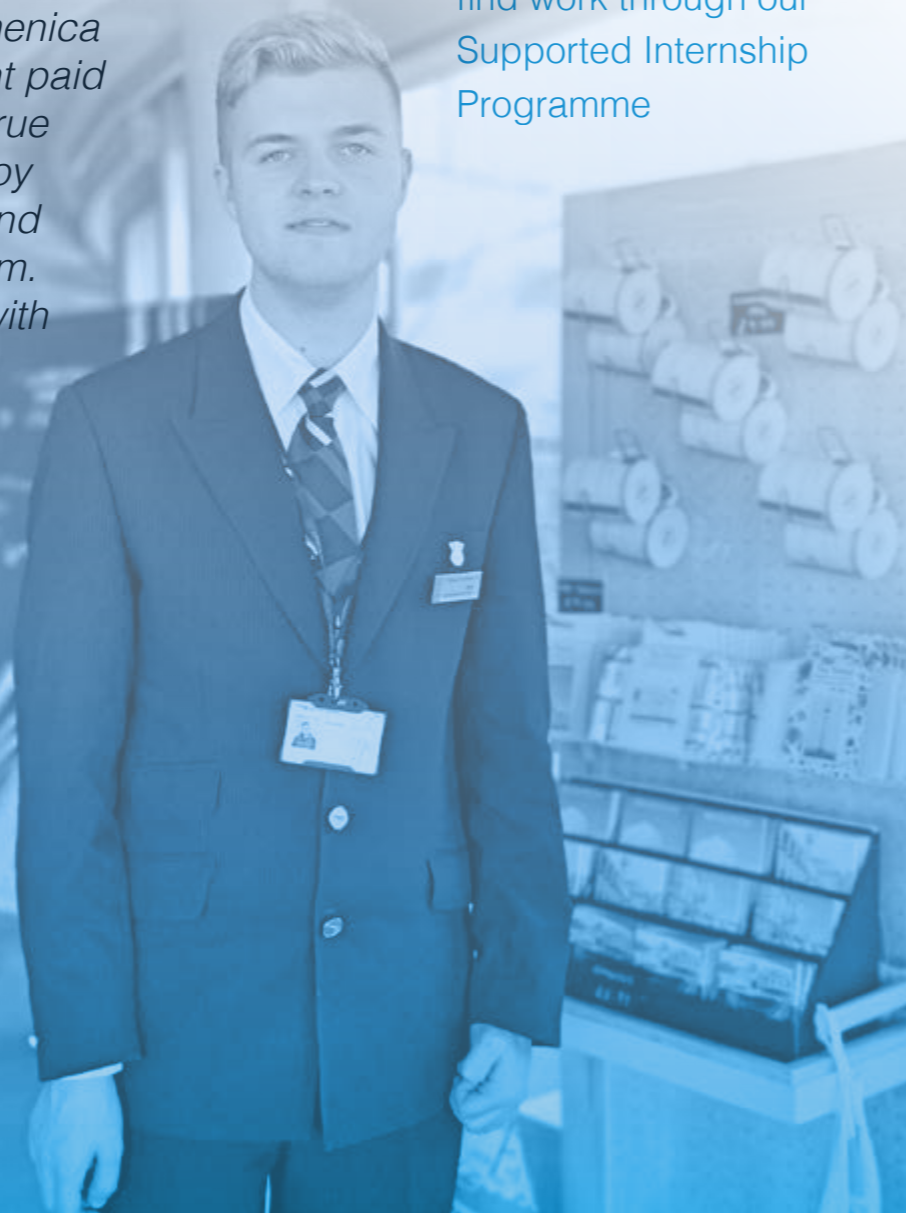
Each internship is chosen based on the candidate's interests and ambitions. Each candidate is supported by an experienced and dedicated job coach, who works on-site with both the candidate and the employer to ensure the candidate's success. We support our employers with advice and training on learning disabilities. Our training mentors also continue to offer wellbeing support outside of work. A lot of time and energy goes into making things work for the candidate, their families, and the employer.

“We are thrilled that Team Domenica candidate Jack is a permanent paid member of our team. He is a true asset to the company, and a joy to work with. He is very able and a positive influence on the team. I would recommend working with Team Domenica to anyone.”

Simon Haffenden, Head of Guest Experience at British Airways i360



of our candidates find work through our Supported Internship Programme



Wrap Around Programme

When a candidate progresses into employment, we don't cut ties. We continue to offer a high level of support to them and the employer.

In the early stages of employment, our job coaches continue to support candidates in work. Candidates access 1-1 mentoring and a weekly drop-in service to stay connected with Team Domenica. We are always on hand to help navigate any challenges for either the employer or the candidate. This could be help with an appraisal, advocating for a candidate's needs, or supplying extra training for either party.

We remain available to our candidates and employers for life. No one in our area offers this level of support. It is because of this commitment to our candidates and employers that over 90% of our candidates retain their position for over one year.

“The mentoring at Team Domenica is very important to me, especially when I have a problem, I can ask Team Domenica for help. When I recently wanted to progress in my role at Morrisons and get till training, Team Domenica had a meeting with my managers to help me say this and will give me support to do it.”

Team Domenica candidate Frankie



Day Service

Candidates over the age of 25 can access our day service, which offers engaging and meaningful activities across our cafés, coffee roastery and enrichment programme. This means that they can keep developing new skills and access their support network, see their friends, and remain an active part of the community.

“Team Domenica has given Jake a real purpose. He is extremely proud to be a part of the coffee roasting team... He has made genuine friendships. It's a wonderful example of what can be achieved by nurturing and encouraging people of different abilities to reach their full potential. I cannot speak more highly of this fabulous organisation.”

Clare, mother of Jake – a Team Domenica day service candidate

“When I look back two years to when she first joined Team Domenica, I see a very different Alex to the one I see today.”

Jonathan, Alexandra's father



Alexandra's story

Alex has not had a particularly easy life. Quite apart from her learning disability, she has had to face some major struggles.

For a long time, Alex often found it difficult to understand and articulate the feelings that she had – like anxiety, embarrassment, worry and anger. Consequently, she would often become upset and cry, detaching herself from group activities.

Since joining Team Domenica, both Alex's father and our staff have seen a huge turn around in Alex's outlook on life. Our holistic approach was the key to bringing about this change and helping Alex. Rather than insisting on 100% engagement on her training course, Team Domenica focused on helping Alex reach a point where she was happy again.

When she isolated herself, we appealed to her generous nature by suggesting that she help another candidate; we developed her communication skills by asking her to explain what she was thinking and feeling. From these conversations, Alex began to understand herself and her own needs.

With the support of staff and the kindness of her fellow candidates, Alex began to find the courage and confidence to become involved in Team Domenica's activities, and now actively participates and enjoys them.

