

OASIS CARE AND TRAINING AGENCY (OCTA)

England & Wales · Charity number 1044521

Details

Other names SOMALI REFUGEE ACTION GROUP

Status Registered

Legal form Other

Registered 1996-02-16

Register [View on the Charity Commission register](#)

Contact

Address 24-32 Murdock Street
London
SE15 1LW

Phone 02076396192

Email SERVICES@OASISCAREANDTRAINING.ORG.UK

Website WWW.OASISCAREANDTRAINING.ORG.UK

Activities

Objects: THE GROUP IS ESTABLISHED IN PARTICULAR (BUT NOT EXCLUSIVELY) FOR SOMALI REFUGEES:- (A) (I) TO RELIEVE FINANCIAL NEED AND TO PROMOTE THE HEALTH (BOTH MENTAL AND PHYSICAL) OF THE BENEFICIARIES, IN PARTICULAR (BUT NOT EXCLUSIVELY) BY PROVIDING ADVICE AND PRACTICAL HELP. (II) TO RELIEVE THE NEEDS OF SICK AND/OR ELDERLY BENEFICIARIES IN PARTICULAR (BUT NOT EXCLUSIVELY) BY THE PROVISION OF HOME CARE, PERSONAL CARE AND HEALTH CARE.(III) TO RELIEVE THE NEEDS OF THE SICK IN SOMALIA, PARTICULARY (BUT NOT EXCLUSIVELY) THOSE SUFFERING FORM MENTAL ILLNESS BU PROVIDING ADVICE AND PRACTICAL HELP.](IV) TO ADVANCE EDUCATION / EMPLOYMENT TRAINING AMONG THE BENEFICIARIES BOTH IN THE UNITED KINGDOM AND SOMALIA. (B) FOR THE PURPOSES OF OBJECTS I AND II IN CLAUSE A ABOVE, THE TERM 'BENEFICIARIES' SHALL MEAN INDIVIDUALS OR FAMILIES LIVING IN THE UNITED KINGDOM AND IN PARTICULAR WHO ORIGINATE, OR WHOSE FAMILIES ORIGINATE FROM SOMALIA AND WAR TORN SOCIETIES IN AFRICA.

Activities: We are a Domiciliary Care Agency providing care and support services to all CommunitiesWe provide Generic Care as well as Specialist Care Care tailored to meet holistic needs,such as ethnicity, religion,languageWe provide cultural specific CarePersonal Care/Practical CareEscorting Service/sleep-in service/Sitting ServicePersonal Assistant to clients on direct payment/

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** IN PRACTICE, SOUTH EAST LONDON
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£10,621,778	£10,022,185	£3,125,033	475
2024-03-31	£11,377,322	£11,324,359	£2,525,440	550
2023-03-31	£10,578,760	£10,380,272	£2,472,477	511
2022-03-31	£9,491,876	£9,194,516	£2,273,989	496
2021-03-31	£9,138,248	£9,037,904	£1,976,629	495

Trustees

Name	Role	Appointed
Ahmed Mohamed Ahmed	Chair	2024-07-04
Abdullahi Hussein		2018-07-02
Khalid Sahid Dirir		2025-07-01
SABAH YUSUF		2016-03-04

OASIS CARE AND TRAINING AGENCY (OCTA)

England & Wales - Charity number 1044521

Accounts

Oasis Care & Training Agency

Charity No. 1044521

Trustees' Report and Audited Accounts

31 March 2025

Oasis Care & Training Agency
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The Trustees present their report with the audited financial statements of the charity for the year ended 31 March 2025.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No. 1044521

Principal Office

24-32 Murdock Street
London
SE15 1LW

Trustees

The following Trustees served during the year:

H.Y. Abdullahi (Resigned 31 July 2024)
A.M. Ahmed
A. Hussein
A.M. Ismail
S.A. Yusuf

Key Management Personnel

Chief Executive Officer Mohamed Yusuf

Auditor

GPRS Accountants Limited
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT

Bankers

HSBC Bank PLC
9 wellesley Road
Croydon
Surrey
CR9 2AA

OBJECTIVES AND ACTIVITIES

The Charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

When people are in need of social care or seeking employment they are supported by our personalised services to promote their physical, mental and emotional wellbeing, regain their independence, and feel valued as an individual.

“Our vision is to be recognised as a leading provider of community care services and support work that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

The United Kingdom formally exited the EU on 31 Jan 2020 after which the UK entered a period of transition with a custom's transitional arrangement in place until 1 July 2021. Since Brexit a lot of European citizens left the United Kingdom to go to their respective countries and this created a shortage of skilled and unskilled workers. The Government did not take appropriate and prompt steps to fill the gap in the work force in the United Kingdom. This has badly affected the care industry. To mitigate the staff shortage, we applied for a sponsorship licence to recruit overseas staff to fill the gap in our care sector.

Following the military escalation in late February 2022 there has been a significant increase in volatility in the fuel, gas and energy sector, commodities, and financial markets and exacerbating ongoing economic challenges, including inflation and global supply chain disruption.

ACHIEVEMENTS AND PERFORMANCE

The trustees set a target of servicing about 600 service users in 2025 and using around 11,000 hours of care per week across 17 London boroughs which was swiftly met taking into account the increase in living costs.

FINANCIAL REVIEW

The Charity gross income decreased from £11.3M in 2024 to £10.6M in 2025 which was a decrease of around 6.6% compared to 2024. However, the net income increased from £53K in 2024 to £600K in 2025 which is an increase of around 1132% compared to 2024. The decrease in gross income had a direct impact on the increase in net income due to a profit on the part disposal of 16 Freeman Way, Hornchurch, RM11 3PH. This was necessary for the future expansion of the business.

Unrestricted reserves are defined as general funds and are available to enable the charity to meet its objective. The aim of the reserve policy is to ensure that the charity's ongoing and future activities are protected from unexpected financial risks. This may include:

1. Unexpected increase or decrease in funding streams or costs.
2. The need to maintain a level of working capital required to meet cash flows needs.
3. The need to maintain specific funds to meet unexpected one-off expenditure impacts.

Currently our total reserves stand at £3,125,033 (2024: £2,525,440). After reviewing the Charity's forecast and projection over the strategic planning period and its reserves, the trustees have reasonable expectation that the charity has adequate resources to continue in operation for the near future.

The charity's unrestricted income is very sensitive to the delivery of the service provided in Care Industry and the external compliance that has to be met through the regulatory body of the industry. We monitor these risks closely through the Board of Trustees, Senior Management Team and the Finance Department.

Cash flow risks are minimised by setting an appropriate reserve policy, including adequate levels of working capital, close monitoring of the organisations funding flows from local authorities and private individual who use the service.

On 29th April 2021, 3 Companies were incorporated namely Oasis Transport and Recruitment Limited, Oasis Training Limited, and Oasis Workforce Solutions Limited. The immediate parent Company is Oasis Transport and Recruitment Limited who owns the entire share capital of Oasis Training Limited and Oasis Workforce Solutions Limited. The Ultimate parent organisation is Oasis Care and Training Agency who owns the entire share capital of Oasis Transport and Recruitment Limited. Therefore, Oasis Training Limited and Oasis Workforce Solutions Limited are the sub subsidiaries of Oasis Care and Training Agency. All the Companies and the charity have coterminous year ends. The whole profits of these companies will be donated to the Ultimate Organisation Oasis Care and Training Agency. The results of these subsidiaries and sub subsidiaries are not consolidated.

Oasis Management Committee are continuously reviewing and assessing major risks to which our charity might be exposed. They have overall responsibility for ensuring the appropriate systems of control, financial and otherwise which exist. That includes responsibility for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with Charities Commissions SORP. The board of trustees are also responsible for taking reasonable steps for the prevention and detection of fraud and other irregularities and providing reasonable assurance.

Oasis's policy is to maintain general reserves to give financial stability to the charity and to finance its activities. General reserves exclude restricted funds and revaluation reserves which allow Oasis to achieve its aims by managing the risks it faces and to fund future work to achieve its aims.

PLANS FOR FUTURE PERIODS

The objective of the Charity is to be recognised by service users, local authority commissioners and Care Quality Commission as a quality provider across the registered boroughs. The Charity is also Ofsted registered to enable them to deliver training. The Charity is focussing to expand on its training arm to make use of available public funding streams to offer profit making programmes of accredited training that will increase the overall skill and qualification levels of the workforce whilst recruiting new care staff that are motivated to learn and professionally develop.

Statement of trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities requires the charity trustees to prepare financial statements which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- * select suitable accounting policies and then apply them consistently;
- * observe the methods and principles in the Charities SORP;
- * 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 charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure of information to auditor

So far as the trustees are aware, there is no relevant audit information of which the company's auditors are unaware and each trustee has taken all the steps that he or she ought to have taken as a trustee in order to make himself or herself aware of any relevant information and to establish that the company's auditors are aware of that information.

Oasis Care & Training Agency
TRUSTEES ANNUAL REPORT

Signed on behalf of the charity's trustees



A.M. Ahmed
Trustee
30 January 2026

Oasis Care & Training Agency
STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2025

	Notes	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:				
Donations and legacies	3	1	1	1
Charitable activities	4	150,000	150,000	153,731
Other trading activities		10,464,907	10,464,907	11,222,934
Investments	5	6,870	6,870	656
Total		10,621,778	10,621,778	11,377,322
Expenditure on:				
Charitable activities		4,462	4,462	6,750
Other	6	10,017,723	10,017,723	11,317,609
Total		10,022,185	10,022,185	11,324,359
Net gains on investments		-	-	-
Net income	7	599,593	599,593	52,963
Net income before other gains/(losses)		599,593	599,593	52,963
Other gains and losses:				
Net movement in funds		599,593	599,593	52,963
Reconciliation of funds:				
Total funds brought forward		2,525,440	2,525,440	2,472,477
Total funds carried forward		3,125,033	3,125,033	2,525,440

Oasis Care & Training Agency

BALANCE SHEET

at 31 March 2025

Charity No. 1044521

		2025	2024
		£	£
Fixed assets			
Tangible assets	9	521,794	1,607,359
Investments	10	300	300
		<u>522,094</u>	<u>1,607,659</u>
Current assets			
Debtors	11	3,379,243	2,909,744
Cash at bank and in hand		116,258	234,697
		<u>3,495,501</u>	<u>3,144,441</u>
Creditors: Amount falling due within one year	12	(892,562)	(1,152,589)
Net current assets		2,602,939	1,991,852
Total assets less current liabilities		3,125,033	3,599,511
Creditors: Amounts falling due after more than one year	13	-	(1,074,071)
Net assets excluding pension asset or liability		<u>3,125,033</u>	<u>2,525,440</u>
Total net assets		<u><u>3,125,033</u></u>	<u><u>2,525,440</u></u>
The funds of the charity			
Restricted funds	14		
Unrestricted funds	14		
General funds		3,125,033	2,525,440
		<u>3,125,033</u>	<u>2,525,440</u>
Reserves	14		
Total funds		<u><u>3,125,033</u></u>	<u><u>2,525,440</u></u>

Approved by the trustees on 30 January 2026

And signed on their behalf by:



A.M. Ahmed

Trustee

30 January 2026

Oasis Care & Training Agency

STATEMENT OF CASH FLOWS

for the year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	599,593	52,963
Adjustments for:		
Depreciation of property, plant and equipment	11,621	48,508
Profit on disposal of tangible fixed assets	(470,474)	-
Dividends, interest and rents from investments	(6,870)	(656)
Increase in trade and other receivables	(469,499)	(347,570)
(Decrease)/Increase in trade and other payables	(321,621)	404,922
Net cash (used in)/provided by operating activities	<u>(657,250)</u>	<u>158,167</u>
Cash flows from investing activities		
Proceeds from sales of property, plant and equipment	1,549,999	-
Purchases of property, plant and equipment	(5,581)	(24,980)
Dividends, interest and rents from investments	6,870	656
Net cash from/(used in) investing activities	<u>1,551,288</u>	<u>(24,324)</u>
Cash flows from financing activities		
Repayment of borrowings	(1,012,477)	(27,665)
Net cash used in financing activities	<u>(1,012,477)</u>	<u>(27,665)</u>
Net (decrease)/increase in cash and cash equivalents	(118,439)	106,178
Cash and cash equivalents at the beginning of the year	234,697	128,519
Cash and cash equivalents at the end of the year	<u>116,258</u>	<u>234,697</u>
Components of cash and cash equivalents		
Cash and bank balances	116,258	234,697
	<u>116,258</u>	<u>234,697</u>

for the year ended 31 March 2025

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Designated funds These are unrestricted funds earmarked by the trustees for particular purposes.

Revaluation funds These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.

Restricted funds These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related expenditure Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and legacies Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help The value of any volunteer help received is not included in the accounts.

Investment income This is included in the accounts when receivable.

Gains/(losses) on revaluation of fixed assets This includes any gain or loss resulting from revaluing investments to market value at the end of the year.

Gains/(losses) on investment assets This includes any gain or loss on the sale of investments.

NOTES TO THE ACCOUNTS

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Plant & machinery	20% straight line
Furniture , fittings and equipment	20% straight line

Freehold investment property

Investment properties are revalued annually and any surplus or deficit is dealt with through the Statement of Financial Activities. No depreciation is provided in respect of investment properties.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

2 Statement of Financial Activities - prior year

	Unrestricted funds 2024 £	Total funds 2024 £
Income and endowments from:		
Donations and legacies	1	1
Charitable activities	153,731	153,731
Other trading activities	11,222,934	11,222,934
Investments	656	656
Total	<u>11,377,322</u>	<u>11,377,322</u>
Expenditure on:		
Charitable activities	6,750	6,750
Other	11,317,609	11,317,609
Total	<u>11,324,359</u>	<u>11,324,359</u>
Net income	<u>52,963</u>	<u>52,963</u>
Net income before other gains/(losses)	52,963	52,963
Other gains and losses:		
Net movement in funds	<u>52,963</u>	<u>52,963</u>
Reconciliation of funds:		
Total funds brought forward	2,472,477	2,472,477
Total funds carried forward	<u>2,525,440</u>	<u>2,525,440</u>

3 Income from donations and legacies

	Unrestricted	Total 2025	Total 2024
	£	£	£
	1	1	1
	<u>1</u>	<u>1</u>	<u>1</u>

4 Income from charitable activities

	Unrestricted	Total 2025	Total 2024
	£	£	£
Donations	150,000	150,000	83,166
Grant	-	-	70,565
	<u>150,000</u>	<u>150,000</u>	<u>153,731</u>

5 Income from investments

Unrestricted	Total 2025	Total 2024
£	£	£
5,833	5,833	-
<u>5,833</u>	<u>5,833</u>	<u>-</u>

6 Other expenditure

Unrestricted	Total 2025	Total 2024
£	£	£
Bank loan and overdraft interest payable	14,578	74,980
Employee costs	9,923,290	10,606,985
Motor and travel costs	7,094	4,943
Premises costs	162,766	172,073
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	(458,854)	48,508
General administrative costs	301,844	332,381
Legal and professional costs	66,531	77,739
	<u>10,017,249</u>	<u>11,317,609</u>

7 Net income before transfers

	2025	2024
This is stated after charging:	£	£
Depreciation of owned fixed assets	11,621	48,508

8 Staff costs

Salaries and wages	6,116,045	6,362,292
Social security costs	244,522	220,469
Pension costs	118,874	110,467
	<u>6,479,441</u>	<u>6,693,228</u>

The executive director received emoluments in excess of £60,000.

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

	2025 Number	2024 Number
Management	10	15
Administration	30	45
Care staff	435	490
	<u>475</u>	<u>550</u>

9 Tangible fixed assets

	Land and buildings	Plant & machinery	Furniture, fittings and equipment	Total
	£	£	£	£
Cost or revaluation				
At 1 April 2024	1,748,218	179,028	5,653	1,932,899
Additions	-	5,581	-	5,581
Disposals	(1,254,346)	-	-	(1,254,346)
At 31 March 2025	<u>493,872</u>	<u>184,609</u>	<u>5,653</u>	<u>684,134</u>
Depreciation and impairment				
At 1 April 2024	174,822	145,148	5,571	325,541
Depreciation charge for the year	-	11,581	40	11,621
Disposals	(174,822)	-	-	(174,822)
At 31 March 2025	<u>-</u>	<u>156,729</u>	<u>5,611</u>	<u>162,340</u>
Net book values				
At 31 March 2025	<u>493,872</u>	<u>27,880</u>	<u>42</u>	<u>521,794</u>
At 31 March 2024	<u>1,573,396</u>	<u>33,880</u>	<u>82</u>	<u>1,607,358</u>

10 Investments

	Other investments - Unlisted	Total
	£	£
Cost or revaluation		
At 1 April 2024	300	300
At 31 March 2025	<u>300</u>	<u>300</u>
Net book values		
At 31 March 2025	<u>300</u>	<u>300</u>
At 31 March 2024	<u>300</u>	<u>300</u>

11 Debtors

	2025	2024
	£	£
Trade debtors	1,365,433	1,652,905
Other debtors	1,374,115	802,464
Prepayments and accrued income	639,695	454,375
	<u>3,379,243</u>	<u>2,909,744</u>

12 Creditors:
amounts falling due within one year

	2025	2024
	£	£
Bank loans and overdrafts	-	75,798
Other taxes and social security	155,852	54,013
Other creditors	718,210	1,013,778
Accruals and deferred income	18,500	9,000
	<u>892,562</u>	<u>1,152,589</u>

13 Creditors:
amounts falling due after more than one year

	2025	2024
	£	£
Bank loans and overdrafts	-	936,679
Other creditors	-	137,392
	<u>-</u>	<u>1,074,071</u>

14 Movement in funds

	At 1 April 2024	Incoming resources (including other gains/losses) £	Resources expended £	At 31 March 2025 £
Restricted funds:				
Unrestricted funds:				
General funds	2,525,440	10,621,778	(10,022,185)	3,125,033
Revaluation Reserves:				
Total funds	<u>2,525,440</u>	<u>10,621,778</u>	<u>(10,022,185)</u>	<u>3,125,033</u>

15 Analysis of net assets between funds

	Unrestricted funds £	Total £
Fixed assets	521,794	521,794
Investments	300	300
Net current assets	2,602,939	2,602,939
	<u>3,125,033</u>	<u>3,125,033</u>

16 Disposal of Investment Properties

The Charity disposed the freehold property situated at 16 Freeman Way, Hornchurch, RM11 7PH at an agreed price of £1,550,000. It was sold to Mr Mohamed Yusuf who is the CEO of the Charity. The transaction was done at arms length interest free. It was a part disposal and at the date of disposal 70% of the agreed price. The remaining 30% was to be settled in 10 years at the rate £60,000 per annum. He will also pay £10,000 per annum as rent for occupying the remaining 30% of the property.

17 Contingent Assets/Liabilities

There are no contingent liabilities to be disclosed in the financial statements at the year end.

18 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2025	2025	2024	2024
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases with expiry date:				
In the second to fifth years inclusive	69,000	-	69,000	-
	<u>69,000</u>	<u>-</u>	<u>69,000</u>	<u>-</u>

Pension commitments

There were 163 (2024: 244) staff members enrolled on the Islamic Pension Trust operated by Carrey Pension Trustees UK for both years. The staff contributions on the pension scheme ranged from 4% to 5% (2024: 4% to 5%). The employer contributions on Islamic pension scheme ranged from 3% to 4% (2024:3% to 4%).

	2025	2024
	£	£
The pension cost charge to the charity amounted to:	<u>118,874</u>	<u>110,467</u>
Unpaid contributions due to the fund are included in other creditors and amounted to:	<u>23,007</u>	<u>74,957</u>

19 Post balance sheet events

There are no post balance sheet events to be disclosed in the financial statements at the year end.

Oasis Care & Training Agency
 NOTES TO THE ACCOUNTS

20 Related party disclosures

<i>Name of related party</i>	AM Ahmed
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A Hussein
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A M Ismail
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A A Yusuf
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	Oasis Transport & Recruitment Limited
<i>Description of relationship between the parties</i>	Subsidiary
<i>Name of related party</i>	Oasis Workforce Solutions Ltd
<i>Description of relationship between the parties</i>	Sub-subsubsidiary
<i>Description of transaction and general amounts involved</i>	related parties
<i>Name of related party</i>	Oasis Training Limited
<i>Description of relationship between the parties</i>	Sub- subsidiary

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES
 for the year ended 31 March 2025

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:			
Donations and legacies	1	1	1
	<u>1</u>	<u>1</u>	<u>1</u>
Charitable activities			
Donations	150,000	150,000	83,166
Grant	-	-	70,565
	<u>150,000</u>	<u>150,000</u>	<u>153,731</u>
Other trading activities			
Domiciliary care	9,652,405	9,652,405	10,593,968
	812,502	812,502	628,966
	<u>10,464,907</u>	<u>10,464,907</u>	<u>11,222,934</u>
Investments			
Deposit account interest	5,833	5,833	-
	1,037	6,870	656
	<u>6,870</u>	<u>12,703</u>	<u>656</u>
Total income and endowments	10,621,778	10,621,778	11,377,322
Expenditure on:			
Charitable activities			
Donations	4,462	4,462	6,750
	<u>4,462</u>	<u>4,462</u>	<u>6,750</u>
Total of expenditure on charitable activities	4,462	4,462	6,750
Other expenditure			
Bank loan and overdraft interest payable	14,578	14,578	74,980
	<u>14,578</u>	<u>14,578</u>	<u>74,980</u>
Employee costs			
Salaries/wages	6,116,045	6,116,045	6,362,292
Employer's NIC	244,522	244,522	220,469
Pension costs	118,874	118,874	110,467
Staff training	512,906	512,906	314,692
Temporary staff	16,528	16,528	16,806
Subcontractors	2,914,415	2,914,415	3,582,259
	<u>9,923,290</u>	<u>9,923,290</u>	<u>10,606,985</u>
Motor and travel costs			
Travel and subsistence	7,094	7,094	4,943
	<u>7,094</u>	<u>7,094</u>	<u>4,943</u>
Premises costs			

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

Rent	85,968	85,968	98,477
Rates	1,641	1,641	886
Light, heat and power	14,403	14,403	8,738
Premises cleaning	39,896	39,896	34,862
Premises repairs and maintenance	20,858	20,858	29,110
	<u>162,766</u>	<u>162,766</u>	<u>172,073</u>
General administrative costs, including depreciation and amortisation			
Depreciation of land and buildings	-	-	34,964
Depreciation of Plant & machinery	11,581	11,581	13,402
Depreciation of Furniture , fittings and equipment	40	40	142
Profit on disposal of tangible fixed assets	(470,475)	(470,475)	-
Bank charges	34,562	34,562	53,718
General insurances	42,535	42,535	36,759
Software, IT support and related costs	153,045	153,045	176,791
Stationery and printing	22,721	22,721	24,964
Subscriptions	4,680	4,680	1,396
Sundry expenses	31,875	31,875	28,669
Telephone, fax and broadband	12,426	12,426	10,084
Advertising	474	474	-
	<u>(156,536)</u>	<u>(156,536)</u>	<u>380,889</u>
Legal and professional costs			
Audit/Independent examination fees	9,500	9,500	9,000
Consultancy fees	-	-	6,000
Other legal and professional costs	57,031	57,031	62,739
	<u>66,531</u>	<u>66,531</u>	<u>77,739</u>
Total of expenditure of other costs	<u>10,017,723</u>	<u>10,017,723</u>	<u>11,317,609</u>
Total expenditure	10,022,185	10,022,185	11,324,359
Net gains on investments	-	-	-
Net income	<u>599,593</u>	<u>599,593</u>	<u>52,963</u>
Net income before other gains/(losses)	<u>599,593</u>	<u>599,593</u>	<u>52,963</u>
Other Gains	-	-	-
Net movement in funds	<u>599,593</u>	<u>599,593</u>	<u>52,963</u>

OASIS CARE AND TRAINING AGENCY (OCTA)

England & Wales - Charity number 1044521

Accounts



OASIS Care and Training Agency
Uk Charity no: 1044521

ANNUAL REPORT

2023 - 2024





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OVERVIEW

OASIS Care and Training Agency has demonstrated remarkable resilience and strategic growth in the 2023-2024 financial year, despite facing significant challenges in the social care sector. The organisation achieved an operating surplus of £52,9633, representing 0.46% of income, which exceeded the forecasted £135,000. This negative financial outcome is a testament to the agency's highly competitive environment and the wider economic downturn.

Total revenue for the year increased by 7.55% to £11,377,322, reflecting successful diversification efforts and expansion into new service areas. The OASIS Workforce Solutions division, in particular, showed exceptional growth, with revenue reaching £10.30 million, primarily driven by successful penetration into the transport industry. This strategic move has significantly contributed to reducing the agency's reliance on traditional domiciliary care services.

OASIS Training also experienced substantial growth, with a 31.72% increase in income to £628,966.10. The division successfully delivered various programs, including apprenticeships, Adult Education Budget courses, Skills Bootcamps, and Department for Work and Pensions initiatives. This growth in training services not only diversified revenue streams but also contributed to addressing the sector's workforce development needs.

Operationally, OASIS implemented several key improvements throughout the year. The introduction of the People Planner software enhanced care assessment processes, leading to more personalised and efficient care delivery. The agency also fully adopted the new Care Quality Commission (CQC) assessment framework, aligning its processes with the 34 Quality Statements to ensure high standards of care.

Despite these achievements, OASIS faced ongoing challenges, including workforce shortages and increased competition in the sector. However, the agency's proactive approach to these issues, coupled with its strategic diversification, has positioned it well for future growth. The financial projections indicate a promising outlook, with a combined turnover expected to reach £26.05 million by 2026.

CHAIR'S ANNUAL REVIEW

This year has been transformative for Oaiss Care, as we strengthened our foundations for a strong and thriving future to deliver care with purpose. We have invested in our technology and systems and continued our journey to be an improving organisation. The world around us continues to change at an unprecedented pace, and we are responding with purpose, energy and agility as we enter this new era.

Funding for the social care sector remains a challenge. However, we have a general election this year and we have seen its very much on the agenda for new government and in the community about how social care can be funded sustainably. This gives us hope that decades of inattention and inadequate funding can be changed to position the sector as an attractive place to work, and a trustworthy sector for people to receive care as they age.

We are optimistic about a positive shift within the sector following increased wages for some of our care staff as a result of becoming London Living Wage employer for our care workers. We hope that this will flow to all care workers who do important work and ensure the delivery of quality care across our services and attract more people to work in the sector.

Given the difficult circumstances our teams have been working in and continue to do so, it is extremely reassuring that our results in the service user survey revealed that we obtained improvements to the satisfaction rate of service user. The introduction of Operation Manager Debbie Dabreo continues to have a positive ongoing impact. This is an endorsement of the work we have done with colleagues to change our culture through tangible actions, which permit continuous improvements to be made. We recognise that there is still a considerable way to go to make Oasis not only a good place to work, but a great place to develop your career.



