



2020 Annual Report (Amended)

Trustees' report and consolidated
financial statements



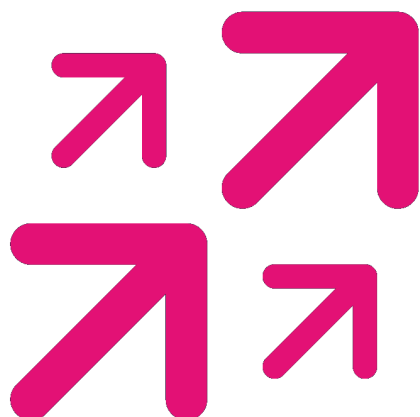
Team Domenica

Removing barriers to work for people with learning disabilities

Legal and administrative information

Year ended 31 July 2020

Trustees	R Monckton MBE C Noel FCA K Pakenham A Polizzi di Sorrentino L Howell
Company number	09862696
Charity number	1165494
Registered office and principal address	5-7 Preston Road Brighton East Sussex BN1 4QE
Auditor	Galloways Accounting Atlas Chambers 33 West Street Brighton BN1 2RE
Banker	C. Hoare & Co 37 Fleet Street London EC4P 4DQ



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Introduction

This has been a year where we have truly understood why we are called ‘**Team Domenica**’, as we have pulled together in a remarkable way to ensure that we continue to support the candidates entrusted to our care. We have been tested to the limit and yet our team spirit and resolve have strengthened, and our determination to look after the most vulnerable group in our society has been reinforced.

I am so grateful to our teachers, who responded swiftly to the lockdown in March 2020, due to COVID 19, and who worked throughout the Easter holidays to adapt the curriculum to online sessions, for which we had 100% attendance.

It was not only our candidates who were learning; through the online sessions we could identify those who were finding it difficult to cope with the isolation and the team swiftly adapted to the individual needs, and acknowledged that sometimes to teach is to follow. We have always delivered a holistic programme, recognizing that people are different, but it is now more tailored than ever. We organised socially distanced walks and talks – including over weekends – to reassure them that they were not alone.

The challenge was to maintain our community— a community that we have built up week by week over the last four years— which is a lifeline for our candidates. Once again we adapted, creating an online programme to include mental wellbeing sessions, and a forum where they could stay connected. We did all that we could to bring everyone together, to keep them engaged and stimulated and, crucially, continue the learning process so that hard learned skills were not lost. Because we never forget that our ultimate aim is to get our young people into paid employment.

Introduction continued...

We have used the time to think strategically and we have some exciting plans. We have a waiting list, and plan to extend our day service offering, and so need to provide more opportunities for in-house work experience. We are delighted to announce a partnership with the iconic Brighton Dome, where from September we will be running their café. Our three-year plan includes starting our own coffee roasting business, and expanding our intake of candidates.

It has been an extraordinary year, which has taken its toll on us all. But it has been a year that we have survived, and a year in which we have had the courage to expand, and the time to reflect.

My thanks to all our supporters, our generous donors, and every single member of my staff for their dedication and passionate commitment. Above all, my thanks to our candidates who teach us all more every day about what is important in life than they could ever know.



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 2020. 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
K Pakenham (deceased 19 July 2020)
A Polizzi di Sorrentino
MDM Knight (resigned 3 February 2020)
L Howell (appointed 1 September 2019)

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

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

Structure governance and management continued...

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

- The responsibilities of the Senior Management Team.
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts.
- Future plans and objectives.

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

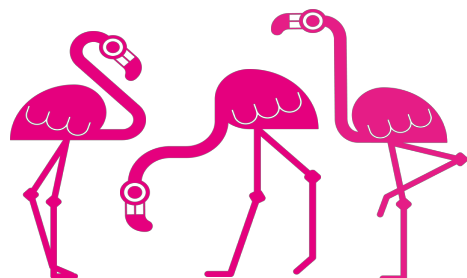
The Trustees are responsible for the high-level strategic development and direction of the charity. They delegate authority to deliver the strategy and day-to-day management responsibility to the key Senior Management Team (SMT).

The Trustees have determined that the SMT comprises the Programme & Strategy Director (Lisa Campbell-Squires), Executive Director (Jo Gracie) and Operations Director (Danielle Dodd).

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 have entered into a new Education Partnership with a specialist SEN provider, St John's College and School, to provide more relevant and valuable expertise to our operation.

Café Domenica Ltd is a subsidiary company to the charity.





Team Domenica

Removing barriers to work for people with learning disabilities



94%

of people with a
learning disability
are unemployed

“Life was very hard before I came to Team Domenica. I lost hope trying to find somewhere.... it was very depressing. I would have had a very lonely life...but Team Domenica made me feel I can do the job I want to do.”

Team Domenica candidate and now chef, Susannah

Young people with learning disabilities are often unemployed and marginalised in society.

We want to change that.

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

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

Objectives



In our 2019-20 financial year, we are proud to have delivered a successful approach focused on achieving the following transformative outcomes:

1. Young people with learning disabilities will have improved workplace knowledge and employability skills.
2. Partnered employers will feel more confident in providing work experience, supported internships and paid employment to young people with a learning disability.
3. Young people with learning disabilities will have increased opportunities to gain and sustain work.
4. Young people with learning disabilities will have increased independence confidence and wellbeing.
5. Young people with learning disabilities will feel less isolated and better connected to their local community.



