

Annual Report 2022

Trustees' report
and consolidated
financial statements

Year ending
31 July 2022



**Team
Domenica**

www.teamdomenica.com

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Legal and administrative information Year ended 31 July 2022

Trustees

R Monckton MBE
C Noel FCA
A Polizzi di Sorrentino
L Howell
J Flanagan
J Smith (Appointed 15 Nov 2022)

Company number

09862696

Charity number

1165494

Registered office and principal address

5-7 Preston Road
Brighton BN1 4QE

Auditor

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

Banker

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



Introduction

It has been another engaging and interesting year, with a combination of successes, challenges and opportunities. We have discovered what we are capable of doing and have the foundations in place to be able to look to the future.

The successes, and the way in which we faced the challenges, were all down to the extraordinary dedication of our staff and the resilience of our candidates.

The main challenge was the continued COVID-19 restrictions, and these – combined with the new variant, Omicron, which emerged in December – resulted in lower footfall in our cafés and also meant that several of our candidates most affected by COVID-19 had to repeat their Supported Employment Programme year; we offered intense one-to-one support for these candidates and their families to help them get back on track. In addition, we had new starters and therefore had the largest number of work experience placements to date. The challenge, therefore, changed to an opportunity to reach more employers and, thanks to the continued generosity of businesses in Brighton & Hove, we were able to place everyone. Candidates who had their Supported Internship Programmes halted by COVID-19 were able to complete them and were offered paid employment, increasing our employment rate to 84%.

We expanded our Day Service numbers, and were delighted when one of this cohort was offered a chef apprenticeship position at The Grand Brighton.

Our enrichment programme continues to flourish, and we have a partnership with All Saints Church in Hove which helps us to be more embedded in the local community.

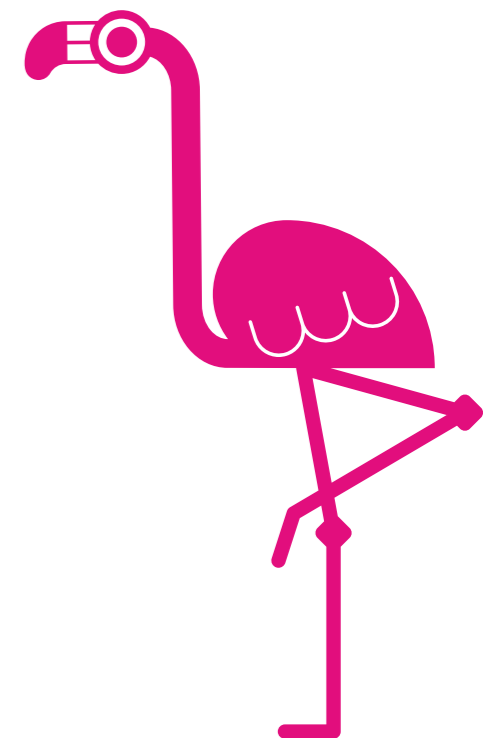
We closed our café in the Dome at the end of August '21 and opened in Plus X on the Lewes Road which has a thriving business and student community. Another Café Domenica opened in the Jubilee Library in May 2022. We are delighted to have such a prominent presence in the centre of the city.

Our aim is now to become a Special Post-16 Institution (SPI), and we are planning to expand our teaching and administrative staff accordingly. We will also strengthen our Board of Trustees to comply with the necessary governance. This is an exciting opportunity for us, and one for which we are more than ready. At the same time we are doing a feasibility study on acquiring a new centre which would give us a headquarters, embed us more in the community and – most important of all – offer a space where our candidates and alumni can get together, socialise and drop by for advice.

We have come a long way since we started in 2016, and our plans for the next few years are more ambitious still. I am confident that we are ready for the next stage in our development.

None of this would be possible without our magnificent staff, our committed Trustees and, at the centre of what we do – the beating heart of Team Domenica – our candidates, who have shown us what is possible to achieve with commitment, humour, fortitude and perseverance. My thanks and appreciation to you all.

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 2022. 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
- J Smith (appointed 15 Nov 2022)

The charity is run by the board of Trustees, which sets and monitors strategy and policy. The board receives monthly financial reports as well as quarterly reports of all the activities of the charity. A minimum of three board meetings are held each year. 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 recommendations of the board and elected in accordance with the Memorandum and Articles of Association of the charity.

Additionally, new Trustees attend an induction to familiarise themselves with the charity and the context within which it operates, covering:

- 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
- Safeguarding
- 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 to the accounts in notes 11 and 23.

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 Executive Director – Jo Gracie (who started maternity leave on 11 July 2022). After the reporting period, Timothy Drew (Chief Operating Officer) joined the SMT on 12 September 2022.

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. After the reporting period, the charity registered with the Department for Education as a standalone specialist SEN provider.

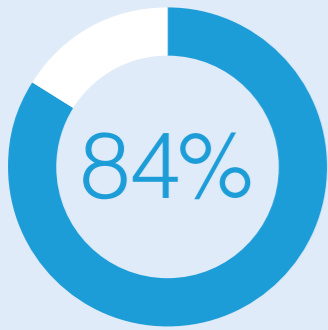
Café Domenica Ltd is the charity's sole subsidiary company.



What we do

Based in Brighton & Hove and working across Sussex, Team Domenica supports young people with learning disabilities and autism, to acquire the skills, confidence and independence they need to gain meaningful paid employment; to reach their full potential, and find their place in society.

Since our beginnings in 2016, with 20 young people – our candidates – and a handful of dedicated staff, we have grown year on year to create a rippling impact in Brighton & Hove and Sussex. That ripple is growing. This year, we supported 82 young people with learning disabilities to build a brighter future for themselves. In 2022-23, that number will rise to 100 candidates.



Our proudest achievement since opening in 2016 is that 84% of candidates have now achieved paid employment through our Supported Internship Programme, and over 90% retain their roles for over one year, thanks to our ongoing support.

This remarkable achievement is no small feat. This success is the result of the dedication and hard work of our young people, our rich and varied programmes, our transformative partnerships and, of course, our keystone: the inspiring team who support our candidates along the way.



“Before I started at Team Domenica, I didn’t know what I wanted to do with my life but now I do.”

Charles, Team Domenica candidate

Why we do it

There are 1.5 million people with a learning disability in the UK (Mencap 2022). Just 5.1% of adults with a learning disability in England are in paid work (NHS Digital, 2021). Far too many are missing out on the basic right to work, along with the wider social networks, better emotional and physical health, and increased independence that employment can provide.

In Brighton & Hove, it is estimated that there are around 5,000 working age adults with a learning disability, of whom just 8.8% are in paid employment (Brighton and Hove Adult Learning Disability Strategy 2021-2026).

People with learning disabilities are seven times more likely to suffer from chronic loneliness and isolation from their community. They are twice as likely to be vulnerable to mental health issues (Learning Disability Today, 2019).

6 in 10

people witnessed 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).

Unemployment compounds the isolation and vulnerability of those with a learning disability, but for most, gaining any kind of work experience without assistance is near-impossible.

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).

“My experiences helped me get my job at The Grand... It was good [working with my job coach]. She helped me to do the saucers and cups and a few weeks later, she stepped back a bit and let me be independent... My hope in the future is to be a barman working all over the world.”

Bradley, Team Domenica candidate



How we work

To reach their potential, candidates journey through an extensive and tailored programme of education, training and mentoring; wellbeing support, work experience, and internships. When they find paid work, both candidate and employer receive ongoing support from our team, ensuring long-term success.

“ Team Domenica plays such a vital part in so many people’s lives, not just for disabilities, for the jobs it creates, and the connection it creates with the wider community, showing the world, we all have the same needs. I feel so blessed to have this amazing, inspiring place on my doorstep, for my son to access, I hope that one day Team Domenica will be all over the UK. My son is more confident and for the first time in his life, he has a sense of belonging and acceptance. The future outlook is definitely brighter, for me, my son, and family. ”

Adele, parent of a Team Domenica candidate



Our programmes



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.



