

# OUR IMPACT 2025



**Open Minds  
Open Doors**



**TEAM  
DOMENICA**



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this code.



“Team Domenica is a wonderful place to learn about the working world and to learn about getting the job of your dreams. Everyone gets the right to have a go at working. Even though we all have disabilities or autism, we are all intelligent. Team Domenica changes your life and makes a difference inside you.”

**Brandon**  
Team Domenica candidate on our Supported Internship Programme

# Opening doors to the world of work

**Based in Brighton & Hove, Team Domenica equips young people with learning disabilities and autism – our candidates – with the skills and experiences they need to thrive in meaningful employment.**

In England, there are 1.3 million people with learning disabilities, but just 5% are in paid employment (NHS Digital, 2024). Far too many are missing out on the wider social networks, improved health, and increased independence that a job provides.

Team Domenica are here to change this. Our pioneering model supports candidates to flourish in the workplace, and beyond.

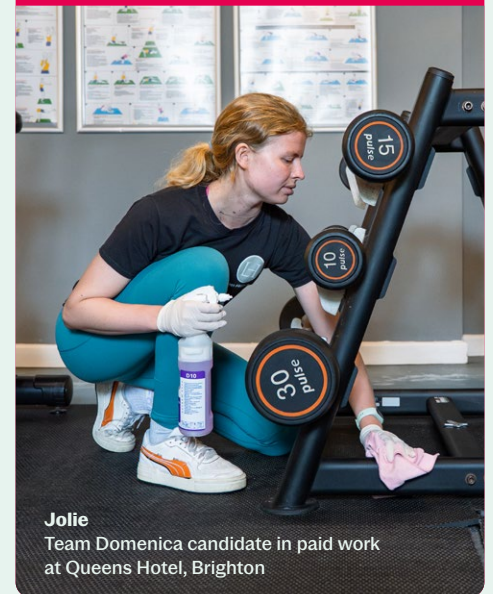
At the end of each academic year, we survey our young people, their families, our partners and the wider community. We combine this with other information collected throughout the year to produce this report on our impact.

2025 has been a particularly notable year for Team Domenica and our candidates. The acquisition of our flagship training centre, and the opening of our landmark pub, The North Star, represent a significant milestone in our story (p.10). Together, these developments signal a step forward, as we continue to open minds, open doors, and transform lives.

Since our opening in 2016, we're proud to have helped

# 76%

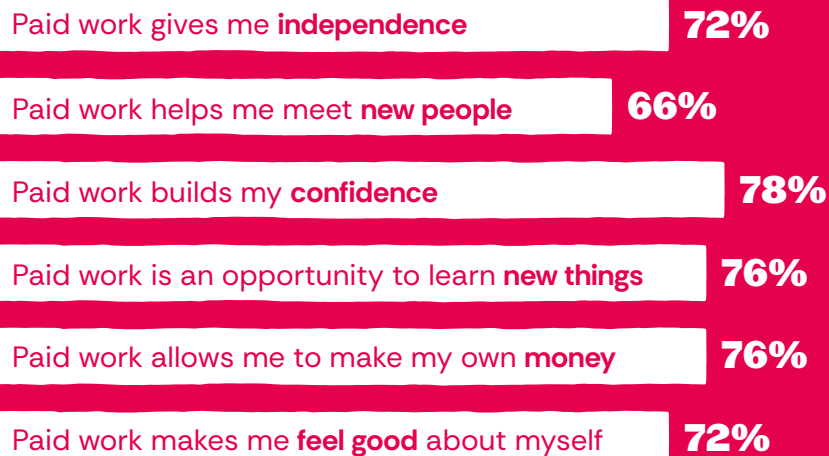
of candidates secure paid employment through our Supported Internship Programme.



**Jolie**  
Team Domenica candidate in paid work at Queens Hotel, Brighton

# We all deserve to belong

Getting paid work is important to **95%** of our candidates.<sup>1</sup> They reported the following benefits to paid work



1. Figures based on a survey return rate of 67%



“Team Domenica helped me get my dream job. Being around music and being social is so cool. I’m living the dream. The variety of work at Brighton Electric is... well, it’s electric!”