What we do



When I got paid work it made me so happy because I can show my team all my excellent skills... Jurys Inn and Team Domenica are always there for me and give me confidence to never give up and keep trying – without someone there it's tough to be alone.”

Team Domenica candidate Josh, employed at the Jurys Inn, Brighton

We are committed to providing **education and training** to young people with learning disabilities— referred to as our ‘candidates’ to more accurately reflect their role as people ready for employment.

We give them the best chances of finding employment with an unparalleled range of **work experience** in our enterprises and with our partnered employers.

We have a holistic approach, supporting the whole person (and their families) with an **enrichment programme** that teaches good mental health and wellbeing.

We **remove barriers** to work by educating employers — with our guidance and advice companies feel confident to employ a young person with a learning disability.

We **create employment opportunities** that our young people aspire to.

We offer lifetime support to our young people and their families, creating lasting change in Brighton & Hove, East Sussex, West Sussex and beyond.

The need



Without help, the barriers to the world of employment can be insurmountable for young people with learning disabilities.

For some, their disability makes it difficult to gain basic employability skills and behaviours. For others, their confidence and self-esteem is low and needs building. For most, gaining any kind of work experience without assistance is near-impossible. On top of this, employers often have preconceptions about employing a young person with a learning disability.

"A lot of people don't take disabled people seriously, they think we are useless, but that is not true. Many of us are unemployed and our families have to support us. When someone is looking after you there's no motivation to leave the house. But you can help make a difference."

Gemma, Team Domenica candidate

People with learning disabilities are largely excluded from the benefits of employment:

6%

ECONOMIC

Nationally, just **6%** of people with learning disabilities are in employment (NHS Digital, 2018)

7x

SOCIAL

People with learning disabilities are seven times more likely to suffer from chronic loneliness (Learning Disability Today, 2019).

+

PHYSICAL HEALTH

People with learning disabilities often have physical difficulties that would be improved by a regular work routine.

2x

MENTAL HEALTH

People with learning disabilities are twice as vulnerable to mental health problems than the general population (NICE, 2016).

With the recent onset of COVID-19, the dangers of social isolation are vastly increased and the reduction in training and employment opportunities could have a potentially devastating impact on our candidates.

The need for our service is now greater than ever.

How we make a difference

No other organization in our area offers the same level of bespoke training, experience and lifelong support to young people with learning disabilities. We are widely recognized for the impact we have.

“Amazing charities like Team Domenica make a tremendous contribution to society.”

Secretary of State, Matt Hancock

This year we have increased our intake to **60** candidates and intend to grow each year. Our dedicated and specialist team of **34** staff (FTE) deliver our programmes through a three-tier setup:

1 Training Centre



Candidates spend two mornings a week at the Training Centre working towards an **accredited qualification**, learning key skills such as numeracy, money-handling, communication, and customer service to serve as a foundation for future learning.

Last year **100%** of our candidates still achieved their accredited qualification — despite the onset of COVID-19 — thanks to our highly qualified training staff who worked tirelessly to redesign and deliver a holistic programme of learning.

“Team Domenica has been a revelation for my daughter Lara and our family. The time she has spent there has visibly improved her self-esteem and confidence, and she has built a strong network of real friendships which is so important to a good quality of life. The team who support Lara are unfailingly lovely, caring and compassionate.”

Sonia, mother of Team Domenica candidate Lara



Enrichment

We know education alone doesn't prepare a person for work. As part of our training programme, our candidates also attend one day of enrichment a week to improve their 'soft employability skills'. Sessions can include drama, yoga, art and mindfulness – all aimed at building self-confidence, resilience, teamwork, and other skills transferable to the workplace.

Each candidate has a dedicated 1-1 mentor to support the candidates with their wellbeing. This mentor has a direct relationship with their parent or carer, so any problems can be quickly and effectively flagged and resolved.

"When I look back two years to when Alexandra first joined Team Domenica I see a very different Alexandra to the one I see today. She has become a very much more capable, articulate, independent and, above all else, confident young woman."

Johathan, father of Team Domenica candidate Alexandra



81%

of candidates feel more confident

2 Training Enterprises



Here, candidates gain crucial in-house work experience opportunities, gently introducing them to the world of work. They build their confidence and independence whilst developing new skills in a familiar, supported, live environment.

They gain their experience in one of our **two city centre cafés**, open to the public and staffed by our candidates. The cafés also bring people in the community together, educating them on the value gained by interacting with young people with learning disabilities.

In one year, each candidate gains over **220** hours of experience, tracking their progress in a skills' passport.

3 Employment Centre



Since opening in 2016, our Employment Centre has achieved an outstanding **75%** paid employment rate for those on our Supported Internship Programme (SIP), compared to the national statistic of just **6%** for people with learning disabilities.

Working in partnership with **40** local employers across multiple industries, we create a raft of experience and employment opportunities for our candidates, carving out the jobs they deserve.

75%
employment rate
from our SIP
programme

“As an employer, if you are apprehensive or worried about employing someone with autism, please don’t be... Team Domenica works with you every step of the way and provides a Job Coach to work with the candidate to ensure they are engaged and performing well.”

Sarah Hoyle, HR Manager at Jurys Inn, Brighton

Josh: the Most Outstanding Person

Before Josh joined Team Domenica, his parents were worried that his autism and anxiety would mean that his aspiration to work in the catering industry would never become a reality.

Team Domenica was able to match Josh to a supported internship with Jurys Inn. Josh’s Job Coach worked with him to manage his anxiety using his love of rules and his role was adjusted to focus on tasks where his autism helped him to excel.