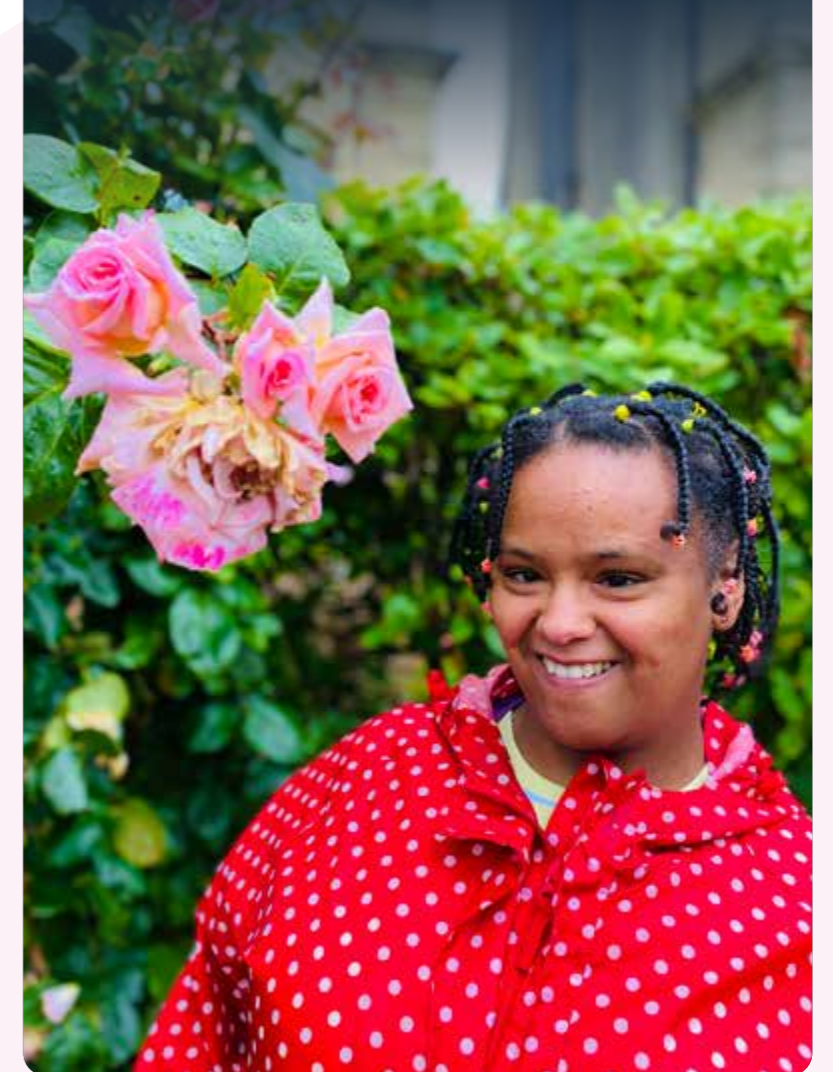
“Challenges that she would have shrunk from 18 months ago she now embraces! I have witnessed Alex becoming an increasingly self-confident, articulate, independent and happy young woman – so much so that by her second year, Alex's 1-1 support was not felt to be necessary.”

Jonathan, Alexandra's father

Alex has experienced such an incredible transformation. With the support of our friends at Grace Eyre, Alex has even become an independent traveller, able to get from home to each of our projects – something that would have been hard to imagine when she first arrived at Team Domenica. She is a ray of light, projecting and lifting everyone's mood with her infectious attitude – we cannot imagine Team Domenica now without her.

“I love coming to Team Domenica. Seeing my friends and the lovely staff is my favourite time of week. They are like family. Team Domenica has made me happy.”

Team Domenica candidate Alex



COVID-19



COVID-19 has left its mark on our community. Candidates on SEP and SIP were unable to access work experience and internship opportunities with employers, most of whom are in the hospitality industry and had to close throughout lockdowns. Our candidates' support networks have been put under significant strain and, for many, their mental health has suffered.

In response, we adapted our services greatly to give candidates the best chance of finding work. We reintroduced a virtual programme over the winter, blending it with in-person support when restrictions allowed. We expanded our training capacity by taking on additional enterprises: first to allow for safe social distancing measures; second, to provide internal training opportunities to replace those lost with partnered employers; and third to replace lost income opportunities as our own cafés closed.

These actions are paying off, most of our candidates have stayed on track with their training and are now showing promise in finding employment – despite all odds.

- All candidates on supported internships before COVID-19 are now back at work.
- We continued to hold annual reviews for all our candidates.
- 11/11 furloughed candidates are now back at work with our support.
- We have had amazing attendance – over 90%.
- One candidate has even been offered paid employment just a few weeks after restarting his SIP placement in June.
- Each candidate has received 120 hours of virtual sessions, 170 hours of classroom time, 170 hours of enrichment and wellbeing support and 170 hours of café training.
- 3 candidates have been essential workers throughout the pandemic.

“It has been an interesting year – all the stuff we have had to deal with – lockdowns, new 2m measurements. Team Domenica has helped keep us connected and to understand this new world order.”

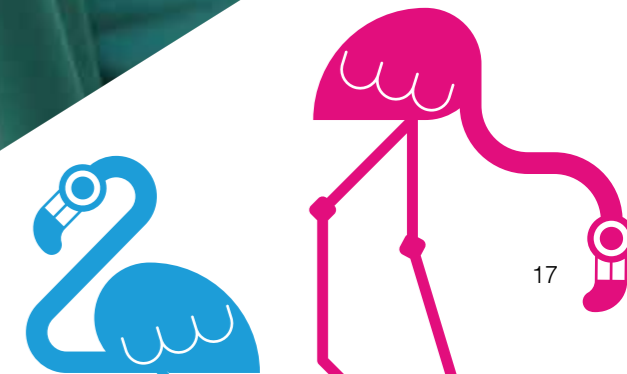
Team Domenica candidate Charles

“COVID-19 took away our freedom and caused anxiety, fear, and doubt for the future. Team Domenica continued to provide a purpose, hope and invaluable contact with candidates throughout. Thank you.”

Anonymous parent of a Team Domenica candidate

“It has felt amazing to be an essential worker throughout this pandemic and working with my colleagues has been amazing, they have been so supportive. My work gives me more confidence and gives me something to focus on.”

Team Domenica candidate Frankie (pictured)



How we've changed



Our virtual and blended programme

Our support to candidates has taken several forms over the year, with a focus on education and wellbeing at the forefront of our provision. This was delivered online, in person, and as a blend of in-person and online. In response to changing restrictions we provided:

- ✔ Education sessions comprised classroom activities allowing candidates to continue working towards their accredited qualification and to develop their practical skills at home, including money-handling and café skills.
- ✔ Group wellbeing and friendship sessions offered a chance to meet friends and focus on health and wellbeing and included activities such as yoga and mindfulness.
- ✔ Journal sessions allowed candidates to record and share their feelings.
- ✔ 1-1 mentoring provided much needed routine meetings with a mentor to tailor support for specific needs with the frequency of meetings matched to a candidate's individual needs.
- ✔ Walks and talks provided face-to-face pastoral support, teaching candidates about social distancing, whilst gently easing them back into the community.
- ✔ Online café training gave candidates the opportunity to continue learning practical skills from home.



Our training enterprises

In a dramatic pivot, working with both our community and our candidates, we made some significant changes to our training enterprise model.

Our training cafés were experiencing closures due to the threat of COVID-19. Social distancing was limiting the number of candidates that could benefit from training. The pandemic was also having a significant impact on our partnered employers (many of whom are in the hard-hit hospitality industry), preventing candidates from the benefit of work experience in the wider community.

We acted swiftly and decisively, working in partnership with different local businesses to provide alternative training and work experience opportunities. Instead of reducing our activity, we expanded, launching several new initiatives in addition to our Café Domenicas on Preston Road and in Hove library. Team Domenica is stronger and our profile has grown significantly as a result.



Our coffee roastery

In September 2020, our candidates benefitted from a new range of socially distanced learning opportunities at Brighton coffee roasters Redroaster, where they began packaging and roasting their products.

The collaboration worked so well that in February 2021, with the support of Redroaster, our candidates started roasting and packaging our very own Café Domenica single estate coffee, which went on sale in our cafés and around Sussex.

This adaptation has added a new and exciting dimension to our programme. The tasks involved in roasting and packaging coffee are diverse and lend themselves to different candidates' abilities and interests.

Our candidates are now able to make and serve coffee in our cafés that they have roasted themselves and their coffee is making its way into homes and businesses all over Sussex.