Ahmed Mohamed Ahmed
Chair of Trustee

I firmly believe that positive colleague and service user experience go hand in hand, which is why ensuring our people are happy and supported is crucial. We will continue to work with teams to improve and ensure we support colleague wellbeing as best we can, so in turn they can provide the best care to our service users.

CHAIR'S ANNUAL REVIEW

Our success is also directly linked to the hard work of our team. We have made extraordinary progress this year, and I would like to personally thank every team member for their energy, commitment and consistency in driving our business forward.

This year, our plans for expansion include:

- A new E-Learning platform
- Further investments into our technology - New Care Management System - Access People Planner & Access Care Planner.
- Subscription to QCS, this is now the platform for our policies and procedures.

There are also some plans that are in their very early stages, but I look forward to sharing them with you all soon. Finally, I want to thank all my Board member colleagues for their support and sharing constructive concern and challenge to ensure we continued our resolve to deliver on our goals.

I hope this annual report enables you to understand our charity organisation, the key risks to the achievements of our goals and how we have performed over the year. It is also an opportunity to celebrate the dedication and commitment of our colleagues and frontline workers and recognise the safe, caring service that they provide across the capital.



Senior Team

EXECUTIVE DIRECTOR'S REPORT

The past year has been transformative for OASIS Care and Training Agency, marked by significant achievements and strategic developments across our diverse operations. Despite challenging economic circumstances and external pressures, we have maintained our commitment to delivering high-quality care services while expanding into new sectors.

For the 2023/24 financial year, OASIS Care and Training reported an operating surplus of £52,963, representing 0.46% of income. This is below the forecasted figure of £135,000 due to investment made during the year and demonstrates management commitment to building the future strength of our organisation. Our total revenue increased by 7.55% to £11,377,322, reflecting our successful diversification strategy and resilience in a competitive environment.

Recognising the evolving landscape of social care, we have implemented a comprehensive strategy to reduce our reliance on domiciliary care. This includes expanding into new areas such as Cleaning/Domestic Services, Sheltered Housing, Care Homes, Flexi Care, Virtual Training Platforms, and specialised Dementia Pathways. Our OASIS Workforce Solutions division has shown remarkable growth, with revenue reaching £10.30 million, primarily due to our successful penetration of the transport industry.

We have made significant strides in enhancing our care assessment processes, adopting new regulatory frameworks, and refining our operational procedures. The introduction of the People Planner software has revolutionised our care assessment system, enabling more personalised and efficient care delivery. We have also fully adopted the new Care Quality Commission (CQC) assessment framework, aligning our processes with the 34 Quality Statements.

OASIS Training has seen substantial growth, with a 31.72% increase in income to £628,966.10. We have successfully delivered apprenticeships, Adult Education Budget programs, Skills Bootcamps, and Department for Work and Pensions initiatives. Our commitment to workforce development is evident in our management of the Workforce Development Fund, claiming £12,000 for professional development.

Challenges and Future Outlook:

While we face ongoing challenges, including workforce shortages and increased competition, we are well-positioned for future growth. Our financial projections indicate a combined turnover increase to £26.05 million by 2026, driven by expansion in OASIS Workforce Solutions and diversification of OASIS Care services.

We remain committed to our mission of enhancing the quality of life for vulnerable people in London while promoting diversity, quality learning opportunities, and overall social and economic well-being. As we move forward, we will continue to adapt to market changes, invest in technology and staff development, and explore new opportunities to serve our communities better.

The Board of Directors extends its gratitude to all staff members for their dedication and hard work during this transformative period. We look forward to building on these achievements and driving OASIS Care and Training Agency towards a sustainable and impactful future.



FINANCIAL ANALYSIS REPORT

Financial performance

The past year has proven once again the enduring strength of our strategic model. We have held our nerve while facing difficult economic circumstances, government indecision and external pressures, by continuing to focus on our Service Users, invest in our people and support our communities in which we serve.

For the 2023/24 financial year Oasis Care and Training is reporting an operating surplus of **£52,963 (0.46% of income)**, comparing to the prior year's operating surplus of £198,488 and to the £135,000 forecasted for the year.

In a context of financial and operational uncertainty, this is highly encouraging and indicative of the underlying strength of Oasis Care and Training Agency (OCTA) and the robust way in which the organisation has navigated its way through difficult times experienced throughout the financial year.

Surplus allocation

As with previous years, and in line with the principles underpinning OCTA's financial strategy, the surplus generated in 2023/24 will be used wholly to sustain investment in infrastructure and the charities objective's, support the organisations operations, enhance the end service user experience and enable delivery of the organisation objective mission.

Financial Outlook

We face a challenging external environment. However, we currently have three main revenue streams (Oasis Care, Oasis Training and Oasis Workforce Solutions Limited). With three different revenue streams, we are hoping to mitigate any challenges faced in the years to come.

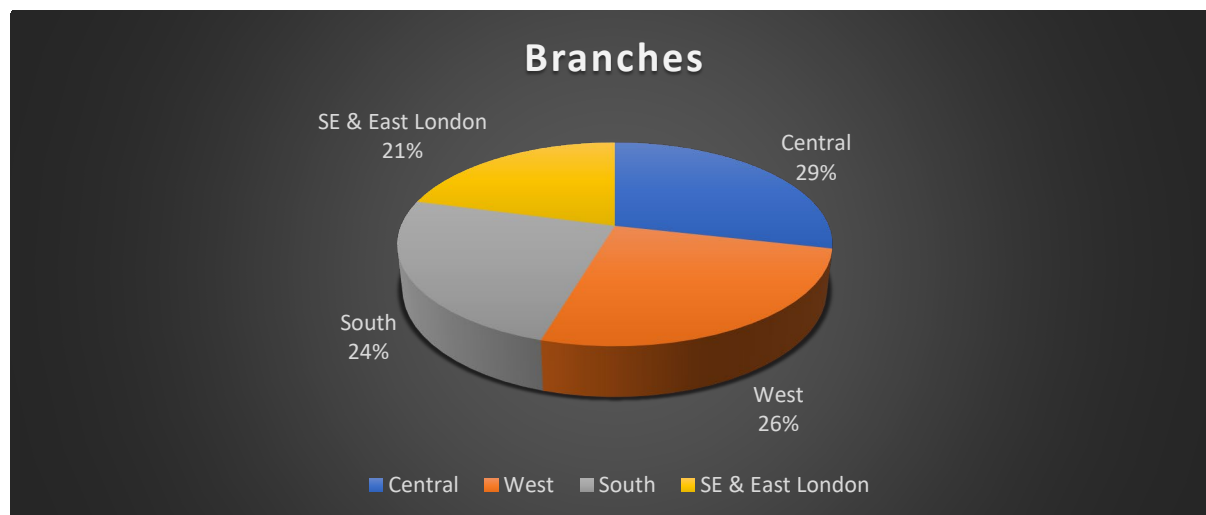
Oasis Workforce Solutions

Oasis Workforce Solutions was set up in April 2021 as separate legal entity owned 100 percent by Oasis Care and Training Agency through Oasis Transport and Recruitment Limited. The inception of Oasis Workforce Solutions was to maximise our capabilities in the recruitment sector within the transport industry and beyond.

In the financial year 2023-2024, Oasis Workforce Solutions Limited has seen revenue reach £10.30m (2022-2023: £9.4m), an increase of almost 10%. This has mainly been down to our successful penetration of the transport industry by supplying PVC drivers. In the financial year, Oasis Workforce has been closely with some of the leading operators in the United Kingdom in providing quality drivers to complement permanent drivers of these operators.

Oasis Care Branches

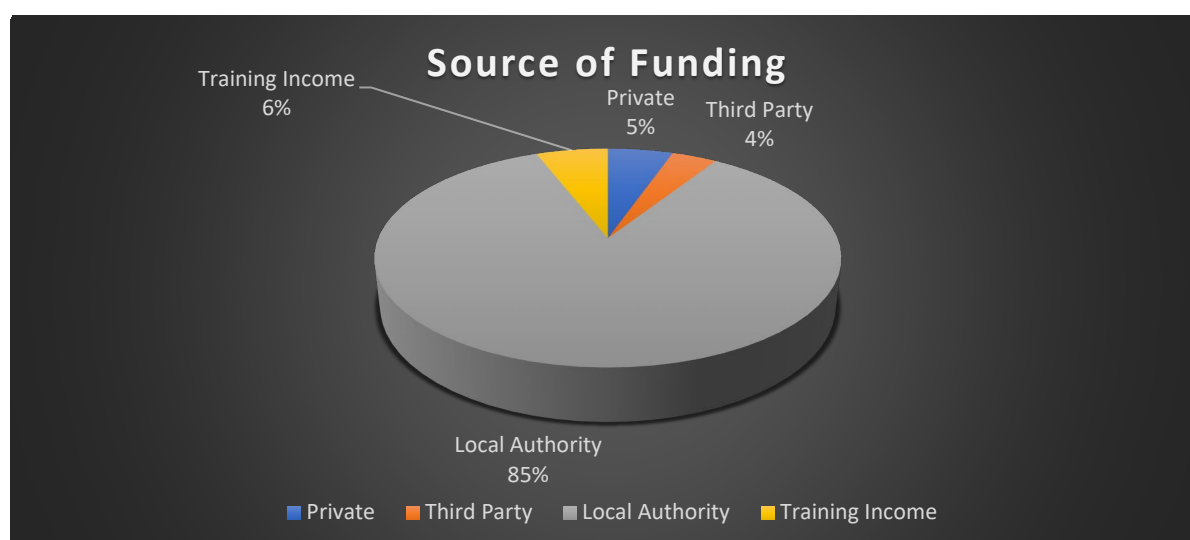
During the financial year 2023-2024, OCTA revenue has mainly been derived from the care element of the organisation (94%). OCTA has three different branches (Oasis South, Oasis West and Oasis Central) and below shows how revenue has been distributed between the branches for 2022-2023.



For 2023-2024, The three branches have seen an increase in revenue generated across the board. Management are on course to achieving Oasis West and Oasis Central having a fair share of revenue and income to be more evenly distributed across Oasis Care. This will minimise the risk of reliance on any branch in the years to come.

Type Of Revenue (Care)

Oasis Care main income is sourced from local authorities in London and accounts for 85% of care revenue. The rest of care income is made up from NHS and private individual service users.



Management is looking to secure a more balanced income streams with more emphasis on NHS and Private service users.

Training Income 2023-2024

OCTA Training element has seen an increase of 31.72% from £628,966.10 to £466,886. This increase has been fundamentally down to second year of our Greater London Authority (GLA) contract which overlaps the academic years of 2021-2022 and 2022-2023 within the financial year of Oasis.

With budget for 2024-2025 and 2025-2026, the training arm is hoping to deliver an overall budget of £600,000 to £700,00.

For 2024-2025, The training arm will be delivering the following Apprenticeships (Main provider and Levy), Skills Bootcamp Care and Skills Bootcamp Early Years. This will be academic year 2024-2025 and will overlap two financial account year.

Operating Expenditure

In 2023-2024, overall expenditure has seen an increase of **9.09% to** £11,324,359 (2022-2023: £9,272,823). This against the break drop of revenue increase of **7.55% (From £10,578,760 to £11,377,322)** shows strategic objectives of the organisation has been met by the organisation against highly competitive environment.



BUSINESS DEVELOPMENT

OASIS Care and Training Agency has developed a comprehensive financial strategy for 2023-2026 that focuses on diversification, growth, and sustainability across multiple sectors. The agency aims to reduce its reliance on Domiciliary Care by expanding into new areas such as Cleaning/Domestic Services, Sheltered Housing, Care Homes, Flexi Care, Virtual Training Platform, and Dementia Pathway. This diversification is reflected in their projected growth figures, with OASIS Care expected to increase from £10.50M in 2024 to £11.20M in 2026.

A significant part of OASIS's financial strategy involves the development of OASIS Workforce Solutions, a new division that will encompass sectors such as Bus Drivers, Patient Transport, Security, Distributions, SEN School Transport, and Construction. This division shows the most dramatic growth projections, expected to rise from £10.30 in 2024 to £14.6M in 2026. To support this expansion, OASIS is allocating funds for setting up operator licenses, business plan consultancy, and purchasing a care home. They have budgeted £50,000 for Bus Drivers, £15,000 for Patient Transport, and £10,000 each for Security, Distributions, and Construction sectors.

The agency is also investing heavily in its training division, OASIS Training. By expanding apprenticeship programs, Adult Education Budget (AEB) courses, Skills Bootcamps, and DWP initiatives, they project significant growth in training revenue from £600,000 in 2024 to £1.5M in 2026. This focus on training and skills development not only diversifies their revenue streams but also addresses the growing demand for qualified professionals in the care sector.

OASIS's financial strategy also emphasises sustainable financial management. They are developing pricing structures and revenue projections to ensure agency profitability and exploring potential expansion into new geographical areas as the agency grows. The agency continues to pursue public sector contracts through competitive tendering, investing in the preparation of tender submissions and improving the tender process. Simultaneously, they are targeting private sector opportunities by offering services directly to private clients who do not qualify for local authority funding and to employer customers seeking recognised qualifications for their staff.

BUSINESS DEVELOPMENT

Technology integration forms another crucial part of OASIS's financial strategy. They plan to implement new software solutions to enhance workflow and efficiency, including advanced applicant tracking systems and recruitment software. This technological investment is expected to improve operational efficiency and support their growth objectives.

Marketing and brand development are also key components of the financial strategy. OASIS plans to strengthen its social media presence to improve recruitment targets and brand recognition. They will create sector-specific marketing campaigns for their new ventures, aiming to establish a strong presence in each of their new sectors.

Overall, OASIS Care and Training Agency's financial strategies demonstrate a commitment to growth, diversification, and sustainability. By expanding into new sectors, improving existing services, and focusing on both public and private sector opportunities, OASIS aims to significantly increase its turnover from £21.70M in 2024 to £26.05M in 2026. This ambitious growth plan, coupled with a focus on continuous improvement and adaptation to market changes, positions OASIS for success in the evolving care and training landscape.



DEBBIE DABREO

Business
Development and
Compliance Manager

VOCATIONAL TRAINING SERVICES

The Oasis Training Department is pleased to present its 23/24 Annual Report, highlighting our mission, values, and the significant achievements and initiatives undertaken in the past year. As an organisation dedicated to supporting economically inactive, low-paid, and at-risk individuals, we have remained steadfast in our commitment to providing employment opportunities, training, and development to empower our clients and the local community.

Mission and Values:

Our mission at the training department is to support the most economically inactive, employed low-paid, and those at risk of redundancies. We achieve this by providing information, advice, and guidance, employment opportunities, and further training and development to support our customers in employment. Central to our values is the aim to support at least 70% BAME client group and at least 60% women, reflecting our commitment to diversity and inclusivity. We are dedicated to reaching our goals by expanding our stakeholder network, including employers, Jobcentre Plus, and local communities, to create a robust support system for our clients.

Reflection on the Past Year:

The past year has been marked by numerous successes and impactful initiatives that have furthered our mission and values. We have continued to make a positive difference in our local communities through the delivery of apprenticeships, skills bootcamps, and the ESOL DWP program. These efforts have not only provided valuable opportunities for our clients but have also contributed to the overall economic and social well-being of the community.

Apprenticeships:

Our apprenticeship delivery has been a cornerstone of our efforts, reaching 50 apprentices across a diverse range of standards. These include Business Administrator level 3, Health and Social Care levels 2 to 5, Digital Marketing level 3, Early Years levels 2 to 5, Teaching Assistant level 3, and Leadership and Management levels 5 to 7. This comprehensive approach to apprenticeship standards underscores our commitment to catering to a wide spectrum of skills and career paths. Furthermore, our expansion of the employer engagement team with more experienced staff reflects our strategic investment in building strong partnerships with employers, essential for creating sustainable employment opportunities for our clients.

Skills Bootcamps:

The successful delivery of Wave 3 and the subsequent award of Wave 4 Skills Bootcamps (SBC) have been instrumental in supporting employers and unemployed clients in the Care sector. Between May 2023 and March 2024, we have supported 226 starts, 200 achievements, and 71 progressions, demonstrating the tangible impact of

VOCATIONAL TRAINING SERVICES

our efforts in providing valuable skills and support to individuals seeking employment in the Care sector.

ESOL DWP Programme:

Our pilot program to support Somali-speaking UC claimants in Woolwich (SE18) has been a testament to our responsiveness to the diverse linguistic and cultural backgrounds of our clients. Over a period of 3 months, we engaged and supported 13 learners, addressing specific language and communication needs within the community. This targeted approach reflects our commitment to addressing the unique needs of our client base.

Workforce Development Fund:

Our commitment to workforce development is evident in our management of the Workforce Development Fund. By keeping the workforce data set up to date and claiming £12,000 through the Skills for Care Workforce Development Fund (WDF), we have demonstrated our proactive approach to securing resources for the professional development of our workforce. This investment not only enhances the skills and capabilities of our staff but also contributes to the overall quality of service delivery and support provided to our clients.

In conclusion, the Oasis Training Department's 23/24 Annual Report reflects a year of significant achievements and impactful initiatives aimed at supporting economically inactive, low-paid, and at-risk individuals. Our commitment to diversity, collaboration with stakeholders, and strategic investments in training and development have made a tangible difference in the lives of our clients and the local community. Looking ahead, our dedication to expanding opportunities and addressing the evolving needs of the workforce positions us as a key player in driving positive change and empowerment within the community. We remain committed to our mission and values and look forward to continuing our efforts to create a more inclusive and prosperous future for all.



ALFRED GREZAJ

Commercial Training
Director

Over the past 12 months, we have faced numerous challenges. After a strong performance in Q3 and Q4 last year, market issues caused a slowdown in Q1 and Q2 of 2024. Despite these hurdles, our core expertise in driver recruitment has been recognised, and we have maintained our client base in regions such as Bristol, London, Oxford, and East Anglia while gaining new clients in Essex and Newcastle. At OWS, we are committed to social value and sustainability. Our strong community connections enable us to offer responsive and viable services.

Business Focus for 2023/24

Our focus for 2023/24 is built on four crucial pillars: Capacity, Quality, Capability, and Efficiency.

Our dedication to fostering a positive workplace culture for office staff and drivers supports these pillars.

- **Capacity:** We aim to expand our capabilities within the bus industry and the transport and coordination sectors. We are also exploring opportunities in other service industries, including cleaning, warehouse staff, customer service, retail, and security.
- **Quality:** We are committed to continuous innovation and improvement, striving to be the preferred supplier for our clients and candidates.
- **Capability:** We support the development of our personnel, equipping them to deliver innovative solutions and service excellence. This year, we have seen growth among our apprentices and senior staff members.
- **Efficiency:** We aim to establish streamlined systems and processes to simplify operations and explore innovative software solutions.

Achievements

Our efforts to diversify our business model have led to several significant milestones:

- Gained a TFL license to operate 100 routes.
- Obtained an operator license to run 15 minibuses.
- Achieved a transport manager qualification for our operations manager.
- Received approval for SEN transport in several London boroughs.

Looking Forward

With ongoing challenges in the bus and coach sector, particularly around government funding, many operators have reduced their reliance on temporary drivers. We have focused on diversifying our services and have secured a TFL license to operate SEN routes and non-emergency patient transport and HGV driving opportunity.

Priorities for 2023/24

Our key priorities for 2023/24 include:

- Scaling up our business to meet customer requirements.
- Refine our recruitment processes by learning from past experiences.
- Embracing industry best practices.
- We focus on candidates who align with our culture, emphasising driving competence and expertise.
- Promoting knowledge, skills, and learning opportunities for our full-time staff and apprentices.
- Increasing our market profile to aid recruitment.

Aims for 2024/25

- Establish a more substantial social media presence.
- Explore and implement new software solutions.
- Provide comprehensive training to staff to achieve target goals.
- Enhance recruitment processes.
- Attract and retain high-quality driving professionals.

Expansion into Other Services

Over the past year, we have tasted other sectors, like cleaning, and we want to build on these and other sectors.

- SEN transport - Non-emergency patient transport
- Supplying security staff. - Amazon partnership (application submitted)
- Providing delivery drivers - Offering warehouse operatives.

Our expansion into these sectors demonstrates our commitment to broadening our service offerings and adapting to the evolving needs of our clients and candidates.



OASIS CARE MANAGEMENT REPORT

OASIS Care Management team undertook major initiatives and changes over the past year. We have made significant strides in improving our care assessment processes, adapting to new regulatory frameworks, enhancing staff training, and refining our operational procedures. These changes have positioned us to provide even higher quality, more personalised care to our clients while ensuring regulatory compliance.

New Care Assessments

One of our most impactful changes this year was the introduction of a new care assessment system using People Planner software. This digital platform has revolutionised how we conduct and manage personalised care assessments:

- *Streamlined Process:* The new system allows for more efficient data entry, retrieval, and analysis of care assessment information.
- *Enhanced Personalisation:* People Planner enables us to create more tailored care plans that better address individual client needs.
- *Improved Accessibility:* Care staff can now access up-to-date client information securely from any location.
- *Better Compliance:* The system helps ensure all required assessment elements are completed consistently.



Staff Training

To support this transition, we conducted comprehensive training for all office staff on completing personalised care assessments using the new system. This training focused on:

- Navigating the People Planner interface
- Best practices for conducting thorough assessments
- Techniques for capturing client needs and preferences accurately
- Proper documentation and record-keeping procedures

OASIS CARE MANAGEMENT REPORT

E-Learning: Introduction of Blended Learning

Blended learning was introduced for all care staff whereby all relevant courses are accessed online by the care workers, which is then completed by specific face-to-face training. Since the start of our blended learning process, we have achieved.

- *Online Modules:* We now offer a comprehensive suite of e-learning courses covering essential care topics and regulatory requirements.
- *In-Person Training:* Hands-on workshops and practical sessions complement the online learning to reinforce key skills.
- *Continuous Assessment:* Regular knowledge checks and competency evaluations ensure staff maintain high standards of care delivery.

	Central Branch	South Branch	West Branch
Course Completed	3544	4266	5047
Percentage Completed	68%	32%	41%

The branches have completed around 17,000 total online courses delivered.

Adoption of New CQC Assessment Framework

In response to regulatory changes, we have fully adopted the new Care Quality Commission (CQC) assessment framework introduced in late 2023. Key aspects of our implementation include: two CQC inspections in 2023 at South and West branches with contrasting outcomes. The CQC inspection in South Branch in late 2023 was a success whilst CQC Inspection on West was a failure. Since the inspection, the West Branch team have made a number of wholesome changes that has resulted in much better outcomes for the following CQC Inspection in April 2024.

Quality Statements

We have now aligned our processes with the new quality statements, replacing the previous Key Lines of Enquiry (KLOEs).

- *Evidence Collection:* We have refined our methods for gathering and presenting evidence across all required categories, including people's experiences, staff feedback, partner input, observations, processes, and outcomes.
- *Continuous Improvement:* We have implemented systems to regularly review and enhance our performance against the five key CQC questions (Safe, Effective, Caring, Responsive, and Well-led).

OASIS CARE MANAGEMENT REPORT

HR Process Improvements

We have overhauled our human resources processes to better support our workforce:

- *Digital Onboarding:* A new online system streamlines the hiring and orientation process for new employees.
- *Performance Management:* We have implemented a more robust, ongoing performance evaluation system to support staff development.
- *Employee Wellbeing:* New initiatives have been launched to support staff mental health and work-life balance.

Policy Updates

A comprehensive review and update of all organisational policies has been completed to ensure alignment with current best practices and regulatory requirements. Key changes include:

- Enhanced safeguarding procedures
- Updated infection control protocols
- Revised medication management guidelines
- New environmental sustainability policies



Well-Led Process Enhancements

To strengthen our leadership and governance, we have:

- Implemented a new leadership development program for managers, with 2 Managers enrolled for Level 7 Management courses.
- Enhanced our quality assurance and audit processes
- Improved communication channels between leadership and frontline staff
- Established a formal process for gathering and acting on stakeholder feedback

As we move forward, The Care Management Team remain committed to continuous improvement and excellence in all aspects of our operations.

OASIS ELECTRONIC CALL MONITORING

Background

Over the past four years, Oasis Care & Training Agency has transitioned from a solely paper-based organisation to one that is almost entirely paperless, with over 95% of Oasis Care's both administrative & care management processes done on innovative tailored platforms. CM2000 & HAS Portal along with establishing a Monitoring Dept. were just the start of a long but very fruitful journey into modernising and digitalising Oasis Care and Training Agency to enhance compliance, quality assurance and a satisfactory person-centred care service.

ECM Officers monitor Live over 1,250 scheduled visits every day and more than 3,700 regulated care plan activities including service user medications. Our ECM officers are dedicated to supporting our care staff in real-time. The benefits of Live View monitoring are twofold, we have peace of mind and verification that our service users are receiving their scheduled care at the correct times, all care visits are checked in and out, that all information is recorded, and that medication is accurately managed. Our ECM Officers support and keep track of lone care workers while out in the field. Our Monitoring Dept. collaborates closely with the care teams in three Oasis branches, HR and Finance. With real-time alerts, ECM Officers flag up any concerns to the related care teams and care managers who address care worker compliance failures, carry out necessary checks and investigate near miss visits. ECM officers complete daily and weekly visit audits to confirm all visit logs are completed for finance to process care staff payments at the end of each month.

This is a brief summary of Oasis Care's vision and objectives for migrating to and implementing Access Care Management Solutions, along with the past year performance and achievements.

Overview

As part of our strategic improvement plan, Oasis Care is committed to achieving performance-based results with the latest care management technology. The past year has seen advancements and achievements in streamlining all areas, including administrative performance, service quality, and considerable accomplishment in monitoring, reporting, analysing, and establishing specific protocols for action. Choosing to partner with the best in the technology market, Access next-generation ecosystem platforms enable us to accomplish the required statutory compliance and inspection frameworks by the Care Quality Commission.

Added Value:

The features of Access Care Management Solutions, as well as how the system was executed were critical to our migration's reliability and success. The majority of our data was on both CM2000 and HAS Portal, which are integrated and managed by Access Group, making our move and migration seamless.

OASIS ELECTRONIC CALL MONITORING

Our Vision:

To optimise the way we deliver care, utilising innovative software technology allows us to gain a better administrative process with a single view of our entire organisation, including people, processes, and care management platforms. That view being offering better person-centered care service and enhancing monitoring, reporting and evaluation to produce tangible strategies to meet the compliance regulations and CQC's inspection frameworks. It is also crucial to advance the working environment for our personnel, care workers, and service users through digital transformation.

Our Objectives:

- Advance internal administrative processes with a quality work-stream to optimise evidence-based person-centred care service.
- Well-structured and clear care plans to achieve 100% required statutory compliance collecting evidence against regulated activities.
- Obtain a complete HR system comprising of all critical care staff information and compliance training requirement records.
- Acquire a wide range of custom developed audit reports, filtered by client or carer enabling detailed in-depth reviews for service improvement agendas.
- Attain comprehensive intuitive dashboards to enhance our Live monitoring, improving support to our care workers to achieve service quality and safety.
- To Acquire an empowering comprehensive system to assess progress against the planned milestones and the implementation of policies and procedures.