**Sean**  
Team Domenica candidate in paid work at Brighton Electric

# A model of opportunity

This year, we’ve supported **108 people with learning disabilities and autism, helping them to build skills, confidence and independence in the workplace.**

**19** of our first-year candidates finished our Supported Employment Programme. They completed qualifications in the classroom, gained **30 hours** of experience in the workplace, and trained for over **260 hours** across our three cafés.

A further nine candidates received offers of employment after graduating from our Supported Internship Programme. This means that, since opening, we have created more than **65 jobs** for young people with learning disabilities and autism.

Our support doesn’t stop there. More than **60** graduates receive support through our Wrap Around Programme. This programme provides ongoing guidance to our graduates and employers, ensuring long-term success, both in the workplace, and beyond.

Demand for our provision remains high, with over **50** applications for our programmes. In 2026, we will be supporting over **125** candidates.

**Above:** Team Domenica candidate, Alex, working on his employment qualification in the classroom  
**Right:** Team Domenica candidate, Katie, completing her supported internship at the Royal Sussex County Hospital



# Measuring our impact

Team Domenica works towards six transformative objectives. Here's how we're making a difference.

## 1 Young people with learning disabilities have improved workplace knowledge and employability skills.<sup>2</sup>

- **97%** of our candidates have passed their Employability Qualifications and 100% of our young people are able to demonstrate new employability behaviours – be that on their placements, at home, or in our training cafés.
- **96%** of candidates believe they have more workplace skills, and their parents and carers agree.
- After completing work experience in their first-year, **95%** of candidates feel more confident about getting a job, and **93%** report improved communication – crucial in both the workplace and day-to-day life.

## 2 Young people with learning disabilities have increased opportunities to gain and sustain work.<sup>2</sup>

- Since opening in 2016, **76%** of candidates have attained employment through our Supported Internship Programme. This is compared to a national average of less than 5% (NHS Digital, 2024).
- When our candidates secure a job, they stay committed. After two years, **82%** of our young people are still employed, and over two-thirds remain in work after three years.
- Each year we witness more of our young people achieve full independence. Some now work multiple jobs or have the confidence to volunteer in their spare time.
- **86%** of our young people tell us that they feel good about their future.

2. Figures based on a survey return rate of 67%



“To me, being part of Team Domenica means being in a friendly place with new opportunities. Without their support, I would have struggled to get paid work. But now I'm part of the Maldron team and it's great. I'm really proud to have a job, I love getting paid!”

Olly  
Team Domenica candidate in paid work at Maldron Hotel Brighton

In the UK, just **25%** of people completing supported internships are still in work after one year (FE Week, 2023)

At Team Domenica it's  
**93%**

“My favourite thing at Team Domenica is Enrichment, because I like the fact that we do physical things and go out into the community, I enjoy being outside”

Team Domenica candidate



Team Domenica candidates enjoying football at Enrichment

**3** Young people with learning disabilities have increased independence, confidence and wellbeing.<sup>3</sup>

- All of our candidates demonstrate increased independence in our cafés (tracked through café passports) and **89%** report feeling more independent.
- **86%** of our young people report feeling happier because of Team Domenica.
- **93%** of candidates say that they are more confident.

**4** Young people with learning disabilities feel less isolated and better connected to their local community.<sup>3</sup>

- **88%** of candidates feel that Team Domenica has improved their social life.
- **72%** of our young people feel less isolated and **92%** have made more friends.
- We have collaborated with **20** different providers and voluntary organisations, delivering **34** different activities or trips as part of our Enrichment provision.

3. Figures based on a survey return rate of 67%

**5** Partnered employers report feeling more confident in providing work experience, supported internships and paid employment to young people with a learning disability.<sup>4</sup>

- We have **59** employer partners.
- **100%** of these companies say that working with our candidates has benefitted their business, and **100%** would recommend working with Team Domenica.
- In fact, before working with us, less than half of our partners felt confident hiring someone with a learning disability. After working with Team Domenica, **95%** of our partners report feeling confident in employing one of our candidates.

**6** Wider society will increasingly recognise the value of including people with learning disabilities in the workplace.