“I love working with the coffee, I always try my best and enjoy learning all about our coffee and where it comes from. I really enjoy the social side and have loved making new friendships whilst learning.”

Team Domenica candidate, **Alison**

Brighton Dome

A new Café Domenica was launched in September 2020 at Brighton Dome – an arts venue in the centre of Brighton.

This year-long partnership enabled us to supply hundreds of hours of socially distanced training to our candidates. The high-profile location of this café provided a great opportunity for young people with learning disabilities to engage with the central Brighton community, showing that they are skilled, capable, and confident young people with an appetite for work.



“Doing tasks in the Dome café helped get my level of anxiety from 9/10 to 2/10. The Dome café helped me focus on my work and not my anxiety.”

Team Domenica candidate Liv



Scrummies café

We began running the St John’s School and College cafeteria, Scrummies, in February 2021 – serving between 200 and 300 meals a day to students and staff.

This enormous job has required our candidates to quickly adapt to a change of pace and working style – a welcome challenge and a great new learning opportunity in a professional kitchen.

“My favourite thing is working in Scrummies because they are nice staff, and they are very helpful. They teach us new stuff we haven’t done. They teach us how to use the ovens and where to put all the food in the freezers and cupboards.”

Team Domenica candidate Kieran, who wishes to work in a hotel kitchen one day

Baked Goods by Callum

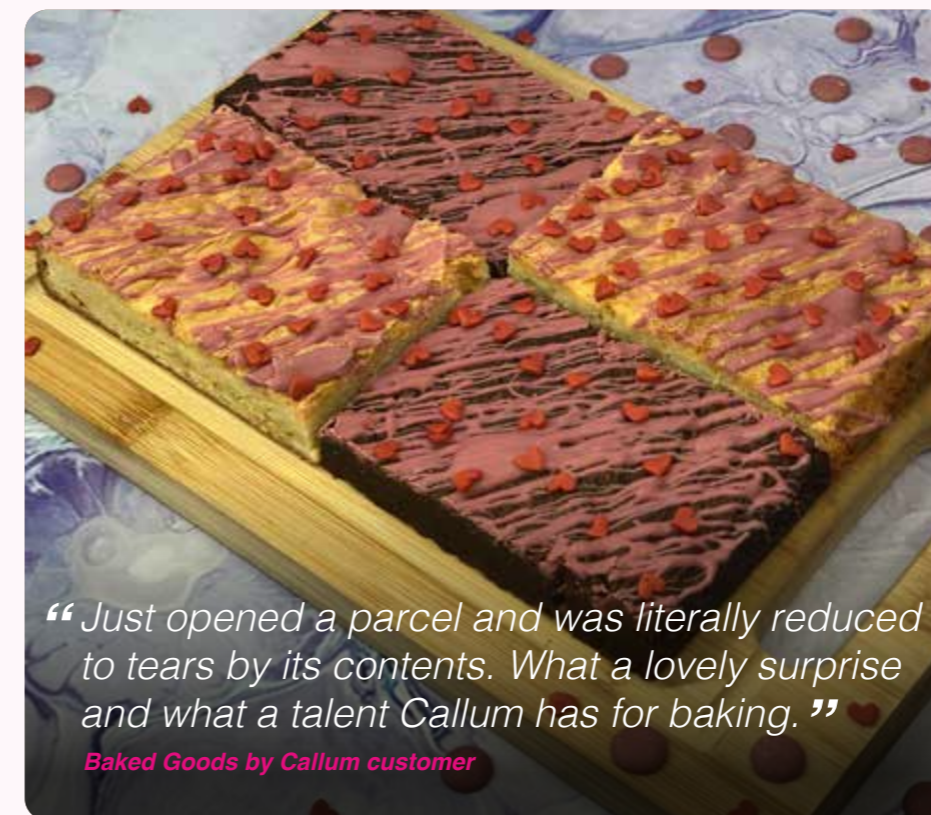
In response to the closure of our cafés, we launched an online baked goods delivery service, designed entirely by one of our candidates – Callum.

Already a talented baker, Callum developed a business model that could provide our candidates with work experience unaffected by COVID-19 restrictions, as well as combating the negative financial impact of our cafés closing. He researched the best ingredients and cost-effective packaging options, carried out necessary market research, and projected a return on investment for each product.

Baked Goods By Callum launched just ahead of Christmas 2020 to great success; was reviewed with gusto in the Guardian newspaper; and has sparked a full range of seasonally themed products, all made and packaged in house by our candidates.

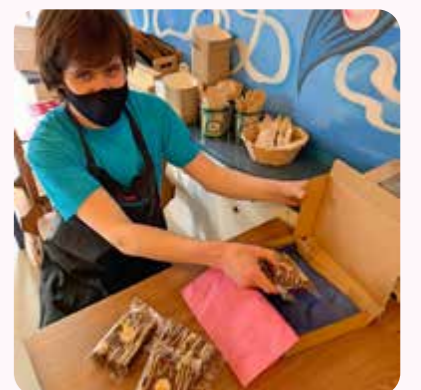
“I knew that this year would be a challenge... so using my computing, baking and business skills I put together a project that would help candidates learn new things and keep them busy. To see it become so successful has helped my confidence and self-esteem grow.”

Team Domenica candidate Callum



“Just opened a parcel and was literally reduced to tears by its contents. What a lovely surprise and what a talent Callum has for baking.”

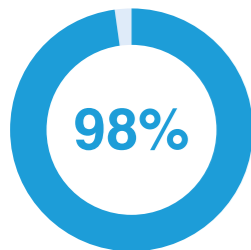
Baked Goods by Callum customer



Our impact

The landscape this year has been everchanging and characterised by the need for resilience – something our candidates have shown us they have plenty of. We have consciously placed pastoral support at the centre of our delivery, and we have worked with our candidates on the difficult transitions back to 'normal' life. We are starting to see the benefit of our approach as candidates return to work and to our programmes.

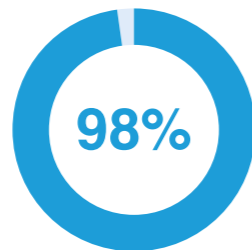
At the end of each year Team Domenica conducts impact-measuring surveys with our candidates, their parents and carers. Our latest results are from June 2021 and are based on a strong response rate of over 95% in our candidates and approximately 50% from parents and carers. When combined with other data we collect, we found that:



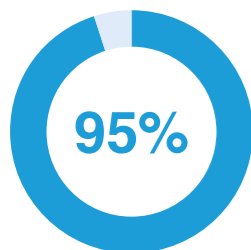
of candidates have more friends



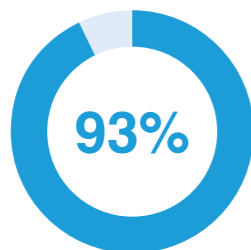
of parents feel supported by us



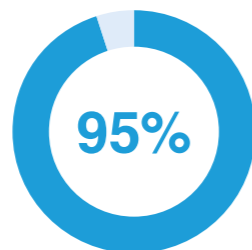
of candidates are more confident



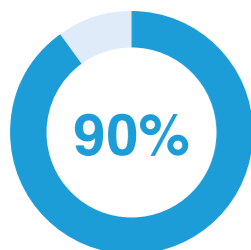
of candidates feel happier



of candidates feel less isolated



of candidates feel good about their future



of candidates have maintained work for over 1 year



of candidates passed accredited employment qualification



This success is testament to the exceptional hard work of our staff, the quality of our relationships with our partners, and of course, our candidates themselves. It clearly demonstrates Team Domenica's adaptability, ingenuity, and commitment to giving young people with learning disabilities the best start in life.