Access Project implementation

Our Access systems were tailored to our specific needs during the project planning and implementation phases, which began in July 2023. We were able to design and implement our unique environment thanks to scoping workshops and trainings. Oasis Care Access systems went live throughout our three branches and Live Monitoring Department in November 2023.

Configuring our needs and preferences enabled us to fulfil our objectives, align our processes and procedures with CQC guidelines, and meet regulatory requirements.

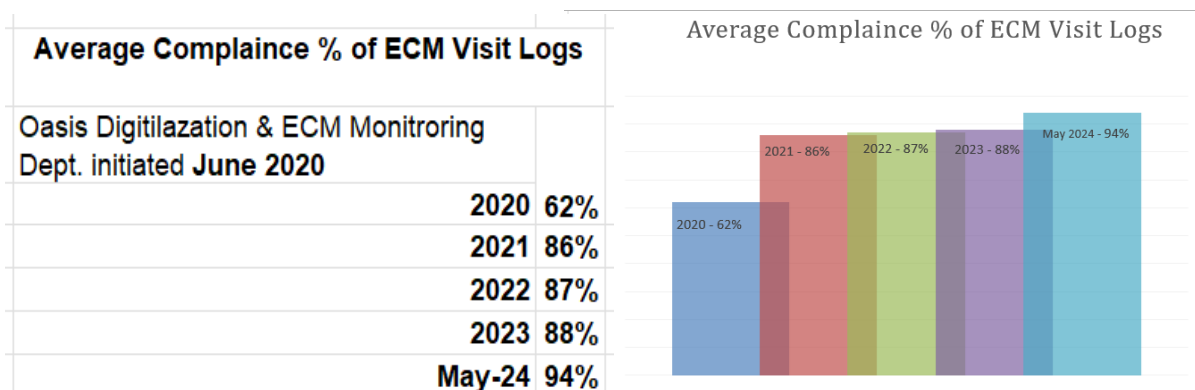
Challenges

We encountered a few hurdles during the full digitalisation of our processes, including a complete cultural shift in the way we work both internally and externally. Our care staff resisted at first because this was our second move to a new platform in four years. Some carers found it hard but after using the system and experiencing first-hand all of the benefits and the continuous support they were receiving from the ECM Officers they were on board and satisfied.

OASIS ELECTRONIC CALL MONITORING

Achievements

Recognising our respective strengths and the unique contributions we make to achieving Oasis Care's vision and goals, Oasis Care Monitoring Dept. plays an outstanding and critical role in ensuring communication, collaboration and results. Access Platforms have upgraded Oasis Care to achieve significant compliance improvements with single version of records, data, and information, sharing, reviewing and updating is productive, cohesive and consistent throughout our organisation.



Outlook for the future

We look forward to achieving empowering results through continues improvement in our internal and external working environments, meeting statutory and regulatory frameworks. And achieving 100% compliance in the 5 Key quality statements of the new CQC Single Assessment Framework



QUALITY ASSURANCE

The Oasis compliance team's key responsibilities and functions are to:

- provide effective operation governance and quality improvement policies and frameworks
- ensure systems and processes are appropriate to deliver safe and effective personal care services – meeting legislative requirements and ensuring the best outcomes for service users and their representatives.
- oversee transparent and consistent processes within defined operation governance structures
- oversee robust monitoring, audit and quality improvement processes across branches care services
- ensure effective engagement with service users and their representatives and care staff regarding the quality of care.

If the team is concerned that a branch is not complying with their responsibilities, we will issue a compliance notice. If, after the branch has responded, the compliance team is still not satisfied that they are compliant, we can direct them to take action to ensure compliance.

The Oasis West Branch has lost its good rating and the branch alongside the compliance team have worked hard to complete all necessary actions. CQC have recently reinspected, and we await the results to be published soon. The Compliance team made several changes to its processes and practices to strengthen its quality assurance impact. This included enhancing the non-compliance internal processes, improving management of risk assessments, implementing service user/care staff engagement strategy to address matters in a timely manner.



The new CQC single inspection framework already came into effect and has touched almost every aspect of care. Under the single inspection framework, the compliance team is preparing branches for the changes that will result from the introduction of the 34 Quality Statements. Against this backdrop, the compliance team has developed serious reporting forms and a redesigned audit methodology for use with the Quality Statements. We will use the insights gained to design audit processes that objectively assess performance, identify any areas of non-compliance, and assist branches to address those areas and reach confidently for improved performance.

QUALITY ASSURANCE

Oasis Care is committed to providing effective operational governance and quality improvement frameworks. Our key responsibilities include:

- Ensuring systems and processes deliver safe and effective personal care services.
- Overseeing transparent and consistent processes within defined structures

We have recently undergone significant developments in our compliance and governance procedures. These include:

- Completion of a CQC reinspection, with results pending publication
- Implementation of the new CQC single inspection framework, encompassing 34 Quality Statements

Our organisation has made substantial process enhancements to improve our overall performance. These enhancements include:

- Strengthening non-compliance internal processes
- Improving management of risk assessments
- Implementing a service user and care staff engagement strategy

Branch performance is a critical aspect of our compliance efforts. In January 2024, our Oasis West Branch faced challenges:

- The branch was rated 'inadequate' for 'safe' and 'well-led' domains.
- Required improvements included enhancing quality assurance processes and reviewing risk assessments.

We have a robust system for addressing compliance issues. When branches are not meeting their responsibilities:

- Compliance notices are issued.
- Branches are required to respond with action plans.
- Further directives may be given if necessary.

Looking to the future, Oasis Care is focusing on several key areas to maintain and improve our compliance and governance standards:

- Adjusting branch performance monitoring to align with the new Quality Statements
- Designing fair and effective audit processes to assess performance and identify non-compliance.
- Supporting branches in addressing areas for improvement

This summary reflects our ongoing commitment to maintaining high standards of care and continuously adapting to regulatory changes across all our branches.

Oasis Care & Training Agency

Charity No. 1044521

Trustees' Report and Audited Accounts

31 March 2024

Oasis Care & Training Agency
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Oasis Care & Training Agency
TRUSTEES ANNUAL REPORT

The Trustees present their report with the audited financial statements of the charity for the year ended 31 March 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No. 1044521

Principal Office

24-32 Murdock Street
London
SE15 1LW

Trustees

The following Trustees served during the year:

H.Y. Abdullahi	1/7/24 Resigned
A.M. Ahmed	
A. Hussein	
A.M. Ismail	
S.A. Yusuf	

Key Management Personnel

Chief Executive Officer	Mohamed Yusuf
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Auditor

GPRS Professionals Limited
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT

Bankers

HSBC Bank PLC
9 wellesley Road
Croydon
Surrey
CR9 2AA

OBJECTIVES AND ACTIVITIES

The Charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

When people are in need of social care or seeking employment they are supported by our personalised services to promote their physical, mental and emotional wellbeing, regain their independence, and feel valued as an individual.

Oasis Care & Training Agency

TRUSTEES ANNUAL REPORT

“Our vision is to be recognised as a leading provider of community care services and support work that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

The United Kingdom formally exited the EU on 31 Jan 2020 after which the UK entered a period of transition with a custom's transitional arrangement in place until 1 July 2021. Since Brexit a lot of European citizens left the United Kingdom to go to their respective countries and this created a shortage of skilled and unskilled workers. The Government did not take appropriate and prompt steps to fill the gap in the work force in the United Kingdom. This has badly affected the care industry. To mitigate the staff shortage, we applied for a sponsorship licence to recruit overseas staff to fill the gap in our care sector.

Following the military escalation in late February 2022 there has been a significant increase in volatility in the fuel, gas and energy sector, commodities, and financial markets and exacerbating ongoing economic challenges, including inflation and global supply chain disruption.

ACHIEVEMENTS AND PERFORMANCE

The trustees set a target of servicing about 600 service users in 2024 and using around 11,000 hours of care per week across 17 London boroughs which was swiftly met taking into account the increase in living costs.

FINANCIAL REVIEW

The Charity gross income increased from £10.5M in 2023 to £11.3M in 2024 which was an increase of around 7.6% compared to 2023. However, the net income decreased from £200K in 2023 to £53K in 2024 which is a decrease of around 73% compared to 2023. The increase in gross income had a direct impact on the decrease in net income due to an increase in compliance costs, management and administrative staff. This was necessary for the future expansion of the business.

Unrestricted reserves are defined as general funds and are available to enable the charity to meet its objective. The aim of the reserve policy is to ensure that the charity's ongoing and future activities are protected from unexpected financial risks. This may include:

1. Unexpected increase or decrease in funding streams or costs. 2. The need to maintain a level of working capital required to meet cash flows needs. 3. The need to maintain specific funds to meet unexpected one-off expenditure impacts.

Currently our total reserves stand at £2,525,440 (2023: £2,472,477). After reviewing the Charity's forecast and projection over the strategic planning period and its reserves, the trustees have reasonable expectation that the charity has adequate resources to continue in operation for the near future.

The charity's unrestricted income is very sensitive to the delivery of the service provided in Care Industry and the external compliance that has to be met through the regulatory body of the industry. We monitor these risks closely through the Board of Trustees, Senior Management Team and the Finance Department.

Cash flow risks are minimised by setting an appropriate reserve policy, including adequate levels of working capital, close monitoring of the organisations funding flows from local authorities and private individual who use the service.

On 29th April 2021, 3 Companies were incorporated namely Oasis Transport and Recruitment Limited, Oasis Training Limited, and Oasis Workforce Solutions Limited. The immediate parent Company is Oasis Transport and Recruitment Limited who owns the entire share capital of Oasis Training Limited and Oasis Workforce Solutions Limited. The Ultimate parent organisation is Oasis Care and Training Agency who owns the entire share capital of Oasis Transport and Recruitment Limited. Therefore, Oasis Training Limited and Oasis Workforce Solutions Limited are the sub subsidiaries of Oasis Care and Training Agency. All the Companies and the charity have coterminous year ends. The whole profits of these companies will be donated to the Ultimate Organisation Oasis Care and Training Agency. The results of these subsidiaries and sub subsidiaries are not consolidated.

Oasis Care & Training Agency

TRUSTEES ANNUAL REPORT

Oasis Management Committee are continuously reviewing and assessing major risks to which our charity might be exposed. They have overall responsibility for ensuring the appropriate systems of control, financial and otherwise which exist. That includes responsibility for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with Charities Commissions SORP. The board of trustees are also responsible for taking reasonable steps for the prevention and detection of fraud and other irregularities and providing reasonable assurance.

Oasis's policy is to maintain general reserves to give financial stability to the charity and to finance its activities. General reserves exclude restricted funds and revaluation reserves which allow Oasis to achieve its aims by managing the risks it faces and to fund future work to achieve its aims.

PLANS FOR FUTURE PERIODS

The objective of the Charity is to be recognised by service users, local authority commissioners and Care Quality Commission as a quality provider across the registered boroughs. The Charity is also Ofsted registered to enable them to deliver training. The Charity is focussing to expand on its training arm to make use of available public funding streams to offer profit making programmes of accredited training that will increase the overall skill and qualification levels of the workforce whilst recruiting new care staff that are motivated to learn and professionally develop.

Statement of trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities requires the charity trustees to prepare financial statements which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- 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 charity will continue in business.

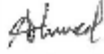
The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure of information to auditor

So far as the trustees are aware, there is no relevant audit information of which the company's auditors are unaware and each trustee has taken all the steps that he or she ought to have taken as a trustee in order to make himself or herself aware of any relevant information and to establish that the company's auditors are aware of that information.

Oasis Care & Training Agency
TRUSTEES ANNUAL REPORT

Signed on behalf of the charity's trustees



A.M. Ahmed

Trustee

22 January 2025

Oasis Care & Training Agency

AUDIT REPORT UNQUALIFIED

Independent Auditor's Report to the Trustees of Oasis Care & Training Agency

Opinion

We have audited the accounts of Oasis Care & Training Agency (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the Notes to the Accounts, 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 FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024, and of its profit/loss 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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 accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Other information

The other information comprises the information included in the trustees' report and accounts, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the accounts; or
- sufficient accounting records have not been kept; or
- the accounts are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement found in the trustees' report, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity'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 intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

We have been appointed under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

A further description of our responsibilities for the audit of the accounts 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 this report

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

GPRS Professionals Ltd

GPRS Professionals Limited, Accountants And Statutory Auditors

Hastingwood Trading Estate

Unit G31

35 Harbet Road

Oasis Care & Training Agency
AUDIT REPORT UNQUALIFIED

London
N18 3HT
22 January 2025

GPRS Professionals Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a charity under section 1212 of the Companies Act 2006.

Oasis Care & Training Agency
STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2024

	Notes	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:				
Donations and legacies	3	1	1	1
Charitable activities	4	153,731	153,731	444,744
Other trading activities		11,222,934	11,222,934	9,973,499
Investments		656	656	516
Other	5	-	-	160,000
Total		11,377,322	11,377,322	10,578,760
Expenditure on:				
Charitable activities		6,750	6,750	3,000
Other	6	11,317,609	11,317,609	10,377,272
Total		11,324,359	11,324,359	10,380,272
Net gains on investments		-	-	-
Net income	7	52,963	52,963	198,488
Net income before other gains/(losses)		52,963	52,963	198,488
Other gains and losses:				
Net movement in funds		52,963	52,963	198,488
Reconciliation of funds:				
Total funds brought forward		2,472,477	2,472,477	2,273,989
Total funds carried forward		2,525,440	2,525,440	2,472,477

Oasis Care & Training Agency**BALANCE SHEET**

at 31 March 2024

Charity No. 1044521

		2024	2023
		£	£
Fixed assets			
Tangible assets	9	1,607,359	1,630,886
Investments	10	300	300
		<u>1,607,659</u>	<u>1,631,186</u>
Current assets			
Debtors	11	2,909,744	2,562,175
Cash at bank and in hand		234,697	128,519
		<u>3,144,441</u>	<u>2,690,694</u>
Creditors: Amount falling due within one year	12	<u>(1,152,589)</u>	<u>(885,059)</u>
Net current assets		1,991,852	1,805,635
Total assets less current liabilities		3,599,511	3,436,821
Creditors: Amounts falling due after more than one year	13	<u>(1,074,071)</u>	<u>(964,344)</u>
Net assets excluding pension asset or liability		<u>2,525,440</u>	<u>2,472,477</u>
Total net assets		<u>2,525,440</u>	<u>2,472,477</u>
The funds of the charity			
Restricted funds	14		
Unrestricted funds	14		
General funds		2,525,440	2,472,477
		<u>2,525,440</u>	<u>2,472,477</u>
Reserves	14		
Total funds		<u>2,525,440</u>	<u>2,472,477</u>

Approved by the trustees on 22 January 2025

And signed on their behalf by:



A.M. Ahmed

Trustee

22 January 2025

Oasis Care & Training Agency
STATEMENT OF CASH FLOWS
for the year ended 31 March 2024

	2024	2023
	£	£
Cash flows from operating activities		
Net income per Statement of Financial Activities	52,963	198,488
Adjustments for:		
Depreciation of property, plant and equipment	48,508	47,994
Dividends, interest and rents from investments	(656)	(160,516)
Increase in trade and other receivables	(347,570)	(62,581)
Increase/(Decrease) in trade and other payables	404,922	(95,320)
Net cash provided by/(used in) operating activities	<u>158,167</u>	<u>(71,935)</u>
Cash flows from investing activities		
Purchases of property, plant and equipment	(24,980)	(10,366)
Dividends, interest and rents from investments	656	160,516
Net cash (used in)/from investing activities	<u>(24,324)</u>	<u>150,150</u>
Cash flows from financing activities		
Repayment of borrowings	(27,665)	(27,104)
Net cash used in financing activities	<u>(27,665)</u>	<u>(27,104)</u>
Net increase in cash and cash equivalents	106,178	51,111
Cash and cash equivalents at the beginning of the year	128,519	77,408
Cash and cash equivalents at the end of the year	<u>234,697</u>	<u>128,519</u>
Components of cash and cash equivalents		
Cash and bank balances	234,697	128,519
	<u>234,697</u>	<u>128,519</u>

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related expenditure Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and legacies Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help The value of any volunteer help received is not included in the accounts.

Investment income This is included in the accounts when receivable.

Gains/(losses) on revaluation of fixed assets This includes any gain or loss resulting from revaluing investments to market value at the end of the year.

Gains/(losses) on investment assets This includes any gain or loss on the sale of investments.

Oasis Care & Training Agency

NOTES TO THE ACCOUNTS

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Freehold property	2% straight line
Plant & machinery	20% straight line
Furniture, fittings and equipment	20% straight line

Freehold investment property

Investment properties are revalued annually and any surplus or deficit is dealt with through the Statement of Financial Activities. No depreciation is provided in respect of investment properties.

Intangible fixed assets and amortisation

Intangible fixed assets (including purchased goodwill, patents and trademarks) are carried at cost less accumulated amortisation and impairment losses.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

NOTES TO THE ACCOUNTS

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period. Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred. All exchange differences are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received on entering into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Oasis Care & Training Agency

NOTES TO THE ACCOUNTS

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

2 Statement of Financial Activities - prior year

	Unrestricted funds 2023	Total funds 2023
	£	£
Income and endowments from:		
Donations and legacies	1	1
Charitable activities	444,744	444,744
Other trading activities	9,973,499	9,973,499
Investments	516	516
Other	160,000	160,000
Total	10,578,760	10,578,760
Expenditure on:		
Charitable activities	3,000	3,000
Other	10,377,272	10,377,272
Total	10,380,272	10,380,272
Net income	198,488	198,488
Net income before other gains/(losses)	198,488	198,488
Other gains and losses:		
Net movement in funds	198,488	198,488
Reconciliation of funds:		
Total funds brought forward	2,273,989	2,273,989
Total funds carried forward	2,472,477	2,472,477

3 Income from donations and legacies

Unrestricted	Total 2024	Total 2023
£	£	£
1	1	1
1	1	1

Oasis Care & Training Agency

NOTES TO THE ACCOUNTS

4 Income from charitable activities	Unrestricted	Total	Total
		2024	2023
	£	£	£
Donations	83,166	83,166	444,744
Grant	70,565	70,565	-
	<u>153,731</u>	<u>153,731</u>	<u>444,744</u>
5 Other income		Total	Total
		2024	2023
		£	£
Other interest received		-	160,000
		<u>-</u>	<u>160,000</u>
6 Other expenditure	Unrestricted	Total	Total
		2024	2023
	£	£	£
Bank loan and overdraft interest payable	74,980	74,980	48,966
Employee costs	10,606,985	10,606,985	9,732,716
Motor and travel costs	4,943	4,943	20,823
Premises costs	172,073	172,073	208,110
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	48,508	48,508	47,994
General administrative costs	332,381	332,381	277,440
Legal and professional costs	77,739	77,739	40,839
	<u>11,317,609</u>	<u>11,317,609</u>	<u>10,376,888</u>
7 Net income before transfers		2024	2023
		£	£
This is stated after charging:			
Depreciation of owned fixed assets		48,508	47,994

Oasis Care & Training Agency

NOTES TO THE ACCOUNTS

8 Staff costs

Salaries and wages	6,362,292	5,485,508
Social security costs	220,469	186,901
Pension costs	110,467	88,905
	<u>6,693,228</u>	<u>5,761,314</u>

The executive director received emoluments in excess of £60,000.

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

	2024 Number	2023 Number
Management	15	11
Administration	45	40
Care staff	490	460
	<u>550</u>	<u>511</u>

9 Tangible fixed assets

	Land and buildings £	Plant & machinery £	Furniture, fittings and equipment £	Total £
Cost or revaluation				
At 1 April 2023	1,748,218	154,048	5,653	1,907,919
Additions	-	24,980	-	24,980
At 31 March 2024	<u>1,748,218</u>	<u>179,028</u>	<u>5,653</u>	<u>1,932,899</u>
Depreciation and impairment				
At 1 April 2023	139,857	131,746	5,429	277,032
Depreciation charge for the year	34,964	13,402	142	48,508
At 31 March 2024	<u>174,821</u>	<u>145,148</u>	<u>5,571</u>	<u>325,540</u>
Net book values				
At 31 March 2024	<u>1,573,397</u>	<u>33,880</u>	<u>82</u>	<u>1,607,359</u>
At 31 March 2023	<u>1,608,361</u>	<u>22,302</u>	<u>224</u>	<u>1,630,887</u>

10 Investments

	Other investments - Unlisted £	Total £
Cost or revaluation		
At 1 April 2023	300	300
At 31 March 2024	<u>300</u>	<u>300</u>
Net book values		
At 31 March 2024	<u>300</u>	<u>300</u>
At 31 March 2023	<u>300</u>	<u>300</u>

Oasis Care & Training Agency

NOTES TO THE ACCOUNTS

11 Debtors

	2024	2023
	£	£
Trade debtors	1,652,905	1,047,020
Other debtors	802,464	1,201,108
Prepayments and accrued income	454,375	314,047
	<u>2,909,744</u>	<u>2,562,175</u>

12 Creditors:

amounts falling due within one year

	2024	2023
	£	£
Bank loans and overdrafts	75,798	75,798
Trade creditors	-	2,426
Other taxes and social security	54,013	48,509
Other creditors	1,013,778	749,727
Accruals and deferred income	9,000	8,599
	<u>1,152,589</u>	<u>885,059</u>

13 Creditors:

amounts falling due after more than one year

	2024	2023
	£	£
Bank loans and overdrafts	936,679	964,344
Other creditors	137,392	-
	<u>1,074,071</u>	<u>964,344</u>

14 Movement in funds

	At 1 April 2023	Incoming resources (including other gains/losses) £	Resources expended £	At 31 March 2024 £
Restricted funds:				
Unrestricted funds:				
General funds	2,472,477	11,377,322	(11,324,359)	2,525,440
Revaluation Reserves:				
Total funds	<u>2,472,477</u>	<u>11,377,322</u>	<u>(11,324,359)</u>	<u>2,525,440</u>

Oasis Care & Training Agency

NOTES TO THE ACCOUNTS

15 Analysis of net assets between funds

	Unrestricted funds	Total
	£	£
Fixed assets	1,607,359	1,607,359
Investments	300	300
Net current assets	1,991,852	1,991,852
Creditors due in more than one year and provisions	(1,074,071)	(1,074,071)
	<u>2,525,440</u>	<u>2,525,440</u>

16 Contingent Assets/Liabilities

There are no contingent liabilities to be disclosed in the financial statements at the year end.

17 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2024 Land and buildings	2024 Other	2023 Land and buildings	2023 Other
	£	£	£	£
Operating leases with expiry date:				
In the second to fifth years inclusive	69,000	-	69,000	-
	<u>69,000</u>	<u>-</u>	<u>69,000</u>	<u>-</u>

Pension commitments

There were 244 (2023: 231) staff members enrolled on the Islamic Pension Trust operated by Carrey Pension Trustees UK for both years. The staff contributions on the pension scheme ranged from 4% to 5% (2023: 4% to 5%). The employer contributions on Islamic pension scheme ranged from 3% to 4% (2023: 3% to 4%).

	2024	2023
	£	£
The pension cost charge to the charity amounted to:	<u>110,467</u>	<u>88,905</u>
Unpaid contributions due to the fund are included in other creditors and amounted to:	<u>74,957</u>	<u>80,826</u>

18 Post balance sheet events

There are no post balance sheet events to be disclosed in the financial statements at the year end.

Oasis Care & Training Agency

NOTES TO THE ACCOUNTS

19 Related party disclosures

		2024	2023
		£	£
Transactions with related parties			
<i>Name of related party</i>	AM Ahmed		
<i>Description of relationship between the parties</i>	Trustees		
<i>Name of related party</i>	A Hussein		
<i>Description of relationship between the parties</i>	Trustees		
<i>Name of related party</i>	A M Ismail		
<i>Description of relationship between the parties</i>	Trustees		
<i>Name of related party</i>	A A Yusuf		
<i>Description of relationship between the parties</i>	Trustees		
<i>Name of related party</i>	Oasis Transport & Recruitment Limited		
<i>Description of relationship between the parties</i>	Subsidiary		
<i>Name of related party</i>	Oasis Workforce Solutions Ltd		
<i>Description of relationship between the parties</i>	Sub-subsidiary		
<i>Description of transaction and general amounts involved</i>	related parties		
<i>Amount due from/(to) the related party</i>		137,392	(401,108)
<i>Name of related party</i>	Oasis Training Limited		
<i>Description of relationship between the parties</i>	Sub- subsidiary		

Oasis Care & Training Agency
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2024

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:			
Donations and legacies	1	1	1
	<u>1</u>	<u>1</u>	<u>1</u>
Charitable activities			
Donations	83,166	83,166	444,744
Grant	70,565	70,565	-
	<u>153,731</u>	<u>153,731</u>	<u>444,744</u>
Other trading activities			
Domiciliary care	10,593,968	10,593,968	9,506,613
Training income	628,966	628,966	466,886
	<u>11,222,934</u>	<u>11,222,934</u>	<u>9,973,499</u>
Investments			
Deposit account interest	656	656	516
	<u>656</u>	<u>656</u>	<u>516</u>
Other			
Other interest received	-	-	160,000
	<u>-</u>	<u>-</u>	<u>160,000</u>
Total income and endowments	11,377,322	11,377,322	10,578,760
Expenditure on:			
Charitable activities			
Donations	6,750	6,750	3,000
	<u>6,750</u>	<u>6,750</u>	<u>3,000</u>
Total of expenditure on charitable activities	6,750	6,750	3,000
Other expenditure			
Bank loan and overdraft interest payable	74,980	74,980	48,966
	<u>74,980</u>	<u>74,980</u>	<u>48,966</u>
Employee costs			
Salaries/wages	6,362,292	6,362,292	5,485,508
Employer's NIC	220,469	220,469	186,901
Pension costs	110,467	110,467	88,905
Staff training	314,692	314,692	206,850
Temporary staff	16,806	16,806	30,597
Subcontractors	3,582,259	3,582,259	3,733,955
	<u>10,606,985</u>	<u>10,606,985</u>	<u>9,732,716</u>
Motor and travel costs			
Travel and subsistence	4,943	4,943	20,823

Oasis Care & Training Agency

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

	4,943	4,943	20,823
Premises costs			
Rent	98,477	98,477	133,781
Rates	886	886	6,844
Light, heat and power	8,738	8,738	8,882
Premises cleaning	34,862	34,862	15,110
Premises repairs and maintenance	29,110	29,110	43,493
	<u>172,073</u>	<u>172,073</u>	<u>208,110</u>
General administrative costs, including depreciation and amortisation			
Depreciation of land and buildings	34,964	34,964	34,964
Depreciation of Plant & machinery	13,402	13,402	12,889
Depreciation of Furniture , fittings and equipment	142	142	141
Bank charges	53,718	53,718	39,008
General insurances	36,759	36,759	40,131
Software, IT support and related costs	176,791	176,791	105,201
Stationery and printing	24,964	24,964	30,679
Subscriptions	1,396	1,396	18,797
Sundry expenses	28,669	28,669	29,772
Telephone, fax and broadband	10,084	10,084	13,852
Advertising	-	-	384
	<u>380,889</u>	<u>380,889</u>	<u>325,818</u>
Legal and professional costs			
Audit/Independent examination fees	9,000	9,000	8,600
Consultancy fees	6,000	6,000	6,840
Other legal and professional costs	62,739	62,739	25,399
	<u>77,739</u>	<u>77,739</u>	<u>40,839</u>
Total of expenditure of other costs	<u>11,317,609</u>	<u>11,317,609</u>	<u>10,377,272</u>
Total expenditure	11,324,359	11,324,359	10,380,272
Net gains on investments	-	-	-
Net income	<u>52,963</u>	<u>52,963</u>	<u>198,488</u>
Net income before other gains/(losses)	52,963	52,963	198,488
Other Gains	-	-	-
Net movement in funds	<u>52,963</u>	<u>52,963</u>	<u>198,488</u>

OASIS CARE AND TRAINING AGENCY (OCTA)

England & Wales - Charity number 1044521

Accounts

OASIS Care & Training Agency

Annual Report 2022

Including

Audited Accounts for the period

April 2021 to March 2022



OASIS Care & Training Agency – Annual Report 2022

For the period April 2021 to March 2022

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Registered Address: 24 – 32 Murdock Street, London, SE15 1LW

Phone: 020 763 96192

Website: www.oasiscareandtraining.org.uk

Charity Registration No: 1044521

OASIS Care & Training Agency – Annual Report 2022

Our Strategy

Our Aim

When circumstances make people vulnerable, they are supported by our personalised services to promote their physical, mental and emotional wellbeing, regain their independence, and feel valued as an individual.