Less than a year from when he first stepped foot in the hotel, Josh was offered paid employment at Jurys Inn! Then just a few months later, Josh was nominated for the **Most Outstanding Person Award** at the Brighton and Hove Hotelier Awards – and he won!

“When I won the award it made me jump up and scream with happiness.”

Team Domenica candidate Josh



The timeline

1

Supported Employment Programme (SEP)

In their first year, as a gentle introduction to work, candidates complete up to 18 weeks of external work experience — an unparalleled opportunity to build resilience and explore what kind of work might interest them in the future. They complete an accredited qualification giving them skills to take into the workplace. They attend enrichment activities that give self-confidence and soft skills such as team work and leadership.

2

Supported Internship Programme (SIP)

In their second year, candidates undertake internships of between 25 and 38 weeks, supported by experienced and dedicated Job Coaches who act as a guide for both the candidate and the employer.

3

Wrap Around Programme (WAP)

Finally, candidates progress into employment, supported weekly by our Wrap Around Programme which works to encourage and assist the candidate and maintain a relationship with the employer. Gradually, we reduce our contact, but remain available to our candidates and employers **for life**.



“Team Domenica has given me the confidence to push and challenge myself. I've waited all my life to get a job and I can't believe it's finally happened.”

**Team Domenica candidate, Hannah,
now employed at Hobbycraft**

COVID-19



COVID-19 has had a dramatic impact on the lives of our candidates and on Team Domenica. We are proud of our innovative approach and the flexibility, determination and resilience we have shown.

From September 2019 to March 2020 all our candidates successfully accessed café training, external work experience and supported internships — with several of our candidates coming close to being offered paid work. Sadly, from March 2020, when COVID-19 hit, all face-to-face work-based training ceased with the closure of many of our partnered employers' businesses. We quickly realised that Team Domenica candidates faced a number of challenges:

- Increased isolation, heightened anxiety and loss of support networks
- Lack of routine and structure
- Decrease in mental and physical health
- Lack of access to training and education
- Parents became full-time carers
- Loss of work-based training and paid work opportunities

Our personalised and holistic approach meant we were able to combat and overcome these significant challenges. We responded immediately with a Virtual Training Programme, designed as a full-time equivalent to our 'normal' programme:

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

"The virtual sessions have given continuity in what would have been a huge vacuum."
Dave, father of Team Domenica candidate Zac

COVID-19 continued...

We also supported those candidates that continued to work throughout the pandemic as key workers, as well as providing weekly mentoring to those that were furloughed.

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

Team Domenica candidate Frankie, a key worker at Morrisons

COVID-19 has highlighted how external change can so easily disrupt the lives of people with learning disabilities and that the support systems around young people need to be able to respond quickly to stop them falling into crisis.

"It has been an interesting year... all the stuff we have had to deal with... lockdowns, new 2m measurements.

Team Domenica has helped us understand and carry on with this new world order."

Team Domenica candidate Charles

Team Domenica has been able to provide a lifeline of support and hope to both candidates and parents.

"In providing a clear structure to Alexandra's weekdays, as well as providing guidance and professional support to myself as a parent, Team Domenica has done much to alleviate pressure on me during these very trying times."

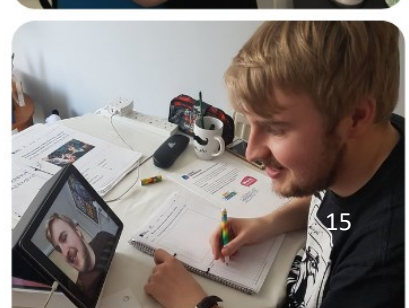
Jonathan, father of Team Domenica candidate Alexandra

"What Team Domenica put together at the end of March, moving to online learning, was well organised and meaningful. I could see that a huge amount of work went into it. I have listened to Liv taking part in her online lessons and she continues to learn even though she isn't onsite at Team Domenica."

Susie, mother of Team Domenica Candidate Liv

We are extremely proud of our candidates' progress this year against all the odds. It is a testament to our candidates' commitment and determination how they have continued to engage and support each other through such difficult times.

We know that the future holds hope for our candidates and that Team Domenica will be there to support them every step of the way.



Achievements

83%

of candidates
are happier



COVID-19 could have had a devastating impact on our team and our candidates. We faced fragmentation, a breakdown in support networks, and a loss of community. Instead our candidates and staff have shown resilience, bravery and above all kindness to each other. To witness this has been inspirational as an organisation. We have learnt important lessons from our candidates— mostly to never underestimate their ability to succeed against all the odds.

- We now support over **60** candidates — a growth of **25%**
- Until COVID-19, we achieved a **75%** employment rate from our Supported Internship Programme
- **100%** of our candidates achieved their accredited employability qualification.
- 98% attendance of our candidates throughout the year.
- Team Domenica delivered **800** virtual and face-to-face sessions during COVID-19
- Team Domenica was cited as an example of good practice in the Brighton and Hove Public Health Report 2019.
- Team Domenica has widened its reach and is now working with several London local authorities
- Over **80%** of our candidates feel happier, more confident and have more hope for the future
- **94%** of parents feel supported and have more hope for their child's future
- Despite COVID-19, half of our candidates reported a reduction in their anxiety levels and feelings of loneliness.

"Team Domenica has been an outstanding example of good practice during these testing times with coronavirus."