There are so many individual stories in our community where Team Domenica is playing a central part in change, from our candidates and their families, to the changing world of employment and policy in our area.

It has been a very challenging year for all, but Team Domenica is poised to increase our impact and reach in 2021-22.

“I cannot give enough praise and thanks for all the support given, especially through such a difficult year. The way my son has grown in confidence is so lovely to see. He has made a friend; feels he is supported and has fun.”

A Team Domenica parent

Future plans

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning its future activities.

To meet the ever-increasing demand for our services, we plan to grow by 25% over the next two years to support over 120 people with learning disabilities. We aim to expand the size of our team to deliver this increase, as well as taking on new premises.

Our candidates have lost training opportunities due to COVID-19, and so we must create more to replace them. We are actively seeking partnership opportunities with local businesses and will also look at running our own small enterprise as another source of earned income, alongside our cafés. In August 2021 we will open a new café in a co-working space in Brighton to provide more real work for our candidates. These initiatives will provide stability and socially distanced training opportunities, whilst connecting our young people with new and different groups within our community. This will have the added benefit of increasing the visibility of people with learning disabilities.

We have strong relationships with the many employers with whom we work in Brighton, and 90% of them are happy to partner with us again this year. This is both encouraging and necessary as, due to job opportunities lost in lockdown, twice as many of our candidates need internships and employment experience.

We are seeking more employers who share our vision, as we plan to extend our network and therefore increase the variety of opportunities available to our candidates. We are also hiring additional permanent and part-time job coaches so that our candidates have the support they need when on a placement or in work. We plan to create a library of digital resources to be made available to our employers so that they too have the assistance they need.

Within the next two years we will be at the edge of our capacity. We need a

We plan to grow by 25% over the next two years to support over 120 young people with learning disabilities.

permanent headquarters in the heart of our community – visible to all and large enough for us to continue our planned growth. We don't just want to increase the number of young people we help, but also need to be able to offer more facilities such as a sensory room, a space for occupational therapy, and for speech and language therapy. We also need a large room for our enrichment activities – and – mundane but necessary – more room for storage.

Finally, and most significantly, we will explore the possibility of becoming a standalone special educational provider, with the aim of delivering our own tailor-made and accredited course.



Financial Review

The consolidated statement of financial activities is shown on page 34.

There was a total income of
£1,182,927
(2020 £1,191,996)

The charity expended
£945,518
(2020 £878,263)

resulting in a surplus of
£237,409
(2020 £313,733)

Fundraising

The support we receive through fundraising provides a vital income source to the charity, enabling us to make a transformational difference to the lives of young people with learning disabilities.

Team Domenica conducts its own fundraising activities without the involvement of a commercial fundraiser. Team Domenica is respectful in any approach for donation and does not place any pressure on a person or persons to donate money or property. Team Domenica has received no complaints about any fundraising activities and respects the privacy and details of donors in accordance with GDPR.

Team Domenica raised a total of £401,035 (2020: £512,512) through fundraising activities accounting for 34% of overall income in the period. Due to COVID-19, there were no fundraising events which accounted for £182,473 of the previous year's fundraising income.

Voluntary income streams were more diversified, and the main sources came through awarded grant funding from trust and foundations (£348,932) and individual and community donations (£51,765). Corporate donations amounted to £171 (2020: £36,322 however, this included a one-off donation of £32,000 from a local company).

Charitable activities

This year 46% of our income received (£539,096) came from statutory income sources (2020: £533,947) including education funding through our partnership with St John's College, Brighton; local authority Direct Payments and DWP Access to Work funding.

12% of social enterprise earned income £144,792 (2020: £59,197) was generated through Café Domenica.

Reserves

At the balance sheet date, the charitable group's free reserves were £721,890. These have been determined on the following basis:

Total fund balance	£1,318,705
Less restricted funds	(£66,665)
Less fixed assets	(£100,897)
Less EFSA	(£304,503)
Less Brighton & Hove rent commitment	(£95,000)
Less Hove Library rent commitment	(£29,750)
Free reserves	£721,890

The commitments are in connection with the lease agreements and represent half the remaining leases on Hove and Brighton.

The Trustees determine the level of reserves needed by:

- forecasting the level of income anticipated over the short and medium term.
- forecasting the level of expenditure in the short to medium term, based on planned activities.
- analysing future needs, opportunities, contingencies, or risks which cannot be met out of income, including an assessment of the likelihood of those needs arising, and the potential consequences of the charity not being able to meet them.

The board aims to hold six months forecast operating costs. Based on the forecast financial information this is estimated to be £722,332. The current free reserves of the charity as detailed below are £721,890, which represents six months' operating costs.



Risk management

The Trustees have a detailed Risk Register showing the potential risks to the charity including Reputational, Operational, Financial and Governance Risks. Each type of risk has been carefully considered with controls put in place to mitigate the risk and contingency plans set out.

During the reporting year, the charity continued to respond to the worldwide COVID-19 pandemic. Our focus was to maintain candidate wellbeing by continuing to deliver a virtual learning programme blended with in-person training where restrictions allowed until May 2021.

Some candidates were unable to complete their Supported Internships with our employer partners, and two candidates lost their jobs. We quickly identified and set up new 'in-house' training opportunities to replace those lost. These included the opening of the Dome café in Sep 2020, a coffee roastery partnership with Red Roaster in Sep 2020, and a new Café at Scrummies in Feb 2021.

One of the largest and continuing risks identified across the reporting

year was the financial sustainability of the charity. COVID-19 continued to pose a significant impact on our voluntary and earned income.

With no major fundraising events our overall voluntary income dropped, but we continued to target trusts and foundation appeal funding and major donors. Our trust and foundation income grew, and we are proud to be working in partnership with a number of multi-year supporters.

Our cafés are considered to be additional 'training classrooms' providing very specialist and essential training opportunities for our young people. The number of training staff required within our cafés to deliver this training significantly increases the operational cost of our cafés. They have therefore needed financial support from the charity entity, and we plan to grow, develop and diversify our earned income to reduce this financial support.

Our education partnership with specialist provider St John's College has provided the vital statutory education lagged funding from the prior year and will continue to drawdown the eligible funding towards our next academic year.



Trustees' responsibilities

The Trustees (who are also the directors of Team Domenica for the purposes of company law) are responsible for preparing the Annual Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of

the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

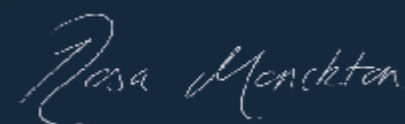
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small Company Special Provisions

The report of the directors has been prepared taking advantage of the small companies' exemption in the Companies Act 2006.

This report was approved by the Board on 29/04/22.

On behalf of the board:



Rosa Monckton MBE
Trustee



Independent Auditor's Report

to the Members and Trustees of Team Domenica

Opinion

We have audited the financial statements of Team Domenica (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2021 which comprise the consolidated statement of financial activities, consolidated statement of financial position, charity statement of financial position, consolidated statement of cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 July 2021, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

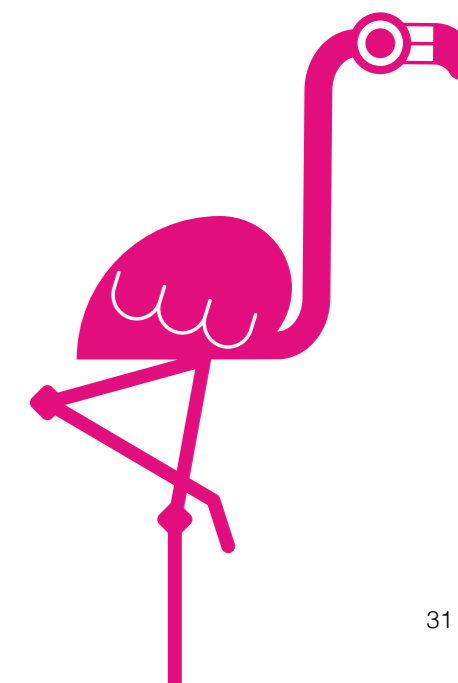
- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or

- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 28, the Trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group 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 or parent charitable company or to cease operations, or have no realistic alternative but to do so.