Our Mission

“Our vision is to be recognised as a leading provider of community care services and vocational training that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

Our Objectives

Objective 1 - Developing Our Approach to Delivery of Outstanding Quality Services

Seeking to improve services by learning from other Service Users, Learners and external inspections so we can work towards becoming an outstanding provider of care, training and community support.

Objective 2: Involving Service Users in the Design and Delivery of our Services

Exploring different ways of involving service users in the delivery of our services and providing opportunities for influencing our operation and quality goals.

Objective 3: Transforming the Services We Deliver

Developing a wider footprint in the communities we deliver services to include opportunities for increasing social inclusion, employability, independence and quality of life.

Objective 4: Maintaining Our Financial Sustainability

Achieving an appropriate balance between quality provision of services and financial viability to offer value, safety and reliability to the people we care and support.

Objective 5: Developing our Workforce

Seeking to actively develop and engage with our workforce by providing opportunities for learning and continuous professional development that will contribute towards the supporting our quality improvement goals.



OASIS Care & Training Agency – Annual Report 2022

Management Structure

Charity Name: Oasis Care & Training Agency
Charity registration number: 1044521
Registered Office and operational address:
24 – 32 Murdoch Street
London
SE15 1LW

Board of Trustees

Hussain Abdullahi - Chair
Sabah Yusuf
Abdillahi Hussein
Abdullah Ismail

Executive Director

Mohamed Yusuf

Senior Management Team

Rashid Abdullah – Deputy Manager
Mohamud Ileye – Head of Financial Management
Nassir Ismail – Senior Accountant
Mohamud Ahmed – Head of Care Services
Alfred Grezaj – Director of Vocational Training
Khalid Khalil – Registered Care Manager
Gordon Bentley – Business Adviser
Steve Lawrence - Consultant

Auditors - Allen Robyn & Associates Limited

Bankers - HSBC Croydon Central Branch



Our Board of Trustees have the overall legal responsibility for OASIS Care & Training Agency as a UK registered charity.

Collectively the Board of Trustees take key policy decisions at formal board meetings, led by our elected Chair, delegating day to day and operational matters to our Executive Director.

The Executive Director is operationally supported through our Senior Management Team who regularly meet to report on performance, development and quality issues.

Each Head of Department leads a staff team responsible for specific operational areas. Our Business Team acts cross-functionally in a marketing and development role, including procurement of new public sector contracts.

Departmental teams are made up of, staff members who perform specific job roles, with everyone working toward achieving goals outlined in our mission. Statement and business plan objectives

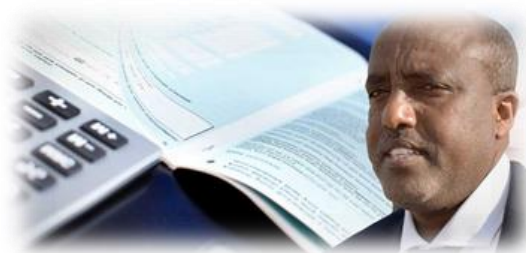
Departmental Teams for Social Care, Training and Community Support focus on our service delivery.

Whilst the Finance, and Quality Assurance Team perform cross-functionally to support other Departmental Teams and the Executive Director.

OASIS Care & Training Agency – Annual Report 2022

Chairmans report

by Hussein Abdullahi



Our Board acknowledges the enormous strain that the pandemic, now in its third year, has and continues to place on our operation and care workforce, but also our support and leadership teams. Working every day under the threat of further outbreaks, constrained by on-going requirements to work in PPE and challenged by workforce shortages across the whole social sector, our staff have delivered empathetic and quality care to our service users, and we thank them sincerely for their professionalism. The financial year for 2022 has been a year of significant change for the Social Care sector, as Government implements a comprehensive reform program. Key aspects of this program have been announced but are yet to be delivered. The sector still awaits details of the impact these reforms will eventually have on the quality of care delivered.

Today, we are rapidly evolving our operating protocols for the new “COVID normal” business environment. We expect to be in this dynamic state for some time, adapting us accepting referral protocols, visiting arrangements, the use of PPE as the incidence of community infection varies, and we gain greater knowledge and experience in managing COVID in an open economy free of lock downs. Vaccination is the big differentiator in the way in which we will manage COVID-19. All our active staff are vaccinated.

Like so many other organisations across the nation, we faced ongoing workforce challenges this year. We implemented new recruitment strategies and rostering efficiencies and with the promise of increased government funding, we hope to see improved pay and conditions for social care workers, so we can attract and retain a skilled and sustainable workforce.

This past year saw a determined focus on improving Oasis’s training department financial performance. These and many other accomplishments in 2021-22 connect directly to the passionate and talented employees who embody our OASIS culture. We thank them for their deep commitment to our purpose and their ability to rise to every challenge and opportunity. They are the life force of OASIS and we’re immensely proud of their dedication. I also want to thank our business advisor Gordon Bentley and Steve Lawrence our training department advisor for contributing their business expertise and industry knowledge.

I would like to thank my fellow board members for their heavier than usual workload during the year and the energy, enthusiasm, professionalism, and dedication they have shown throughout the 2021-2022 period. Individually and collectively, their guidance to both SMT and myself has been invaluable. To our CEO, Mohamed Yusuf and his senior staff, our thanks for delivering such great outcomes for our service users, learners, staff, and Senior Management Team (SMT).

OASIS Care & Training Agency – Annual Report 2022

Executive Directors' Strategic Review

By Mohamed Yusuf

The past 12 months have been yet another challenging year for service providers in general and health and social care providers in particular. We have witnessed vulnerable people in our society being isolated and detached from their communities, businesses going under and the country's economy facing the most significant and unpredictable challenges in a generation.

First and foremost, I would like to acknowledge the extraordinary dedication of colleagues who worked tirelessly to support our service users and families as well as each other through some immensely challenging periods. We are also incredibly grateful to contracted local authorities, our service users and their families who worked in partnership with us, showing great patience and support as we collectively navigated our way through the pandemic.

The impact of the Pandemic across all sectors of service provisions have brought about changes we've never seen before, and the socio - economic impact remains one of the biggest challenges many businesses and communities have ever faced.

Driven by external forces such as the pandemic, the cost-of-living crisis, and the war in Ukraine, we have seen a fundamental transformation across society, business and government that has challenged how we think, act and operate.

Through all of these challenges, we have not moved from our core aims of improving our service provision by incorporating feedback from service users into our service delivery and focusing on areas where we feel we can make a difference. We aim to keep our ear to the ground to feedback what matters to our service users with more face-to-face opportunities such as regular outreach visits, events and reviews.

Despite these challenges, however, 2021/2022 was yet another year of continued expansion of OASIS service provisions across all London Boroughs and surrounding counties. This expansion was generally driven by organic growth through existing local authority contracts as well as new contracts in other areas of London. We have seen a steady increase for our traditional as well as hospital discharge reablement services intended to support individuals to attain higher level of independence in the community they live in. The key objective of our social care service provision is to continue offering personalised, safe and user centred services that give individuals, their families and representatives the choice, independence and a greater say in how services are designed and delivered.

Mohamed Yusuf
Executive Director



OASIS Care & Training Agency – Annual Report 2022

Next year, we anticipate other pressures, including the growing community need for our services, the national social care staff shortage and increasing cost of living crises. We know from the past few years' experiences that we have the skilled teams, and committed management support, to further develop our social care services, accredited training facilities and technology to reach more vulnerable individuals and families. Our goal is to continue to do this, as efficiently as we can, ensuring that we remain financially sustainable.

Training:

As the pandemic eased and we returned to class-based lessons, OASIS Training team understand the importance of staff training and development in both new and ongoing upskilling as a key factor in the delivery of quality services. With the award of two-year GLA contract the revenue for this department increase over 40% in the last 12 months. Oasis Training is in a good position for further growth next year as we secure more contracts and deliver funded accredited training programmes for our staff as well as unemployed members of the communities, we serve through Job Centre Plus.

We continue to invest in our staff development through accredited as well as non-accredited training programmes that are intended to enhance staff progression and retention. Our vocational qualifications are accredited by national awarding bodies, and we continue to provide staff training and support through eLearning and other internet-based platforms introducing reduced class sizes and the creation of COVID secure environment equipped with all the necessary cleaning regimes.

OASIS Training has secured further contracts for 2022/2023 delivery and the expected revenue generated will bring the department closer to its 10% target of the overall organisation revenue set by Management.

Workforce Solutions:

Oasis Workforce Solutions was set up towards the end of 2021 with the intention of supplying qualified security guards and bus drivers to industries outside of the Health and Social care sector. The project currently supplies temporary bus drivers in Bath, Cardiff, Newport, Bristol, Oxford, High Wycombe, London, and East Anglia. We are also expanding services to areas like security guards, construction workers and cleaners.

To deliver effective driver training Oasis Workforce Solutions, provide the opportunity to acquire a wide range of skills and knowledge through our nationally recognised training Centre.



OASIS Care & Training Agency – Annual Report 2022

All drivers are given induction training that covers the following areas.

- Health and Safety
- Customer service
- Driving Standards
- Highway code
- First Aid

Transport sector is currently struggling with shortage of qualified staff across the country, which often has a detrimental effect on service delivery as companies struggle to attract new staff. Oasis Workforce Solutions, due to its unique and long-standing ties in the community, has over a short period of time established itself as a credible supplier of drivers across a larger geographical area offering viable and responsive service.

All these achievements would not have been possible without the sound guidance of our Board of Trustees and the dedication of our staff and I am grateful to you all.



OASIS Care & Training Agency – Annual Report 2022

Financial Summary Report by Mohamoud Ileye – Director of Finance

Performance

For the 2021/22 financial year Oasis Care and Training is reporting an operating surplus of £297,360 (3.13% of income), comparing favourably to the prior year's operating surplus of £100,344 and to the £109,375 forecasted for the year.

In a context of financial and operational uncertainty, this is highly encouraging and indicative of the underlying strength of Oasis Care and Training Agency (OASIS) and the robust way in which the organisation has navigated its way through the pandemic.

The impact of covid 19 however has remained a significant factor in achieving these results and the OASIS does not expect to reproduce this level of financial performance year on year, at least in the short term, once normal operating conditions return.

Impact of Covid 19

As a consequence of continuing national restrictions, many areas of activity remained depressed over the course of the year and associated costs were delayed into subsequent periods.

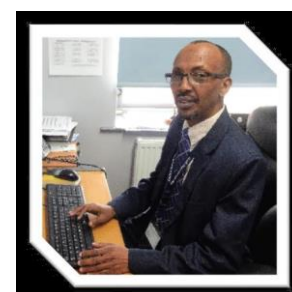
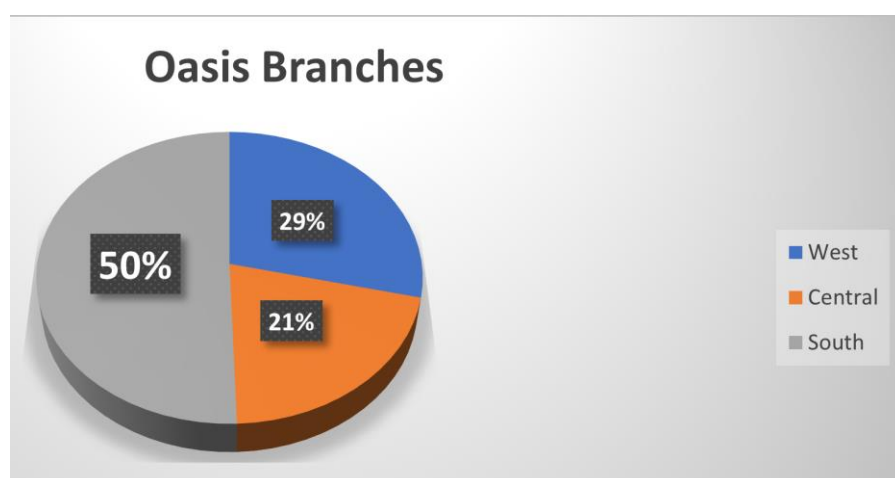
Ongoing disruption to domiciliary care and reduced service in the first half of the financial year (April 2021 to September 2021) has limited potential revenue budgeted of £9,993,903 (Actual: £9,491,876). This was 5.02% under the budget for 2021-2022, however as this was outside the organisation control, management believes 2022-2023 will see the revenue targets will be met as the normal environment will resume.

Surplus allocation

As with previous years, and in line with the principles underpinning our OASIS financial strategy, the surplus generated in 2020/21 will be used wholly to sustain investment in infrastructure and the charities objective's, support the organisations operations, enhance the end service user experience and enable delivery of the organisation objective mission.

Oasis Care Branches

During the financial year 2021-2022, OASIS revenue has mainly been derived from the care element of the organisation (97.50%). OASIS has three different branches (Oasis South, Oasis West and Oasis Central) and below shows how revenue has been distributed between the branches for 2021-2022.



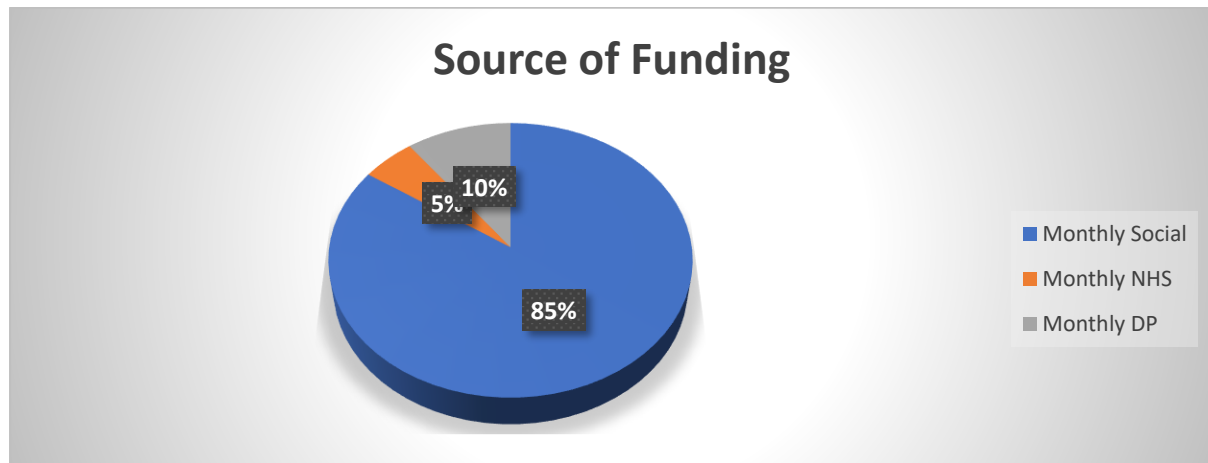
Mohamoud Ileye
Director of Finance

For 2022-2023, Management is targeting Oasis West and Oasis Central and anticipating income to be more even distributed and minimise the risk of reliance on any branch.

OASIS Care & Training Agency – Annual Report 2022

Type Of Revenue (Care)

Oasis Care main income is sourced from local authorities in London and accounts for 85% of care revenue. The rest of care income is made up from NHS and private individual service users



Management is looking to secure a more balanced income streams with more emphasis on NHS and Private service users.

Training Income 2021-2022

OASIS Training element has seen an increase of 41.03% from £168,681 to £237,887. This increase has been fundamentally down to 2-year contract secured from Greater London Authority (GLA) for the academic years of 2021-2022 and 2022-2023. The two-year budget is worth £296,678 each year and the first academic year has been met by the training department with an over delivery of £83,143 (Overall Budget spent: £379,821). With budget for 2022-2023, the training arm is hoping to deliver second year's budget of £296,678 and overall, the contract looks set to closer to £800,000.

For 2022-2023, The training arm have secured two more main contracts, Apprenticeships (Main provider and Levy) and Skills Bootcamp contract. This will be delivered in line with GLA contract, and it is anticipated the training revenue will be over £900,000 for 2022-2023. This will take the training arm closer to 10% target set by OASIS Management.

Operating Expenditure

2021-2023, overall expenditure has seen an increase of 1.73% to £9,194,516 (2020-2021: £9,037,904). This against the break drop of revenue increase of 3.87% (From £9,138,248 to £9,491,876) shows strategic objectives of the organisation is being met by the OASIS against a highly competitive environment.



OASIS Care & Training Agency – Annual Report 2022

Social Care Quality Assurance & Compliance – by Mohamoud Ahmed

Quality assurance staff is now an integral part of the Care Team and is tasked to carry out quality checks of service provisions as well the internal audits of care-workers and service users' files, analyses feedbacks from services users and their families and update care policies and procedures accordingly. The overall aim is that the care services to be compliant with CQC's five standards: Safe, Caring, Responsive, Effective and Well-led.

Quality assurance staff put in place, in collaboration with care managers, the quality monitoring cycle such as risk assessments, quarterly service users' feedback, spot checks and annual surveys; then assists the care managers of analysing the findings and acting upon them accordingly.

The quality assurance staff carries out regular internal audits of service users and Care-workers' files following an agreed procedure and sharing findings of non-compliances and quality issues with care managers and head of the departments; then all necessary corrective actions agreed within the team and deadlines for addressing the issues raised.

Quality assurance staff carries regular sample checks of the returns from the field, that is to say, care notes, Medical Administration Records (MAR) sheets/e-Mars and cash transaction sheets. Then gaps and errors, if any, identified are communicated to care managers to act upon such training staff and care-workers concerned. Recommendations were made to care managers to prompt checks and correct care-workers as required.

This year the quality assurance staff has been working closely with Electronic Call Monitoring (ECM) team. The aim of ECM include: real time monitoring of care visits, complete electronic management of care planning and delivery, care notes, forms, e-MAR and more. This enabled Oasis Care reducing the use of paper to improve efficiency and quality and spend more time with clients.

The staff also carried out targeted samples telephone surveys and most of the feedbacks were positive, however we found there some punctualities issues to be addressed. The Care Team addressed these issues and improvements were made by revisiting planned visit times and travel times in collaboration with the ECM team.

This year the quality assurance staff implemented, with the guidance of the Oasis CEO Mr. Yusuf, the Data Security and Protection Toolkit (DSPT) as CQC requires; and also worked with HR Team in regard the compliance of care-workers files and reviewed care-workers job application forms and a result of these firms have been updated.

The complaints received from service users and their families as well from health and social care professionals were addressed following Oasis Care's complaints policy and procedures. Complaints and compliments received are used as the indicators of what was going well and the areas that need improvements.



OASIS Care & Training Agency – Annual Report 2022

Social Care Provision Report for 2021/2022 – by Khalid Khalil

Relocations

In 2022 we have relocated our two locations to the West and Central branches to enable strategic delivery of care and training. We cover a large geographical area across London and we have now set up these two locations with long-term leases securing our business over the next 10 years.

Central London

**Unit 36 The Studios,
10 Hornsey Street
London
N7 8EL**

During the second quarter, our Central Branch relocated to Islington, agreeing on a 10-year lease. The new location includes meeting and conference facilities, as well as a training room and private parking spaces.



The location is within walking distance of Holloway Road, Highbury & Islington, and Caledonian Road underground stations, with several buses available nearby. The location has good transport links to Barnet, Camden, Enfield, Haringey, Islington, and Westminster.

Over the past year, twelve care workers have completed their Level 2 Awards and have now been enrolled in level 3 Health and Social Care.

West London Branch

Towards the end of the year, OASIS West Branch had to relocate to a new location, as their existing offices had been completely taken over by Talk TV, due to their rapid expansion.

The new office includes 24-hour access, a self-contained training room, a recruitment area, as well as conference and meeting rooms. Oasis staff can also use hot-desking for up to ten people. The location has seen approximately 50% increase in business since our last inspection close to two years ago and is currently delivering around (4000) hours a week.

**Ground Floor Aurora House
71-75 Uxbridge Road
Ealing Broadway
W5 5SL**



OASIS Care & Training Agency – Annual Report 2022

Continued- Social Care Provision Report for 2021/2022

HAS System

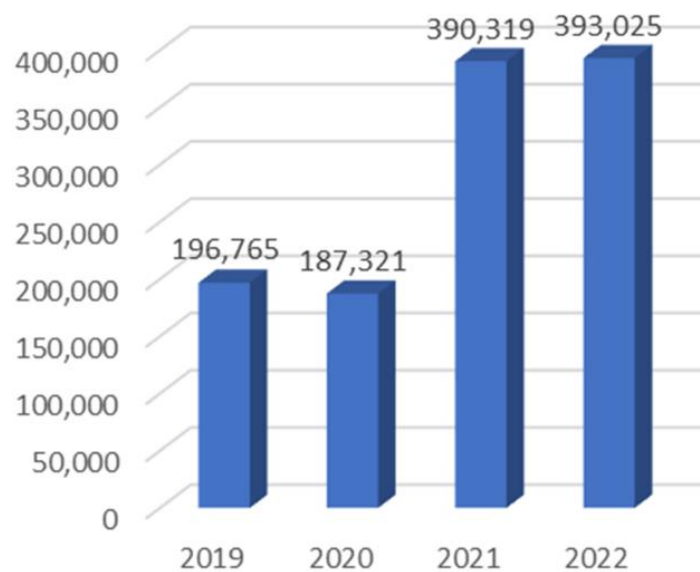
This year, we began the switch from Contact Sheets and PASS System care logs onto one common system for all our ongoing service users. Our switch to HAS Technology has provided us with the ability to monitor all visits and medication compliance in real-time on one system. We now have greater capability to respond to any urgent issues that may arise during visits. We can now run detailed reports on several fields that will be useful when marketing our services about our achievements when tendering. The reports will also enable us to increase efficiency and make sure that we operate with continuous improvement in our delivery of care.

Electronic Call Monitoring

In 2022, we have expanded our Electronic Call Monitoring Team, who currently monitor MAR Charts and live Visit Logs, with a view to expanding to areas of business development in 2023, such as accepting of packages, allocations and carrying out telephone surveys.



Khalid Khalil
Registered Care
Manager



Total number of compliant visits 2022

Continuity of care

Oasis have delivered 427414 visits using our Electronic Call Monitoring system CM2000 and, on average, in all those calls we have used 1 care worker for every 111 visits. This means that, on average, every Oasis Care service user can expect to have the same care worker over a two-month period. This gives us the edge in delivering continuity of care for our service users.

OASIS Care & Training Agency – Annual Report 2022

Public Funding Training Provision

It has been another, busy and rewarding year for the training department. We managed to successfully over deliver by 35% on our GLA AEB contract and 100% deliver on our Sub-contract with TCHC.

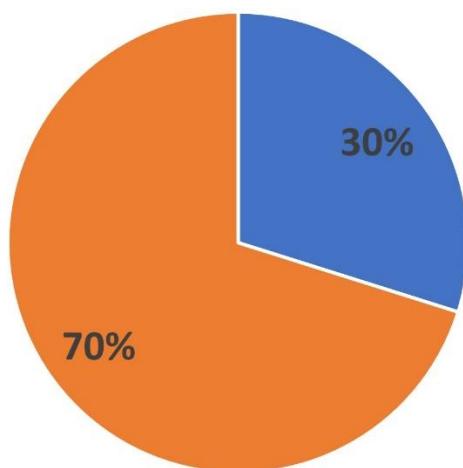
We have also secure new Skills Bootcamp contract for 22/23 with GLA worth £240,000 as well as successfully retain our ROATP register and become main Training provider for Apprenticeship.

For the period of 21/22 Academic year, we have successfully claimed £374,000 GLA AEB delivery and £40,000 via TCHC as a subcontractor.

22/23 Academic year looks promising and we plan to deliver between £500,000 to £700,000 of funding contracts through Apprenticeships, AEB and Skills Bootcamp.

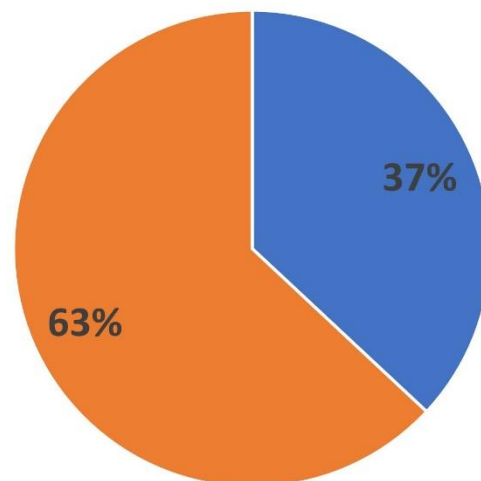
For 21/22 period, we supported 422 learners in 29 different qualifications, varying from entry level all the way to level 3. (please see enclosed data).

