

STATUS EMPLOYMENT LTD

England & Wales · Charity number 1064752

Details

Status	Registered
Legal form	Charitable company
Company number	03395383
Registered	1997-10-08
Register	View on the Charity Commission register

Contact

Address	Status Employment Ltd 6 West Way Gardens Croydon CR0 8RA
Phone	02086553344
Email	r.elston@statusemployment.org.uk
Website	www.statusemployment.org.uk

Activities

Objects: TO RELIEVE PEOPLE WITH LEARNING DIFFICULTIES AND OTHER WITH DISABILITIES, PARTICULARLY BY PROVISION OF SUPPORT FOR EMPLOYMENT.

Activities: To support disabled people move toward, gain and remain in work.

Classification

- **How:** Provides Human Resources, Provides Services
- **What:** Education/training, Disability, Economic/community Development/employment
- **Who:** People With Disabilities

Geography

- Croydon
- Lambeth

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£636,557	£739,030	£101,419	20
2023-12-31	£622,651	£758,761	£203,892	21
2022-12-31	£642,007	£658,315	£340,002	17
2021-12-31	£600,653	£518,126	£356,310	15
2020-12-31	£549,242	£513,285	£273,783	15

Trustees

Name	Role	Appointed
Jann Heather Oliver	Chair	2022-07-27
Jacqueline Anne Levett		2013-10-23
PETER JOHN HULME		2011-10-05
Stephen Howard Fitzgerald		2014-11-05

STATUS EMPLOYMENT LTD

England & Wales - Charity number 1064752

Accounts

Company registration number: 03395383
Charity registration number: 1064752

**STATUS EMPLOYMENT LIMITED
TRUSTEES' REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

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**Status Employment Limited
Reference and Administrative Details
For The Year Ended 31 December 2024**

Trustees	R Elston - Chief Executive S Fitzgerald P Hulme J Oliver - Chair D Cresswell (appointed 23/10/2024) J Levett
Finance & Administration Manager	N Curtis
Charity Number	1064752
Company Number	03395383
Principal Address	6 West Ways Gardens Croydon Surrey CR0 8RA
Registered Office	6 West Ways Gardens Croydon Surrey CR0 8RA
Independent Examiner	Ben Blakemore Andrew Herring & Co Chartered Certified Accountants 40 Clarence Road Chesterfield S40 1LQ
Bankers	Reliance Bank Limited Faith House 23-24 Lovat Lane London EC3R 8EB

Status Employment Limited
Company No. 03395383
Trustees' Report For The Year Ended 31 December 2024

The trustees present their report and the financial statements for the year ended 31 December 2024.

Objectives and Activities

Aims and Objectives

STATUS Employment's mission is to support disabled people in moving towards, gaining and remaining in work. We believe the most effective way to do this is by supporting individuals to find and hold down real paid jobs in the community and this is our long-term objective. We believe supported employment is the key to breaking the barrier to employment. Status Employment will always challenge disabling attitudes to ensure that work and training opportunities are a matter of equal right.

Status employment promotes the social model of disability, which asserts that people, policy and the built environment disable individuals.

In the short term we aim to move clients toward social inclusion and paid work and use the Individual Placement and Support (IPS) model to support disabled people into open employment involves:

Helping candidates access health and wellbeing programmes that involves a candidate's mental health and helps them move onto employment projects.

Vocational Profiling: A method designed to out about a person's interests, skills, training and crucial support needs. For some clients this involves short work experience sessions to determine skill levels and test aspirations.

Job Search: Employment Consultants seek out employment opportunities with candidates and crucially, employers. We present a business case seeking to meet employer needs as well ensuring our client is treated fairly. Once a match occurs:

Job analysis: For all our clients there is a need to analyse the job and devise a tailored plan to ensure the appropriate adjustments are in place and expectations are properly managed for as long as necessary. As the person becomes independent, we withdraw support.

Job retention: We remain available to assist the employer and employee to deal with the work related problems. For example, an employee and employer may need future support if a candidate becomes unwell or, in managing the inevitable change that occurs in all work situations.

Achievements and Performance

Main Achievements

The year 2024, Status Employment added some pivotal funding to their operations. We started 3 supported internship programmes. One was with the funder of Walcot where we worked in partnership with the Share Community where we offered supported internships to people with learning disabilities in Lambeth. We also worked closely with Croydon College and John Ruskin colleges. Where we had two supported employment programmes in Croydon. This has been backed up by the money received from the Charities Aid Foundation CAF to help people with disabilities in Croydon gain and retain employment.