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.



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 meaningful employment and remain available for the long term.



Day Service

We always fully support our candidates’ choices. Many young people with learning disabilities over the age of 25 (or without an EHCP) want to participate in 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.

Objectives and impact

Team Domenica works towards five transformative objectives. At the end of our academic year, in June and July, we collate information from across our programmes; we survey our candidates, their families, and our employer partners. We combine all of this information against our objectives to see the impact we are having on our community, the difference we make to the lives of our candidates; their parents and carers, and our employer partners.



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

OUR IMPACT

- 100% of our candidates have passed their employment qualifications.
- Every one of our candidates is demonstrating new employability behaviours and skills, tracked in their café passports.
- 98% of candidates believe they are more skilled, and their parents and carers agree.

“I like learning English because I have to learn how to read the recipes and instructions. Maths is good because it helps me with money skills. Working in the café helps me with my time keeping, how to work with other people and staff. I get to try out lots of different jobs. I would like to work in a restaurant or a hotel, maybe working in the kitchen. That would be a dream.”

Kieren, Team Domenica candidate



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

OUR IMPACT

- Since opening in 2016, 84% of candidates have now achieved paid employment through our Supported Internship Programme.
- 90% of candidates who have had the chance to work for over one year are still in employment. Of those that have left employment, the primary reason has been due to the pressures of COVID-19.

“I started at Team Domenica in 2018. At first I didn't really speak to people because it was all new to me but the staff helped me come out of my shell. I completed the Supported Employment Programme during COVID-19, but it was really working at the coffee roastery that was the final stepping stone to finding paid employment as it got me my internship placement at The Edge Tea and Coffee in October 2021.”

Michael, Team Domenica candidate in paid work at The Edge Tea and Coffee



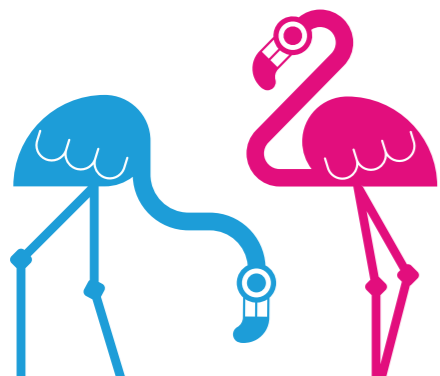
3 Partnered employers report feeling more confident in providing work experience, supported internships and paid employment to young people with a learning disability.

OUR IMPACT

- We have 50 employer partners across Sussex, with 17 new employer partners recruited in the last year.

“Just as he has grown in his four years with us, we have benefitted from gaining a better understanding and appreciation of the challenges he faces. With the truly fantastic support of Team Domenica, Ewan and his fellow candidates are being given the very best opportunities to thrive in the workplace environment.”

David, Director, The Record Album



Objectives and impact

4 Young people with a learning disability have increased independence, confidence and wellbeing.

OUR IMPACT

- All of our candidates are showing varying degrees of increased independence in our cafés (tracked through café passports) and 98% report feeling more independent
- 93% of candidates say that they are happier
- 100% of candidates say they felt more confident
- 90% of candidates feel that Team Domenica has helped them manage their anxiety

“I feel less lonely and less isolated at Team Domenica; I’ve made more friends here than I ever have.”

Charlie, Team Domenica candidate



5 Young people with a learning disability feel less isolated and better connected to their local community.

OUR IMPACT

- 86% of candidates feel less isolated
- 98% of candidates have made friends
- We are working with 13 different providers and voluntary organisations as part of our enrichment programme. This means that, when combined with their work experiences, one candidate interacts with over 20 different segments of our community.

“Team Domenica feels like one big family. I like working with my friends and feel like part of a team.”

Domenica, Team Domenica candidate
in paid employment at The Grand Brighton



Challenges in 2021-22

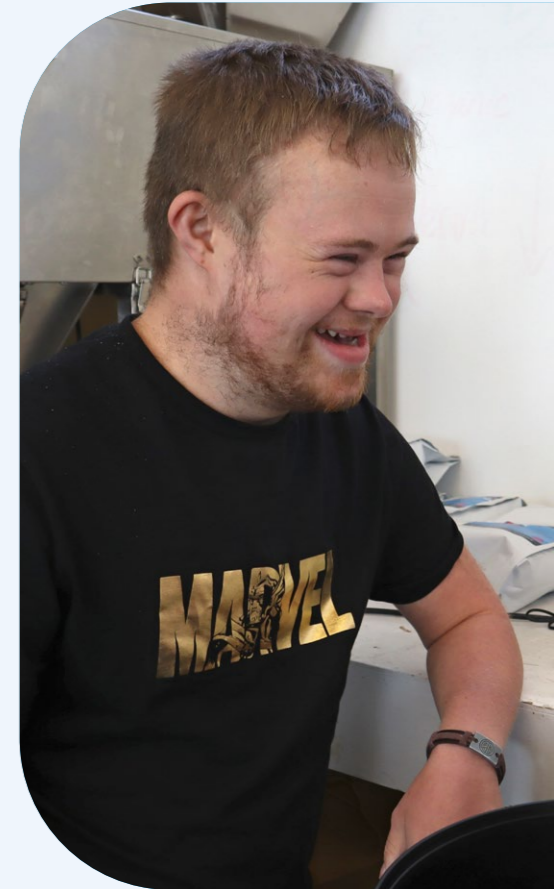
During the winter of 2021-22, COVID-19 was still impacting on our day-to-day, restricting some of our activities, but in a much more manageable way than in previous years. By spring, it felt as if the pandemic might be behind us, along with much of the restriction we’d lived with. Unfortunately, it looks as though a new challenge is hot on the pandemic’s heels – the cost of living crisis. These external pressures continue to have a detrimental impact on our organisation.

Much of our model is grounded in hospitality: the bulk of training that candidates receive is in our training cafés, and many of our employer partners (though not all) are based in this sector too. The result has been that we have lost some of our historic employer partners.

The largest echo from COVID-19 has been the cohort of 12 candidates that had been denied the time and opportunity they needed to properly develop the skills and confidence for future employment. This group has

repeated their first year again to give them the best chance at finding work, but true to our commitment to increase the number of young people we support, we also took on a new intake of 11 additional candidates, almost doubling the number of young people moving through our programmes at one time.

Several members of our alumni have been experiencing fatigue or anxiety in their positions on returning to work, whilst some are interested in further development or finding new work altogether. Post-COVID environments across all industries are evolving constantly – with old, familiar colleagues leaving and new faces replacing them, new ways of working being introduced, and extra pressures added by the challenges of the job market and recruitment. We have stepped in whenever a candidate has experienced difficulties, but inevitably some have chosen to move on from their positions and we are supporting them to find new roles where needed.



“We wanted to make sure no candidate was left behind post-COVID – against the odds we have expanded our employer networks, staff team and created a record number of work opportunities. We are so proud of how our candidates have adapted to new ways of working and take great joy in celebrating their big and little wins daily. At Team Domenica, we never give up, we just find another way!”

Lisa Campbell-Squires, Team Domenica
Programme & Strategy Director



Supported Employment Programme

Training centre

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

The number of candidates on our Supported Employment Programme doubled in this year, so we

introduced additional teaching staff to the classroom, meaning that every candidate received over 162 hours of tailored education with a ratio of 4:1. We also introduced maths and English qualifications alongside their usual employment qualifications. These are two-year qualifications designed to support the training in our cafés and enhance a candidate's chance of gaining employment.

100%
of our candidates have passed their employment qualifications

“Team Domenica helps people like me transition from teenagers to independent adults. Since starting on their programmes, change feels less scary; I now see a future and understand the steps I need to take to progress in the workplace and achieve my dreams.”