Independent Auditor's Report

to the Members and Trustees of Team Domenica (continued)

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Discussion with management, including consideration of known or suspected instances of fraud and non-compliance with laws and regulations;

- Review of minutes of Trustees' meetings for discussion of instances of fraud and non-compliance with laws and regulations;
- Review of legal expenses for evidences of fees related to non-compliance;
- Review of journal entries for indicators of fraud; and
- Challenge of management as to why certain items are excluded or included from net incoming resources.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

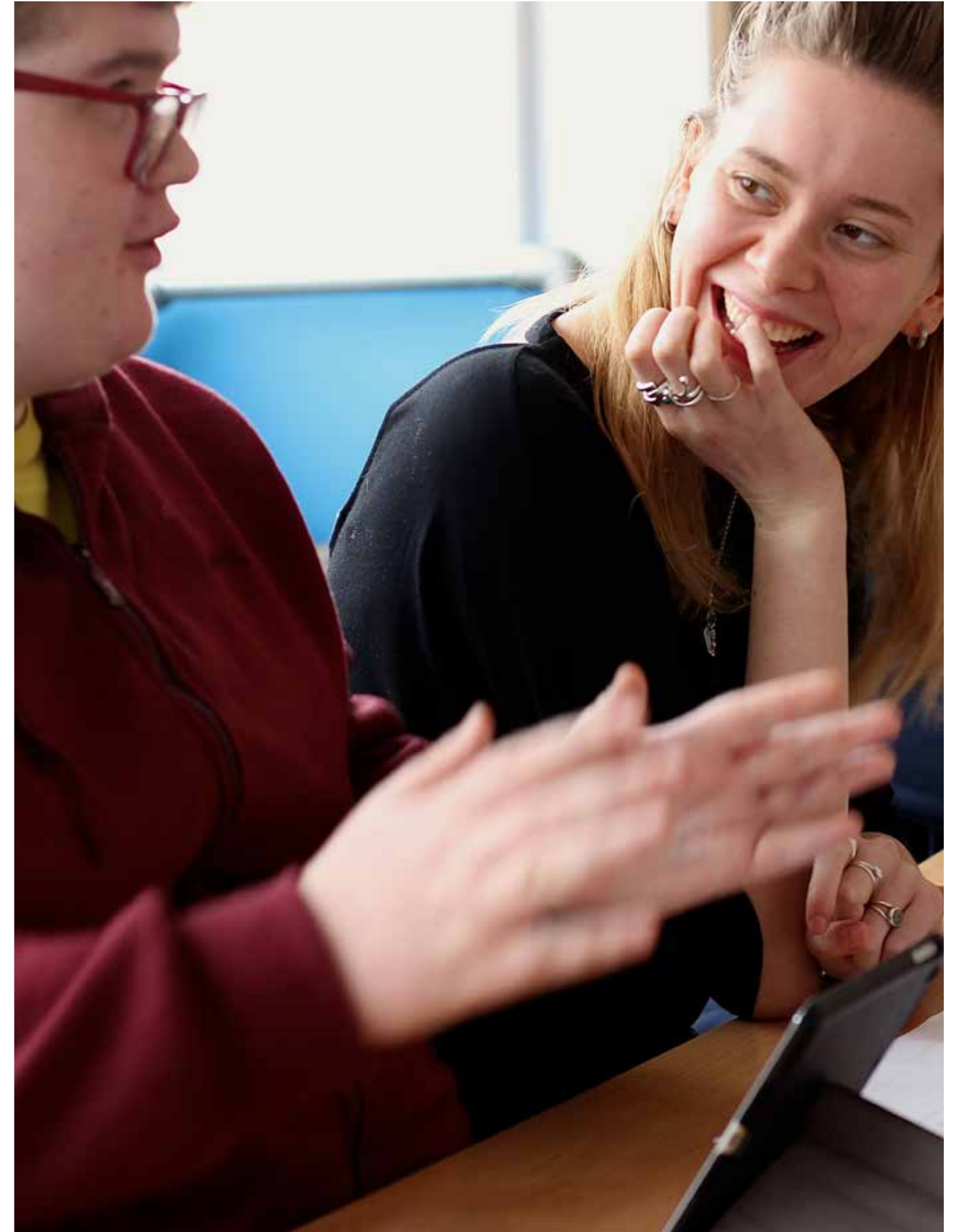


Colin Young BA FCA
(Senior Statutory Auditor)

For and behalf of Galloways Accounting

Statutory Auditor
Atlas Chambers
33 West Street
Brighton
East Sussex
BN1 2RE

Date: 29/04/22



Consolidated Statement of Financial Activities

(Including Income and Expenditure Account)
Year ended 31 July 2021

	Note	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020
		£	£	£	£	£	£
Income from:							
Donations and legacies	3	160,318	240,550	400,868	221,069	108,970	330,039
Charitable activities	4	747,476	-	747,476	613,904	-	613,904
Other trading activities	5	167	-	167	182,473	-	182,473
Investments	6	178	-	178	399	-	399
Other	7	34,238	-	34,238	65,181	-	65,181
Total Income		942,377	240,550	1,182,927	1,083,026	108,970	1,191,996
Expenditure on:							
Raising funds	8	40,465	-	40,465	64,861	-	64,861
Charitable activities	9	709,408	195,645	905,053	711,163	102,239	813,402
Total Expenditure		749,873	195,645	945,518	776,024	102,239	878,263
Net Income/Expenditure		192,504	44,905	237,409	307,002	6,731	313,733
Gross transfers between funds		-	-	-	-	-	-
Net Movement in Funds		192,504	44,905	237,409	307,002	6,731	313,733
Reconciliation of funds:							
Fund Balances at 01 August 2020		1,059,536	21,760	1,081,296	752,534	15,029	767,563
Fund Balances at 31 July 2021		1,252,040	66,665	1,318,705	1,059,536	21,760	1,081,296

Consolidated Statement of Financial Position

Year ended 31 July 2021

	Note	2021	2021	2020	2020
		£	£	£	£
Fixed Assets					
Tangible fixed assets	12		100,897		110,205
			100,897		110,205
Current Assets					
Stocks	14	4,347		1,503	
Debtors	16	424,792		317,839	
Cash at bank and in hand		860,936		682,887	
			1,290,075		1,002,229
Creditors: Amounts Falling Due Within One Year	17	(72,267)		(31,138)	
Net Current Assets			1,217,808		971,091
Net Assets			1,318,705		1,081,296
Charity Funds:				192,504	
Restricted funds	19		66,665		21,760
Unrestricted funds – general	20		1,252,040		1,059,536
Total Funds			1,318,705		1,081,296

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 29/04/22.

Signed on behalf of the board of Trustees



R Monckton MBE
Trustee

Charity Statement of Financial Position

Year ended 31 July 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible fixed assets	12		93,158		109,157
Investments	13		2		2
			93,160		109,159
Current Assets					
Debtors	16	409,743		311,429	
Cash at bank and in hand		838,360		680,418	
		1,248,103		991,847	
Creditors: Amounts Falling Due Within One Year	17	(38,666)		(26,168)	
Net Current Assets			1,209,437		965,679
Net Assets			1,302,597		1,074,838
Charity Funds:					
Restricted funds	19		66,665		21,760
Unrestricted funds – General	20		1,235,932		1,053,078
Total Funds			1,302,597		1,074,838

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 29/04/22.