Gender Breakdown



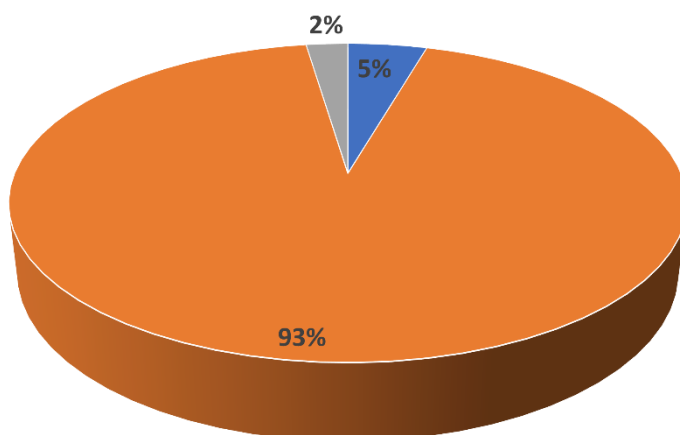
■ Males ■ Females

Employment Status



■ Employed ■ Unemployed

Achievement Rate



■ Withdarwals ■ Achieved ■ In Training



Alfred Grezaj
*Director of
Commercial Training*

AUDITED ACCOUNTS

2021 - 2022

Oasis Care & Training Agency

Charity No. 1044521

Trustees' Report and Audited Accounts

31 March 2022

Oasis Care & Training Agency
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Detailed Statement of Financial Activities	21 to 22

The Trustees present their report with the audited financial statements of the charity for the year ended 31 March 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No. 1044521

Principal Office

24-32 Murdock Street
London
SE15 1LW

Trustees

The following Trustees served during the year:

H.Y. Abdullahi

A. Hussein

A.M. Ismail

S.A. Yusuf

Key Management Personnel

Chief Executive Officer

Mohamed Yusuf

Auditor

GPRS Accountants Limited
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT

Bankers

HSBC Bank PLC
9 Wellesley Road
Croydon
Surrey
CR9 2AA

OBJECTIVES AND ACTIVITIES

The Charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

When people are in need of social care or seeking employment they are supported by our personalised services to promote their physical, mental and emotional wellbeing, regain their independence, and feel valued as an individual.

“Our vision is to be recognised as a leading provider of community care services and support work that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

COVID 19

As a consequence of continuing national restrictions, many areas of activity remained depressed over the course of the year and associated costs were delayed into subsequent periods.

Ongoing disruption to domiciliary care and reduced service for the financial year 31st March 2022 has limited potential revenue budgeted of £10M(Actual: £9.5M). This was 5.09% under the budget for 2021-2022, however as this was outside the organisation control, management believes 2022-2023 will see the revenue targets will be met as the normal environment will resume.

BREXIT

The United Kingdom formally exited the EU on 31 Jan 2020 after which the UK entered a period of transition with a custom's transitional arrangement in place until 1 July 2021. Since Brexit a lot of European citizens left the United Kingdom to go to their respective countries and this created a shortage of skilled and unskilled workers. The Government did not take appropriate and prompt steps to fill the gap in the work force in the United Kingdom. This has badly affected the care industry. To mitigate the staff shortage, we applied for a sponsorship licence to recruit overseas staff to fill the gap in our care sector.

UKRAINE WAR

Following the military escalation in late February 2022 there has been a significant increase in volatility in the fuel, gas and energy sector, commodities, and financial markets and exacerbating ongoing economic challenges, including inflation and global supply chain disruption.

ACHIEVEMENTS AND PERFORMANCE

The trustees set a target of servicing about 600 service users in 2022 and using around 11,000 hours of care per week across 17 London boroughs which was swiftly met taking into account the ongoing impact of Covid 19.

FINANCIAL REVIEW

The Charity gross income increased from £9.1M in 2021 to £9.5M in 2022 which was an increase of around 4% compared to 2021. Similarly, the net income increased from £100K in 2021 to £297K in 2022 which is a increase of around 196% compared to 2021. The increase in gross income had a direct impact on the increase in net income.

Unrestricted reserves are defined as general funds and are available to enable the charity to meet its objective. The aim of the reserve policy is ensure that the charity's ongoing and future activities are protected from unexpected financial risks. This may include:

1. Unexpected increase or decrease in funding streams or costs.
2. The need to maintain a level of working capital required to meet cash flows needs.
3. The need to maintain specific funds to meet unexpected one-off expenditure impacts.

Currently our total reserves stand at £2,273,989 (2021: £1,976,629). After reviewing the Charity's forecast and projection over the strategic planning period and its reserves, the trustees have reasonable expectation that the charity has adequate resources to continue in operation for the near future.

The charity's unrestricted income is very sensitive to the delivery of the service provided in Care Industry and the external compliance that has to be met through the regulatory body of the industry. We monitor these risks closely through the Board of Trustees, Senior Management Team and the Finance Department. Cash flow risks are minimised by setting an appropriate reserve policy, including adequate levels of working capital, close monitoring of the organisations funding flows from local authorities and private individual who use the service.

On 29th April 2021, 3 Companies were incorporated namely Oasis Transport and Recruitment Limited, Oasis Training Limited, and Oasis Workforce Solutions Limited. The immediate parent Company is Oasis Transport and Recruitment Limited who owns the entire share capital of Oasis Training Limited and Oasis Workforce Solutions Limited. The Ultimate parent organisation is Oasis Care and Training Agency who owns the entire share capital of Oasis Transport and Recruitment Limited. Therefore, Oasis Training Limited and Oasis Workforce Solutions Limited are the sub subsidiaries of Oasis Care and Training Agency. All the Companies and the charity have coterminous year ends. The whole profits of these companies will be donated to the Ultimate Organisation Oasis Care and Training Agency. The results of these subsidiaries and sub subsidiaries are not consolidated.

Oasis Management Committee are continuously reviewing and assessing major risks to which our charity might be exposed. They have overall responsibility for ensuring the appropriate systems of control, financial and otherwise which exist. That includes responsibility for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with Charities Commissions SORP. The board of trustees are also responsible for taking reasonable steps for the prevention and detection of fraud and other irregularities and providing reasonable assurance.

The Charity's unrestricted income is very sensitive to the delivery of the service provided in care industry and the external compliance that have to be met through the regulating body of the industry. We monitor these risks closely through the Board of Trustees, the Senior Management Team and the Finance Department. Cash flow risks are minimised by setting an appropriate reserves policy, including adequate levels of working capital, and close monitoring of the organisations funding flows from local authorities and private individual who use the service.

Oasis's policy is to maintain general reserves to give financial stability to the charity and to finance its activities. General reserves exclude restricted funds and revaluation reserves which allow Oasis to achieve its aims by managing the risks it faces and to fund future work to achieve its aims.

PLANS FOR FUTURE PERIODS

The objective of the Charity is to be recognised by service users, local authority commissioners and Care Quality Commission as a quality provider across the registered boroughs. The Charity is also Ofsted registered to enable them to deliver training. The Charity is focussing to expand on its training arm to make use of available public funding streams to offer profit making programmes of accredited training that will increase the overall skill and qualification levels of the workforce whilst recruiting new care staff that are motivated to learn and professionally develop.

Statement of trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Oasis Care & Training Agency
TRUSTEES ANNUAL REPORT

The law applicable to charities requires the charity trustees to prepare financial statements which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- * select suitable accounting policies and then apply them consistently;
- * observe the methods and principles in the Charities SORP;
- * 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 charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure of information to auditor

So far as the trustees are aware, there is no relevant audit information of which the company's auditors are unaware and each trustee has taken all the steps that he or she ought to have taken as a trustee in order to make himself or herself aware of any relevant information and to establish that the company's auditors are aware of that information.

Signed on behalf of the charity's trustees

H. Abdullahi

H.Y. Abdullahi

Trustee

23 January 2023

Independent Auditor's Report to the Trustees of Oasis Care & Training Agency

Opinion

We have audited the accounts of Oasis Care & Training Agency (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the Notes to the Accounts, 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 FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 ,and of its profit/loss 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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 accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Other information

The other information comprises the information included in the trustees' report and accounts, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts,our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the accounts; or
- sufficient accounting records have not been kept; or
- the accounts are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement found in the trustees' report, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity'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 intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

We have been appointed under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect irregularities, including fraud. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, national or international misrepresentations, or through collusion. The extent to which our procedures can detect irregularities, including fraud is detailed below. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

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

Oasis Care & Training Agency
AUDIT REPORT UNQUALIFIED

Use of this report

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

GPRS Professionals Ltd

GPRS Professionals Limited Accountants and Statutory Auditors
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT
23 January 2023

GPRS Professionals Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a charity under section 1212 of the Companies Act 2006."

Oasis Care & Training Agency
STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2022

	Notes	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:				
Charitable activities	3	7,573	7,573	-
Other trading activities		9,478,974	9,478,974	9,125,314
Investments		5,143	5,143	5,643
Other	4	186	186	7,291
Total		9,491,876	9,491,876	9,138,248
Expenditure on:				
Charitable activities		1,500	1,500	48,605
Other	5	9,193,016	9,193,016	8,989,299
Total		9,194,516	9,194,516	9,037,904
Net gains on investments		-	-	-
Net income	6	297,360	297,360	100,344
Net income before other gains/(losses)		297,360	297,360	100,344
Other gains and losses:				
Net movement in funds		297,360	297,360	100,344
Reconciliation of funds:				
Total funds brought forward		1,976,629	1,976,629	1,876,285
Total funds carried forward		2,273,989	2,273,989	1,976,629

Oasis Care & Training Agency

BALANCE SHEET

at 31 March 2022

Charity No. 1044521

	2022	2021
	£	£
Fixed assets		
Tangible assets	8 1,668,514	1,704,013
Investments	9 300	-
	<u>1,668,814</u>	<u>1,704,013</u>
Current assets		
Debtors	10 2,499,594	1,077,948
Cash at bank and in hand	77,408	941,497
	<u>2,577,002</u>	<u>2,019,445</u>
Creditors: Amount falling due within one year	11 (980,379)	(707,530)
Net current assets	1,596,623	1,311,915
Total assets less current liabilities	3,265,437	3,015,928
Creditors: Amounts falling due after more than one year	12 (991,448)	(1,039,299)
Net assets excluding pension asset or liability	<u>2,273,989</u>	<u>1,976,629</u>
Total net assets	<u>2,273,989</u>	<u>1,976,629</u>
The funds of the charity		
Restricted funds	13	
Unrestricted funds	13	
General funds	2,273,989	1,976,629
	<u>2,273,989</u>	<u>1,976,629</u>
Reserves	13	
Total funds	<u>2,273,989</u>	<u>1,976,629</u>

Approved by the trustees on 23 January 2023

And signed on their behalf by:

H. Abdullahi

H.Y. Abdullahi
Trustee
23 January 2023

Oasis Care & Training Agency

STATEMENT OF CASH FLOWS

for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	297,360	100,344
Adjustments for:		
Depreciation of property, plant and equipment	51,722	52,155
Dividends, interest and rents from investments	(5,329)	(12,934)
(Increase)/Decrease in trade and other receivables	(1,421,645)	649,429
Increase in trade and other payables	272,849	1,125
Net cash (used in)/provided by operating activities	<u>(805,043)</u>	<u>790,119</u>
Cash flows from investing activities		
Purchases of property, plant and equipment	(16,224)	(6,337)
Purchases of investments	(300)	-
Dividends, interest and rents from investments	5,329	12,934
Net cash (used in)/from investing activities	<u>(11,195)</u>	<u>6,597</u>
Cash flows from financing activities		
Repayment of borrowings	(47,851)	(48,012)
Net cash used in financing activities	<u>(47,851)</u>	<u>(48,012)</u>
Net (decrease)/increase in cash and cash equivalents	(864,089)	748,704
Cash and cash equivalents at the beginning of the year	941,497	192,793
Cash and cash equivalents at the end of the year	<u>77,408</u>	<u>941,497</u>
Components of cash and cash equivalents		
Cash and bank balances	77,408	941,497
	<u>77,408</u>	<u>941,497</u>

for the year ended 31 March 2022

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

These are unrestricted funds earmarked by the trustees for particular purposes.

Designated funds

Revaluation funds These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.

Restricted funds These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Expenditure

Recognition of expenditure Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.

Expenditure on charitable activities These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

Governance costs These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Freehold property	2% straight line
Plant & machinery	20% straight line
Furniture , fittings and equipment	20% straight line

Freehold investment property

Investment properties are revalued annually and any surplus or deficit is dealt with through the Statement of Financial Activities. No depreciation is provided in respect of investment properties.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs. Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

2 Statement of Financial Activities - prior year

	Unrestricted funds 2021 £	Total funds 2021 £
Income and endowments from:		
Other trading activities	9,125,314	9,125,314
Investments	5,643	5,643
Other	7,291	7,291
Total	<u>9,138,248</u>	<u>9,138,248</u>
Expenditure on:		
Charitable activities	48,605	48,605
Other	8,989,299	8,989,299
Total	<u>9,037,904</u>	<u>9,037,904</u>
Net income	<u>100,344</u>	<u>100,344</u>
Net income before other gains/(losses)	100,344	100,344
Other gains and losses:		
Net movement in funds	<u>100,344</u>	<u>100,344</u>
Reconciliation of funds:		
Total funds brought forward	1,876,285	1,876,285
Total funds carried forward	<u><u>1,976,629</u></u>	<u><u>1,976,629</u></u>

3 Income from charitable activities

	Unrestricted	Total 2022	Total 2021
	£	£	£
	7,573	7,573	-
	<u>7,573</u>	<u>7,573</u>	<u>-</u>

4 Other income

	Unrestricted	Total 2022	Total 2021
	£	£	£
Other interest received	186	186	7,291
	<u>186</u>	<u>186</u>	<u>7,291</u>

5 Other expenditure

	Unrestricted	Total 2022	Total 2021
	£	£	£
Bank loan and overdraft interest payable	27,577	27,577	27,787
Employee costs	8,482,478	8,482,478	8,198,447
Motor and travel costs	13,703	13,703	12,307
Premises costs	332,447	332,447	292,407
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	51,722	51,722	52,155
General administrative costs	250,934	250,934	366,474
Legal and professional costs	33,569	33,569	36,772
	<u>9,192,430</u>	<u>9,192,430</u>	<u>8,986,349</u>

6 Net income before transfers

	2022	2021
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	51,722	52,155

7 Staff costs

Salaries and wages	4,943,976	4,885,198
Social security costs	148,577	151,094
Pension costs	86,398	88,617
	<u>5,178,951</u>	<u>5,124,909</u>

The executive director received emoluments in excess of £60,000.

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

	2022 Number	2021 Number
Management	10	9
Administration	36	36
Care staff	450	450
	<u>496</u>	<u>495</u>

8 Tangible fixed assets

	Land and buildings	Plant & machinery	Furniture , fittings and equipment	Total
	£	£	£	£
Cost or revaluation				
At 1 April 2021	1,748,218	127,660	5,451	1,881,329
Additions	-	16,022	202	16,224
At 31 March 2022	<u>1,748,218</u>	<u>143,682</u>	<u>5,653</u>	<u>1,897,553</u>
Depreciation and impairment				
At 1 April 2021	69,929	102,279	5,109	177,317
Depreciation charge for the year	34,964	16,578	180	51,722
At 31 March 2022	<u>104,893</u>	<u>118,857</u>	<u>5,289</u>	<u>229,039</u>
Net book values				
At 31 March 2022	<u>1,643,325</u>	<u>24,825</u>	<u>364</u>	<u>1,668,514</u>
At 31 March 2021	<u>1,678,289</u>	<u>25,381</u>	<u>342</u>	<u>1,704,012</u>

9 Investments

	Other investments - Unlisted	Total
	£	£
Cost or revaluation		
Additions	300	300
At 31 March 2022	<u>300</u>	<u>300</u>
Net book values		
At 31 March 2022	<u>300</u>	<u>300</u>

10 Debtors

	2022	2021
	£	£
Trade debtors	1,309,534	801,021
Other debtors	1,055,043	38,607
Prepayments and accrued income	135,017	238,320
	<u>2,499,594</u>	<u>1,077,948</u>

11 Creditors:

amounts falling due within one year

	2022	2021
	£	£
Bank loans and overdrafts	75,798	75,798
Trade creditors	8,327	38,948
Other taxes and social security	43,278	37,572
Other creditors	828,274	539,011
Accruals and deferred income	24,702	16,201
	<u>980,379</u>	<u>707,530</u>

Oasis Care & Training Agency
NOTES TO THE ACCOUNTS

12 Creditors:
amounts falling due after more than one
year

	2022	2021
	£	£
Bank loans and overdrafts	991,448	1,039,299
	<u>991,448</u>	<u>1,039,299</u>

13 Movement in funds

	At 1 April 2021	Incoming resources (including other gains/losses)	Resources expended	At 31 March 2022
	£	£	£	£
Restricted funds:				
Unrestricted funds:				
General funds	1,976,629	9,491,876	(9,194,516)	2,273,989
Revaluation Reserves:				
Total funds	<u>1,976,629</u>	<u>9,491,876</u>	<u>(9,194,516)</u>	<u>2,273,989</u>

14 Analysis of net assets between funds

	Unrestricted funds	Total
	£	£
Fixed assets	1,668,514	1,668,514
Investments	300	300
Net current assets	1,596,623	1,596,623
Creditors due in more than one year and provisions	(991,448)	(991,448)
	<u>2,273,989</u>	<u>2,273,989</u>

15 Contingent Assets/Liabilities

There are no contingent liabilities to be disclosed in the financial statements at the year end.

16 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2022	2022	2021	2021
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases with expiry date:				
In the second to fifth years inclusive	69,000	-	69,000	-
	<u>69,000</u>	<u>-</u>	<u>69,000</u>	<u>-</u>

Pension commitments

There were 289 (2021: 229) staff members enrolled on the Islamic Pension Trust operated by Carrey Pension Trustees UK for both years. The staff contributions on the pension scheme ranged from 4% to 5% (2021: 4% to 5%). The employer contributions on Islamic pension scheme ranged from 3% to 4% (2022: 3% to 4%).

	2022	2021
	£	£
The pension cost charge to the charity amounted to:	<u>86,398</u>	<u>88,617</u>
Unpaid contributions due to the fund are included in other creditors and amounted to:	<u>113,199</u>	<u>56,759</u>

17 JRS Grant

Included in domiciliary care income is £ 207,542 (2021: £538,105) relating to JRS Grant.

18 Income from supported living

Included in domiciliary care income is £77,256 (2021: £162,117) relating to supported living.

19 Ultimate controlling party

There are no ultimate controlling parties to be disclosed in the financial statements at the year end.

20 Other debtors

Included in other debtors is a loan granted to a third party of £800,000 which is repayable within one year with 20% profit. The loan is secured against the company's properties.

21 Capital commitments

There are no capital commitments to be disclosed in the financial statements at the year end.

22 Post balance sheet events

There are no post balance sheet events to be disclosed in the financial statements at the year end.

23 Related party disclosures

	2022
	£
<i>Transactions with related parties</i>	
<i>Name of related party</i>	H Y Abdullahi
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A Hussein
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A M Ismail
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A A Yusuf
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	Oasis Transport & Recruitment Limited
<i>Description of relationship between the parties</i>	Subsidiary
<i>Name of related party</i>	Oasis Workforce Solutions Ltd
<i>Description of relationship between the parties</i>	Sub-subsidiary
<i>Amount due from/(to) the related party</i>	243,900
<i>Name of related party</i>	Oasis Training Limited
<i>Description of relationship between the parties</i>	Sub- subsidiary
<i>Amount due from/(to) the related party</i>	11,143

24 Fixed Asset Investments

	Shares in group undertakings £
Cost or revaluation	
At 1 April 2021	-
Additions	300
At 31 March 2022	<u>300</u>
Net book value at 31 March 2022	<u>300</u>

Oasis Transport & Recruitment Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Intermediate Parent Company

Class of shares: % Holding
Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>-</u>	<u>-</u>

Oasis Workforce Solutions Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Recruitment of temporary workers

Class of shares: % Holding
Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>-</u>	<u>-</u>

Oasis Training Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Training

Class of shares: % Holding
Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>(10,664)</u>	<u>-</u>

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2022

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:			
Charitable activities	7,573	7,573	-
	<u>7,573</u>	<u>7,573</u>	<u>-</u>
Other trading activities			
Domiciliary care	9,393,490	9,393,490	8,956,633
Training income	85,484	85,484	168,681
	<u>9,478,974</u>	<u>9,478,974</u>	<u>9,125,314</u>
Investments			
Deposit account interest	5,143	5,143	5,643
	<u>5,143</u>	<u>5,143</u>	<u>5,643</u>
Other			
Other interest received	186	186	7,291
	<u>186</u>	<u>186</u>	<u>7,291</u>
Total income and endowments	9,491,876	9,491,876	9,138,248
Expenditure on:			
Charitable activities			
Donations	1,500	1,500	48,605
	<u>1,500</u>	<u>1,500</u>	<u>48,605</u>
Total of expenditure on charitable activities	1,500	1,500	48,605
Other expenditure			
Bank loan and overdraft interest payable	27,577	27,577	27,787
	<u>27,577</u>	<u>27,577</u>	<u>27,787</u>
Employee costs			
Salaries/wages	4,943,976	4,943,976	4,885,198
Employer's NIC	148,577	148,577	151,094
Pension costs	86,398	86,398	88,617
Staff training	56,431	56,431	57,780
Temporary staff	8,335	8,335	9,425
Subcontractors	3,238,761	3,238,761	3,006,333
	<u>8,482,478</u>	<u>8,482,478</u>	<u>8,198,447</u>
Motor and travel costs			
Travel and subsistence	13,703	13,703	12,307
	<u>13,703</u>	<u>13,703</u>	<u>12,307</u>
Premises costs			
Rent	87,278	87,278	98,585
Rates	5,864	5,864	12,742

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

Light, heat and power	20,566	20,566	8,778
Premises cleaning	122,158	122,158	137,308
Premises repairs and maintenance	96,581	96,581	34,994
	<u>332,447</u>	<u>332,447</u>	<u>292,407</u>
General administrative costs, including depreciation and amortisation			
Depreciation of land and buildings	34,964	34,964	34,964
Depreciation of Plant & machinery	16,578	16,578	16,426
Depreciation of Furniture , fittings and equipment	180	180	765
Bank charges	60,814	60,814	23,465
General insurances	41,393	41,393	34,835
Software, IT support and related costs	45,060	45,060	82,949
Stationery and printing	31,190	31,190	33,768
Subscriptions	23,255	23,255	59,534
Sundry expenses	17,631	17,631	85,315
Telephone, fax and broadband	31,591	31,591	46,608
Administrative expenses	202	202	2,566
Advertising	384	384	384
	<u>303,242</u>	<u>303,242</u>	<u>421,579</u>
Legal and professional costs			
Audit/Independent examination fees	8,500	8,500	8,200
Consultancy fees	25,069	25,069	28,496
Other legal and professional costs	-	-	76
	<u>33,569</u>	<u>33,569</u>	<u>36,772</u>
Total of expenditure of other costs	<u>9,193,016</u>	<u>9,193,016</u>	<u>8,989,299</u>
Total expenditure	9,194,516	9,194,516	9,037,904
Net gains on investments	-	-	-
Net income	<u>297,360</u>	<u>297,360</u>	<u>100,344</u>
Net income before other gains/(losses)	297,360	297,360	100,344
Other Gains	-	-	-
Net movement in funds	<u>297,360</u>	<u>297,360</u>	<u>100,344</u>

Oasis Care & Training Agency

Charity No. 1044521

Trustees' Report and Audited Accounts

31 March 2022

Oasis Care & Training Agency
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The Trustees present their report with the audited financial statements of the charity for the year ended 31 March 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No. 1044521

Principal Office

24-32 Murdock Street
London
SE15 1LW

Trustees

The following Trustees served during the year:

H.Y. Abdullahi

A. Hussein

A.M. Ismail

S.A. Yusuf

Key Management Personnel

Chief Executive Officer

Mohamed Yusuf

Auditor

GPRS Accountants Limited
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT

Bankers

HSBC Bank PLC
9 Wellesley Road
Croydon
Surrey
CR9 2AA

OBJECTIVES AND ACTIVITIES

The Charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

When people are in need of social care or seeking employment they are supported by our personalised services to promote their physical, mental and emotional wellbeing, regain their independence, and feel valued as an individual.

“Our vision is to be recognised as a leading provider of community care services and support work that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

COVID 19

As a consequence of continuing national restrictions, many areas of activity remained depressed over the course of the year and associated costs were delayed into subsequent periods.

Ongoing disruption to domiciliary care and reduced service for the financial year 31st March 2022 has limited potential revenue budgeted of £10M(Actual: £9.5M). This was 5.09% under the budget for 2021-2022, however as this was outside the organisation control, management believes 2022-2023 will see the revenue targets will be met as the normal environment will resume.

BREXIT

The United Kingdom formally exited the EU on 31 Jan 2020 after which the UK entered a period of transition with a custom's transitional arrangement in place until 1 July 2021. Since Brexit a lot of European citizens left the United Kingdom to go to their respective countries and this created a shortage of skilled and unskilled workers. The Government did not take appropriate and prompt steps to fill the gap in the work force in the United Kingdom. This has badly affected the care industry. To mitigate the staff shortage, we applied for a sponsorship licence to recruit overseas staff to fill the gap in our care sector.

UKRAINE WAR

Following the military escalation in late February 2022 there has been a significant increase in volatility in the fuel, gas and energy sector, commodities, and financial markets and exacerbating ongoing economic challenges, including inflation and global supply chain disruption.

ACHIEVEMENTS AND PERFORMANCE

The trustees set a target of servicing about 600 service users in 2022 and using around 11,000 hours of care per week across 17 London boroughs which was swiftly met taking into account the ongoing impact of Covid 19.

FINANCIAL REVIEW

The Charity gross income increased from £9.1M in 2021 to £9.5M in 2022 which was an increase of around 4% compared to 2021. Similarly, the net income increased from £100K in 2021 to £297K in 2022 which is a increase of around 196% compared to 2021. The increase in gross income had a direct impact on the increase in net income.

Unrestricted reserves are defined as general funds and are available to enable the charity to meet its objective. The aim of the reserve policy is ensure that the charity's ongoing and future activities are protected from unexpected financial risks. This may include:

1. Unexpected increase or decrease in funding streams or costs.
2. The need to maintain a level of working capital required to meet cash flows needs.
3. The need to maintain specific funds to meet unexpected one-off expenditure impacts.

Currently our total reserves stand at £2,273,989 (2021: £1,976,629). After reviewing the Charity's forecast and projection over the strategic planning period and its reserves, the trustees have reasonable expectation that the charity has adequate resources to continue in operation for the near future.

The charity's unrestricted income is very sensitive to the delivery of the service provided in Care Industry and the external compliance that has to be met through the regulatory body of the industry. We monitor these risks closely through the Board of Trustees, Senior Management Team and the Finance Department. Cash flow risks are minimised by setting an appropriate reserve policy, including adequate levels of working capital, close monitoring of the organisations funding flows from local authorities and private individual who use the service.