Asa, Team Domenica candidate

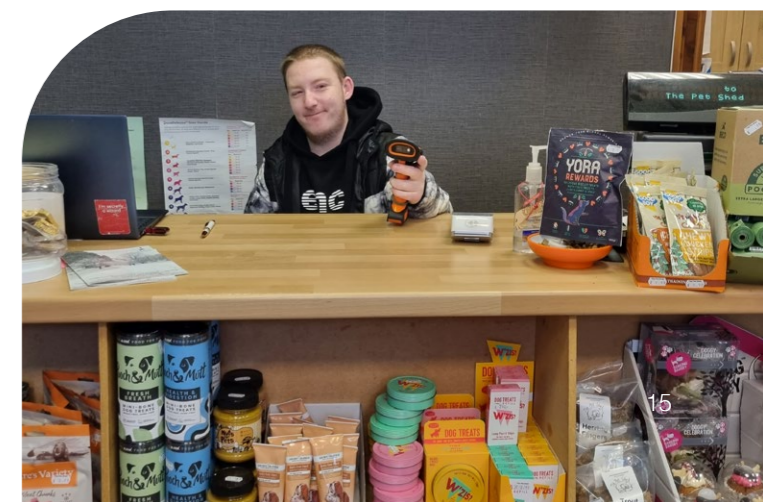
Work experience

Each candidate undertakes three separate placements with our partnered employers for seven weeks at a time – 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.

This year saw the largest number of work experience sessions ever organised – over 450 individual sessions, equating to 45 hours of practical work experience for each candidate.

“Today was my last day at Wigwam Toy Shop, as part of my work experience. I've really enjoyed learning new things like how to price toys and tidying shelves. My colleague Claire was proud of me working hard and helping her. I'm really proud of myself and I think my parents will be too. I'm really looking forward to my next work experience.”

Lara, Team Domenica candidate



Supported Employment Programme

Enrichment

Enrichment is a crucial part of a candidate's first year, underpinning their social development. Sessions, including drama, yoga, martial arts and creative arts. All are aimed at building self-confidence, resilience, teamwork, and other skills transferable to the workplace.

One of our major learnings from the pandemic was the importance of maintaining the wellbeing and life skills of our young people. Our Enrichment programme restarted 'in-person' in the second half of this year, meaning that every candidate received 137 hours of activity and support, with the addition of 37 hours of Personal Social Health and Economic education for each candidate.

“I enjoy it [Enrichment], it's definitely more fun than not seeing people and being bored. Getting to see my friends and to use some energy, just makes me happy and more smiley.”

Oskar, Team Domenica candidate

“It is a great honour for Sussex Cricket to be part of the Team Domenica enrichment curriculum. Cricket is a complex sport and our Wednesday lunchtime sessions are really special because we get to see the candidates use teamwork, communication, decision-making and leadership to play the game. Also, most importantly, we have loads of fun!”

Aroop, Disability Cricket Manager Sussex Cricket Foundation



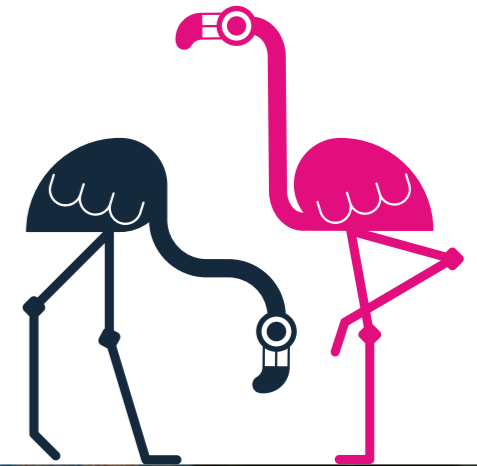
Training cafés

Our young people couldn't achieve all that they do without our five training cafés and our coffee roastery, where candidates build their skills and confidence, learning how to work in supported environments. These training enterprises not only provide brighter futures and training for our candidates, but they also showcase their ability and talent, challenging society's misconceptions about learning disabilities – something we feel very proud of.

With the effect of the pandemic receding, every candidate was able to receive a huge 462 hours of café training, vastly improving their work-based skills and increasing their chances of employment.

“I really enjoy being at Team Domenica. My favourite job in the cafés is working on the tills as I love talking to people. It has really helped improve my confidence.”

Theo, Team Domenica candidate



Supported Internship Programme

In their second year, candidates build on their learning from year one through a supported internship with one of our partnered employers. Each internship is chosen based on the candidate's interests and ambitions, and each young person is supported by an experienced and dedicated job coach who works on-site with both the candidate and the employer to ensure their mutual success.

We support our employers with advice and training on learning disabilities. Our training mentors and teachers also continue to offer wellbeing support outside

of work. Through regular work reviews and collaboration, a lot of time and energy goes into making things work for the candidate, their families and the employer.

We are thrilled that six candidates who had their supported internships halted by COVID-19 were able to complete them and were offered paid employment. A further 10 candidates completed their supported internship years, with nine of them achieving paid employment by July 2022. This means that the employment rate for our Supported Internship Programme programme is now an amazing 84% since 2016.



“I’m very grateful to Team Domenica for offering me the opportunity to gain work and teaching me what I know now. We’re a real team at Café Rust; they’re really inclusive of me being there and really accommodating to my needs. On shift, I work front of house and in food prep, and I’m currently working towards learning even more tricks of the trade.”

Jacob, Team Domenica candidate
on a Supported Internship at Café Rust

Since opening

84%

of candidates have achieved paid employment through this programme

Wrap Around Programme

One of the reasons Team Domenica exists is to remove the cliff edge that many people with learning disabilities face when they finish formal education.

Just one in four special educational needs students remain in employment a year after their supported internship has ended (FE Week, 2023). Unlike most Supported Internship Programmes, we continue to offer a high level of support to both the candidate and the employer, after they progress into employment. In the early stages of employment, our job coaches continue to support candidates in work. Candidates access 1-1 mentoring and a drop-in service to stay connected with Team Domenica. We are always on hand to 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.

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 and, in most cases, much, much longer. As the year closes, 29 young people are accessing the Wrap Around Programme. As this number increases, we will be investing more resources to develop this essential element of our work.

90%

of our young people maintain employment for over one year or more





“As a team, we feel supported by Team Domenica’s Wrap Around Programme. There is a clear flow of communication that gives us reassurance – we always know that they are there, but never feel overtaken. It also means that Charles is supported by both sides of his network.”

Charles’ team at The Grand Brighton

Day Service

Our Day Service provision offers work-based skills and enrichment, giving unique opportunities to young adults with a learning disability in Brighton & Hove. Some candidates come onto the Day Service at Team Domenica for a year’s experience before progressing onto our Supported Internship Programme and paid work. For others, it is an inspiring and fun way to be at the heart of our Brighton community, building friendships, becoming part of a team and learning valuable work skills.

Tim is one of our many success stories from the Day Service. At the tail end of the COVID-19 pandemic, he did some training in our cafés and with the support of our employment team he started an apprenticeship at The Grand Brighton.

“I would like to give Team Domenica a massive thank you! Before I started with them, my dad and I were hunting all over for a job for me and people kept turning me down. That obviously knocked my confidence. When I arrived at Team Domenica, I learnt how to make barista-style coffee, perfected my baking and preparation of food – it has been said that I make the best shortcrust pastry! Since then, because of my training and the partnership with The Grand Brighton, I am now an apprentice chef at the hotel! Without Team Domenica this would have never happened.”

Tim, Team Domenica candidate, now an Apprentice Chef with the aim of getting paid employment



Partnerships and events



Bird & Blend

Our work is, in-part, delivered through our network of partnerships with over 50 pioneering businesses – our treasured partnered employers – who we are working with to change workplaces to be more inclusive of people with different abilities. Together, we are showing society that people with learning disabilities have ambition to lead fulfilling and purposeful lives, to have their individual gifts and talents recognised, and to feel included as valued members of society.