We also in Europe finished our very successful project on virtual reality for people with disabilities. This is where we learnt how to create our own scenarios to help employment consultants and candidates improve their chances of gaining and retaining their jobs. This project was incredibly well received both in Britain and in Europe with lots of interest of how this technology could be used.

We also started through the British Association of Supported Employment an Employer Engagement project this was an Erasmus+ project through the European Union of Supported Employment, it consisted of 5 countries Portugal, Belgium, Romania, Slovenia and ourselves. The project started to develop a 'train the trainer's' course. It will also have a good practice guide of employers who show good practice in working with people with a disability. During the first year we did a needs analysis as well as create the train the trainers course, which will be tested in 2025.

During the year we also ran the Improving Access to Psychological Service for Lambeth. This is funding through South London and Maudsley Health Trust and the DWP. This helps people in Lambeth with common mental health issues retain employment and our advisors help their clients of ways of working positively with employers.

As Status Employment looks ahead, we will continue to strive to be at the forefront in gaining jobs for disabled and disadvantaged people. We will continue to evaluate our services to continually improve; to pursue an industry Excellent Quality Standard achievement. All the while we will seek to develop relevant, new, and innovative interventions to support our clients to find and retain employment. Status Employment will continue putting its efforts and resources into furthering the cause of social inclusion and employment for people with a disability.

Structure, Governance and Management

**Status Employment Limited
Trustees' Report (continued)
For The Year Ended 31 December 2024**

Governing Document

Status Employment is structured as follows: Chair of Trustees, Trustees, Chief Executive, Finance & Administration Manager, Senior Employment Consultants, Employment Consultants, Administrators. Trustees hold the overall responsibility of the Charity to ensure that our 'Mission' is fulfilled and that sound financial and managerial systems are in place. The management of the day to day activities are headed by the Chief Executive who reports directly to the trustees, he is assisted by the Finance & Administration Manager. Senior Employment Consultants work closely with the managers and manage the Employment Consultants.

Trustee Selection Methods

Trustees are appointed through networking, advertising and recommendation. It is important that the appointed trustees want to fulfil the aims and objectives of the Charity and have an understanding of the Social Model of Disability.

Organisational Structure

Status Employment is structured as follows: Chair of Trustees, Trustees, Chief Executive, Finance & Administration Manager, Senior Employment Consultants, Employment Consultants, Administrators. Trustees hold the overall responsibility of the Charity to ensure that our 'Mission' is fulfilled and that sound financial and managerial systems are in place. The management of the day to day activities are headed by the Chief Executive who reports directly to the trustees, he is assisted by the Finance & Administration Manager. Senior Employment Consultants work closely with the managers and manage the Employment Consultants.

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgments and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

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

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:



R Elston

Trustee

03/12/2025

Status Employment Limited
Independent Examiner's Report to the Trustees of Status Employment Limited
For The Year Ended 31 December 2024

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

Responsibilities and Basis of Report

As the charity trustees of the Company (and also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Ben Blakemore
03/12/2025
40 Clarence Road
Chesterfield
S40 1LQ

Status Employment Limited
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 December 2024

				2024	2023
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	203,649	391,162	594,811	601,892
Charitable activities:					
Charitable activities		39,915	-	39,915	17,950
Investments	4	1,831	-	1,831	2,809
		<u>245,395</u>	<u>391,162</u>	<u>636,557</u>	<u>622,651</u>
EXPENDITURE ON:					
Raising funds	6	(2,321)	(10,679)	(13,000)	(7,583)
Charitable activities:	6				
Charitable activities		(137,217)	(588,813)	(726,030)	(751,178)
		<u>(139,538)</u>	<u>(599,492)</u>	<u>(739,030)</u>	<u>(758,761)</u>
NET EXPENDITURE		105,857	(208,330)	(102,473)	(136,110)
Transfers between funds	15	(158,584)	158,584	-	-
NET MOVEMENT IN FUNDS		<u>(52,727)</u>	<u>(49,746)</u>	<u>(102,473)</u>	<u>(136,110)</u>
RECONCILIATION OF FUNDS:					
Total funds brought forward		154,146	49,746	203,892	340,002
TOTAL FUNDS CARRIED FORWARD	15	<u>101,419</u>	<u>-</u>	<u>101,419</u>	<u>203,892</u>

The notes on pages 8 to 13 form part of these financial statements.