On 29th April 2021, 3 Companies were incorporated namely Oasis Transport and Recruitment Limited, Oasis Training Limited, and Oasis Workforce Solutions Limited. The immediate parent Company is Oasis Transport and Recruitment Limited who owns the entire share capital of Oasis Training Limited and Oasis Workforce Solutions Limited. The Ultimate parent organisation is Oasis Care and Training Agency who owns the entire share capital of Oasis Transport and Recruitment Limited. Therefore, Oasis Training Limited and Oasis Workforce Solutions Limited are the sub subsidiaries of Oasis Care and Training Agency. All the Companies and the charity have coterminous year ends. The whole profits of these companies will be donated to the Ultimate Organisation Oasis Care and Training Agency. The results of these subsidiaries and sub subsidiaries are not consolidated.

Oasis Management Committee are continuously reviewing and assessing major risks to which our charity might be exposed. They have overall responsibility for ensuring the appropriate systems of control, financial and otherwise which exist. That includes responsibility for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with Charities Commissions SORP. The board of trustees are also responsible for taking reasonable steps for the prevention and detection of fraud and other irregularities and providing reasonable assurance.

The Charity's unrestricted income is very sensitive to the delivery of the service provided in care industry and the external compliance that have to be met through the regulating body of the industry. We monitor these risks closely through the Board of Trustees, the Senior Management Team and the Finance Department. Cash flow risks are minimised by setting an appropriate reserves policy, including adequate levels of working capital, and close monitoring of the organisations funding flows from local authorities and private individual who use the service.

Oasis's policy is to maintain general reserves to give financial stability to the charity and to finance its activities. General reserves exclude restricted funds and revaluation reserves which allow Oasis to achieve its aims by managing the risks it faces and to fund future work to achieve its aims.

PLANS FOR FUTURE PERIODS

The objective of the Charity is to be recognised by service users, local authority commissioners and Care Quality Commission as a quality provider across the registered boroughs. The Charity is also Ofsted registered to enable them to deliver training. The Charity is focussing to expand on its training arm to make use of available public funding streams to offer profit making programmes of accredited training that will increase the overall skill and qualification levels of the workforce whilst recruiting new care staff that are motivated to learn and professionally develop.

Statement of trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Oasis Care & Training Agency
TRUSTEES ANNUAL REPORT

The law applicable to charities requires the charity trustees to prepare financial statements which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- * select suitable accounting policies and then apply them consistently;
- * observe the methods and principles in the Charities SORP;
- * 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 charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure of information to auditor

So far as the trustees are aware, there is no relevant audit information of which the company's auditors are unaware and each trustee has taken all the steps that he or she ought to have taken as a trustee in order to make himself or herself aware of any relevant information and to establish that the company's auditors are aware of that information.

Signed on behalf of the charity's trustees

H. Abdullahi

H.Y. Abdullahi

Trustee

23 January 2023

Independent Auditor's Report to the Trustees of Oasis Care & Training Agency

Opinion

We have audited the accounts of Oasis Care & Training Agency (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the Notes to the Accounts, 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 FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 ,and of its profit/loss 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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 accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Other information

The other information comprises the information included in the trustees' report and accounts, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts,our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the accounts; or
- sufficient accounting records have not been kept; or
- the accounts are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement found in the trustees' report, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity'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 intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

We have been appointed under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect irregularities, including fraud. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, national or international misrepresentations, or through collusion. The extent to which our procedures can detect irregularities, including fraud is detailed below. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

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

Oasis Care & Training Agency
AUDIT REPORT UNQUALIFIED

Use of this report

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

GPRS Professionals Ltd

GPRS Professionals Limited Accountants and Statutory Auditors
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT
23 January 2023

GPRS Professionals Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a charity under section 1212 of the Companies Act 2006."

Oasis Care & Training Agency
STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2022

	Notes	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:				
Charitable activities	3	7,573	7,573	-
Other trading activities		9,478,974	9,478,974	9,125,314
Investments		5,143	5,143	5,643
Other	4	186	186	7,291
Total		9,491,876	9,491,876	9,138,248
Expenditure on:				
Charitable activities		1,500	1,500	48,605
Other	5	9,193,016	9,193,016	8,989,299
Total		9,194,516	9,194,516	9,037,904
Net gains on investments		-	-	-
Net income	6	297,360	297,360	100,344
Net income before other gains/(losses)		297,360	297,360	100,344
Other gains and losses:				
Net movement in funds		297,360	297,360	100,344
Reconciliation of funds:				
Total funds brought forward		1,976,629	1,976,629	1,876,285
Total funds carried forward		2,273,989	2,273,989	1,976,629

Oasis Care & Training Agency

BALANCE SHEET

at 31 March 2022

Charity No. 1044521

	2022	2021
	£	£
Fixed assets		
Tangible assets	8 1,668,514	1,704,013
Investments	9 300	-
	<u>1,668,814</u>	<u>1,704,013</u>
Current assets		
Debtors	10 2,499,594	1,077,948
Cash at bank and in hand	77,408	941,497
	<u>2,577,002</u>	<u>2,019,445</u>
Creditors: Amount falling due within one year	11 (980,379)	(707,530)
Net current assets	1,596,623	1,311,915
Total assets less current liabilities	3,265,437	3,015,928
Creditors: Amounts falling due after more than one year	12 (991,448)	(1,039,299)
Net assets excluding pension asset or liability	<u>2,273,989</u>	<u>1,976,629</u>
Total net assets	<u>2,273,989</u>	<u>1,976,629</u>
 The funds of the charity		
Restricted funds	13	
Unrestricted funds	13	
General funds	2,273,989	1,976,629
	<u>2,273,989</u>	<u>1,976,629</u>
 Reserves	13	
Total funds	<u>2,273,989</u>	<u>1,976,629</u>

Approved by the trustees on 23 January 2023

And signed on their behalf by:

H. Abdullahi

H.Y. Abdullahi
Trustee
23 January 2023

Oasis Care & Training Agency

STATEMENT OF CASH FLOWS

for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	297,360	100,344
Adjustments for:		
Depreciation of property, plant and equipment	51,722	52,155
Dividends, interest and rents from investments	(5,329)	(12,934)
(Increase)/Decrease in trade and other receivables	(1,421,645)	649,429
Increase in trade and other payables	272,849	1,125
Net cash (used in)/provided by operating activities	<u>(805,043)</u>	<u>790,119</u>
Cash flows from investing activities		
Purchases of property, plant and equipment	(16,224)	(6,337)
Purchases of investments	(300)	-
Dividends, interest and rents from investments	5,329	12,934
Net cash (used in)/from investing activities	<u>(11,195)</u>	<u>6,597</u>
Cash flows from financing activities		
Repayment of borrowings	(47,851)	(48,012)
Net cash used in financing activities	<u>(47,851)</u>	<u>(48,012)</u>
Net (decrease)/increase in cash and cash equivalents	(864,089)	748,704
Cash and cash equivalents at the beginning of the year	941,497	192,793
Cash and cash equivalents at the end of the year	<u>77,408</u>	<u>941,497</u>
Components of cash and cash equivalents		
Cash and bank balances	77,408	941,497
	<u>77,408</u>	<u>941,497</u>

for the year ended 31 March 2022

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

These are unrestricted funds earmarked by the trustees for particular purposes.

Designated funds

Revaluation funds

These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.

Restricted funds

These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Expenditure

Recognition of expenditure

Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds

These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.

Expenditure on charitable activities

These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable

All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

Governance costs

These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure

These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Freehold property	2% straight line
Plant & machinery	20% straight line
Furniture , fittings and equipment	20% straight line

Freehold investment property

Investment properties are revalued annually and any surplus or deficit is dealt with through the Statement of Financial Activities. No depreciation is provided in respect of investment properties.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs. Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

2 Statement of Financial Activities - prior year

	Unrestricted funds 2021 £	Total funds 2021 £
Income and endowments from:		
Other trading activities	9,125,314	9,125,314
Investments	5,643	5,643
Other	7,291	7,291
Total	<u>9,138,248</u>	<u>9,138,248</u>
Expenditure on:		
Charitable activities	48,605	48,605
Other	8,989,299	8,989,299
Total	<u>9,037,904</u>	<u>9,037,904</u>
Net income	<u>100,344</u>	<u>100,344</u>
Net income before other gains/(losses)	100,344	100,344
Other gains and losses:		
Net movement in funds	<u>100,344</u>	<u>100,344</u>
Reconciliation of funds:		
Total funds brought forward	1,876,285	1,876,285
Total funds carried forward	<u><u>1,976,629</u></u>	<u><u>1,976,629</u></u>

3 Income from charitable activities

	Unrestricted	Total 2022	Total 2021
	£	£	£
	7,573	7,573	-
	<u>7,573</u>	<u>7,573</u>	<u>-</u>

4 Other income

	Unrestricted	Total 2022	Total 2021
	£	£	£
Other interest received	186	186	7,291
	<u>186</u>	<u>186</u>	<u>7,291</u>

5 Other expenditure

	Unrestricted	Total 2022	Total 2021
	£	£	£
Bank loan and overdraft interest payable	27,577	27,577	27,787
Employee costs	8,482,478	8,482,478	8,198,447
Motor and travel costs	13,703	13,703	12,307
Premises costs	332,447	332,447	292,407
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	51,722	51,722	52,155
General administrative costs	250,934	250,934	366,474
Legal and professional costs	33,569	33,569	36,772
	<u>9,192,430</u>	<u>9,192,430</u>	<u>8,986,349</u>

6 Net income before transfers

	2022	2021
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	51,722	52,155

7 Staff costs

Salaries and wages	4,943,976	4,885,198
Social security costs	148,577	151,094
Pension costs	86,398	88,617
	<u>5,178,951</u>	<u>5,124,909</u>

The executive director received emoluments in excess of £60,000.

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

	2022 Number	2021 Number
Management	10	9
Administration	36	36
Care staff	450	450
	<u>496</u>	<u>495</u>

8 Tangible fixed assets

	Land and buildings	Plant & machinery	Furniture , fittings and equipment	Total
	£	£	£	£
Cost or revaluation				
At 1 April 2021	1,748,218	127,660	5,451	1,881,329
Additions	-	16,022	202	16,224
At 31 March 2022	<u>1,748,218</u>	<u>143,682</u>	<u>5,653</u>	<u>1,897,553</u>
Depreciation and impairment				
At 1 April 2021	69,929	102,279	5,109	177,317
Depreciation charge for the year	34,964	16,578	180	51,722
At 31 March 2022	<u>104,893</u>	<u>118,857</u>	<u>5,289</u>	<u>229,039</u>
Net book values				
At 31 March 2022	<u>1,643,325</u>	<u>24,825</u>	<u>364</u>	<u>1,668,514</u>
At 31 March 2021	<u>1,678,289</u>	<u>25,381</u>	<u>342</u>	<u>1,704,012</u>

9 Investments

	Other investments - Unlisted	Total
	£	£
Cost or revaluation		
Additions	300	300
At 31 March 2022	<u>300</u>	<u>300</u>
Net book values		
At 31 March 2022	<u>300</u>	<u>300</u>

10 Debtors

	2022	2021
	£	£
Trade debtors	1,309,534	801,021
Other debtors	1,055,043	38,607
Prepayments and accrued income	135,017	238,320
	<u>2,499,594</u>	<u>1,077,948</u>

11 Creditors:

amounts falling due within one year

	2022	2021
	£	£
Bank loans and overdrafts	75,798	75,798
Trade creditors	8,327	38,948
Other taxes and social security	43,278	37,572
Other creditors	828,274	539,011
Accruals and deferred income	24,702	16,201
	<u>980,379</u>	<u>707,530</u>

Oasis Care & Training Agency
NOTES TO THE ACCOUNTS

12 Creditors:
amounts falling due after more than one
year

	2022	2021
	£	£
Bank loans and overdrafts	991,448	1,039,299
	<u>991,448</u>	<u>1,039,299</u>

13 Movement in funds

	At 1 April 2021	Incoming resources (including other gains/losses)	Resources expended	At 31 March 2022
	£	£	£	£
Restricted funds:				
Unrestricted funds:				
General funds	1,976,629	9,491,876	(9,194,516)	2,273,989
Revaluation Reserves:				
Total funds	<u>1,976,629</u>	<u>9,491,876</u>	<u>(9,194,516)</u>	<u>2,273,989</u>

14 Analysis of net assets between funds

	Unrestricted funds	Total
	£	£
Fixed assets	1,668,514	1,668,514
Investments	300	300
Net current assets	1,596,623	1,596,623
Creditors due in more than one year and provisions	(991,448)	(991,448)
	<u>2,273,989</u>	<u>2,273,989</u>

15 Contingent Assets/Liabilities

There are no contingent liabilities to be disclosed in the financial statements at the year end.

16 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2022	2022	2021	2021
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases with expiry date:				
In the second to fifth years inclusive	69,000	-	69,000	-
	<u>69,000</u>	<u>-</u>	<u>69,000</u>	<u>-</u>

Pension commitments

There were 289 (2021: 229) staff members enrolled on the Islamic Pension Trust operated by Carrey Pension Trustees UK for both years. The staff contributions on the pension scheme ranged from 4% to 5% (2021: 4% to 5%). The employer contributions on Islamic pension scheme ranged from 3% to 4% (2022: 3% to 4%).

	2022	2021
	£	£
The pension cost charge to the charity amounted to:	<u>86,398</u>	<u>88,617</u>
Unpaid contributions due to the fund are included in other creditors and amounted to:	<u>113,199</u>	<u>56,759</u>

17 JRS Grant

Included in domiciliary care income is £ 207,542 (2021: £538,105) relating to JRS Grant.

18 Income from supported living

Included in domiciliary care income is £77,256 (2021: £162,117) relating to supported living.

19 Ultimate controlling party

There are no ultimate controlling parties to be disclosed in the financial statements at the year end.

20 Other debtors

Included in other debtors is a loan granted to a third party of £800,000 which is repayable within one year with 20% profit. The loan is secured against the company's properties.

21 Capital commitments

There are no capital commitments to be disclosed in the financial statements at the year end.

22 Post balance sheet events

There are no post balance sheet events to be disclosed in the financial statements at the year end.

23 Related party disclosures

		2022
		£
<i>Transactions with related parties</i>		
<i>Name of related party</i>	H Y Abdullahi	
<i>Description of relationship between the parties</i>	Trustees	
<i>Name of related party</i>	A Hussein	
<i>Description of relationship between the parties</i>	Trustees	
<i>Name of related party</i>	A M Ismail	
<i>Description of relationship between the parties</i>	Trustees	
<i>Name of related party</i>	A A Yusuf	
<i>Description of relationship between the parties</i>	Trustees	
<i>Name of related party</i>	Oasis Transport & Recruitment Limited	
<i>Description of relationship between the parties</i>	Subsidiary	
<i>Name of related party</i>	Oasis Workforce Solutions Ltd	
<i>Description of relationship between the parties</i>	Sub-subsidiary	
<i>Amount due from/(to) the related party</i>		243,900
<i>Name of related party</i>	Oasis Training Limited	
<i>Description of relationship between the parties</i>	Sub- subsidiary	
<i>Amount due from/(to) the related party</i>		11,143

24 Fixed Asset Investments

	Shares in group undertakings £
Cost or revaluation	
At 1 April 2021	-
Additions	300
At 31 March 2022	<u>300</u>
Net book value at 31 March 2022	<u>300</u>

Oasis Transport & Recruitment Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Intermediate Parent Company

Class of shares: % Holding
Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>-</u>	<u>-</u>

Oasis Workforce Solutions Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Recruitment of temporary workers

Class of shares: % Holding
Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>-</u>	<u>-</u>

Oasis Training Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Training

Class of shares: % Holding
Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>(10,664)</u>	<u>-</u>

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2022

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:			
Charitable activities	7,573	7,573	-
	<u>7,573</u>	<u>7,573</u>	<u>-</u>
Other trading activities			
Domiciliary care	9,393,490	9,393,490	8,956,633
Training income	85,484	85,484	168,681
	<u>9,478,974</u>	<u>9,478,974</u>	<u>9,125,314</u>
Investments			
Deposit account interest	5,143	5,143	5,643
	<u>5,143</u>	<u>5,143</u>	<u>5,643</u>
Other			
Other interest received	186	186	7,291
	<u>186</u>	<u>186</u>	<u>7,291</u>
Total income and endowments	9,491,876	9,491,876	9,138,248
Expenditure on:			
Charitable activities			
Donations	1,500	1,500	48,605
	<u>1,500</u>	<u>1,500</u>	<u>48,605</u>
Total of expenditure on charitable activities	1,500	1,500	48,605
Other expenditure			
Bank loan and overdraft interest payable	27,577	27,577	27,787
	<u>27,577</u>	<u>27,577</u>	<u>27,787</u>
Employee costs			
Salaries/wages	4,943,976	4,943,976	4,885,198
Employer's NIC	148,577	148,577	151,094
Pension costs	86,398	86,398	88,617
Staff training	56,431	56,431	57,780
Temporary staff	8,335	8,335	9,425
Subcontractors	3,238,761	3,238,761	3,006,333
	<u>8,482,478</u>	<u>8,482,478</u>	<u>8,198,447</u>
Motor and travel costs			
Travel and subsistence	13,703	13,703	12,307
	<u>13,703</u>	<u>13,703</u>	<u>12,307</u>
Premises costs			
Rent	87,278	87,278	98,585
Rates	5,864	5,864	12,742

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

Light, heat and power	20,566	20,566	8,778
Premises cleaning	122,158	122,158	137,308
Premises repairs and maintenance	96,581	96,581	34,994
	<u>332,447</u>	<u>332,447</u>	<u>292,407</u>
General administrative costs, including depreciation and amortisation			
Depreciation of land and buildings	34,964	34,964	34,964
Depreciation of Plant & machinery	16,578	16,578	16,426
Depreciation of Furniture , fittings and equipment	180	180	765
Bank charges	60,814	60,814	23,465
General insurances	41,393	41,393	34,835
Software, IT support and related costs	45,060	45,060	82,949
Stationery and printing	31,190	31,190	33,768
Subscriptions	23,255	23,255	59,534
Sundry expenses	17,631	17,631	85,315
Telephone, fax and broadband	31,591	31,591	46,608
Administrative expenses	202	202	2,566
Advertising	384	384	384
	<u>303,242</u>	<u>303,242</u>	<u>421,579</u>
Legal and professional costs			
Audit/Independent examination fees	8,500	8,500	8,200
Consultancy fees	25,069	25,069	28,496
Other legal and professional costs	-	-	76
	<u>33,569</u>	<u>33,569</u>	<u>36,772</u>
Total of expenditure of other costs	<u>9,193,016</u>	<u>9,193,016</u>	<u>8,989,299</u>
Total expenditure	9,194,516	9,194,516	9,037,904
Net gains on investments	-	-	-
Net income	<u>297,360</u>	<u>297,360</u>	<u>100,344</u>
Net income before other gains/(losses)	297,360	297,360	100,344
Other Gains	-	-	-
Net movement in funds	<u>297,360</u>	<u>297,360</u>	<u>100,344</u>

OASIS CARE AND TRAINING AGENCY (OCTA)

England & Wales - Charity number 1044521

Accounts

OASIS Care & Training Agency

ANNUAL REPORT

2020 - 2021



www.oasiscareandtraining.org.uk

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OASIS Care and Training Agency

UK Charity No: 1044521

Our Head Office Address for communication is:

24 - 32 Murdoch Street, London, SE15 1LW

Tel: 02076396192

www.oasiscareandtraining.org.uk

Providing Social Care and Support to people in their own homes.

Offering Vocational Training Services for career development in Health & Social Care



Chair Report – from Hussein Abdullahi

Our financial year started in April 2020 with the government forced to implement a strict policy on social distancing that seriously influenced the way we all work and live. A year later I am happy to report OASIS has survived this difficult period with mass vaccination providing light at the end of the tunnel for us to continue the pursuit of our Mission during a health crisis that particularly impacts the vulnerable people who we support.

But it has also been a year that has demonstrated our resilience. Across the organisation, Oasis Care staff and volunteers have stepped up and remained completely committed to the delivery of high-quality person-centred care to our service users. To every staff member and volunteer, I thank you.

I'm proud to say that the challenges of Brexit and the Coronavirus pandemic have not hampered our ability to deliver outstanding care in the community. Instead, these challenges have prompted us to be creative and intelligently manage new risks with new ways of working. For example, our frontline care workers have been pivotal in ensuring service users continued safe contact and communication links with their families and friends. This has included OASIS Care Workers helping to facilitate online video-chats due to social distancing restrictions during the Covid 19 lockdown.

Oasis Care's leadership team has also adjusted to a new normal – including virtual meetings! I would like to thank all my fellow Trustee Board members for their contribution this year, and for the significant time that they invest in Oasis to ensure it is well governed and well guided. I would like to also acknowledge the wonderful contribution of the Senior Management Team, especially, the 17-year contribution of Gordon Bentley, who changed his role from Business Development Manager to a Business Advisor from 1st of July 2020. Gordon has transformed Oasis Care and had a significant impact on winning new contracts, funding, supporting quality improvement, and promoting our profile in the marketplace to gain better recognition for the service we provide.

I am also delighted to recognise our continued partnership with Steve Lawrence as our Training Consultant who advises on our funding applications and Ofsted compliance to ensure we can deliver accredited training programmes for our Care staff. Steve, through his company EEVT, is heavily involved with charitable causes that promote equality and diversity. His contribution towards our MATRIX re-accreditation and recent Ofsted monitoring visit has been valuable.

Finally, I thank the Royal Borough of Greenwich commissioner James Drake who has not only secured us large amounts of PPE but also collected the entirety hand delivered to our office. Through his support we have worked with a small team consisting of social workers and care managers to directly and robustly complete small pieces of work to amend care packages, so we only deliver essential services. This joint working was formed in an attempt to get ahead of the impending challenge that was coming, and Social Services required our support to do this both safely and effectively. Priority was given to packages of care where alternatives cannot be sustained via informal care.

*Hussein Abdullahi
Trustee Chair*



In challenging and uncertain times, the role of OASIS is more important than ever. At a time of increased pressure on statutory services, we will continue to support vulnerable members of the community to stay safe and to achieve positive outcomes. Thanks, and best wishes to all who are making this possible in 2021.

Executive Directors Report – Mohamed Yusuf

COVID-19 has been a defining feature for OASIS for yet another year 2020/2021. Our dedicated staff continued to provide high-level critical one to one care to service users through the lockdown with conviction and highly coordinated approach across the organisation. Of course, the strength of our pandemic response is not the work of just a few staff or managers but of literally hundreds of our team members at various capacities every day – and I just want to say to everyone who has shared in this responsibility – thank you for doing everything possible to protect staff, service users and our local communities at large. I know how hard you have worked and we can see the benefits of that effort.

I want to acknowledge the impact this has had on the day-to-day care that we provide. Thanks to all staff who have implemented our infection control processes and protocols with rigour. It is not only the effort that has gone in to keeping us, our service users and communities we live in, safe but also keeping families connected. You have all made a difference.

The pandemic continues to impact our world, our communities and our organisation and we face a once-in-a-lifetime global health challenge that literally touches every single one of our lives and livelihoods.

While most people remained home, our health and social care staff and NHS clinicians were in the front lines battling the Coronavirus and trying to best care for the most vulnerable members of our society amidst a constantly changing, and more challenging than ever environment. OASIS has been recognised as a leading provider of community care services across London resonated across the industry and we have shown how paramount home-based care is for the health and well-being of all those we serve. We are an organisation of people, caring for people. It is why we all get up every morning and it is what has created such a strong foundation for our past, present and future success.

Although the adult social care sector is estimated to contribute £41.2 billion per annum to the economy in England, successive Governments failed to come up with a sustainable funding stream for the sector creating crisis for many in the country, particularly for those who access and work in social care. There are discussions and plans of significant funding proposals in the sector, in the near future, but the question remains to be what will change, for how long, and what this means for the adult social care workforce. The challenge is to ensure that we have enough people, with the right skills and experience, working in the right jobs to support people to live their lives within their communities.

Mohamed Yusuf
Executive Director



A large, 3D-style blue arrow graphic pointing to the right. Inside the arrow, the words "SOCIAL CARE" are written in large, white, bold, sans-serif capital letters. The arrow is set against a background of other similar but smaller and more faded arrows.

Executive Directors' Report/Continued

Vocational Training:

The Social Care sector has long struggled with high staff turnover, which often has a detrimental effect on service quality. OASIS focuses on increased engagement, employee benefits, high quality training and development opportunities aims to reduce staff turnover and improve the quality and consistency of care which in turn can make OASIS a more attractive partner for health and social care commissioners.

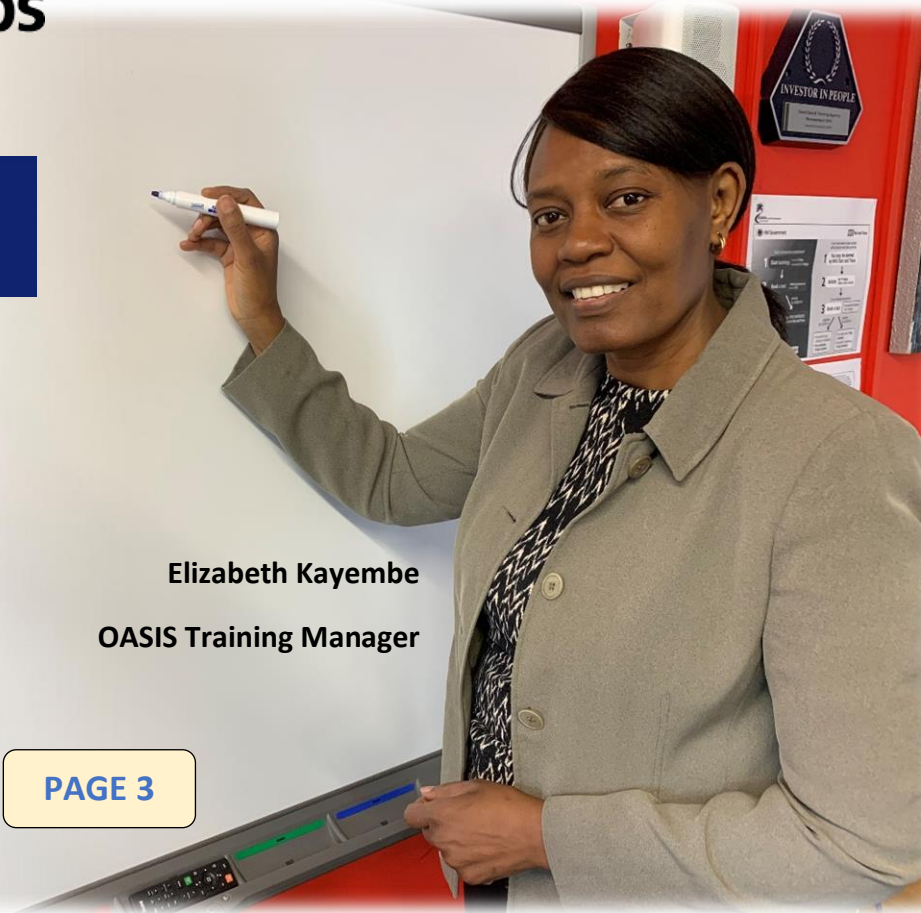
Everyone working in OASIS is given the opportunity to take part in learning and development so that they can carry out their roles effectively. Learning and development helps everyone to grow in the right skills and knowledge to enable them to provide high-quality care and support. We continue to invest in our staff development through accredited as well as non-accredited training programmes that are intended to enhance staff job progression and retention.