This year has been all about new partnerships. Knowing that we needed to rebuild our employer network after the pandemic, we invested in our employment team and were pleased to welcome a new Employer Partnerships Manager, working alongside our Head of Employment. As the year closes, this team has already seen considerable success in recruiting new businesses to our network. In October 2021, we held a lunch event in Hotel Du Vin, as a way of thanking some of our existing partners and forging new relationships with others. One such new relationship

was with the Theatre Royal who took on a candidate in an internship and has since offered them paid employment.

We're seeing the support from our business community in many other ways, with long-term partners **Bird & Blend** running a tea tasting fundraiser for our benefit. We were invited to crash the party too, with candidate Ewan and Training Mentor Charlie running a tasting of our very own coffee, roasted by our candidates.



One Family



Lara at Ditchling Charity Ball

Ditchling charity events selected us as a primary beneficiary for their charity ball in July, raising thousands for our candidates' training and providing fantastic paid work experience opportunities for them on the day too.

“It's been a dream having a candidate here with us. We love the work Team Domenica does. The passion behind the people who run the organisation is amazing and is something we couldn't be prouder to be a part of. The work ethic of our candidate gives us high hopes for their future and the whole experience has been nothing but a joy and pleasure.”

John, Theatre Royal Director

We work with over

50

partnered employers across Sussex

Our Charity Partners **One Family** came and redecorated our main centre, and many of their staff took part in various challenge events to raise money for us throughout the year.

With the pandemic over, our wider community has been able to support us again in multiple events, including not one, but two, **Brighton Marathon Weekends**, leading to Team Domenica being selected as a Brighton Marathon Weekend Local Charity Partner for 2023.

Josh at the Brighton Marathon



Training enterprises

Our footprint in Brighton & Hove continues to grow. To increase the number of in-house work experience opportunities available to our candidates, and enhance the visibility of young people with learning disabilities working in the public realm, we have opened two new cafés and are exploring new enterprises.

Our candidates are trained in six enterprises across Brighton & Hove, serving between **6,000-7,000** people every month

Plus X

Located on Lewes Road, Plus X is an impressive seven-storey co-working and innovation hub for all sizes of businesses. It offers tailored business innovation programmes, specialist prototyping workshops, high-spec media suites, wellbeing benefits such as weekly yoga classes to its members and, since August 2021, has boasted a Café Domenica too. The space, culture and pace of this environment is perfect for candidates to build their technical and social skills as they build long-lasting relationships with the members there.

Jubilee Library

We have been working with Brighton & Hove Libraries for several years and in May 2022 we opened our latest café in the central Jubilee Library. We are already connecting with hundreds of new people from many different cross sections of our community, highlighting the benefits that young people with learning disabilities bring to society and the workplace.



Catering and online shop

During the pandemic, one entrepreneurial candidate, Callum, helped us launch our online baked goods service to rave reviews as we sold brownies across the country from Scotland to Cornwall. Since then, our online shop has expanded to include a wider range of edible products, designed and made by our candidates, as well as other items.

Since COVID-related restrictions were scaled back, the appetite for in-person meetings in business and the community has returned. We jumped on the chance to add a catering arm to our business model, to maximise the use of our kitchen space and to provide yet more training opportunities for our candidates. This part of our business has been growing organically through word of mouth. It is becoming rapidly known for its excellent quality and service, and is yet another way that we are demonstrating the talents of our candidates.



“All the staff are so friendly and it’s a joy watching them learn the ropes of hospitality. All the tables down here are full, the quiche and soup have been excellent and the staff are thoroughly attentive to all the tables. Having Café Domenica here is such a fantastic addition to our building.”

Plus X customer

“Thrilled to be welcoming Team Domenica into our community. The variety of forward thinking, innovation-driven companies within our building require plenty of brain fuel and who better to provide that than Café Domenica? A core business principle at Plus X is a desire to create positive social impact at each of our sites. I am thrilled that through this partnership with the amazing Team Domenica, we are helping to provide opportunities for those that are all too often marginalised.”

Ross, Plus X Location Director Plus X Brighton



Wider influence

We have contributed to two local strategies and one national research project.

This year, our candidates contributed to Brighton & Hove Council's Five-Year Plans for both adults and young people with learning disabilities. We have participated in an independent study, commissioned by *BBC Children In Need*, that is looking at the challenges faced by the SEND community and advising on policy changes. We have advised the Centre for Social Justice on the perspective of people with learning disabilities and their families on several occasions. Our team also spoke at the Henry Smith Charity National Conference in June 2022 on how we overcame the challenges of COVID-19.

We also take part in several supported employment, supported internship and learning disability forums across Brighton & Hove and East Sussex.

Growing numbers, growing team, growing up

We are moving from infancy to adolescence, and with that growing-up we are embarking on a new journey to becoming a Specialist Post-16 Institution (SPI) – simply put, a standalone



education provider. This move will give Team Domenica a new level of independence, improve financial stability, and amplify our credibility. It will deepen the quality of our provision for our candidates, make us significantly stronger in the long term and enable us to reach more young people than ever before.

This year, in preparation for this move, we have begun making the necessary changes to strengthen our organisation so that we are ready to be directly accountable to Ofsted. We have restructured our existing teams to support the management of the growing number of staff; recruited a new Chief Operating Officer to improve financial and operational management; and introduced new roles in HR, fundraising and communications. We have appointed a Quality Improvement Lead to guide this process and we look forward to the bolstering impact this will have on our organisation.

“Working as a job coach for Team Domenica is a truly rewarding experience. It's fantastic to see the growth and development of the candidate I support.”

Allison, Team Domenica Job Coach

We have over
50
staff members delivering our programmes

Charles' story



Before Team Domenica, Charles tried tirelessly to find the right path for himself, only to be met with a lack of support, misunderstanding and no encouragement. Charles feared that his dyslexia was an impassable barrier.

“I was in a really bad place at college and made to feel like a complete and utter failure.”

Charles, Team Domenica candidate

Charles left college, fearing he would never be accepted for who he is and had no chance at a future. But, after working closely with Team Domenica's teachers and training mentors, his outlook took a turn for the better as he gained the work skills he needed and developed self-confidence in a supportive environment.

“We have always sought to show Charles that he has many fantastic qualities – his communication skills, his inclusivity towards others, his resilience and his excellent work ethic. We have provided strategies in class to help him to work independently and build his confidence.”

Diana, Charles' Teacher and Personal Mentor at Team Domenica

Charles soon achieved his employment qualification and moved onto his Supported Internship at The Grand Brighton; he fitted into the team seamlessly. He was accepted with open arms, impressed the staff with his ability and has recently been offered paid work as a Hall Porter!

“I'm really proud of myself and what I've achieved. The Grand staff have accepted me and they really see me as a hard worker.”

Charles, Team Domenica candidate

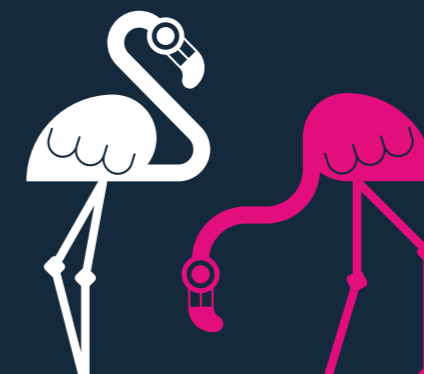
Not only has there been an evident progression in his skills, but Charles' happiness and friendly demeanour is infectious. Once claiming to only find comfort in his hobby of acting, Charles now has the tools and confidence to know that he can be successful. He has a renewed faith in his capabilities and is able to see the numerous prospects he has before him.

“Charles is absolutely brilliant at what he does.”

Jade, Duty Manager at The Grand Brighton

“He's absolutely flourishing.”