Status Employment Limited
Comparative Statement of Financial Activities (including Income and Expenditure
Account)
For The Year Ended 31 December 2024

				2023
		Unrestricted	Restricted	Total
	Notes	funds	funds	funds
		£	£	£
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	3	72,000	529,892	601,892
Charitable activities:				
Charitable activities		17,950	-	17,950
Investments	4	2,809	-	2,809
		<u>92,759</u>	<u>529,892</u>	<u>622,651</u>
EXPENDITURE ON:				
Raising funds	6	(441)	(7,142)	(7,583)
Charitable activities:	6			
Charitable activities		(30,179)	(720,999)	(751,178)
		<u>(30,620)</u>	<u>(728,141)</u>	<u>(758,761)</u>
NET EXPENDITURE		62,139	(198,249)	(136,110)
Transfers between funds	15	(13,714)	13,714	-
NET MOVEMENT IN FUNDS		48,425	(184,535)	(136,110)
RECONCILIATION OF FUNDS:				
Total funds brought forward		105,721	234,281	340,002
TOTAL FUNDS CARRIED FORWARD	15	<u>154,146</u>	<u>49,746</u>	<u>203,892</u>

The notes on pages 8 to 13 form part of these financial statements.

Status Employment Limited
Balance Sheet
As At 31 December 2024

				2024	2023
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	10	3,531	-	3,531	3,026
		3,531	-	3,531	3,026
CURRENT ASSETS					
Debtors	11	108,639	-	108,639	110,770
Cash at bank and in hand		36,562	-	36,562	167,128
		145,201	-	145,201	277,898
Creditors: Amounts Falling Due Within One Year	12	(47,313)	-	(47,313)	(77,032)
NET CURRENT ASSETS (LIABILITIES)		97,888	-	97,888	200,866
TOTAL ASSETS LESS CURRENT LIABILITIES		101,419	-	101,419	203,892
NET ASSETS		101,419	-	101,419	203,892
FUNDS OF THE CHARITY					
Restricted Funds				-	49,746
Unrestricted Funds				101,419	154,146
TOTAL FUNDS	15			101,419	203,892

For the year ending 31 December 2024 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

On behalf of the board



R Elston

Trustee

03/12/2025

The notes on pages 8 to 13 form part of these financial statements.

Status Employment Limited
Notes to the Financial Statements
For The Year Ended 31 December 2024

1. General Information

Status Employment Limited is a company limited by guarantee, incorporated in , registered number 03395383 and registered charity number 1064752. The registered office is 6 West Ways Gardens, Croydon, Surrey, CR0 8RA.

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

2.2. 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.

2.3. Incoming Resources

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.

Status Employment Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

2.4. Resources Expended

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.

2.5. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Computer Equipment	Over 3 years
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2.6. Leasing and Hire Purchase Contracts

Assets obtained under finance leases are capitalised as tangible fixed assets. Assets acquired under finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired under hire purchase contracts are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the charitable company. Obligations under such agreements are included in the creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities as incurred.

2.7. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

2.8. Taxation

The charity is exempt from tax as all its income is charitable and applied for charitable purposes.

2.9. Pensions

The charitable company operates a defined pension contribution scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

3. Income from Donations and Legacies

	2024		
	Unrestricted	Restricted	Total
	funds	funds	funds
	£	£	£
Grants	203,649	391,162	594,811

Status Employment Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

	Unrestricted funds	Restricted funds	2023 Total funds
	£	£	£
Grants	72,000	529,892	601,892

During the year income was received as follows:
SLAM NHS Foundation Trust IAPT £391,162; 2023: £444,505
Supported Internships John Ruskin £15,000
Supported Internships Croydon College £15,000
Charity Aid Foundation £50,000; 2023: £50,000
Walcott Foundation £30,000
Lambeth Council Contract £5,000; 2023: £19,000
Croydon Relief In Need £11,250
Other £77,399

4. Investment Income

	2024 Unrestricted funds	2023 Unrestricted funds
	£	£
Bank interest receivable	1,831	2,809

5. Net Income/(Expenditure)

The net expenditure is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets - owned	4,310	5,043

6. Analysis of Expenditure

	Activities undertaken directly	Support costs	2024 Total
	£	£	£
Raising funds	13,000	-	13,000
Charitable activities	31,262	694,768	726,030
	44,262	694,768	739,030