- This year, in addition to surveys, we held focus groups with our café customers and the wider community.
- We help people see difference, *differently*. **Over a third** of patrons that completed our survey reported learning something new about learning disabilities since engaging with our work.
- Most importantly, **83%** of all respondents felt that Team Domenica positively changed their perception of people with learning disabilities and autism in the workplace.



Team Domenica candidate, Ella, at work within the Amex Stadium with her Sodexo Live! colleagues

4. Figures based on a survey return rate of 42%



# A place for everyone

**For almost a decade, Team Domenica have helped young people with learning disabilities and autism thrive in meaningful employment. As our programmes have grown, so too has the need for a space that brings our pioneering education, training and support together under one roof.**

This year, we achieved a significant milestone in our journey, with the acquisition of Pavilion Buildings: our new home. Located beside the iconic Royal Pavilion, this building will be a place where candidates feel safe, supported and valued.

Pavilion Buildings allows us to enhance our provision, with dedicated classrooms, mentoring spaces, and areas for social connection. Work to transform the space will start in 2026, further strengthening our ability to support candidates in a setting designed around their needs.

**“This spectacular and historic building will be a beacon of hope for people with learning disabilities, showing the world what they can achieve when given the right support, respect, and belief. With this new home, we will change lives and, in doing so, change perceptions for the better.”**

**Baroness Monckton**  
Team Domenica Founder and Chairman

On the ground floor of Pavilion Buildings is our new pub, The North Star, purpose-built for learning and opportunity.

Named after the star that provides direction and stability, this venture embodies our work to guide young people with learning disabilities and autism. It is a place for them to be visible, valued, and celebrated.

Candidates will train in The North Star, supported by our hospitality team and Training Mentors. Behind the bar, in the kitchen, and serving at tables, our young people will be navigating the world of work, breaking stereotypes, and showcasing their abilities to wider society.

The North Star offers great hospitality with a greater purpose. All profits from the pub go towards funding Team Domenica’s programmes.

**Below:** Baroness Monckton with her daughter, and candidate, Domenica, at The North Star



# THE NORTH STAR

By Team Domenica

**Interested in visiting?**

Scan the QR code to find out more about The North Star.



# Partnership Spotlight – Hilton

With the support of partners like Hilton, we are creating success for candidates and businesses.

- Polly, a Team Domenica graduate, is **employed** as a Kitchen Porter at DoubleTree by Hilton Brighton Metropole.
- June, a second-year candidate, is completing a **supported internship** at the same hotel. She is supported by her Team Domenica Job Coach and Hilton colleagues – including Polly.
- June and Polly are **integral members of the kitchen team**, supporting breakfast service for hundreds of guests, learning new tasks, and helping the kitchen run seamlessly.
- The Hilton UK Foundation has also supported Team Domenica’s wider mission with a **£20,000 grant** towards the capital appeal for our new home.

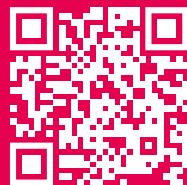
“At Hilton, inclusion and diversity are core to how we do business. We are proud to have welcomed candidates for valuable work experience, and to have supported the North Star project – both great examples of what people with learning disabilities can achieve when given the right opportunities.”

Stephen Cassidy  
Senior Vice President of Hilton UK & Ireland



Join our network!

Scan to find out more about our employer partnerships.



“Team Domenica take your thoughts into their thoughts, and help you reach your dreams. I feel good in what my future might look like now. My internship at Hilton makes me happy. My favourite part is when there’s loads of messy plates and then you whiz it and it’s clean!”

June  
Team Domenica candidate, pictured with Polly at DoubleTree by Hilton Brighton Metropole

# Wider impact

## Families & Community

Our work changes lives and brings hope, not only for our young people, but for their families. When we asked parents and carers about our provision, we found that...<sup>5</sup>

96%

Report feeling supported by Team Domenica

96%

Believe that we respond well to their concerns

96%

Feel we offer candidates the right support

81%

Say that we have given them hope for the future

5. Figures based on a survey return rate of 24%



“Team Domenica have opened up a new world of possibilities for Annie. Without the support of this programme, I do not believe she would have been able to access work. I think she would be isolated and depressed. Not only has this positively impacted on her life, but I believe it positively impacts on the lives and cultures of the settings where the young people are employed.”