Linda, Charles' Job Coach



“I feel a lot happier in myself and feel there is a path in life I can take. I feel part of a great community. I feel like I'm able to be a lot more open about my learning disabilities and feel accepted. I feel like I have a future ahead of me”

Charles, Team Domenica candidate



Future plans

Increasing employment opportunities

As the number of candidates in their first year doubled in 2021 and our network of employer partners shrank during the pandemic, the gauntlet is emphatically laid down for our Employment Centre team, who will be working hard to find double the number of work experience, internship and employment opportunities for candidates. This will primarily involve recruiting a swathe of new employer partners, organising over 70 work placements, and securing up to 20 new supported internships. They will also need to recruit new job coaches to deliver 1-1 support for our candidates. A tall order, but they are already well on their way and we have built in additional resources to support this team.



Next year we will be supporting

100

young people with learning disabilities across Sussex

Strengthening candidate voice

The voice of our young people is at the heart of everything we do and always has been. Our programmes are designed around their ambitions and the way they access our services is determined by their individual needs and what they want for themselves. That's one reason that no two journeys to employment are the same. When it comes to identifying placements, internships and work opportunities, we start with the individual, and find them the work they want, rather than the other way around. They are consulted by our team, every week and at every step of their journey, ensuring the best chances for success.

However, during the pandemic and all the challenges that brought, the formal mechanism for candidate feedback on programme design and organisational development – candidate steering groups – fell by the wayside in favour of more practical support. Now that the worst of the pandemic has passed, we will be reintroducing a candidate voice initiative, designed by the candidates themselves and aligned with our values, that ensures they are able to influence the development of our programmes.

Expanding ongoing support and improving wellbeing

Our commitment to ongoing support and improving wellbeing for our young people is paramount to their success and so our Enrichment Programme and Wrap Around Programme will undergo transitions.

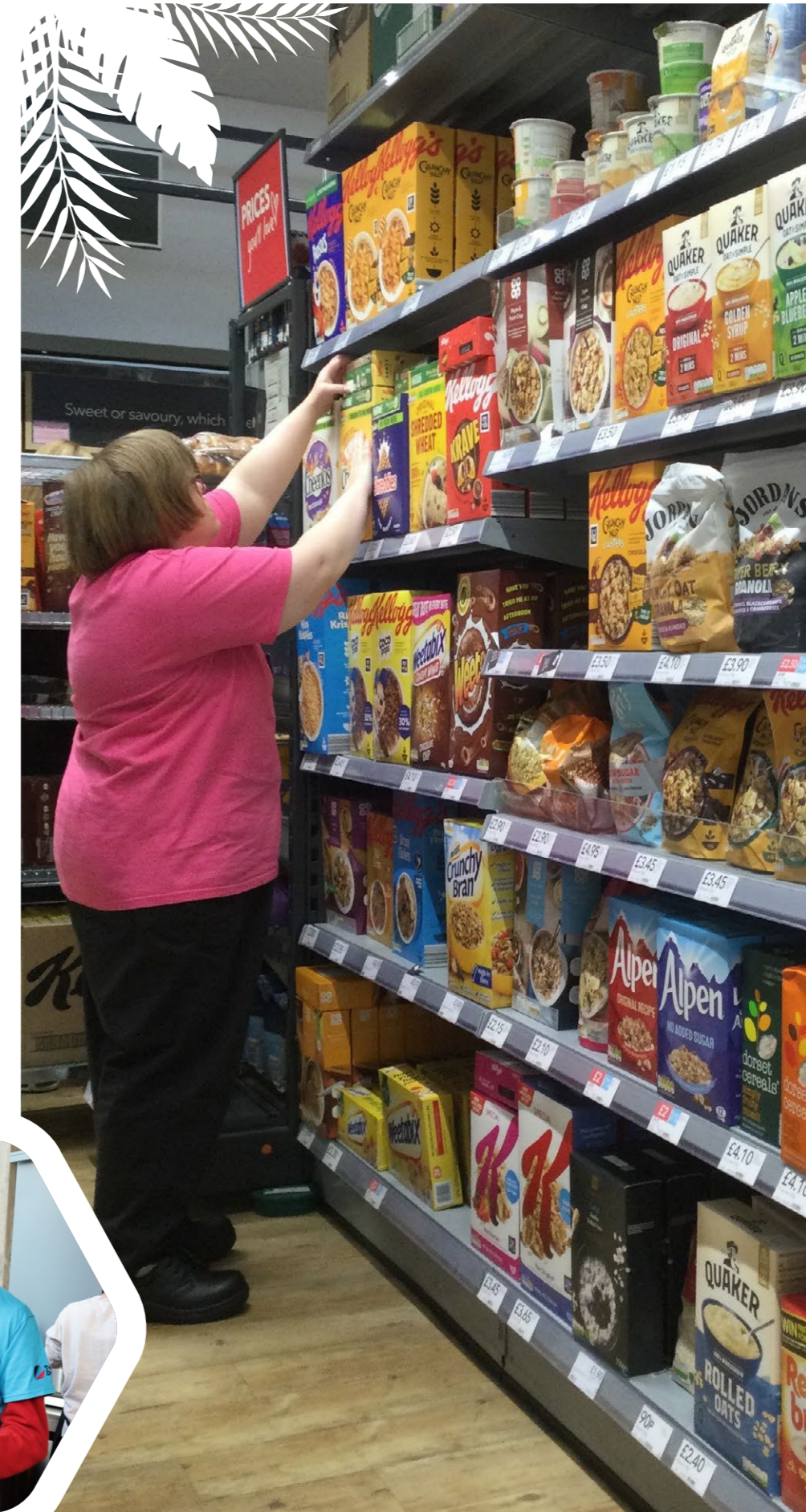
In September 2022, we opened a new enrichment hub in a local church, and we will be introducing Personal Social Health and Economic sessions to support the wellbeing and personal learning of our candidates. We will be relaunching a rich and varied selection of new activities with our partners in the community (most of which were put on hold during the pandemic), all with the aim of building candidates' soft skills, confidence and resilience.

With the number of candidates finding paid work doubling at the end of 2022, we welcomed a new teacher to the team who will also be co-ordinating our Wrap Around Programme (WAP). Not only will candidates new to work be supported in their positions but, just as importantly, those who have been in work for multiple years will be able to access the help they need.

We recognise that more could be done to help these candidates to develop within their roles, or find new work for them when desired. For this reason, we will be starting a drop-in job club at the beginning of our 2023-24 year, run by our WAP co-ordinator who will be responsible for giving careers advice.

Funding

As our organisation expands, inevitably, so do the costs. Our move to become a Specialist Post-16 Institution will assure our organisational and financial stability in the long term, but in the short term, the Board of Trustees have agreed that this increase of expenditure will be covered by our reserves. Our financial challenge will be finding the funding that we need to bridge the gap between being governed and becoming self-governing, as well as rebuilding our reserves. The bulk of our funding will continue to come from statutory contributions, but we must also explore new opportunities for traded and voluntary income as both landscapes have changed significantly. We will be investing time into diversifying and strengthening both of these income streams.



Future plans



Organisational development

After six years of transforming lives, we are at a pivotal point in Team Domenica's organisational development. In 2023 we will be revisiting our organisation's values, vision and mission; guided by our candidates at the centre of the process and including all of our beneficiaries and staff. We will be reflecting these changes in a new website and communications plan.

We will also be commissioning Tizard Centre from the University of Kent to perform an external evaluation of our direct and wider impact, and will be internally assessing the quality of our provision along British Association of Supported Employment guidelines. From this standpoint we will be creating a new theory of change and three-year strategy to guide us through the coming chapter

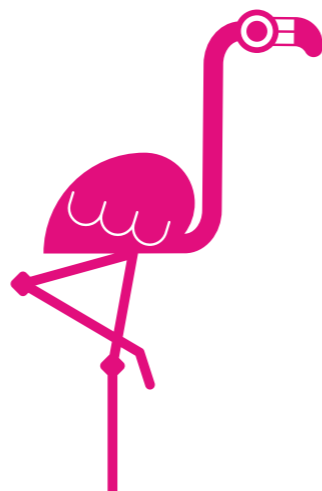
in our history as an emerging leader in the world of learning disabilities and supported employment.