	Activities undertaken directly	Support costs	2023 Total
	£	£	£
Raising funds	7,583	-	7,583
Charitable activities	48,198	702,980	751,178
	55,781	702,980	758,761

Status Employment Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

7. Independent Examiner's Remuneration

2024	2023
£	£
Independent examination of the financial statements	
4,488	5,677

8. Staff Costs

Staff costs were as follows:

2024	2023
£	£
Wages and salaries	
603,591	609,832

The number of employees whose employee benefits (excluding employer pension costs) for the reporting period exceeded £60,000 was:

2024	2023
£60,000 to £69,999	1
£70,000 to £79,999	2
1	-

9. Average Number of Employees

Average number of employees during the year was: 20 (2023: 21)

10. Tangible Assets

Computer Equipment
£
Cost
As at 1 January 2024
Additions
As at 31 December 2024
Depreciation
As at 1 January 2024
Provided during the period
As at 31 December 2024
Net Book Value
As at 31 December 2024
As at 1 January 2024

11. Debtors

2024	2023
£	£
Due within one year	
Trade debtors	106,995
Other debtors	3,775
101,417	110,770
7,222	
108,639	

Status Employment Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

12. Creditors: Amounts Falling Due Within One Year

	2024	2023
	£	£
Trade creditors	16,086	7,896
Other creditors	3,361	4,697
Taxation and social security	18,132	12,016
Accruals and deferred income	9,734	52,423
	<u>47,313</u>	<u>77,032</u>

13. Deferred Income

Deferred income movements in the year were as follows:

	2024	2023
	£	£
Balance at the start of the period	41,250	-
Income deferred in the current period	-	41,250
Amounts released in income from previous periods	(41,250)	-
Balance at the end of the period	<u>-</u>	<u>41,250</u>

14. Other Commitments

The total of future minimum lease payments under non-cancellable operating leases are as following:

	2024	2023
	£	£
Not later than one year	4,135	4,600
	<u>4,135</u>	<u>4,600</u>

15. Movement in Funds

	As at 1 January 2024	Income	Expenditure	Transfers	As at 31 December 2024
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	154,146	245,395	(139,538)	(158,584)	101,419
Restricted funds					
SLAM NHS Foundation Trust IAPT	49,746	391,162	(599,492)	158,584	-
Total funds	<u>203,892</u>	<u>636,557</u>	<u>(739,030)</u>	<u>-</u>	<u>101,419</u>

	As at 1 January 2023	Income	Expenditure	Transfers	As at 31 December 2023
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	105,721	92,759	(30,620)	(13,714)	154,146
Restricted funds					

...CONTINUED

Status Employment Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

NHS Croydon CCG	-	11,258	(58,870)	47,612	-
NHS Lambeth CCG	30,164	74,129	(73,749)	(30,544)	-
SLAM NHS Foundation Trust IAPT	200,763	444,505	(595,522)	-	49,746
Croydon Self Employment Courses	3,354	-	-	(3,354)	-
Total restricted funds	<u>234,281</u>	<u>529,892</u>	<u>(728,141)</u>	<u>13,714</u>	<u>49,746</u>
Total funds	<u>340,002</u>	<u>622,651</u>	<u>(758,761)</u>	<u>-</u>	<u>203,892</u>

16. Transactions with Trustees

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

No trustee expenses have been incurred.

17. Related Party Disclosures

There have been no related party transactions in the period that require disclosure.

18. Company limited by guarantee

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Status Employment Limited
Detailed Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 December 2024

	2024	2023
	Total funds	Total funds
	£	£
INCOME AND ENDOWMENTS FROM:		
Donations and legacies		
Grants	594,811	601,892
	594,811	601,892
Charitable Activities:		
Charitable activities		
Income from charitable activities	39,915	17,950
	39,915	17,950
Investments		
Bank interest receivable	1,831	2,809
	1,831	2,809
	636,557	622,651
EXPENDITURE ON:		
Raising funds		
Purchases	(1)	-
Staging fundraising events	(12,999)	(7,583)
	(13,000)	(7,583)
Charitable Activities:		
Charitable activities		
Purchases	(31,262)	(48,198)
Wages and salaries	(603,591)	(609,832)
Travel expenses	(4,825)	-
Rent	(20,503)	(18,060)
Rates	(1,890)	(1,962)
Light and heat	(1,802)	(1,553)
Premises insurance	(4,073)	(3,666)
Other premises costs	(3,160)	(2,942)
Vehicle running costs	-	(831)
Computer software, consumables and maintenance	(9,342)	(15,282)
Repairs, renewals and maintenance	3,829	(3,637)
Printing	495	(2,023)
Postage	(202)	(95)
Stationery	(420)	(847)
Telecommunications	(14,475)	(11,890)
Legal fees	(6,111)	(10,290)
Subscriptions	(613)	(1,104)
Bank charges	(152)	(291)
Sundry expenses	(17,535)	(5,517)
		...CONTINUED