Signed on behalf of the board of Trustees



R Monckton MBE

Trustee

As permitted by Section 408 of the Companies Act 2006, the Income and Expenditure Account of the parent charitable company is not presented as part of these financial statements. The notes form part of these financial statements.

Consolidated Statement of Cash Flows

Year ended 31 July 2021

	Note	2021 £	2021 £	2020 £	2020 £
Cash Flows from Operating Activities					
Cash generated from operations	25		195,277		147,665
Investing Activities					
Purchase of property, plant and equipment		(17,406)		(15,434)	
Interest received		178		399	
Net Cash (used in) / generated from investing activities			(17,228)		(15,035)
Net Increase in Cash and Cash Equivalents			178,049		132,630
Cash and cash equivalents at beginning of year			682,887		550,257
Cash and Cash Equivalents at End of Year			860,936		682,887
Cash and Cash Equivalents Consists of:					
Cash in bank and in hand			860,936		682,887
Cash and Cash Equivalents at End of Year			860,936		682,887

Notes to the Financial Statements

Year ended 31 July 2021

1. Accounting Policies

1.1 Basis of preparation

Team Domenica is a private limited by guarantee charitable company registered in England and Wales. The address of the charity is given in the charity information on the first page of this annual report. The nature of the charitable group's operations and principal activities are the provision of employment training for young people with learning disabilities and the operation of cafés to provide a training environment.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charitable group and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below.

These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Basis of consolidation

The consolidated financial statements incorporate the financial statements of the charitable company and its group undertaking. These are adjusted, where appropriate, to conform to group accounting policies. As a consolidated group statement of financial activities is published, a separate income and expenditure account for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006.

1.3 Going concern

The Trustees have taken steps to mitigate the impact of COVID-19 measures as much as possible, at the date of approval of these accounts the charity has sufficient resources to continue for the foreseeable future and therefore continues to adopt the going concern basis in preparing its financial statements.

1.4 Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Designated funds represent monies set aside for various purposes. Further details regarding these are provided in the financial review on page 24.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which

have been raised by the group for particular purposes. The aim and use of each restricted fund is set out in note 19 to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from fundraising events includes monies raised from various events throughout the year. This income is included in the accounts when the charity becomes aware of its entitlement to this income.

Charitable activities

Income from service contracts is recognised when the service has taken place.

Ancillary trading income includes the income raised through the charity's café. This is considered to be primary purpose

trading, as the café is staffed by Training Centre candidates and provides them with hands-on experience in many areas. The café income is generally received by cash or card and this is recognised when received.

Other

Income from Government grants is recognised in the period to which the underlying costs relate.

1.6 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Expenditure on raising funds is that incurred in seeking voluntary income.

Expenditure on charitable activities includes costs incurred to operate the training programmes and the cafés, along with associated support costs.

Support costs, such as general management, governance and financial management, are allocated across the categories of charitable activities and costs of raising funds. The basis of the cost allocation is explained in the notes.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property improvements	10 years straight line
Plant and machinery	4 years straight line
Fixtures and equipment	5 years straight line
Computers	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/ (expenditure) for the year.

1.8 Investments

Investments in subsidiaries are measured at cost less impairment.

1.9 Stocks

Stocks are consistently valued at the lower of cost and estimated selling price less costs to sell. Cost is calculated using the first-in, first out formula. Provision is made for damaged, obsolete and slow-moving stock where appropriate.

1.10 Financial instruments

Financial instruments are recognised in the statement of financial position when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an

intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

1. Accounting Policies (continued)

1.11 Employee benefits

The cost of any holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable and receivable under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the period of the lease.

1.14 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

The trading subsidiary is liable to corporation tax. Taxation for the year comprises current and deferred tax. Tax is recognised in the consolidated statement of financial activities. Current or deferred taxation assets and liabilities are not discounted. Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2. Critical Accounting Estimates and Judgements

In the application of the group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The group has no areas of critical accounting estimates and judgements.



3. Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations	156,677	240,550	397,227	318,866
Gift aid	3,641		3,641	11,173
For the year ended 31 July 2021	160,318	240,550	400,868	330,039
For the year ended 31 July 2020	221,069	108,970		330,039

4. Charitable Activities

	Training Centre £	Café £	2021 £	2020 £
Services provided under contract	602,684	-	602,684	554,707
Ancillary trading income (café sales)	-	144,792	144,792	59,197
For the year ended 31 July 2021	602,684	144,792	747,476	613,904
For the year ended 31 July 2020	554,707	59,197		613,904

5. Other Trading Activities

	2021 £	2020 £
Fundraising events (rendering of services)	167	182,473

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

6. Investments

	2021 £	2020 £
Interest receivable	178	399

7. Other

	2021 £	2020 £
Government grants	34,138	65,181
Rent received	100	-
	34,238	65,181

£34,138 (2020: £40,181) of the above Government grants was receivable in respect of the Coronavirus Job Retention Scheme and £nil (2020: £25,000) was receivable in respect of the Retail, Hospitality and Leisure Grant Fund.

8. Expenditure on Raising Funds

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Fundraising and Publicity				
Staging fundraising events	-	-	-	35,353
Advertising	1,429	-	1,429	3,316
Other fundraising costs	2,949	-	2,949	306
Staff costs	36,087	-	36,087	25,886
Total for the year ended 31 July 2021	40,465	-	40,465	64,861
Total for the year ended 31 July 2020	64,861	-		64,861

9. Charitable Activities

	Training Centre £	Café £	Employment Centre £	Total 2021 £	Total 2020 £
Staff costs	326,517	164,157	28,480	519,154	429,230
Advertising	77	-	-	77	-
Depreciation and impairment	2,408	481	-	2,889	29,701
Staff training	1,123	125	-	1,248	828
Café purchases	-	77,675	-	77,675	33,223
Enrichment	304	-	-	304	-
Rent and rates	18,978	18,476	-	37,454	48,434
Freelance support	7,235	-	-	7,235	-
Light and heat	1,378	637	-	2,015	1,513
Partner college fees	2,647	-	-	2,647	5,021
Repairs and renewals	7,702	3,003	53	10,758	6,791
Health and safety	3,198	-	-	3,198	1,297
Telephone	581	1,424	-	2,005	2,367
PPS and computer	2,793	2,009	-	4,802	2,080
Insurance	300	300	-	600	1,288
Travel	329	21	167	517	2,613
Awarding body fees	425	-	-	425	-
Legal and professional	-	628	-	628	263
Sundry expenses	797	2,834	30	3,661	1,250
Entertainment	-	67	-	67	-
	376,792	271,837	28,730	677,359	565,899
Share of support costs (see note 10)	106,274	71,493	15,458	193,225	214,074
Share of governance costs (see note 10)	18,958	12,754	2,758	34,469	33,429
	502,024	356,084	46,946	905,053	813,402
Analysis by fund					
Unrestricted funds – general	312,408	350,055	46,946	709,408	711,163
Restricted funds	189,616	6,029	-	195,645	102,239
For the year ended 31 July 2021	502,024	356,084	46,946	905,053	813,402
For the year ended 31 July 2020	472,036	267,706	73,660		813,402

The support costs have been allocated to activities based on the proportion of costs and time spent on activities. The split is 55% Training Centre, 37% Café and 8% Employment Centre.