Paul Morrison, SEN officer, West Sussex County Council

"Since Steven has been at Team Domenica, I have seen him grow in confidence to take on life's challenges, he now takes the train home with one of his colleagues, a thing I never thought I would see. The support and training given to Steven is fantastic, Team Domenica is the right place for him to mature."

Steve, father of Team Domenica candidate Steven

Future plans

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

With unemployment set to rise above 7% across the UK in 2021 (OECD) due to COVID-19, we are concerned that our candidates will not get the opportunities they once had.

Many of our partnered employers have been hard hit by the pandemic. Most have been unable to offer work experience or new job opportunities over the last few months, with no end in sight. Unemployment is a very real threat to those candidates already in paid work.

Despite this challenge, we are still committed to reaching more young people with learning disabilities. We will increase our outreach by 25% again in September — we won't let COVID-19 change that.

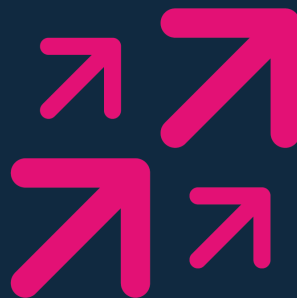
We must innovate new ways for our candidates to gain work experience and employment, or they risk losing their community, their support network, and the chance to be competitive in a challenging job market. That is why, over the next year, we will look for new partnerships to increase the opportunities we can offer candidates in the workplace.

We plan to start our own coffee roasting business in partnership with Brighton-based coffee roastery, Redroaster. A new partnership with Brighton Dome is also on the horizon, where we will be running their café. These measures will help guarantee more training opportunities for our candidates now and in the future.

As part of our business strategy, these changes will also result in development of our income, bolstering our infrastructure and financial sustainability in the face of the challenges of a global pandemic.

We will be poised ready to support those candidates that are re-entering the workplace after a period of furlough, and helping those who have been made redundant to find new employment.

A challenging road lies ahead, but we are ready...



Financial review

The consolidated statement of financial activities is shown on page 26.

There was a total income of £1,191,996 (2019: £746,515).

The charity expended £878,263 (2019: £733,958) in the year, resulting in a surplus of £313,733 (2019: £12,557).

Fundraising

The support we receive through fundraising provides the most important income 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 an person or persons to donate money or property. Team Domenica has received no complaints about any fundraising activities and respects the privacy and details of donors in accordance with GDPR.

Team Domenica raised a total of £512,512 (2019: £434,647) through fundraising activities, accounting for 43% of our overall income in the reporting period. In November 2019, we successfully raised £182,473 through a fundraising dinner accounting for 15% of our income raised.

Voluntary income streams were more diversified and the main sources came through fundraising events and individual donations (£264,029) and awarded grant funding from trusts and foundations (£188,755). Corporate donations amounted to £36,322.

Charitable activities

This year 46% of our income received £533,947 (2019: £220,404/ 30%) came from statutory income sources, including education funding through our new partnership with St John's College Brighton, local authority Direct Payments and DWP Access To Work funding. St John's College is a specialist FE provider and as such we are now able to access high needs funding for our candidates. This additional funding has significantly increased our overall statutory income despite a drop in DWP Access To Work funding due to COVID-19.

5% of social enterprise earned income £59,197 was generated through Café Domenica (2019: £90,971 /12%). With our cafés closed from April 2020, our trading income has dramatically reduced. However, we were in receipt of a £25,000 grant from Brighton and Hove Council, and we have been able to take advantage of the Coronavirus Job Retention Scheme to support our café staff salaries.

Financial review continued...

Reserves

At the balance sheet date, the charitable group's Free Reserves were £542,195. These have been determined on the following basis:

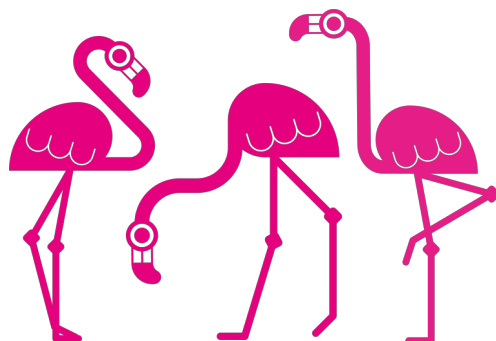
Total Fund balance	£1,081,296
Less Restricted Funds	(£21,760)
Less Fixed Assets	(£110,205)
Less ESFA	(£275,136)
Less Brighton and Hove lease commitment	(£98,000)
Less Hove Lease commitment	(£34,000)
Free Reserves	£542,195

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

The Trustees determine the level of reserves needed by:

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

The Board aims to hold free reserves to the level of six months' forecast operating costs. Based on the forecast financial information this is estimated to be £466,070. The current free reserves of the charity as detailed above are £542,195, which represents 7 months' operating costs.



Risk management

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

At the time of publishing the accounts, the charity is responding to the worldwide Covid-19 pandemic. The charity's Training Centre, Training Cafés and Employment Centre have now partially closed. So that we can continue to operate and deliver training we have launched a full-time virtual timetable and also 1-1 mentoring sessions to fully support candidates during this challenging time. To keep our candidates safe and adhere to social distancing guidelines upon their return to face-to-face training we are now actively looking to increase training opportunities and operate across more sites.

One of the largest and continuing risks identified is the financial sustainability of the charity.

COVID-19 is having a significant impact on our voluntary and earned income, as well as our capacity to plan for future activities. As we look to increase our training opportunities, we will also be looking to identify new avenues to replace lost income from our café closures.