Status Employment Limited
Detailed Statement of Financial Activities (including Income and Expenditure Account)
(continued)
For The Year Ended 31 December 2024

Depreciation	(4,310)	(5,043)
Operating leases	(1,600)	(2,438)
Independent examiner's fees	(4,488)	(5,677)
	<u>(726,030)</u>	<u>(751,178)</u>
	<u>(739,030)</u>	<u>(758,761)</u>
NET EXPENDITURE	<u>(102,473)</u>	<u>(136,110)</u>

Status Employment Limited - 2024 Accounts

Final Audit Report

2025-12-04

Created:	2025-12-04
By:	C Buck (cbuck@certax.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAA5oFq8t9V7I5wlcXULqm2SnsCRjRg8e3a

"Status Employment Limited - 2024 Accounts" History

-  Document created by C Buck (cbuck@certax.co.uk)
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-  Document emailed to Robert Elston (r.elston@statusemployment.org.uk) for signature
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-  Document e-signed by Robert Elston (r.elston@statusemployment.org.uk)
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2025-12-04 - 5:02:12 PM GMT

STATUS EMPLOYMENT LTD

England & Wales - Charity number 1064752

Accounts

Status Employment Limited

Charity No. 1064752

Company No. 03395383

Trustees' Report and Unaudited Accounts

31 December 2023

Status Employment Limited
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Status Employment Limited
Trustees Annual Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 December 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 03395383

Charity No. 1064752

Principal Office

6 West Ways Gardens
Croydon
Surrey
CR0 8RA

Registered Office

6 West Way Gardens
Croydon
Surrey
CR0 8RA

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

R. Elston
S. Fitzgerald
P. Hulme
J. Levett
J. Oliver
D. Umpleby (Resigned 4 October 2023)

Key Management Personnel

Chair	J Oliver
Chief Executive	R Elston
Finance & Administration Manager	N Curtis

Accountants

Andrew Herring & Co
40 Clarence Road
Chesterfield
Derbyshire
S40 1LQ

Bankers

Realiance Bank Limited
Faith House

OBJECTIVES AND ACTIVITIES

STATUS Employment's mission is to support disabled people in moving towards, gaining and remaining in work. We believe the most effective way to do this is by supporting individuals to find and hold down real paid jobs in the community and this is our long-term objective. We believe supported employment is the key to breaking the barrier to employment. Status Employment will always challenge disabling attitudes to ensure that work and training opportunities are a matter of equal right.

Status employment promotes the social model of disability, which asserts that people, policy and the built environment disable individuals.

In the short term we aim to move clients toward social inclusion and paid work and use the Individual Placement and Support (IPS) model to support disabled people into open employment involves:

Helping candidates access health and wellbeing programmes that involves a candidate's mental health and helps them move onto employment projects.

Vocational Profiling: A method designed to out about a person's interests, skills, training and crucial support needs. For some clients this involves short work experience sessions to determine skill levels and test aspirations.

Job Search: Employment Consultants seek out employment opportunities with candidates and crucially, employers. We present a business case seeking to meet employer needs as well ensuring our client is treated fairly. Once a match occurs:

Job analysis: For all our clients there is a need to analyse the job and devise a tailored plan to ensure the appropriate adjustments are in place and expectations are properly managed for as long as necessary. As the person becomes independent, we withdraw support.

Job retention: We remain available to assist the employer and employee to deal with the work related problems. For example, an employee and employer may need future support if a candidate becomes unwell or, in managing the inevitable change that occurs in all work situations.