Jane, Annie's mother



Pictures of Team Domenica candidates and staff at various events including: Brighton Community Pride Parade, our Grand Opening and our Graduation Ceremony (clockwise from above)



**In 2025, we continued to champion the visibility and inclusion of people with learning disabilities and autism. From Brighton Community Pride Parade to Brighton Marathon Weekend, our candidates took the spotlight and showed that we all deserve to belong.**

Through our cafés, coffee roastery, catering, and now pub, thousands of people see our candidates' talents first-hand, helping to **challenge misconceptions** about learning disabilities and autism.

Our **community fundraising heroes** continued to celebrate our young people and spread the word about our work. Graham, a father to a candidate in

paid work, even cycled 1,000 miles across Spain to raise awareness of our “life-changing programmes”.

A highlight of the year was our **Graduation Ceremony** at Brighton College, where candidates, families, staff, and employer partners came together to celebrate those completing our Supported Internship Programme.

We also celebrated the **Grand Opening** of The North Star, with our young people taking the reins behind the bar and serving guests. The night was topped off by speeches from candidates, our Founder and Chairman, Rosa Monckton, and our new patrons – **Nigella Lawson** and **Marisa Abela**.

# Setting the standard



Drawing on the spirit of our name, Team Domenica collaborates with partners to share insights, influence policy and drive meaningful change. We work closely with Local Authority partners and are proud members of:

- The National Association of Specialist Colleges (NATSPEC)
- The British Association for Supported Employment (BASE)
- The National Supported Employment Forum
- SEND Young Person's Employability Network
- East Sussex Supported Employment Forum
- Brighton Chamber of Commerce
- Brighton & Hove Careers Hub
- Disability Confident Scheme

As always, our candidates took a lead role in 2025, delivering training and speaking at key meetings, including our **Employer Forum** and Brighton & Hove City Council's **Pre-Employment Forum**.



Our team participated in a **Henry Smith Foundation** Roundtable, alongside other big names such as BASE, The National Development Team for Inclusion (NDTi), DFN Project Search, and Autistica.

We featured in a nationwide campaign by NATSPEC – **The Power of Specialist Further Education** – and supported the body in a peer review.

Our provision was recognised with an invitation to the **Education & Skills Royal Garden Party**, and our partnerships received recognition at The Scottish Power Foundation Awards.

We were also chosen as the charity partner of **WiHTL & DiR**, a community of leading employers committed to diversity in employment. Our team shared insights at their Inclusion Summit, the *inclusion in Awards*, and the launch of their 2025 Role Models for Inclusion Index.

**Above:** Staff and Team Domenica candidates, Charles and Patrick, at the Pre-Employment Forum  
**Left:** Our Director of Education & Strategy, Lisa Campbell-Squires, speaking at 2025's Role Models for Inclusion Index



**Fatima**  
Team Domenica candidate on a supported internship with Caterplus

**Our Supported Internship Programme has been recognised by BASE, achieving an outstanding score of 84% in their Supported Internship Quality Assurance Framework.**

The review put us “up there nationally” and highlighted our strong employer partnerships, a culture of respect and inclusion, excellent integration of classroom and workplace training, and dedicated ongoing support. This achievement is a testament to the **dedication, expertise, and passion** of everyone at Team Domenica.

As Becky Chan, our Head of Supported Employment, shared: “We were delighted to welcome BASE; the feedback was extremely positive. We are so proud to receive a score of 84% and look forward to continuing building on it.”

# Making it happen

Our candidates, our team and our partners work hard to open minds and doors. On average, we provide 692 hours of dedicated support for first-year candidates, and over 455 hours for those on our Supported Internship Programme. Here's a snapshot of just some of the time and effort that goes in...