We will be investing heavily in the training of all our staff, using online and in-person training across multiple areas, including safeguarding and emotional coaching; and every one of our staff involved in the direct delivery of training, education and support of candidates will be receiving or renewing their Training in Systematic Instruction from the British Association of Supported Employment.

Becoming a stand-alone education provider, will be a tremendous opportunity to strengthen our governance and determine our own policies and procedures in a way that reflects our organisation and sits firmly

at the leading edge of best practice.

We will be improving our governance by creating an education sub-committee at board level for greater scrutiny and will be appointing new Trustees, including a treasurer and a new education governor with experience in post-16 Special Education Needs and Disability (SEND).



Building plans for a new centre

We have achieved exceptional growth and impact in our first six years, but we are still based in the same small centre, on the edge of the city, which we have outgrown. We have had to open additional offices in a separate building for our growing staff team, and provide a separate hub for enrichment programme activities. This growth is spreading our teams and young people across the city which is fracturing our family. We are heavily reliant on partnerships and vulnerable to changes in their business models. Urgency is added by the fact that our current centre building lease ends in 2027.

We have always been a beacon of hope to all people with learning disabilities and their families. We don't just want to continue our work, we want to increase the number of young people and families we support, and maximise our impact

across the community. We want to enhance the breadth and depth of the training and support we offer, to bring real transformative change to more young people's lives and more employer partners' workplaces.

To do this, we need to concentrate our energies on delivering our services, rather than on overcoming the challenges of our limited spaces. We need a larger space to bring our people and programmes together. There is also an opportunity now to put ourselves in the very heart of Brighton & Hove, visible to everyone in our city, so that they can see that people with learning disabilities can work and be part of society. We need a space where the community can come together to discover the unique talents of our young people and celebrate the value they can bring to the workplace.

By consolidating three of our sites in one place, we would be able to provide a better service to our existing young people, expand to new activities and cohorts, and build stronger staff teams.

We have started the process of searching for our new home in earnest, identifying our needs and specifications, performing a feasibility study and will begin raising the necessary capital in 2023.

“We have come a long way since we opened our doors in 2016, and our plans for the next few years are more ambitious still. The future holds big things for our organisation, our candidates and our community – a future we are all ready for.”

Rosa Monckton MBE, Founder and Chair of Team Domenica

Financial review

The consolidated statement of financial activities is shown on page 38.

There was a total income of
£1,689,880
(2021 £1,182,927)

The group expended
£1,524,388
(2021 £945,518)

resulting in a surplus of
£165,492
(2021 £237,409)

St John's College, Brighton; local authority Direct Payments and DWP Access to Work funding.

Finally, 22% of our income £372,835 (2021: £144,792) was generated through our training café subsidiary Café Domenica Limited.

Financial review

The charity continues to grow and the Trustees are pleased at how the business has recovered from the pandemic. This is especially true in the cafés, where sales recovered well after re-opening.

We are a people-based business and payroll will always constitute our major cost. We have been effected by the tight local labour market, but have managed to provide all services and fill all posts. We have also seen food and drink costs rise in our training cafés. Overall, we are very pleased to report another surplus which is added to reserves, recognising that as we grow, our reserves will need to increase proportionally to comply with the reserves policy.

In the short term, we plan to continue to grow, investing in growth to facilitate the long-term success of the organisation.

Public benefit

The Board has ongoing regard for the public benefit guidance published by the Charity Commission when reviewing the charity's activities and future plans. Team Domenica continues to make a significant impact in the education and work prospects of our beneficiaries. We regularly measure our impact via beneficiary surveys and employer partner feedback.

Reserves

The Trustees are satisfied that reserves continue to grow. This has allowed them to invest in growth in the financial year ending July 2023 and to ensure that the charity can survive any downturn in

funding. At the balance sheet date, the charitable group's free reserves were £656,246 (2021 £721,890). These have been determined on the following basis:

Total fund balance	£1,484,197
Less restricted funds	(£108,691)
Less fixed assets	(£103,910)
Less EFSA accrued income	(£390,082)
Less future rent commitments	(£225,269)
Free reserves	£656,245

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 of forecast operating costs.

Based on the forecast financial information this is estimated to be £988,586. The current free reserves of the charity as detailed above are £656,246, which represents four months of operating costs. The Trustees continue to aim for six months of free reserves, and note that the ESFA accrued income was higher than planned at the balance sheet date due to a one-off event. If the accrued income had been converted to cash as planned, the free reserves would have been sufficient to comply with the reserves policy.

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 UK GDPR.

Income

Team Domenica raised a total of £550,578 (2021: £401,035) through fundraising activities accounting for 33% of overall income in the period.

45% of our income received (£765,833) came from statutory income sources (2021: £602,684) including education funding through our partnership with

Risk management

The Trustees have a detailed Risk Register showing the significant 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. The register is reviewed and updated at each board meeting.

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

➤ 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 26/04/23.

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 2022 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 2022, 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:

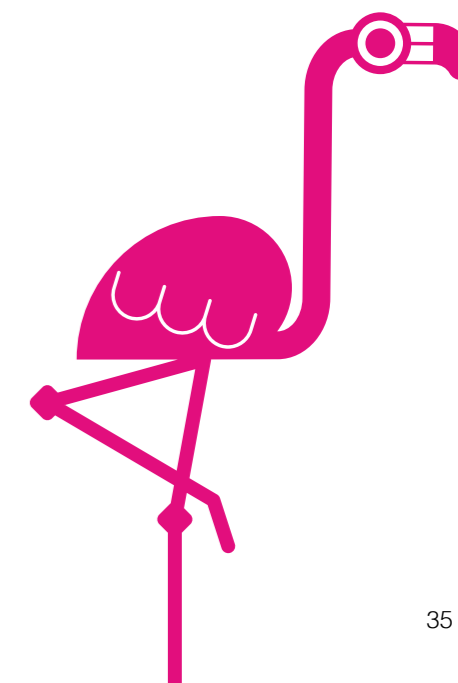
- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or

- 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 33, 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: 26/04/23



Consolidated Statement of Financial Activities

(Including Income and Expenditure Account)
Year ended 31 July 2022

	Note	Unrestricted funds 2022	Restricted funds 2022	Total funds 2022	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021
		£	£	£	£	£	£
Income from:							
Donations and legacies	3	176,134	374,444	550,578	160,485	240,550	401,035
Charitable activities	4	1,138,668	-	1,138,668	747,476	-	747,476
Investments	5	634	-	634	178	-	178
Other	6	-	-	-	34,238	-	34,238
Total income		1,315,436	374,444	1,689,880	942,377	240,550	1,182,927
Expenditure on:							
Raising funds	7	75,647	-	75,647	40,465	-	40,465
Charitable activities	8	1,116,323	332,418	1,448,741	709,408	195,645	905,053
Total expenditure		1,191,970	332,418	1,524,388	749,873	195,645	945,518
Net income/expenditure		123,466	42,026	165,492	192,504	44,905	237,409
Gross transfers between funds		-	-	-	-	-	-
Net movement in funds		123,466	42,026	165,492	307,002	6,731	237,409
Reconciliation of funds:							
Fund balances at 01 August 2021		1,252,040	66,665	1,318,705	1,059,536	21,760	1,081,296
Fund balances at 31 July 2022		1,375,506	108,691	1,484,197	1,252,040	66,665	1,318,705

Consolidated Statement of Financial Position

Year ended 31 July 2022

	Note	2022	2022	2021	2021
		£	£	£	£
Fixed assets					
Tangible fixed assets	13		103,910		100,897
			103,910		100,897
Current assets					
Stocks	14		10,611		4,347
Debtors	15		800,607		424,792
Cash at bank and in hand			647,873		860,936
			1,459,091		1,290,075
Creditors: Amounts falling due within one year	16		(78,804)		(72,267)
Net current assets			1,380,287		1,217,808
Net assets			1,484,197		1,318,705
Charity funds:					
Restricted funds	18		108,691		66,665
Unrestricted funds – general	19		1,375,506		1,252,040
Total funds			1,484,197		1,318,705

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 26/04/23.