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

10. Support Costs

	Support costs £	Governance costs £	Total 2021 £	Total 2020 £
Staff costs	116,683	-	116,683	171,333
Depreciation and impairment	23,826	-	23,826	-
Enrichment activities	7,319	-	7,319	4,093
Rent and repairs	1,236	-	1,236	-
Health and safety	597	-	597	-
Repairs and renewals	1,509	-	1,509	1,014
Staff training	857	-	857	991
Telephone	602	-	602	634
PPS and computer	6,779	-	6,779	5,643
Freelance support	10,290	-	10,290	7,330
Subscriptions	979	-	979	1,094
Recruitment fees	456	-	456	1,725
Travel	159	-	159	983
Awarding body fees	-	-	-	1,146
Bad debts	689	-	689	4,386
Sundry costs	4,254	-	4,254	3,022
Bookkeeping	16,990	-	16,990	10,680
Accountancy governance	-	29,443	29,443	28,398
Legal and professional governance	-	5,026	5,026	5,031
	193,225	34,469	227,694	247,503

Governance costs includes payments of £9,000 (2020: £7,580) for audit fees, and £9,600 (2020: £7,660) for other accounting services provided by the auditor.

11. Employees

Number of employees	Number 2021	Number 2020
The average monthly number employees during the year was:		
Direct	31	33
General	3	4
	34	37

Employment costs	2021 £	2020 £
Wages and salaries	610,279	567,686
Social security costs	43,115	38,330
Other pension costs	18,530	20,433
	671,924	626,449

There were no employees whose annual remuneration was £60,000 or more.

No Trustees were paid remuneration (2020: £nil).

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

12. Tangible Fixed Assets

Group	Leasehold property improve £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 01 August 2020	102,373	19,487	44,213	25,670	191,743
Additions	-	9,739	698	6,969	17,406
At 31 July 2021	102,373	29,226	44,911	32,639	209,149
Depreciation:					
At 01 August 2020	27,427	13,573	21,208	19,330	81,538
Charge for the year	10,237	3,850	8,843	3,784	26,714
At 31 July 2021	37,664	17,423	30,051	23,114	108,252
Net Book Amount:					
At 31 July 2021	64,709	11,803	14,860	9,525	100,897
At 31 July 2020	74,946	5,914	23,005	6,340	110,205

Charity	Leasehold property improve £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 01 August 2020	102,373	18,327	44,213	25,670	190,583
Additions	-	3,265	-	6,969	10,234
At 31 July 2021	102,373	21,592	44,213	32,639	200,817
Depreciation:					
At 01 August 2020	27,427	13,461	21,208	19,330	81,426
Charge for the year	10,237	3,384	8,828	3,784	26,233
At 31 July 2021	37,664	16,845	30,036	23,114	107,659
Net Book Amount:					
At 31 July 2021	64,709	4,747	14,177	9,525	93,158
At 31 July 2020	74,946	4,866	23,005	6,340	109,157

13. Fixed Asset Investments

Charity	Investment in subsidiary £
Cost or Valuation	
At 01 August 2020 and 31 July 2021	2
Carrying Amount	
At 31 July 2021	2
At 31 July 2020	2

These financial statements include the results for the charity's subsidiary, Café Domenica Limited. The financial statements of Café Domenica Limited are unaudited. The details of the subsidiary are:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held
Café Domenica Limited	5-7 Preston Road, Brighton BN1 4QE	Operation of cafés	Ordinary	100

14. Stocks

Group	2021 £	2020 £
Café inventories	4,347	1,503

During the year inventories to the value of £53,679 (2020: £26,812) were expensed.

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

15. Financial Instruments

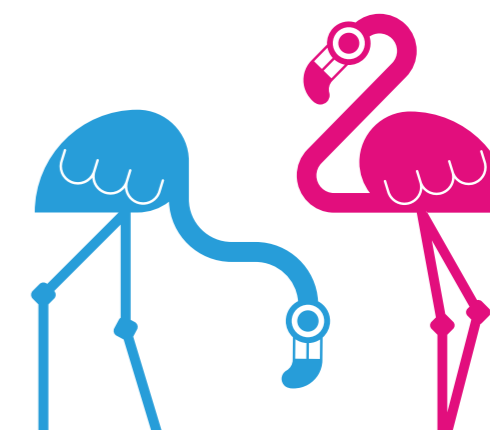
Group	2021 £	2020 £
Carrying Amount of Financial Assets		
Debt instruments measured at amortised cost	90,142	30,485
Carrying Amount of Financial Liabilities		
Debt instruments measured at amortised cost	30,852	3,922

Charity	2021 £	2020 £
Carrying Amount of Financial Assets		
Equity instruments measured at cost less impairment	2	2
Debt instruments measured at amortised cost	82,837	30,107
Carrying Amount of Financial Liabilities		
Measured at amortised cost	8,380	2,679

16. Debtors

Group	2021 £	2020 £
Trade debtors	75,103	9,664
Prepayments and accrued income	334,650	287,354
Other debtors	15,039	20,821
	424,792	317,839

Charity	2021 £	2020 £
Trade debtors	73,337	9,634
Prepayments and accrued income	326,906	281,322
Other debtors	9,500	20,473
	409,743	311,429



Notes to the Financial Statements

Year ended 31 July 2021 (continued)

17. Creditors: Amounts Falling Due Within One Year

Group	2021 £	2020 £
Trade creditors	20,683	1,353
Accruals and deferred income	26,756	16,290
Other creditors	10,169	2,569
Other taxation and social security	14,659	10,926
	72,267	31,138

Charity	2021 £	2020 £
Trade creditors	2,922	481
Accruals and deferred income	19,394	14,425
Other creditors	5,458	2,198
Other taxation and social security	10,892	9,064
	38,666	26,168

18. Retirement Benefit Schemes

Defined contribution schemes

The group operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

The charge to the consolidated statement of financial activities in respect of defined contribution schemes was £18,530 (2020: £20,433).

The pension costs have been allocated between the different activities based on the member of staff that the pension cost relates to and where they work in the charity. Where staff have worked on projects which have received restricted funds, a proportion of those costs which relate to the restricted projects has been allocated to the restricted cost.

19. Restricted Funds

Group and charity

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Balance at 31 July 2021 £
	Balance at 01 August 2020 £	Incoming resources £	Resources expended £	Transfers £	
Red Roaster	-	10,900	(8,950)	-	1,950
Training Centre	13,170	222,239	(175,666)	-	59,743
Staff parties	3,876	2,000	(3,118)	-	2,758
Curriculum enrichment	-	411	(411)	-	-
Staff training	2,214	5,000	(5,000)	-	2,214
Café running costs	2,500	-	(2,500)	-	-
	21,760	240,550	(195,645)	-	66,665

The Red Roaster fund covers the expenditure for areas such as coffee, rent and salaries to provide work experience to their candidates.

The Training Centre fund relates to donations received towards funding training mentors' salaries.

The staff parties fund includes a donation given to contribute towards a summer party and Christmas party for staff.

The curriculum enrichment fund includes a donation to cover the costs associated with the charity's enrichment delivery, provider and hire fees.

The staff training fund relates to income for the training of staff.

The café running costs fund relates to a grant to assist with café running costs.

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

20. Unrestricted Funds

Group	Movement in funds				Balance at 31 July 2021 £
	Balance at 01 August 2020 £	Incoming resources £	Resources expended £	Transfers £	
Unrestricted reserve	1,059,536	942,377	(749,873)	-	1,252,040
	1,059,536	942,377	(749,873)	-	1,252,040

Charity	Movement in funds				Balance at 31 July 2021 £
	Balance at 01 August 2020 £	Incoming resources £	Resources expended £	Transfers £	
Unrestricted reserve	1,053,078	724,013	(541,159)	-	1,235,932
	1,053,078	724,013	(541,159)	-	1,235,932

Unrestricted funds represent the free funds of the group that are not designated for particular purposes.