## Fun Facts

In just one year, our candidates have made:



**22,736**  
Hot drinks



**66,124**  
Transactions



**27,840** kg  
of roasted and packaged coffee



### Classroom time

**157hrs** per candidate

### Café training

**260+ hrs** per candidate

### Work experience

**30hrs** of work placements with three separate employers for each candidate in their first year

### Relationships, Sex and Health Education

**70hrs** per candidate

### Enrichment activities

**153hrs** per candidate

### Supported internships

**250hrs** of individual support from our Job Coaches in a candidate's second year

### Wrap Around Support

**1034** one-to-one sessions

Left: Team Domenica candidate, Sophie, weighing and packaging coffee at our roastery

# Be a part of it

Team Domenica transforms the lives of young people with learning disabilities and autism – and we couldn't do it without the support of our community. Their funding helps us deliver programmes that create real opportunities for candidates to thrive.

If you would like to take on a fundraising challenge, find out more about our partnership opportunities, or contribute to a larger project, please get in touch: [theteam@teamdomenica.com](mailto:theteam@teamdomenica.com)

£15

could pay for an hour of personal mentoring for one candidate

£60

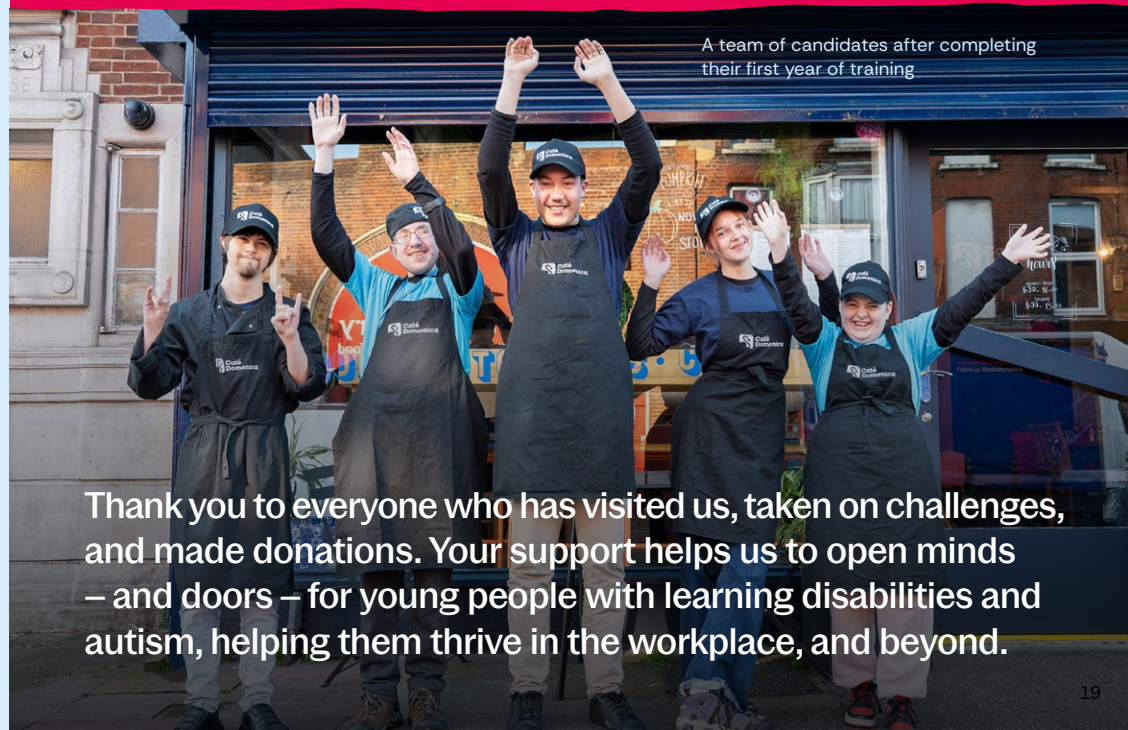
could cover three hours of support for a candidate in paid work

£120

could fund a day of tailored café training for four candidates



SCAN THE CODE TO DONATE



A team of candidates after completing their first year of training

Thank you to everyone who has visited us, taken on challenges, and made donations. Your support helps us to open minds – and doors – for young people with learning disabilities and autism, helping them thrive in the workplace, and beyond.



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