With the uncertainty around events and public activity, we will be unable to plan a major fundraising event, which accounts for 15% of our raised income. We will likely see a decrease in activity from our donors in the community and business. We will need to fundraise through other avenues to replace this lost income and will be looking to emergency grants for additional support.

As we enter into a new education partnership with specialist provider St John's College, from September 2019, we know our statutory educational funding (EFSA) will be lagged. The absence of this funding until November 2020 will significantly impact the charity's cashflow. We plan to invest in fundraising and continue to work hard to make and develop creative, innovative and high-impact programmes that funders want to support.

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, which 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 the year. In preparing these financial statements, the Trustees are required to:

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

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

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

Small Company Special Provisions

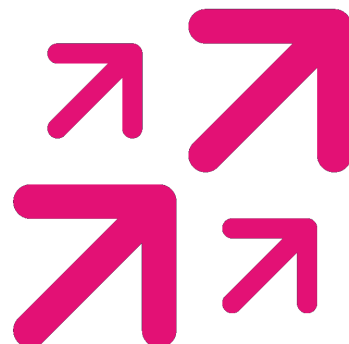
The report of the directors has been prepared taking advantage of the small companies' exemption in the Companies Act 2006.

This report was approved by the Board on 29th April 2021.

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 2020 which comprise the consolidated statement of financial activities, the consolidated statement of financial position, the charity statement of financial position, consolidated cash flow statement and notes to the financial statements, including a summary of 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 2020, 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 of 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's 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where: the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

Other Information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report of the Trustees, other than the financial statements and our auditor's report thereon. 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. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report 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 our knowledge and understanding of the group and parent charitable company 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 the trustees

As explained more fully in the trustees' responsibilities statement set out on page 20, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

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

Approved on 24 April 2021 by:

Galloways Accounting
Atlas Chambers
33 West Street
Brighton
East Sussex
BN1 2RE

Galloways Accounting is eligible to act as an auditor in term of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

Year ended 31 July 2020

		Unrestricted funds General	Unrestricted funds Designated	Restricted funds	Total funds 2020	Total funds 2019
	Note		£	£	£	£
INCOME FROM:						
Donations and legacies	3	221,069	-	108,970	330,039	292,426
Charitable activities	4	613,904	-	-	613,904	311,375
Other trading activities	5	182,473	-	-	182,473	142,221
Investments	6	399	-	-	399	493
Other	7	65,181	-	-	65,181	-
		_____	_____	_____	_____	_____
TOTAL INCOME		1,083,026	-	108,970	1,191,996	746,515
		_____	_____	_____	_____	_____
EXPENDITURE ON:						
Raising funds	8	64,861	-	-	64,861	68,440
Charitable activities	9	711,163	-	102,239	813,402	665,518
		_____	_____	_____	_____	_____
TOTAL EXPENDITURE		776,024	-	102,239	878,263	733,958
		_____	_____	_____	_____	_____
NET INCOME/ EXPENDITURE		307,002	-	6,731	313,733	12,557
Gross transfers between funds		-	-	-	-	-
		_____	_____	_____	_____	_____
NET MOVEMENT IN FUNDS		307,002	-	6,731	313,733	12,557
		_____	_____	_____	_____	_____
Reconciliation of funds: FUND BALANCES AT 1 AUGUST 2019		752,534	-	15,029	767,563	755,006
		_____	_____	_____	_____	_____
FUND BALANCES AT 31 JULY 2020		1,059,536	-	21,760	1,081,296	767,563
		_____	_____	_____	_____	_____

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Year ended 31 July 2020

		2020		2019	
	Note	£	£	£	£
FIXED ASSETS					
Property, plant and equipment	12		110,205		124,474
			<hr/>		<hr/>
			110,205		124,474
CURRENT ASSETS					
Stocks	14	1,503		1,952	
Debtors	16	317,839		134,292	
Cash at bank and in hand		682,887		550,257	
		<hr/>		<hr/>	
		1,002,229		686,501	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	17	(31,138)		(43,412)	
		<hr/>		<hr/>	
NET CURRENT ASSETS			971,091		643,089
			<hr/>		<hr/>
NET ASSETS			1,081,296		767,563
			<hr/>		<hr/>
CHARITY FUNDS:					
Restricted funds	21		21,760		15,029
Unrestricted funds - General			1,059,536		752,534
			<hr/>		<hr/>
TOTAL FUNDS			1,081,296		767,563
			<hr/>		<hr/>

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: 28 April 2021.

Signed on behalf of the board of tTrustees:



R Monckton MBE — Trustee

CHARITY STATEMENT OF FINANCIAL POSITION

Year ended 31 July 2020

	Note	2020		2019	
		£	£	£	£
FIXED ASSETS					
Property, plant and equipment	12		109,157		124,474
Investments	13		2		2
			<hr/>		<hr/>
			109,159		124,476
CURRENT ASSETS					
Stocks	14		-		1,952
Debtors	16		311,429		134,292
Cash at bank and in hand			680,418		550,257
			<hr/>		<hr/>
			991,847		686,501
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	17		(26,168)		(43,414)
			<hr/>		<hr/>
NET CURRENT ASSETS			965,679		643,087
			<hr/>		<hr/>
NET ASSETS			1,074,838		767,563
			<hr/>		<hr/>
CHARITY FUNDS:					
Restricted funds	19		21,760		15,029
Unrestricted funds — General	20		1,053,078		752,534
			<hr/>		<hr/>
TOTAL FUNDS			1,074,838		767,563
			<hr/>		<hr/>