21. Analysis of Net Assets Between Funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund Balances at 31 July 2021 are Represented by:			
Property, plant and equipment	100,897	-	100,897
Current assets/liabilities	1,151,143	66,665	1,217,808
Total Net Assets	1,252,040	66,665	1,318,705

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund Balances at 31 July 2021 are Represented by:			
Property, plant and equipment	93,158	-	93,158
Investments	2	-	2
Current assets/liabilities	1,142,772	66,665	1,209,437
Total Net Assets	1,235,932	66,665	1,302,597

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund Balances at 31 July 2020 are Represented by:			
Property, plant and equipment	110,205	-	110,205
Current assets/liabilities	949,331	21,760	971,091
Total Net Assets	1,059,536	21,760	1,081,296

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund Balances at 31 July 2020 are Represented by:			
Property, plant and equipment	109,157	-	109,157
Investments	2	-	2
Current assets/liabilities	943,919	21,760	965,679
Total Net Assets	1,053,078	21,760	1,074,838

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

22. Operating Lease Commitments

	Land and buildings 2021 £	Other operating leases 2021 £	Land and buildings 2020 £	Other operating leases 2020 £
Future minimum lease payments for non-cancellable operating leases payable in:				
Less than one year	66,075	2,800	46,500	2,800
Between one and five years	185,229	700	170,979	3,500
Over five years	31,540	-	69,540	-
	282,844	3,500	287,019	6,300

23. Related Party Transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2021 £	2020 £
Aggregate compensation	85,459	127,758

Total income received from the Trustee, A Polizzi di Sorrentino amounted to £nil (2020: A Polizzi di Sorrentino, Trustee, £2,500) during the year.

During the year, no Trustee was reimbursed expenses (2020: £nil).

24. Limited by Guarantee

The charitable company is limited by guarantee and does not have share capital. It is incorporated in England and Wales.

In the event of the charitable company being wound up, each member has undertaken to contribute to the assets of the charitable company such amounts as may be required not exceeding £1.

The number of members at 31 July 2021 was 5 (2020: 4).

25. Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2021 £	2020 £
Net income for the year	237,409	313,733
Adjustments for:		
Investment income recognised in statement of financial activities	(178)	(399)
Depreciation and impairment of property, plant and equipment	26,714	29,703
Movements in working capital:		
(Increase) in trade and other receivables	(106,953)	(183,547)
(Increase) in stocks	(2,844)	449
Increase in trade and other payables	41,129	(12,274)
Net cash flow from operations	195,277	147,665

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

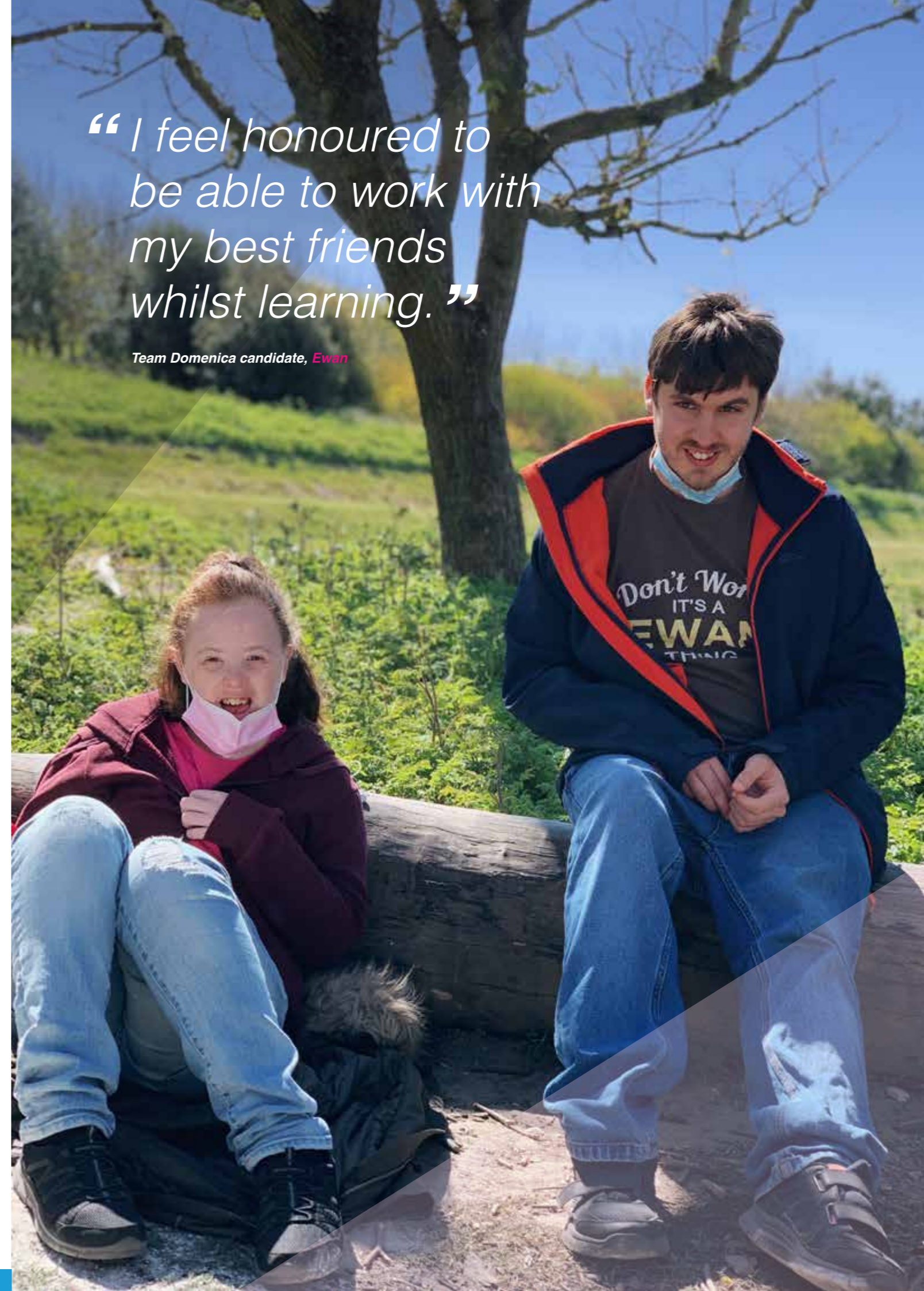
26. Donations, Trusts and Charitable Sources

↗ The Sigrid Rausing Trust	↗ The De Laszo Foundation
↗ The Sir Jules Thorn Charitable Trust	↗ The Crescent Trust
↗ Big Lottery Fund	↗ Rothschild Foundation
↗ The Margaret Dobson Further Education Trust	↗ The Bryan Guinness Charitable Trust
↗ The Rayne Foundation	↗ The Hosking Charitable Trust
↗ Sussex Community Foundation	↗ Ernest Kleinwort Charitable Trust
↗ Postcode Neighbourhood Trust	↗ Joseph Fattorini Charitable Trust
↗ Garfield Weston Foundation	↗ Charlotte Marshall Charitable Trust
↗ The Blgrave Trust	↗ Peter Harrison Foundation
↗ The Polonsky Foundation	↗ Savoy Educational Trust
↗ Children in Need	↗ The Hedley Foundation
↗ The Ennismore Charitable Trust	



“I feel honoured to be able to work with my best friends whilst learning.”

Team Domenica candidate, Ewan



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Registered charity no: 1165494



**Team
Domenica**