OASIS provides most of its induction, foundation and advanced care training to its staff through its own training center. The vocational qualification element of the Training Department is accredited by national awarding bodies, and we continue providing staff training and support through eLearning and other internet based platforms. We have also introduced reduced class sizes and the creation of Covid secure training environment equipped with all the necessary cleaning equipment.

Our achievements in 2020/2021 could not have been attained without the hard work and commitment of staff, departmental managers, advisors, Board of Trustees and partners - and I am grateful to you all. I would also like to applaud the dedication of our care workers who have worked tirelessly to care for the community during COVID-19. We all need to continue working together as we move out of the pandemic, to ensure that the excellent work achieved this year, in tackling the virus and to provide quality care for local people, is enhanced by what service users, their friends and families, Local Authorities and the public at large tell us they want and need.



Elizabeth Kayembe
OASIS Training Manager



Financial Analysis Report - Mohamoud Ileye, Finance Director

As with the rest of United Kingdom (as well as globally), 2020-2021 has been a challenging and very difficult time for Oasis Care and Training Agency from a finance point of view.

The natural effect of the pandemic has been the reduction of hours available due to a number of reasons such as:

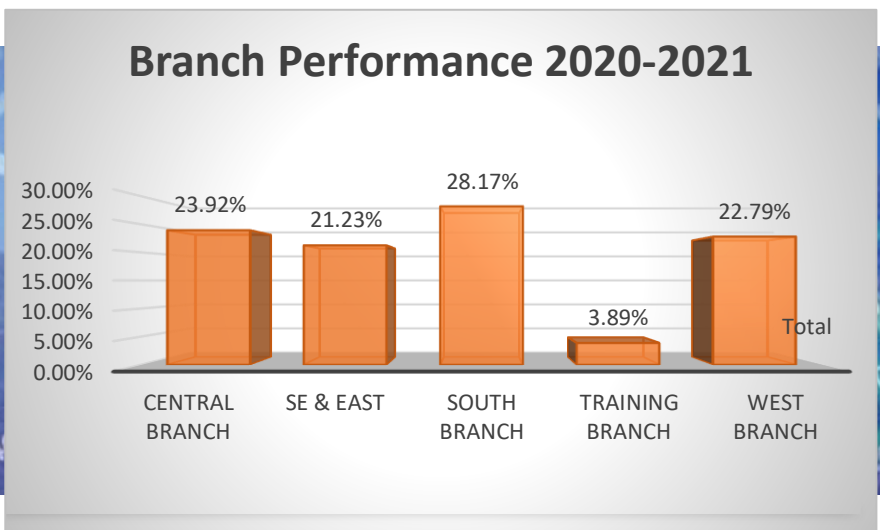
- Service reduction - to eliminate unnecessary contact with the service user
- Cancellation - Non-emergency care taken over by family or other close relations to service user.
- Termination of care packages

In response to this, OASIS has gone to extreme measures to mitigate the downside of reduction in hours. In the course of 2020-2021, it has implemented cost-effective measures to deliver services as near to normal as possible. This year has also showed the strength and resilience of Oasis as service provider.

The consequence of the pandemic has seen revenue drop by 4.01% from £9,520,066 to £9,138,248. Achieving such a small reduction in revenue is down to the management efficiency and proactive leadership in the face of a difficult and challenging situation. This year has also shown the resilience of OASIS in maintaining a quality service and being able absorb the extra cost of delivering a safer service in the face of the pandemic.



Mohamoud Ileye
Finance Director



Branch Analysis

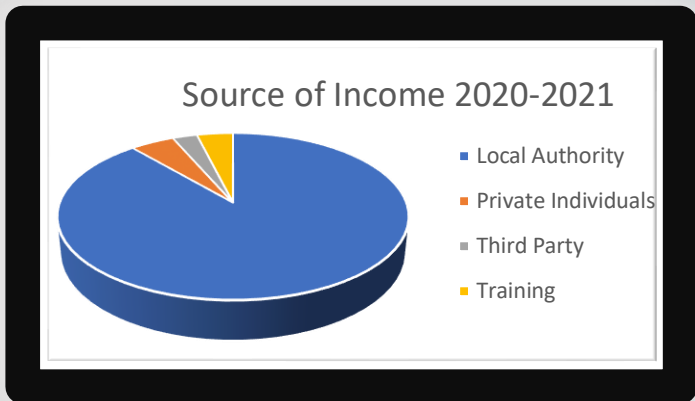
2020-2021 branch performance shows the organization income stream is comparable balanced between the 4 branches that deliver OASIS care services. This further highlights management foresight by ensuring its operational branches are able to operate independently and are able stand on their own without reliance on financial subsidy.

The funded training branch income has seen a 4.90% decrease to £168,681 (2020: £177,388) This was in line with the anticipated growth of the Training Department. It is envisaged 2021-2022, the training branch will reach surplus of £500,000 and would eventually be become a major contributor to the organization's overall income.



Financial Analysis Report.....Continued

The main customers for Oasis Care and Training Agency are local authorities in London. Currently the organization provides service to the majority of London Boroughs and has maintained a long-term relationship with many of them. This has served the organisation well this year with the backdrop of the pandemic.



Future

While 2020-2021 has been a difficult and testing time for the organisation and service sector we engage with, Senior Management at Oasis believe the worst is now over and the future trading in 2021-2022 will show an uptake in income.

The success of being awarded a Good Rating by CQC in all our registered branches will also be pivotal in the pursuit of growth in the coming the coming year.

Whilst the Training branch of the organisation is in a good position for growth in 2021-2022 being led by experienced managers to deliver funded training programmes that OASIS is accredited to provide.

OASIS
Finance Team



Business Development Report – by Gordon Bentley, Business Adviser

It is often quoted that a week is a long time in politics to recognise how so much can happen unexpectedly in such a short while. That same thinking could easily be applied to the market position of OASIS over the last year which has led to a range of unexpected opportunities that are now emerging for both our social care services and delivery of funded vocational training.

Covid 19 has found OASIS working more closely with Social Services and NHS professionals during the pandemic to sustain essential care & support whilst designing safe methods of care practice to achieve this. As the Better Care Fund continues to establish itself through joint initiatives such as Reablement Support and Home from Hospital services, OASIS has been quick to prove its capabilities within multi-disciplinary teams and has had a relatively high rate of success with achieving set outcomes collaboratively. Including involvement with complex care packages, such as diabetes, obesity, cancer and long-term conditions.

With the government announcing extra funding for social care via the NHS budget from April 2022 there is every chance with current patient operation waiting lists that this will filter down in the procurement of services that will free up hospital beds through early discharge. We are already submitting tenders to contract for this type of work.

Unemployment levels have risen during lockdown, but this appears to of been superseded by the need to recruit new entrants for specific professional sectors due to severe staff shortages compromising existing service and supply levels. The Social Care sector is recognised by Government as having over 120,000 job vacancies, alongside increasing demand for homecare as a more cost-effective solution than residential care. OASIS then is well placed to secure funding that will encourage new entrants into the profession. Our Training Team are already being funded to deliver the Government's Kickstart Scheme and we plan to expand our Apprenticeship provision in 2022. Therefore, changes to operational structures are being invested in for OASIS to cope with a much larger number of unemployed learners during the next financial year.

Another unexpected occurrence during the pandemic has been regulatory bodies deciding to change their inspection methodology. The Care Quality Commission plans to inspect with more of a focus on data and feedback from people's experience of our service provision, with quality ratings being updated more regularly, and not always requiring an inspection. This change is welcome and reflects our own experience that measuring regulatory standards through the inspection of processes and paperwork alone is no substitute for demonstrating evidence of quality feedback from our service users. Perhaps even more welcome should be CQC's drive to improve its relationship with those it regulates.



*Gordon Bentley
Business Adviser*

Business Development Report/*Continued*

A recent highlight for me was visiting our registered offices in West London and Central London. Then listening to the COVID challenges that the care management teams had experienced in the last 12 months. It was a pleasure to meet with the Registered Care Managers, Khalid Khalil and Abdi Ismail, to discuss future plans for developing networking and partnership working with local voluntary organisations. Using volunteers to enhance our person-centred care packages has incentives for providing support to vulnerable people who want to engage more with their community, especially the lonely and disabled.

Funded Vocational Training

Ofsted suspended routine inspection activity of learning providers between 17 March 2020 and 15 March 2021. Since then, we have had a successful new provider monitoring visit, expecting a full Ofsted inspection sometime in 2022 as our provision of funded vocational training further develops and grows.

Combined with a series of Ofsted changes in 2021 to their regulatory framework our Training Team have been under a certain amount pressure with the uncertainty of what to expect when an inspection eventually takes place. Preparation is key, so our consultant, Steve Lawrence, and Training Manager, Elizabeth Kayembe, have been kept busy getting to grips with developing evidence that Ofsted is likely to request. In our experience non-compliance problems are not so much due to the inspection framework being unclear, but often arise because of recent changes having yet to be operationally interpreted. This highlights our need for continued expertise and prompting with keeping the Training Team up to date with Ofsted.

I look forward to advising OASIS on business development as we hopefully bring Coronavirus under greater control and the economy continues to recover. My thanks to all managers and staff who have supported me during this financial year. My new role of acting in a business advisory role to Senior Management and the Trustees is much welcomed as I continue to move towards retirement - but hopefully not at the expense of losing my continued support for OASIS and the amazing work that I have seen in 2021 on the frontline of our service provision.

Gordon Bentley with members of the OASIS West London Office Team



Our Governance & Management

OASIS Care & Training Agency is a charity constituted in 1996 (UK registered charity number 1044521) and therefore subject to charity law.

OASIS Care & Training Agency is governed by a Memorandum and Articles of Association which sets out its charitable objectives. These can be summarised in our mission statement:

“Our vision is to be recognised as a leading provider of community care services and support work that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

Board of Trustees

Our Board of Trustees have overall responsibility for the strategy, management, and control of OASIS Care & Training Agency. Our Executive Director, working with the Senior Management Team, is responsible for delivering the Board’s vision and strategy and for the day-to-day operations.

As of 31 March 2021, the Board was made up of four Trustees including:

- Hussein Abdullahi - Chair
- Sabah Yusuf
- Abdullahi Hussein
- Abdullah Mohamed Ismail



Hussein Abdullahi
Trustee Chair



Abdillahi Hussein
Trustee



Abdullah Ismail
Trustee

All Trustees are required to demonstrate that they meet the skills needed, which are set out in the role profile. Appointments are led by the appointed Chair which makes recommendations to the Board of Trustees.

We recruit Trustees based on an evaluation of a balance between skills and experience needed to govern the Charity in the long term, ensuring that the Board is fit for purpose and brings a diversity of different interests and experience. The Board meets formally four times a year.

The trustees have overall responsibility for ensuring that the Charity has an appropriate system of control, financial and otherwise. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity.

The trustees are responsible for preparing the Annual Report and externally audited financial statements in accordance with applicable law and regulations.

Our Senior Management Team

The Senior Management Team is led by the Executive Director, Mr Mohamed Yusuf. Its members are Senior Managers and Department Heads with key areas of responsibility and accountability for them.

Our Deputy Executive Director, Rashid Abdullah, take responsibility for the quality assurance team, and deputises in the absence of the Executive Director.

Regular performance meetings and individual appraisals are conducted by the Executive Director using the OASIS Strategic Business Plan to determine progress and achievement towards our key objectives that can be summarised as:

1. **Social Care Provision** – To be recognised as quality provider across the registered locations we have for provision for homecare services though positive evidence and feedback from service users, local authority commissioners and the Care Quality Commission.
2. **Vocational Training Provision** – To exploit available public funding streams to offer profiting making programmes of accredited training that will increase the overall skill and qualification levels of the workforce whilst recruiting new care staff that are motivated to learn and professionally develop.

We also use external consultants to support our senior managers with governance, new statutory requirements and opportunities for business development. This includes Steve Lawrence from EEVT Ltd, who has helped our Training Team with funding procurement and administration, whilst conducting regular audits to monitor Ofsted and Funding Body compliance.



*Steve Lawrence
External Consultant*



*Rashid Abdullah
Deputy Executive
Director*

Equal Opportunities Policy

OASIS Care & Training Agency is an equal opportunities employer and applies objective criteria to promote this. It aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation, or disability. Selection criteria and procedures are in place to ensure that individuals are selected, promoted, and treated on the basis of their relevant abilities and merits.

Our Head Office Operations

Oasis Care & Training Agency

24-32 Murdock Street, London, SE15 1LW

Tel: 0207 639 6192

Our Head Office is located in the borough of Southwark and acts as a centralised base for functional operations designed to support the service delivery of social care and vocational training services. This includes Financial Accounting, IT Systems, Workforce Development, Human Resource Management, Quality Auditing, Business Development and Main Reception.

It is also the main working location for our South London Care Management Team to deliver social care services, and a base for the management of our Funded Vocational Training Programmes for care staff.



Central London Branch Team

Our Local Branch Operations

To manage a social care service that is closer to the communities we service OASIS Care has in addition to its Head Office operation 3 local Branch Offices. These are located in Greenwich, Camden and Ealing.

Each Branch operates a tight knit team of experienced and qualified care professionals led by a Registered Care Manager with support from Administrators, Care Coordinators, Field Supervisors, and Senior Care Managers.

<p>South-East London Branch 131A Kingsman St, London SE18 5PS Tel: (020) 76396192</p>	<p>Central London Branch 194-196 Finchley Road, London, NW3 6BX Telephone (020) 7358 8938</p>	<p>West London Branch 22 Uxbridge Road, Ealing, London, W5 2RJ Telephone (020) 7358 8936</p>
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Social Care Provision Report – by Khalid Khalil, Registered Care Manager

Service Delivery - The last year during the pandemic has seen a change to our delivery model for social care. At an operational level we have had to adapt to governance guidance and ensure social distancing policy was communicated immediately to our front-line care staff.

Social distancing has also led to implementing remote contact with service users and care staff. Quality assurance in many ways has become more manageable as monitoring of service provision is now conducted remotely using online video conferencing software. Care worker supervision, appraisals and training has followed a practice.

Another challenge has been the need to stockpile Personal Protective Equipment for our care workers to ensure they are adequately protected and compliant with PPE guidelines. This has included partnership working with the NHS and Local Social Services to ensure staff are trained in Infection Prevention and Control.

Another change made to reduce risk of cross infection has been in confining care staff to a fixed number of service users to ensure that in the event of a care worker or service user being tested as Covid positive the impact could be contained to a limited number of people.

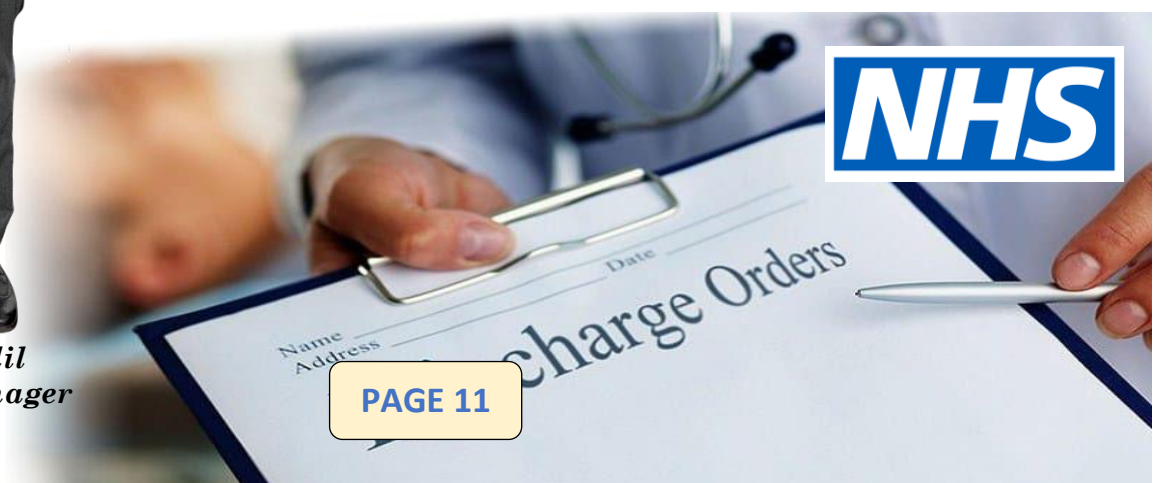
Care Hours - The overall level of care hours delivered dropped from around 12000 hrs per week in 2019/20 to 11,553 in 2020/21, a drop of 3.72% for the year. This has been the result of service users and their families cancelling our homecare provision as family members have been on furlough and decided to personally look after their loved ones. This appears to of been a common experience with all social care providers.



Khalid Khalil
Registered Manager

Reablement and Complex Care - Despite reduction in the number of service users we support, OASIS has experienced new service opportunities by accepting referrals relating to early discharge from hospital. Often elderly service users recovering from Covid. This has meant providing extra training and reassurance for our care staff to overcome any anxiety and learning how to fully protect themselves in the service users home. In doing so our care staff have demonstrated a high degree of commitment to their duties and compassion for those they care and support.

We now find many home from hospital referrals having to take responsibility for completing a full service user assessment and then reporting their needs and risk assessment results to healthcare professionals who will be needing to make a contribution to the overall homecare package. Whilst in the past this would be the reverse, with referrals having a summary care plan already agreed for us to follow and deliver. The impact of this change on our assessment process has led to improved quality and improved interaction and co-operation with all professionals.



Assisted Technology – The use of technology as a tool to support our service delivery continues to develop. The last year has seen the implementation of digital care planning and recording. This development has increased our efficiency and our ability to provide and share information on the delivery of our service.

eMar charts for medication management are now used by all of our care workers as well as contact sheets. Over the last year we have trained 511 care workers on our electronic recording system. Achieving 92% compliance rate with the aim of having 100% compliance rate by the end of 2021.

Our Care Management system software enable us to immediately implement changes to service user care plan outcomes, increase/decrease in commissioned care hours and then electronically share this with Social Services, the Care Worker, Service User and their family members. This also give us a common platform from which we can accurately monitor a service users' progress with care plan outcomes and goals.

Networking and Partnership Working - Members of our Care Management Teams based in our 4 branch offices across London regularly attend networking events to identify new ways of working with local voluntary groups and specialist service provision in the communities we serve. Through developing partnership working we are able to offer a range of support options for our service user that are either outside our capability, e.g. Community Transport, or not within our service remit, e.g. attending a Day Centre.

As social care provision increasingly moves towards a more integrated approach with health care, we have experienced a strengthening in our partnership working with social workers, NHS professionals, and local commissioning teams.

Future Plans – Despite the uncertainty over Covid and potential further lockdowns, we feel the last year has given OASIS Care added profile and recognition that as a care provider our managers and care staff are prepared to go the extra mile to meet the challenges and needs of our service users and commissioners. Our plan is to increase our performance and achieve a 20% increase by the end of 2022 to return to our pre-pandemic position of around 14,400 hours of service delivery per week.



Vocational Training Services Report – Elizabeth Kayembe, Training Manager

The Training Department has had an exciting, albeit extremely busy, year. Having signed contracts with Pathway ,TCHC, and our own AEB fund, the Training Team got down to work with a budget of £153,000.

As we near the end of the academic year, the department has been able to claim £143,00 from these funding sources and as a result have successfully completed delivery for over 250 learners with a total of 280 learning aims. The table below shows our learning and completion statistics in the past year.

Funding Source	Functional Skills Maths	Functional Skills Eng.	Dementia L2 Award	Dementia L2 Cert	Care Planning	Medication	Total
Pathway	18	18	9	10	127	-	182
TCHC	-	-	-	11	5	15	31
AEB - GLA	18	13	-	-	16	-	47
ESFA	-	-	-	-	-	19	19
DIVAC	Apprenticeships						23
Totals	36	31	9	21	148	34	302

I am very proud of all our learners for their achievements this year. They worked hard through the pandemic despite concerns over learning new technologies for video conferencing. They learnt to engage with their tutors via Zoom and WhatsApp sessions besides traditional face-to-face delivery.

Here are some feedback comments from the learners:

“Medication Training was very important for me because I work with a very vulnerable client. I learnt about the human rights of medication and how mental capacity can affect a client’s decision to refuse medication.”

“I really enjoyed the Care Planning training. The tutor would make time to create a Zoom Tutorial for me and explain the lesson again after work because I was not able to attend the earlier class session”





Workforce Development Fund

This year we achieved compliance with the Skills for Care Workforce Data Set, an online data collection service of workforce information for the adult social care sector in England. This involved updating HR and Training data to reflect our latest workforce development achievement for staff training. As a result OASIS qualified to claim £3,600 funding to cover training costs.

Kickstart Scheme



Using new government funding, the Training Team successfully recruited and retained 10 young adults under the Kickstart Scheme. The project is funded by the government and managed by the Department of Work and Pensions.

Aged between 18-24 they were allocated into the various OASIS Departmental Teams including Quality Assurance, Vocational Training, HR, and Reception. They were able to demonstrate evidence of added value to their team through professional conduct, commitment and engagement.

Apprenticeships



Oasis started to recruit Apprentices for EYE and Childcare courses engaging with nursery employers in February 2021 under the guidance of our new Apprenticeship Manager Janet Edwards. Recruiting, placing and supporting over 25 learners into this sector and enrolling them onto the Level 2 Apprenticeships and 3 programmes. Oasis has also enrolled 3 of its own employees via the Apprenticeship Levy fund onto level 3 Adult social care apprenticeships.

Successful Bid for GLA/AEB Good work for all Project.



Oasis have successfully bid and won over £600,000 of funding for this new project managed by the Greater London Authority along with Level 3 entitlement from the National Skills fund which is managed by the ESFA. The project start date is September 2021. We will be delivering Child Care, Health and Social Care, Digital Skills and Functional Skills programmes to learners throughout London. This will be the first large directly funded training project for Oasis.



OASIS Training Team

Continued/ Vocational Training Services Report

Sourcing external learners

As our capability to delivery funded training programmes for the social care sector develops the Training Department has begun exploring opportunities to market their short courses to staff in other care agencies. Our plan is to formalise this opportunity during 2021 to take advantage of smaller providers who do not have the capacity to train their staff in the specialist skill requirements that there is an emerging demand for, eg Dementia Care, Reablement Support, etc.

Human Resource Management

During early 2020 we were faced a serious downturn in contracted delivery of care hours as local authorities attempted to keep face to face time with service users to an absolute minimum do to the alarming nature of the COVID pandemic. As safer systems and compulsory face masks were supplied, OASIS was able to sustain an increase in care hours and the demand for new care staff. From June 2020 to March 2021 our HR Team was able to conduct interviews for 153 candidates seeking employment as a Care Worker. This led to 58 new employees during 2020/21.

We anticipate further recruitment of new staff as our branch locations continue to grow and develop in term of care hours delivered. To compliment this we are planning for our website to accommodate online applications from prospective care workers seeking employment.

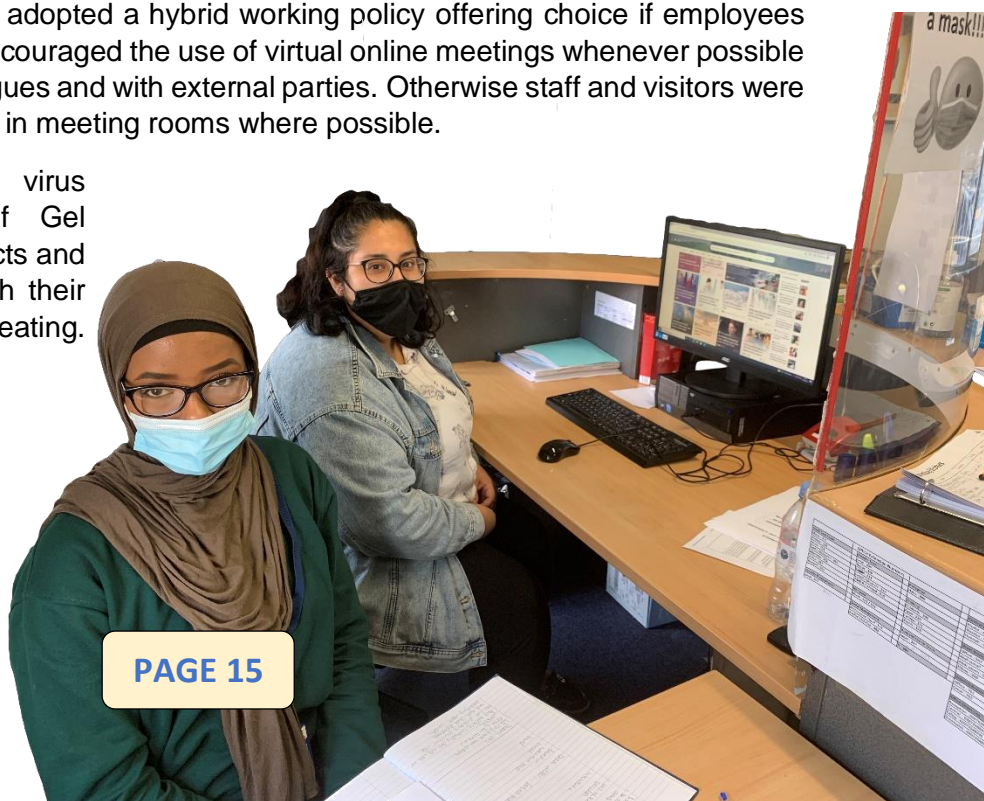
Our management of HR records has undergone a successful upgrade that will facilitate better access to employee files and enable HR staff to manage expiring documents more easily. It has also provided a secure way to maintaining confidential documents in a centralised place that is protected.

Social Distancing

In 2020 OASIS promptly implemented a Covid-19 Secure Workplace Policy to ensure a safe and secure workplace for anyone visiting our offices. We continue to encourage all visitors to wear a face covering other than where exemptions apply.

During the height of the pandemic we adopted a hybrid working policy offering choice if employees wished to work from home. We also encouraged the use of virtual online meetings whenever possible including internal meetings with colleagues and with external parties. Otherwise staff and visitors were encouraged to maintain a 2m distance in meeting rooms where possible.

Other steps taken to reduce virus transmission included the use of Gel Sanitisers, regular disinfectant of objects and surfaces, and promoting staff to wash their hands after using the toilet and before eating.