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 28 April 2021

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

Team Domenica Annual Report 2020

www.teamdomenica.com

Registered Charity No: 1165494

Company Registration No: 09862696 (England and Wales)

CONSOLIDATED STATEMENT OF CASH FLOWS

Year ended 31 July 2020

	2020		2019	
	£	£	£	£
Cash flows from operating activities				
Cash generated from operations	25	147,665		(26,956)
Investing activities				
Purchase of property, plant and equipment		(15,434)		(32,060)
Interest received		399		493
		<hr/>		<hr/>
Net cash (used in)/ generated from investing activities		(15,035)		(31,567)
		<hr/>		<hr/>
Net increase in cash and cash equivalents		132,630		(58,523)
		<hr/>		<hr/>
Cash and cash equivalents at beginning of year		550,257		608,780
		<hr/>		<hr/>
Cash and cash equivalents at end of year		682,887		550,257
		<hr/>		<hr/>
Cash and cash equivalents consists of:				
Cash in bank and in hand		682,887		550,257
		<hr/>		<hr/>
Cash and cash equivalents at end of year		682,887		550,257
		<hr/>		<hr/>

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 July 2020

1. ACCOUNTING POLICIES

1.1 Basis of preparation

Team Domenica is a charitable company registered in England and Wales. The address of the charity is given in the charity information at the beginning of these financial statements. 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 profit and loss account for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006.

1.3 Going concern

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

1.4 Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds represent monies set aside for various purposes. Further details regarding these is provided in the Designated Funds note. 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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

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 Property, plant and equipment

Property, plant and equipment 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	10 years straight line
Plant and machinery	4 years straight line
Fixtures and equipment	10 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 net realisable value. Cost is calculated using the first-in, first-out formula.

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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

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.

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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

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 2020	Total 2019
	£	£	£	£
Donations and gifts	221,069	108,970	330,039	287,610
Donated goods and services	-	-	-	4,816
For the year ended 31 July 2020	221,069	108,970	330,039	292,426
For the year ended 31 July 2019	218,357	74,069		292,426

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

4. CHARITABLE ACTIVITIES

	Training centre	Café	Employment Centre	2020	2019
	£	£	£	£	£
Services provided under contract	554,707	-	-	554,707	220,404
Ancillary trading income (sales of goods)	-	59,197	-	59,197	90,971
For the year ended 31 July 2020	554,707	59,197	-	613,904	311,375
For the year ended 31 July 2019	220,404	90,971	-		311,375

5. OTHER TRADING ACTIVITIES

	2020	2019
	£	£
Fundraising events (rendering of services)	182,473	142,221

6. INVESTMENTS

	2020	2019
	£	£
Interest receivable	399	493

7. OTHER

	2020	2019
	£	£
Government grants	65,181	-

£40,181 of the above Government grants was receivable in respect of the Coronavirus Job Retention Scheme and £25,000 was receivable in respect of the Retail, Hospitality and Leisure Grant Fund.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

8. EXPENDITURE ON RAISING FUNDS

	Unrestricted funds	Restricted funds	Total 2020	Total 2019
	£	£	£	£
Fundraising and publicity				
Staging fundraising events	35,353	-	35,353	10,040
Advertising	3,316	-	3,316	4,767
Other fundraising costs	306	-	306	10,236
Staff costs	25,886	-	25,886	43,397
Total for the year ended 31 July 2020	64,861	-	64,861	68,440
Total for the year ended 31 July 2019	68,440	6,308		68,440

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

9. CHARITABLE ACTIVITIES

	Training Centre	Café	Employment Centre	Total 2020	Total 2019
	£	£	£	£	£
Staff costs	270,694	106,509	52,027	429,230	336,226
Depreciation and impairment	29,589	112	-	29,701	25,939
Staff training	515	313	-	828	2,030
Direct	2,208	31,015	-	33,223	54,431
Rent and rates	19,214	29,220	-	48,434	48,414
Light and heat	685	828	-	1,513	1,351
Partner college fees	5,021	-	-	5,021	-
Repairs and renewals	3,377	3,414	-	6,791	8,890
Health and safety	1,297	-	-	1,297	-
Telephone	577	1,790	-	2,367	496
PPS and computer	1,869	211	-	2,080	1,037
Insurance	644	644	-	1,288	592
Travel	169	611	1,833	2,613	2,083
Legal and professional	-	263	-	263	-
Sundry expenses	50	1,200	-	1,250	7
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	335,909	176,130	53,860	565,899	481,496
Share of support costs (see note 10)	117,741	79,207	17,126	214,074	162,276
Share of governance costs (see note 10)	18,386	12,369	2,674	33,429	21,746
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	472,036	267,706	73,660	813,402	665,518
Analysis by fund					
Unrestricted funds — general	400,210	244,293	66,660	711,163	455,378
Unrestricted funds — designated	-	-	-	-	151,080
Restricted funds	71,826	23,413	7,000	102,239	59,060
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
For the year ended 31 July 2020	472,036	267,706	73,660	813,402	665,518
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
For the year ended 31 July 2019	316,355	268,686	80,477		665,518
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

The support costs have been allocated to activities based on the proportion of costs and time spent on activities. The split is 55% Training centre, 37% Café and 7% Employment Centre.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