Signed on behalf of the board of Trustees



R Monckton MBE
Trustee

Charity Statement of Financial Position

Year ended 31 July 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible fixed assets	12		80,604		93,158
Investments	13		2		2
			80,606		93,160
Current assets					
Stocks	14	1,730		990	
Debtors	15	795,952		409,743	
Cash at bank and in hand		623,261		838,360	
		1,420,943		1,249,093	
Creditors: Amounts falling due within one year	16	(50,269)		(38,666)	
Net current assets			1,370,674		1,209,437
Net assets			1,451,280		1,302,597
Charity funds:					
Restricted funds	18		108,691		66,665
Unrestricted funds – General	19		1,342,589		1,235,932
Total funds			1,451,280		1,302,597

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 26/04/23.

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.

Consolidated Statement of Cash Flows

Year ended 31 July 2022

	Note	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from operations	24		(178,691)		195,277
Investing activities					
Purchase of property, plant and equipment		(35,006)		(17,406)	
Interest received		634		178	
Net cash (used in) / generated from investing activities			(34,372)		(17,228)
Net decrease/(increase) in cash and cash equivalents			(213,063)		178,049
Cash and cash equivalents at beginning of year			860,936		682,887
Cash and cash equivalents at end of year			647,873		860,936
Cash and cash equivalents consists of:					
Cash in bank and in hand			647,873		860,936
Cash and cash equivalents at end of year			647,873		860,936

Notes to the Financial Statements

Year ended 31 July 2022

1. Accounting Policies

1.1 Basis of preparation

Team Domenica is a private limited by guarantee charitable company registered in England and Wales. The registered office of the charity 5-7 Preston Road, Brighton, East Sussex BN1 4QE. 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 consider that there are no material uncertainties regarding Team Domenica's ability to continue as a going concern. Therefore, the financial statements are prepared on a going concern basis.

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.

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 the notes 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 2022 (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 2022 £	Total 2021 £
Donations	166,074	374,444	540,518	397,394
Gift aid	10,060	-	10,060	3,641
For the year ended 31 July 2022	176,134	374,444	550,578	401,035
For the year ended 31 July 2021	160,485	240,550		401,035

4. Charitable Activities

	Training Centre £	Café £	2022 £	2021 £
Services provided under contract	761,833	4,000	765,833	602,684
Ancillary trading income (café sales)	-	372,835	372,835	144,792
For the year ended 31 July 2022	761,833	376,835	1,138,668	747,476
For the year ended 31 July 2021	602,684	144,792		747,476

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

5. Investments

	2022 £	2021 £
Fundraising events (rendering of services)	634	178

6. Other

	2022 £	2021 £
Government grants	-	34,138
Rent received	-	100
	-	34,238

£nil (2021: £34,138) of the above Government grants was receivable in respect of the Coronavirus Job Retention Scheme.

7. Expenditure on Raising Funds

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Fundraising and publicity				
Staging fundraising events	232	-	232	-
Advertising	2,208	-	2,208	1,429
Other fundraising costs	4,648	-	4,648	2,949
Staff costs	68,559	-	68,559	36,087
Total for the year ended 31 July 2022	75,647	-	75,647	40,465
Total for the year ended 31 July 2021	40,465	-		40,465

8. Charitable Activities

	Training Centre £	Café £	Employment Centre £	Total 2022 £	Total 2021 £
Staff costs	527,895	291,008	64,276	883,180	519,154
Advertising	226	5,653	-	5,879	77
Depreciation and impairment	9,247	3,981	-	13,228	2,889
Staff training	3,777	270	-	4,047	1,248
Café purchases	-	136,522	-	136,522	77,675
Enrichment	-	-	20	20	304
Rent and rates	23,361	46,506	-	69,867	37,454
Freelance support	20,377	-	2,300	22,677	7,235
Light and heat	1,313	711	-	2,024	2,015
Partner college fees	25,466	-	-	25,466	2,647
Repairs and renewals	4,179	9,459	667	14,305	10,758
Health and safety	79	-	-	79	3,198
Cleaning	6,474	11,994	36	18,504	-
Telephone	581	1,828	-	2,409	2,005
PPS and computer	2,735	1,742	4	4,481	4,802
Insurance	599	750	-	1,349	600
Travel	1,291	287	2,847	4,426	517
Awarding body fees	2,200	-	-	2,200	425
Legal and professional	-	307	-	307	628
Sundry expenses	1,254	6,088	138	7,480	3,661
Entertainment	-	193	-	193	67
	631,054	517,300	70,288	1,218,641	677,359
Share of support costs (see note 9)	104,276	70,149	15,167	189,592	193,225
Share of governance costs (see note 9)	22,279	14,988	3,241	40,508	34,469
	757,609	602,437	88,696	1,448,741	905,053
Analysis by fund					
Unrestricted funds – general	461,314	566,314	88,696	1,116,323	709,408
Restricted funds	296,295	36,123	-	332,418	195,645
For the year ended 31 July 2022	757,609	602,437	88,696	1,448,741	905,053
For the year ended 31 July 2021	502,024	356,084	46,945		905,053

The support costs have been allocated to activities based on the proportion of costs and time spent on activities. The split is 52% Training Centre, 42% Café and 6% Employment Centre.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

9. Support Costs

	Support costs £	Governance costs £	Total 2022 £	Total 2021 £
Staff costs	81,470		81,470	116,683
Depreciation and impairment	18,765		18,765	23,826
Enrichment activities	16,249		16,249	7,319
Rent and rates	7,922		7,922	1,236
Health and safety	130		130	597
Repairs and renewals	825		825	1,509
Cleaning	480		480	0
Staff training	3,639		3,639	857
Telephone	581		581	602
PPS and computer	6,880		6,880	6,779
Freelance support	11,073		11,073	10,290
Subscriptions	1,124		1,124	979
Recruitment fees	896		896	456
Travel	5,310		5,310	159
Awarding body fees	968		968	-
Bad debts	626		626	689
Sundry costs	5,769		5,769	4,254
Bookkeeping	26,885		26,885	16,990
Accountancy		23,161	23,161	29,443
Legal and professional		17,347	17,347	5,026
	189,592	40,508	230,100	227,694

Governance costs includes payments of £10,249 (2021: £9,000) for audit fees, and £10,249 (2021: £9,600) for other accounting services provided by the auditor.

10. Employees and Trustees

Number of employees	2022 Number	2021 Number
The average monthly number employees during the year was:		
Direct	56	31
General	2	3
	58	34

Employment costs	2022 £	2021 £
Wages and salaries	940,156	610,279
Social security costs	65,449	43,115
Other pension costs	27,604	18,530
	1,033,209	671,924

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

11. Trustee Remuneration and Benefits

No Trustees were paid remuneration (2021: £nil).