Customer Service Feedback

Some encouraging feedback from a family member whose mother we offer care and support to:

"Thank you, OASIS Care, for your loving care towards my Mother. Your Care Worker, Shamsa, is more like a family member.

I want it recognised and acknowledged that you are playing a very important part in helping my mother's physical and emotional rehabilitation. God bless you.

In addition to this she is excellent at communicating and keeps me fully updated with pictures of the activities she does with mum and shares mum's excitement in the things that my mother is interested in - like getting her nails done, going shopping, and browsing in the local market for fresh vegetables.

Shamsa plans ahead and calls me to arrange transportation to ensure my mum travels safely. I have complete peace of mind when I know she is with my Mother.

I would also like to highly commend your professionalism, competence and exceptional customer service in the administration of my mother's care. You are always polite and respectful and approach each issue as if you were dealing with it for your family member; with care, enthusiasm and commitment to find a solution."

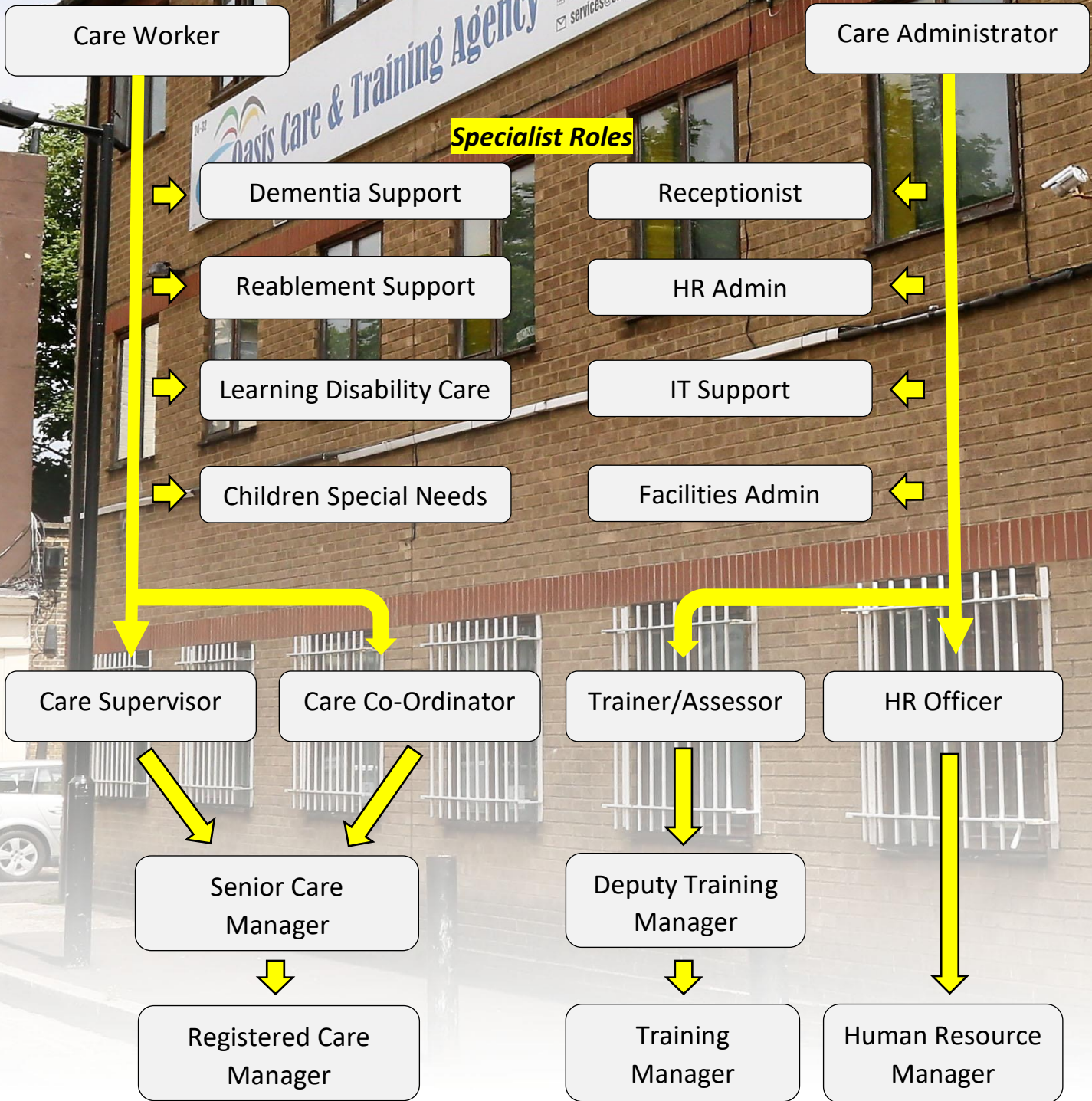
"I am comfortable with them in my home and they treat me, my family and my home with respect." *Ref: OASIS South London Branch CQC Inspection Report Jan 2021*

'My care worker is doing such a good job with everything that is going on and keeping me safe.' *Ref: OASIS South London Branch CQC Inspection Report Jan 2021*

Feedback from one of our Care Workers who attended a training course provided by our in-house Training Team:

"The Training Instructor was very patient. She really knew her content and she presented her work very well and made me feel valued when I answered questions in the group."

Start a rewarding Career in Social Care with OASIS Care & Training Agency



If you're new to social care, an apprenticeship is a great way to gain work experience, achieve a qualification and earn a wage. We offer Apprenticeships usually lasting between 12 and 24 months and are mainly work based - so you can develop your skills on the job.

They're a great way into the sector for people of all ages and there are different levels depending on your skills and experience.

To discuss your interest in working for OASIS Care & Training Agency call our HR team on 02076396192

AUDITED ACCOUNTS

2020 TO 2021



CARE & TRAINING AGENCY

24-32 Murdock Street
London SE15 1LW

Tel: 02076396192

Email: services@oasiscareandtraining.org.uk

Website: www.oasiscareandtraining.org.uk



Oasis Care & Training Agency

Charity No. 1044521

Trustees' Report and Audited Accounts

31 March 2021

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The Trustees present their report with the audited financial statements of the charity for the year ended 31 March 2021.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No. 1044521

Principal Office

24-32 Murdock Street
London
SE15 1LW

Trustees

The following Trustees served during the year:

H.Y. Abdullahi

A. Hussein

A.M. Ismail

S.A. Yusuf

Key Management Personnel

Chief Executive Officer

Mohamed Yusuf

Auditor

GPRS Professionals Limited
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT

Bankers

HSBC Bank PLC
9 wellesley Road
Croydon
Surrey
CR9 2AA

OBJECTIVES AND ACTIVITIES

The Charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

When people are in need of social care or seeking employment they are supported by our personalised services to promote their physical, mental and emotional wellbeing, regain their independence, and feel valued as an individual.

“Our vision is to be recognised as a leading provider of community care services and support work that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

ACHIEVEMENTS AND PERFORMANCE

The trustees set a target of servicing about 575 service users in 2021 and using around 10,500 hours of care per week across 17 London boroughs which was swiftly met taking into account the ongoing impact of Covid 19.

FINANCIAL REVIEW

The Charity gross income decreased from £9.5M in 2020 to £9.1M in 2021 which was a decrease of around 4% compared to 2020. Similarly, the net income decreased from £171K in 2020 to £100K in 2021 which is a decrease of around 41% compared to 2020. The decrease in gross income had a direct impact on the decrease in net income.

Unrestricted reserves are defined as general funds and are available to enable the charity to meet its objective. The aim of the reserve policy is ensure that the charity's ongoing and future activities are protected from unexpected financial risks. This may include:

1. Unexpected increase or decrease in funding streams or costs. 2. The need to maintain a level of working capital required to meet cash flows needs. 3. The need to maintain specific funds to meet unexpected one-off expenditure impacts.

Currently our total reserves stand at £1,976,629 (2020: £1,876,286). After reviewing the Charity's forecast and projection over the strategic planning period and its reserves, the trustees have reasonable expectation that the charity has adequate resources to continue in operation for the near future.

The charity's unrestricted income is very sensitive to the delivery of the service provided in Care Industry and the external compliance that has to be met through the regulatory body of the industry. We monitor these risks closely through the Board of Trustees, Senior Management Team and the Finance Department.

Cash flow risks are minimised by setting an appropriate reserve policy, including adequate levels of working capital, close monitoring of the organisations funding flows from local authorities and private individual who use the service.

The charity acquired a residential building on 9.7.2019 which has been converted into a 10 bedroomed home for respite care. The property address is 16 Freeman Way, Essex, RM11 3PH. During the year the charity received an income £162,117 (2020: £124,800) from this venture. We are expecting an income of over £170,000 in the coming years with full occupancy.

COVID 19

The trustees have considered the potential impact of Covid 19 virus on the Charity. Although this virus has badly impacted throughout the world, it has hardly affected the Charity as the trustees followed and applied the guidance from the UK government to the letter. The trustees continue to take all reasonable steps to make sufficient resources available to keep the Charity afloat.

Risk management and internal control

Oasis Management Committee are continuously reviewing and assessing major risks to which our charity might be exposed. They have overall responsibility for ensuring the appropriate systems of control, financial and otherwise due exist. That includes responsibility for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with Charities Commissions SORP. The board of trustees are also responsible for taking reasonable steps for the prevention and detection of fraud and other irregularities and providing reasonable assurance.

Financial risk

The Charity's unrestricted income is very sensitive to the delivery of the service provided in care industry and the external compliance that have to be met through the regulating body of the industry. We monitor these risks closely through the Board of Trustees, the Senior Management Team and the Finance Department. Cash flow risks are minimised by setting an appropriate reserves policy, including adequate levels of working capital, and close monitoring of the organisations funding flows from local authorities and private individual who use the service.

Reserve policy

Oasis's policy is to maintain general reserves to give financial stability to the charity and to finance its activities. General reserves exclude restricted funds and revaluation reserves which allow Oasis to achieve its aims by managing the risks it faces and to fund future work to achieve its aims.

This may include:(a) unexpected increase or decrease in funding streams or costs (b)the need to maintain a level of working capital required to meet cash flows needed (c) the need to maintain specific funds to meet unexpected one-off expenditure.

Currently our total reserves stand at £1,976,629 (2020: £1,705,371). After reviewing the charity's forecast and projection over the strategic planning period, and its reserves, the Trustees have reasonable expectation that the charity has adequate resources to continue in operation for the near future.

PLANS FOR FUTURE PERIODS

The objective of the Charity is to be recognised by service users, local authority commissioners and Care Quality Commission as a quality provider across the registered boroughs. The Charity is also Ofsted registered to enable them to deliver training. The Charity is focussing to expand on its training arm to exploit available public funding streams to offer profit making programmes of accredited training that will increase the overall skill and qualification levels of the workforce whilst recruiting new care staff that are motivated to learn and professionally develop.

Statement of trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities requires the charity trustees to prepare financial statements which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

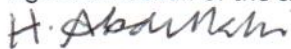
- * select suitable accounting policies and then apply them consistently;
- * observe the methods and principles in the Charities SORP;
- * make judgements and estimates that are reasonable and prudent;
- * state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- * prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure of information to auditor

So far as the trustees are aware, there is no relevant audit information of which the company's auditors are unaware and each trustee has taken all the steps that he or she ought to have taken as a trustee in order to make himself or herself aware of any relevant information and to establish that the company's auditors are aware of that information.

Signed on behalf of the charity's trustees



H.Y. Abdullahi

Trustee

26 January 2022

Independent Auditor's Report to the Trustees of Oasis Care & Training Agency

Opinion

We have audited the accounts of Oasis Care & Training Agency (the 'charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the Notes to the Accounts, 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 FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021, and of its profit/loss 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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 accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Other information

The other information comprises the information included in the trustees' report and accounts, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the accounts; or
- sufficient accounting records have not been kept; or
- the accounts are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement found in the trustees' report, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity'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 intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

We have been appointed under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.


A further description of our responsibilities for the audit of the accounts 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 this report

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

GPRS Professionals Ltd

GPRS PROFESSIONALS LTD, ACCOUNTANTS AND STATUTORY AUDITORS
Hastingwood Trading Estate
Unit G31
35 Harbet Road



Oasis Care & Training Agency
AUDIT REPORT UNQUALIFIED

London

N18 3HT

26 January 2022

GPRS Professionals Ltd is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a charity under section 1212 of the Companies Act 2006."

Oasis Care & Training Agency
 STATEMENT OF FINANCIAL ACTIVITIES
 for the year ended 31 March 2021

	Notes	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income and endowments from:				
Other trading activities		9,125,314	9,125,314	9,517,468
Investments		5,643	5,643	1,759
Other	3	7,291	7,291	839
Total		9,138,248	9,138,248	9,520,066
Expenditure on:				
Charitable activities		48,605	48,605	8,000
Other	4	8,989,299	8,989,299	9,341,151
Total		9,037,904	9,037,904	9,349,151
Net gains on investments		-	-	-
Net income	5	100,344	100,344	170,915
Net income before other gains/(losses)		100,344	100,344	170,915
Other gains and losses:				
Net movement in funds		100,344	100,344	170,915
Reconciliation of funds:				
Total funds brought forward		1,876,285	1,876,285	1,705,371
Total funds carried forward		1,976,629	1,976,629	1,876,286



Oasis Care & Training Agency

BALANCE SHEET

at 31 March 2021

Charity No. 1044521

	2021	2020
	£	£
Fixed assets		
Tangible assets	7 1,704,013	1,749,831
	<u>1,704,013</u>	<u>1,749,831</u>
Current assets		
Debtors	8 1,077,948	1,727,377
Cash at bank and in hand	941,497	192,793
	<u>2,019,445</u>	<u>1,920,170</u>
Creditors: Amount falling due within one year	9 (707,530)	(706,405)
Net current assets	1,311,915	1,213,765
Total assets less current liabilities	3,015,928	2,963,596
Creditors: Amounts falling due after more than one year	10 (1,039,299)	(1,087,310)
Net assets excluding pension asset or liability	1,976,629	1,876,286
Total net assets	<u>1,976,629</u>	<u>1,876,286</u>
The funds of the charity		
Restricted funds	12	
Unrestricted funds	12	
General funds	1,976,629	1,876,286
	<u>1,976,629</u>	<u>1,876,286</u>
Reserves	12	
Total funds	<u>1,976,629</u>	<u>1,876,286</u>

Approved by the trustees on 26 January 2022

And signed on their behalf by:

H.Y. Abdullahi

Trustee

26 January 2022

Oasis Care & Training Agency
STATEMENT OF CASH FLOWS

for the year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	100,344	170,915
Adjustments for:		
Depreciation of property, plant and equipment	52,155	54,842
Dividends, interest and rents from investments	(12,934)	(2,598)
Decrease/(Increase) in trade and other receivables	649,429	(478,340)
Increase in trade and other payables	1,125	340,339
Net cash provided by operating activities	<u>790,119</u>	<u>85,158</u>
Cash flows from investing activities		
Purchases of property, plant and equipment	(6,337)	(1,758,028)
Dividends, interest and rents from investments	12,934	2,598
Net cash from/(used in) investing activities	<u>6,597</u>	<u>(1,755,430)</u>
Cash flows from financing activities		
Repayment of borrowings	(48,012)	1,163,108
Net cash (used in)/from financing activities	<u>(48,012)</u>	<u>1,163,108</u>
Net increase/(decrease) in cash and cash equivalents	748,704	(507,164)
Cash and cash equivalents at the beginning of the year	192,793	699,957
Cash and cash equivalents at the end of the year	<u>941,497</u>	<u>192,793</u>
Components of cash and cash equivalents		
Cash and bank balances	941,497	192,793
	<u>941,497</u>	<u>192,793</u>

for the year ended 31 March 2021

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Designated funds These are unrestricted funds earmarked by the trustees for particular purposes.

Revaluation funds These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.

Restricted funds These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related expenditure Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and legacies Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help The value of any volunteer help received is not included in the accounts.

Investment income This is included in the accounts when receivable.

Gains/(losses) on revaluation of fixed assets This includes any gain or loss resulting from revaluing investments to market value at the end of the year.

Gains/(losses) on investment assets This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Income- Other trading activities

The charity Income is income from other trading activities. Other trading activities are composed of domiciliary care income and training income. The charity income is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Equal opportunities

The charity is governed by the equality act 2010, which makes it unlawful to discriminate directly or indirectly in recruitment or employment because of protected characteristics. The protected characteristics are composed of age, disability, gender, race, religious beliefs and pregnancy.

Going concern

After making enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence and meet their liabilities as they fall due for the foreseeable future, being a period of at least twelve months from the date these financial statements were approved. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received, excluding discounts, rebates, value added tax and other sales taxes.

Taxation

The charity is exempt from tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Freehold property	2% straight line
Plant & machinery	20% straight line
Furniture , fittings and equipment	20% straight line

Freehold investment property

Investment properties are revalued annually and any surplus or deficit is dealt with through the Statement of Financial Activities. No depreciation is provided in respect of investment properties.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

2 Statement of Financial Activities - prior year

	Unrestricted funds 2020 £	Total funds 2020 £
Income and endowments from:		
Other trading activities	9,517,468	9,517,468
Investments	1,759	1,759
Other	839	839
Total	<u>9,520,066</u>	<u>9,520,066</u>
Expenditure on:		
Charitable activities	8,000	8,000
Other	9,341,151	9,341,151
Total	<u>9,349,151</u>	<u>9,349,151</u>
Net income	<u>170,915</u>	<u>170,915</u>
Net income before other gains/(losses)	170,915	170,915
Other gains and losses:		
Net movement in funds	<u>170,915</u>	<u>170,915</u>
Reconciliation of funds:		
Total funds brought forward	1,705,371	1,705,371
Total funds carried forward	<u>1,876,286</u>	<u>1,876,286</u>

3 Other income

	Unrestricted £	Total 2021 £	Total 2020 £
Other interest received	7,291	7,291	839
	<u>7,291</u>	<u>7,291</u>	<u>839</u>

4 Other expenditure

	Unrestricted	Total	Total
	£	2021	2020
	£	£	£
Bank loan and overdraft interest payable	27,787	27,787	27,851
Employee costs	8,198,447	8,198,447	8,673,841
Motor and travel costs	12,307	12,307	8,563
Premises costs	292,407	292,407	225,789
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	52,155	52,155	54,842
General administrative costs	369,424	369,424	297,335
Legal and professional costs	36,772	36,772	52,930
	<u>8,989,299</u>	<u>8,989,299</u>	<u>9,341,151</u>
5 Net income before transfers		2021	2020
This is stated after charging:		£	£
Depreciation of owned fixed assets		52,155	54,842
6 Staff costs			
Salaries and wages		4,885,198	5,515,702
Social security costs		151,094	154,087
Pension costs		88,617	99,120
		<u>5,124,909</u>	<u>5,768,909</u>

The executive director received emoluments in excess of £60,000.

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

	2021	2020
	Number	Number
Management	9	9
Administration	36	41
Care staff	450	450
	<u>495</u>	<u>500</u>

7 Tangible fixed assets

	Land and buildings	Plant & machinery	Furniture , fittings and equipment	Total
	£	£	£	£
Cost or revaluation				
At 1 April 2020	1,748,218	121,323	5,451	1,874,992
Additions	-	6,337	-	6,337
At 31 March 2021	<u>1,748,218</u>	<u>127,660</u>	<u>5,451</u>	<u>1,881,329</u>
Depreciation and impairment				
At 1 April 2020	34,964	85,853	4,344	125,161
Depreciation charge for the year	34,964	16,426	765	52,155
At 31 March 2021	<u>69,928</u>	<u>102,279</u>	<u>5,109</u>	<u>177,316</u>
Net book values				
At 31 March 2021	<u>1,678,290</u>	<u>25,381</u>	<u>342</u>	<u>1,704,013</u>
At 31 March 2020	<u>1,713,254</u>	<u>35,470</u>	<u>1,107</u>	<u>1,749,831</u>

8 Debtors

	2021	2020
	£	£
Trade debtors	801,021	1,097,702
Other debtors	38,607	205,484
Prepayments and accrued income	238,320	424,191
	<u>1,077,948</u>	<u>1,727,377</u>

9 Creditors:

amounts falling due within one year

	2021	2020
	£	£
Bank loans and overdrafts	75,798	75,798
Trade creditors	38,948	28,526
Other taxes and social security	37,572	51,317
Other creditors	539,011	536,764
Accruals and deferred income	16,201	14,000
	<u>707,530</u>	<u>706,405</u>

10 Creditors:

amounts falling due after more than one year

	2021	2020
	£	£
Bank loans and overdrafts	1,039,299	1,087,310
	<u>1,039,299</u>	<u>1,087,310</u>

11 Secured debts

The loan of £1,115,096 (2020: £1,163,107) from Unity Trust Bank was secured against a first legal charge over the freehold property situated at 16 Freeman Way, Emerson Park, Hornchurch, Essex RM11 3PH. The loan is repayable within 10 years but it can be extended up to 20 years.

12 Movement in funds

	At 1 April 2020	Incoming resources (including other gains/losses) £	Resources expended £	At 31 March 2021 £
Restricted funds:				
Unrestricted funds:				
General funds	1,876,285	9,138,248	(9,037,904)	1,976,629
Revaluation Reserves:				
Total funds	<u>1,876,285</u>	<u>9,138,248</u>	<u>(9,037,904)</u>	<u>1,976,629</u>

13 Analysis of net assets between funds

	Unrestricted funds £	Total £
Fixed assets	1,704,013	1,704,013
Net current assets	1,311,915	1,311,915
Creditors due in more than one year and provisions	(1,039,299)	(1,039,299)
	<u>1,976,629</u>	<u>1,976,629</u>

14 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2021	2021	2020	2020
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases with expiry date:				
In the second to fifth years inclusive	69,000	-	69,000	-
	<u>69,000</u>	<u>-</u>	<u>69,000</u>	<u>-</u>

Pension commitments

There were 229 (2020: 264) staff members enrolled on the Islamic Pension Trust operated by Carrey Pension Trustees UK for both years. The staff contributions on the pension scheme ranged from 4% to 5% (2020: 4% to 5%)

	2021	2020
	£	£
The pension cost charge to the charity amounted to:	<u>88,617</u>	<u>99,120</u>
Unpaid contributions due to the fund are included in other creditors and amounted to:	<u>56,759</u>	<u>67,876</u>

15 JRS Grant

Included in domiciliary care income is £538,106 relating to CJRS Grant.

16 Income from supported living

Included in domiciliary care income is £162,117 (2020: £124,800) relating to supporting living.

17 Financial instruments

Financial Instruments

The Charity has elected to apply Sections 11 and 12 of FRS 102 in respect of financial instruments. Financial assets and financial liabilities are recognised when the company becomes party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Financial assets

Basic financial assets, including trade and other debtors, cash and bank balances, intercompany and/ or organisation working capital balances, and intercompany financing are initially recognised at transaction price, 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 for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Such assets are subsequently carried at amortised cost using the effective interest method, less any impairment.

Financial liabilities

Basic financial liabilities, including trade and other creditors, bank loans, loans from fellow companies and/or organisations and preference shares where applicable that are classified as debt, 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 for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Impairment of financial assets

Financial assets measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the profit and loss account.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between the asset's carrying amount and the best estimate of the amount the company and/or organisation would receive for the asset if it were to be sold at the reporting date.


For financial assets measured at amortised cost, the impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If the financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract. If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

18 Contingent liabilities

There are no contingent liabilities to be disclosed in the financial statements.

19 Capital commitments

There are no capital commitments to be disclosed in the financial statements.



Oasis Care & Training Agency
NOTES TO THE ACCOUNTS

20 Post balance sheet events

There are no post balance sheet events at the year end.

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2021

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income and endowments from:			
Other trading activities			
Domiciliary care	8,956,633	8,956,633	9,340,080
Training income	168,681	168,681	177,388
	<u>9,125,314</u>	<u>9,125,314</u>	<u>9,517,468</u>
Investments			
Deposit account interest	5,643	5,643	1,759
	<u>5,643</u>	<u>5,643</u>	<u>1,759</u>
Other			
Other interest received	7,291	7,291	839
	<u>7,291</u>	<u>7,291</u>	<u>839</u>
Total income and endowments	9,138,248	9,138,248	9,520,066
Expenditure on:			
Charitable activities			
Donations	48,605	48,605	8,000
	<u>48,605</u>	<u>48,605</u>	<u>8,000</u>
Total of expenditure on charitable activities	48,605	48,605	8,000
Other expenditure			
Bank loan and overdraft interest payable	27,787	27,787	27,851
	<u>27,787</u>	<u>27,787</u>	<u>27,851</u>
Employee costs			
Salaries/wages	4,885,198	4,885,198	5,515,702
Employer's NIC	151,094	151,094	154,087
Pension costs	88,617	88,617	99,120
Staff training	57,780	57,780	68,043
Temporary staff	9,425	9,425	16,152
Subcontractors	3,006,333	3,006,333	2,820,737
	<u>8,198,447</u>	<u>8,198,447</u>	<u>8,673,841</u>
Motor and travel costs			
Travel and subsistence	12,307	12,307	8,563
	<u>12,307</u>	<u>12,307</u>	<u>8,563</u>
Premises costs			
Rent	98,585	98,585	119,951
Rates	12,742	12,742	8,148
Light, heat and power	8,778	8,778	14,673
Premises cleaning	137,308	137,308	42,167

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

Premises repairs and maintenance	34,994	34,994	40,850
	<u>292,407</u>	<u>292,407</u>	<u>225,789</u>
General administrative costs, including depreciation and amortisation			
Depreciation of land and buildings	34,964	34,964	34,964
Depreciation of Plant & machinery	16,426	16,426	18,788
Depreciation of Furniture , fittings and equipment	765	765	1,090
Bank charges	23,465	23,465	53,613
General insurances	34,835	34,835	13,827
Software, IT support and related costs	82,949	82,949	76,199
Stationery and printing	33,768	33,768	35,336
Subscriptions	59,534	59,534	21,527
Sundry expenses	85,315	85,315	29,066
Telephone, fax and broadband	46,608	46,608	64,114
Administrative expenses	2,566	2,566	2,758
Advertising	384	384	895
	<u>421,579</u>	<u>421,579</u>	<u>352,177</u>
Legal and professional costs			
Audit/Independent examination fees	8,200	8,200	8,000
Consultancy fees	28,496	28,496	42,854
Other legal and professional costs	76	76	2,076
	<u>36,772</u>	<u>36,772</u>	<u>52,930</u>
Total of expenditure of other costs	<u>8,989,299</u>	<u>8,989,299</u>	<u>9,341,151</u>
Total expenditure	9,037,904	9,037,904	9,349,151
Net gains on investments	-	-	-
Net income	<u>100,344</u>	<u>100,344</u>	<u>170,915</u>
Net income before other gains/(losses)	100,344	100,344	170,915
Other Gains	-	-	-
Net movement in funds	<u>100,344</u>	<u>100,344</u>	<u>170,915</u>