10. SUPPORT COSTS

	Support Costs £	Governance costs £	Total 2020 £	Total 2019 £
Staff costs	171,333	-	171,333	123,637
Insurance	-	-	-	4,002
Depreciation and impairment	-	-	-	1,488
Direct	4,093	-	4,093	3,216
Repairs and renewals	1,014	-	1,014	9,314
Staff training	991	-	991	1,006
Telephone	634	-	634	1,922
PPS and computer	5,643	-	5,643	5,249
Freelance support	7,330	-	7,330	-
Subscriptions	1,094	-	1,094	1,828
Recruitment fees	1,725	-	1,725	-
Travel	983	-	983	1,650
Awarding body fees	1,146	-	1,146	-
Bad debts	4,386	-	4,386	125
Sundry costs	3,022	-	3,022	4,664
Bookkeeping	10,680	-	10,680	4,175
Accountancy	-	28,398	28,398	14,518
Legal and professional Governance	-	5,031	5,031	7,228
	<hr/> 214,074	<hr/> 33,429	<hr/> 247,503	<hr/> 184,022

Governance costs includes payments of £nil (2019: £3,000) for independent examination services, £7,580 (2019: £nil) for audit fees, and £7,660 (2019: £7,000) for other accounting services.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

11. EMPLOYEES

Number of employees

The average monthly number employees during the year was:

	2020	2019
	Number	Number
Direct	33	27
General	4	4
	<hr/> 37	<hr/> 31

Employment costs

	2020	2019
	£	£
Wages and salaries	567,686	453,685
Social security costs	38,330	29,016
Other pension costs	20,433	20,559
	<hr/> 626,449	<hr/> 503,260

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

No Trustees were paid remuneration (2019: £nil).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

12 PROPERTY, PLANT AND EQUIPMENT

Group

	Leasehold property improvements	Plant & machinery	Fixtures & equipment	Computers	Totals
Cost:	£	£	£	£	£
At 1 August 2019	97,195	18,327	41,403	19,384	176,309
Additions	5,178	1,160	2,810	6,286	15,434
	-----	-----	-----	-----	-----
At 31 July 2020	102,373	19,487	44,213	25,670	191,743
	-----	-----	-----	-----	-----
Depreciation:					
At 1 August 2019	17,189	8,879	12,797	12,970	51,835
Charge for the year	10,238	4,694	8,411	6,360	29,703
	-----	-----	-----	-----	-----
At 31 July 2020	27,427	13,573	21,208	19,330	81,538
	-----	-----	-----	-----	-----
Net book amount:					
At 31 July 2020	74,946	5,914	23,005	6,340	110,205
	-----	-----	-----	-----	-----
At 31 July 2019	80,006	9,448	28,606	6,414	124,474
	-----	-----	-----	-----	-----

Charity

	Leasehold property improvements	Plant & machinery	Fixtures & equipment	Computers	Totals
Cost:	£	£	£	£	£
At 1 August 2019	97,195	18,327	41,403	19,384	176,309
Additions	5,178	-	2,810	6,286	14,274
	-----	-----	-----	-----	-----
At 31 July 2020	102,373	18,327	44,213	25,670	190,583
	-----	-----	-----	-----	-----
Depreciation:					
At 1 August 2019	17,189	8,879	12,797	12,970	51,835
Charge for the year	10,238	4,582	8,411	6,360	29,591
	-----	-----	-----	-----	-----
At 31 July 2020	27,427	13,461	21,208	19,330	81,426
	-----	-----	-----	-----	-----
Net book amount:					
At 31 July 2020	74,946	4,866	23,005	6,340	109,157
	-----	-----	-----	-----	-----
At 31 July 2019	80,006	9,448	28,606	6,414	124,474
	-----	-----	-----	-----	-----

Team Domenica Annual Report 2020

www.teamdomenica.com

Registered Charity No: 1165494

Company Registration No: 09862696 (England and Wales)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

13. FIXED ASSET INVESTMENTS

Charity	Investment in subsidiary
Cost or valuation	£
At 1 August 2019 & 31 July 2020	2
Carrying amount	_____
At 31 July 2020	2
At 31 July 2019	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 cafes	Ordinary	100

14. STOCKS

Group	2020	2019
	£	£
Café inventories	1,503	1,952

During the year inventories to the value of £26,812 (2019: £45,282) were expensed.

Charity	2020	2019
	£	£
Café inventories	-	1,952

During the year inventories to the value of nil (2019: £45,282) were expensed.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

15. FINANCIAL INSTRUMENTS

Group	2020	2019
	£	£
Carrying amount of financial assets		
Debt instruments measured at amortised cost	30,107	112,202
Carrying amount of financial liabilities		
Debt instruments measured at amortised cost	3,922	16,653
Charity	2020	2019
	£	£
Carrying amount of financial assets		
Equity instruments measured at cost less impairment	2	2
Debt instruments measured at amortised cost	30,107	112,202
Carrying amount of financial liabilities		
Measured at amortised cost	2,679	16,655

16. DEBTORS

Group	2020	2019
	£	£
Trade debtors	9,664	33,739
Prepayments and accrued income	287,354	22,090
Other debtors	20,821	78,463
	317,839	134,292
Charity	2020	2019
	£	£
Trade debtors	9,634	33,739
Prepayments and accrued income	281,322	22,090
Other debtors	20,473	78,463
	311,429	134,292

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	2020	2019
	£	£
Trade creditors	1,353	15,214
Accruals and deferred income	16,290	12,220
Other creditors	2,569	1,439
Other taxation and social security	10,926	14,539
	31,138	43,412

Charity	2020	2019
	£	£
Trade creditors	481	15,214
Amounts owed to group undertakings	-	2
Accruals and deferred income	14,425	12,220
Other creditors	2,198	1,439
Other taxation and social security	9,064	14,539
	26,168	43,414

18. RETIREMENT BENEFIT SCHEMES

Defined contribution schemes

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

The charge to the consolidated statement of financial activities in respect of defined contribution schemes was £20,433 (2019: £20,559).