During the year a Trustee was reimbursed expenses totalling £25 (2021: £nil) for safeguarding training.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

12. Tangible Fixed Assets

Group	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 1 August 2021	102,373	29,226	44,911	32,639	209,150
Additions	-	9,191	10,804	15,010	35,006
Disposals				(4,134)	
At 31 July 2022	102,373	38,417	55,716	43,516	244,156
Depreciation:					
At 1 August 2021	37,664	17,423	30,051	23,114	108,252
Charge for the year	10,237	5,683	9,412	4,771	30,104
Eliminated on disposal				(2,244)	
At 31 July 2022	47,901	23,106	39,463	25,641	138,356
Net book amount:					
At 31 July 2022	54,471	15,311	16,252	17,875	103,910
At 31 July 2021	64,709	11,803	14,860	9,525	100,897

Charity	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 1 August 2021	102,373	21,591	44,213	32,639	200,817
Additions	-		448	15,010	15,459
Disposals				(4,134)	(4,134)
At 31 July 2022	102,373	21,591	44,662	43,516	212,142
Depreciation:					
At 1 August 2021	37,664	16,845	30,036	23,114	107,659
Charge for the year	10,237	2,586	8,528	4,771	26,123
Eliminated on disposal				(2,244)	(2,244)
At 31 July 2022	47,901	19,431	38,564	25,641	131,538
Net book amount:					
At 31 July 2022	54,471	2,160	6,097	17,875	80,604
At 31 July 2021	64,709	4,747	14,177	9,525	93,158

13. Fixed Asset Investments

Charity	Investment in subsidiary £
Cost or Valuation	
At 1 August 2021 and 31 July 2022	2
Carrying Amount	
At 31 July 2022	2
At 31 July 2021	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	2022 £	2021 £
Café inventories	10,611	4,347

Charity	2022 £	2021 £
Café inventories	1,730	990

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

15. Debtors

Group	2022 £	2021 £
Trade debtors	274,586	75,103
Prepayments and accrued income	515,201	334,650
Other debtors	10,820	15,039
	800,607	424,792

Charity	2022 £	2021 £
Trade debtors	273,552	73,337
Prepayments and accrued income	512,900	326,906
Other debtors	9,500	9,500
Amounts due from group undertakings	-	-
	795,952	409,743

16. Creditors: Amounts Falling Due Within One Year

Group	2022 £	2021 £
Trade creditors	24,197	20,683
Accruals and deferred income	23,112	26,756
Other creditors	6,466	10,169
Other taxation and social security	25,029	14,659
	78,804	72,267

Charity	2022 £	2021 £
Trade creditors	10,774	2,922
Accruals and deferred income	21,061	19,394
Other creditors	4,274	5,458
Other taxation and social security	14,160	10,892
	50,269	38,666

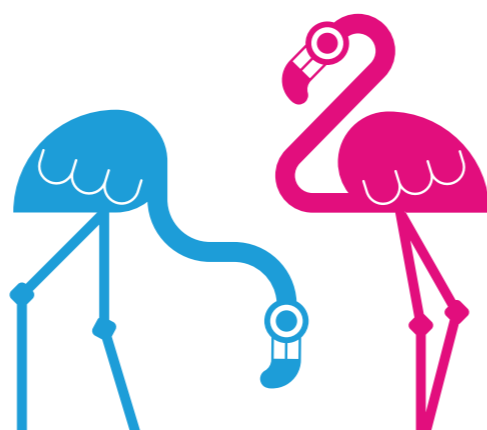
17. Retirement Benefit Schemes

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 £27,604 (2021: £18,530).

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.



Notes to the Financial Statements

Year ended 31 July 2022 (continued)

18. 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 2022 £
	Balance at 01 August 2021 £	Incoming resources £	Resources expended £	Transfers £	
Red Roaster	1,950	-	(1,950)	-	-
Training Centre	59,743	301,998	(269,321)	(4,229)	88,191
Staff Parties	2,758	1,000	(2,252)	-	1,506
Curriculum Enrichment	-	13,000	(10,000)	-	3,000
Staff Training	2,214	25,000	(25,000)	-	2,214
Café Running Costs	-	32,882	(23,871)	4,229	13,240
Laptop	-	565	(24)	-	541
	66,665	374,444	(332,418)	-	108,691

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 trainer 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.

The Laptop Fund relates to a donation provided for the purpose of a purchase of a laptop.

19. Unrestricted Funds

Group	Movement in funds				Balance at 31 July 2022 £
	Balance at 01 August 2021 £	Incoming resources £	Resources expended £	Transfers £	
Unrestricted reserve	1,252,040	1,315,436	(1,191,970)	-	1,375,506
	1,252,040	1,315,436	(1,191,970)	-	1,375,506

Charity	Movement in funds				Balance at 31 July 2022 £
	Balance at 01 August 2021 £	Incoming resources £	Resources expended £	Transfers £	
Unrestricted reserve	1,235,932	1,080,171	(973,514)	-	1,342,589
	1,235,932	1,080,171	(973,514)	-	1,342,589

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

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

20. Analysis of Net Assets Between Funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2022 are represented by:			
Property, plant and equipment	103,910	-	103,910
Current assets/liabilities	1,271,596	108,691	1,380,287
Total Net Assets	1,375,506	108,691	1,484,197

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2022 are represented by:			
Property, plant and equipment	80,604	-	80,604
Investments	2	-	2
Current assets/liabilities	1,261,983	108,691	1,370,674
Total Net Assets	1,342,589	108,691	1,451,280

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

21. Operating Lease Commitments

	Land and buildings 2022 £	Other operating leases 2022 £	Land and buildings 2021 £	Other operating leases 2021 £
Future minimum lease payments for non-cancellable operating leases payable in:				
Less than one year	65,750	652	66,075	2,800
Between one and five years	159,519	-	185,229	700
Over five years	-	-	31,540	-
	225,269	652	282,844	3,500

During the year, a licensing agreement was entered into with Jubilee library for three years, whereby a contribution is due from the licensee of 7% of the quarterly net turnover from the Jubilee Library Café Domenica stall, with a review on this contribution after the first 12 months.

22. Related Party Transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2022 £	2021 £
Aggregate compensation	89,185	85,459

During the year, donations receivable from the Trustee, A Polizzi di Sorrentino, amounted to £198 (2021: A Polizzi di Sorrentino, Trustee, £154) and from key management personnel, J Cook amounted to £110 (2021: J Cook, key management personnel, £110). Income for day service attendance for the daughter of the Trustee, R Monckton amounted to £2,090 (2021: £8,305). At the year end, R Monckton owed Team Domenica £110 (2021: £495) for these services. These services were charged at the same rate as other candidate users of the service.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

23. 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 2022 was 5 (2021: 5).

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

	2022 £	2021 £
Net income for the year	165,493	237,409
Adjustments for:		
Investment income recognised in statement of financial activities	(634)	(178)
Depreciation and impairment of property, plant and equipment	30,104	26,714
Loss on disposal	1,889	-
Movements in working capital:		
(Increase) in trade and other receivables	(375,815)	(106,953)
(Increase) in stocks	(6,264)	(2,844)
Increase in trade and other payables	6,536	41,129
Net cash flow from operations	(178,691)	195,277

25. Analysis of Changes in Net Funds

	At 1 August 2021 £	Cash flow £	At 31 July 2022 £
Net cash			
Cash at bank and in hand	860,936	(213,063)	647,873
	860,936	(213,063)	647,873

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

26. Donations, Trusts and Charitable Sources

➤ Aviva Community Fund	➤ Garfield Weston Foundation
➤ BBC Children In Need/Youth Futures Foundation	➤ Hannah Rothschild Trust
➤ Blagrove Trust	➤ Henry Smith Charity
➤ Bryan Guinness Charitable Trust	➤ Hosking Charitable Trust
➤ The Chalk Cliff Trust	➤ Invest for Children
➤ Charlotte Marshall Charitable Trust	➤ The Lawson Trust
➤ Co-op Community Fund	➤ MariaMarina Foundation
➤ Cow Corner	➤ National Lottery Community Fund
➤ David Solomons Charitable Trust	➤ OneFamily
➤ Edward Gostling Foundation	➤ Rayne Foundation
➤ The Ennismore Charitable Trust	➤ Rockefeller Philanthropy Advisors
➤ Ernest Kleinwort Charitable Trust	➤ The Sigrid Rausing Trust
➤ Fonthill Foundation	➤ Southover Manor Trust



“ I’m really enjoying my work experience; it’s really good. Even though I was nervous in my first week, I now feel a lot more confident and independent. ”

Holly, Team Domenica candidate



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Team Domenica is a company limited by guarantee and a charity registered in England and Wales. Registered charity no: 1165494. Registered company no: 09862696



**Team
Domenica**