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 (CONTINUED)

Year ended 31 July 2020

19. RESTRICTED FUNDS

Charity

The income funds of the charity include restricted funds comprising the following unexpended balances of

	Balance at 1 August 2019	Incoming resources	Movement in funds Resources expended	Transfers	Balance at 31 July 2020
	£	£	£	£	£
China Tang	-	24,815	(24,815)	-	-
Employment Centre	-	7,000	(7,000)	-	-
Training Centre	2,000	55,395	(44,225)	-	13,170
Staff Parties	816	4,260	(1,200)	-	3,876
Hove Library	2,713	5,000	(7,713)	-	-
Preston Road Café	4,500	10,000	(14,500)	-	-
Staff Training	5,000	-	(2,786)	-	2,214
Café Running Costs	-	2,500	-	-	2,500
	<hr/> 15,029	<hr/> 108,970	<hr/> (102,239)	<hr/> -	<hr/> 21,760

The China Tang fund relates to the funding of a fundraising event.

The Employment Centre fund includes donations towards the expansion of the employment centre.

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 Hove Library fund are amounts received towards the purchase and set-up of equipment for the café in Hove library.

The Preston Road Café fund are amounts received towards the running of the café at Preston Road.

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

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

20. UNRESTRICTED FUNDS

Group

	Balance at 1 August 2019	Incoming resources	Movement in funds Resources expended	Transfers	Balance at 31 July 2020
	£	£	£	£	£
Unrestricted reserve	752,534	1,083,026	(776,024)	-	1,059,536
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	752,534	1,083,026	(776,024)	-	1,059,536
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Charity

	Balance at 1 August 2019	Incoming resources	Movement in funds Resources expended	Transfers	Balance at 31 July 2020
	£	£	£	£	£
Unrestricted reserve	752,534	1,000,923	(700,379)	-	1,053,078
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	752,534	1,000,923	(700,379)	-	1,053,078
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

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

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

Group	Unrestricted	Restricted	Total
	£	£	£
Fund balances at 31 July 2019 are represented by:			
Property, plant and equipment	124,474	-	124,474
Current assets/liabilities	628,060	15,029	643,089
	<hr/>	<hr/>	<hr/>
Total Net Assets	752,534	15,029	767,563
	<hr/>	<hr/>	<hr/>

Charity	Unrestricted	Restricted	Total
	£	£	£
Fund balances at 31 July 2019 are represented by:			
Property, plant and equipment	124,474	-	124,474
Investments	2	-	2
Current assets/liabilities	628,058	15,029	643,087
	<hr/>	<hr/>	<hr/>
Total Net Assets	752,534	15,029	767,563
	<hr/>	<hr/>	<hr/>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

22 OPERATING LEASE COMMITMENTS

	Land and Buildings 2020	Other operating leases 2020	Land and buildings 2019	Other operating leases 2019
	£	£	£	£
Future minimum lease payments for non-cancellable operating leases payable in:				
Less than one year	46,500	2,800	46,500	2,800
Between one and five years	178,619	3,500	179,625	6,301
Over five years	69,540	-	107,540	-

23. RELATED PARTY TRANSACTIONS

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2020	2019
	£	£
Aggregate compensation	127,758	139,605

Total income received from the Trustee, A Polizzi di Sorrentino amounted to £2,500 (2019: A Polizzi di Sorrentino, trustee) £3,650; A Monckton, family member of a trustee, £2,000; and D Gracie, a family member of key management personnel, £1,000) during the period.

During the year, no Trustee was reimbursed expenses (2019: £nil).

24. LIMITED BY GUARANTEE

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

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

The number of members at 31 July 2020 was 4 (2019: 5).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Year ended 31 July 2020

25. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020	2019
	£	£
Net income for the year	313,733	12,557
Adjustments for:		
Investment income recognised in statement of financial activities	(399)	(493)
Depreciation and impairment of property, plant and equipment	29,703	27,427
Movements in working capital:		
(Increase) in trade and other receivables	(183,547)	(60,402)
(Increase) in stocks	449	(1,139)
Increase in trade and other payables	(12,274)	(4,906)
Net cash flow from operations	147,665	(26,956)

26. DONATIONS, TRUSTS AND CHARITABLE SOURCES

Rayne Foundation	Chalk Cliff Trust
Charles Lewis Foundation	The Bradshaw Foundation
Zurich Community Regional	Porticus
Sussex Community Foundation	One Family Foundation
Ennismore Charitable Trust	Baily Thomas Fund
The Blagrave Trust	EMS Charitable Trust
Polonsky Foundation	Savoy Educational Trust
The Edward Gostling Foundation	Julian Hodge
The Ernest Kleinwort Charitable Trust	Peter Harrison Foundation
Sheila Whitley Trust	Stichting Anton Jurgens Fonds
Street Foundation	W O Street
Esmee Fairbairn	



**Team
Domenica**



**Stand tall
and
dream big.**