ACHIEVEMENTS AND PERFORMANCE

The year 2023 was a year of transition with austerity cuts having an effect on our supported employment's mainstream funding. We continued to run our very successful 'Improving Access to Psychological Therapies' in Lambeth. This service is a vital service in helping people with a common mental health service who have employment issues to have advice and counselling and help them maintain and retain their employment.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status Employment is structured as follows: Chair of Trustees, Trustees, Chief Executive, Finance & Administration Manager, Senior Employment Consultants, Employment Consultants, Administrators. Trustees hold the overall responsibility of the Charity to ensure that our 'Mission' is fulfilled and that sound financial and managerial systems are in place. The management of the day to day activities are headed by the Chief Executive who reports directly to the trustees, he is assisted by the Finance & Administration Manager. Senior Employment Consultants work closely with the managers and manage the Employment Consultants.

Status Employment Limited

Trustees Annual Report

Trustees are appointed through networking, advertising and recommendation. It is important that the appointed trustees want to fulfill the aims and objectives of the Charity and have an understanding of the Social Model of Disability.

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 Companies Act 2006. 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.

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board

J. Oliver

Trustee

30 September 2024

A handwritten signature in black ink that reads "Jann Oliver". The signature is written in a cursive, flowing style.

Status Employment Limited
Independent Examiners Report

Independent Examiner's Report to the trustees of Status Employment Limited

I report to the charity trustees on my examination of the financial statements of Status Employment Limited for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act).

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Chartered Accountant, which is one of the listed bodies.

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Ben Blakemore Chartered Accountant
Andrew Herring & Co
40 Clarence Road
Chesterfield
Derbyshire

S40 1LQ
30 September 2024

Status Employment Limited
Statement of Financial Activities
for the year ended 31 December 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
	Notes				
Income and endowments					
from:					
Donations and legacies	4	72,000	529,892	601,892	612,137
Charitable activities	5	17,950	-	17,950	28,357
Investments	6	2,809	-	2,809	1,308
Other	7	-	-	-	205
Total		92,759	529,892	622,651	642,007
Expenditure on:					
Raising funds	8	441	7,142	7,583	13,500
Charitable activities	9	9,436	44,439	53,875	52,694
Other	10	20,743	676,560	697,303	592,121
Total		30,620	728,141	758,761	658,315
Net gains on investments		-	-	-	-
Net expenditure	11	62,139	(198,249)	(136,110)	(16,308)
Transfers between funds		(13,714)	13,714	-	-
Net expenditure before other gains/(losses)		48,425	(184,535)	(136,110)	(16,308)
Other gains and losses					
Net movement in funds		48,425	(184,535)	(136,110)	(16,308)
Reconciliation of funds:					
Total funds brought forward		105,721	234,281	340,002	356,310
Total funds carried forward		154,146	49,746	203,892	340,002

Status Employment Limited
Summary Income and Expenditure Account
for the year ended 31 December 2023

	2023	2022
	£	£
Income	619,842	640,699
Interest and investment income	2,809	1,308
Gross income for the year	<u>622,651</u>	<u>642,007</u>
Expenditure	753,718	653,920
Depreciation and charges for impairment of fixed assets	5,043	4,395
Total expenditure for the year	<u>758,761</u>	<u>658,315</u>
Net expenditure before tax for the year	(136,110)	(16,308)
Net expenditure for the year	<u>(136,110)</u>	<u>(16,308)</u>

Status Employment Limited**Balance Sheet****at 31 December 2023**

Company No.	03395383	Notes	2023	2022
			£	£
Fixed assets				
Tangible assets	13	3,026		7,306
		3,026		7,306
Current assets				
Debtors	14	110,770		110,568
Cash at bank and in hand		167,128		248,351
		277,898		358,919
Creditors: Amount falling due within one year	15	(77,032)		(26,223)
Net current assets		200,866		332,696
Total assets less current liabilities		203,892		340,002
Net assets excluding pension asset or liability		203,892		340,002
Total net assets		203,892		340,002
The funds of the charity				
Restricted funds				
Restricted income funds	17	49,746		234,281
		49,746		234,281
Unrestricted funds				
General funds	17	154,146		105,721
		154,146		105,721
Reserves				
	17			
Total funds		203,892		340,002

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 December 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 30 September 2024

And signed on its behalf by:

J. Oliver
Trustee
30 September 2024



1 Accounting policies**Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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 corporation 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:

Office Equipment	% Over 3 years.
------------------	-----------------

Freehold investment property

Investment properties are measured initially at cost and subsequently at fair value at each balance sheet date and are not depreciated. All gains or losses are taken to the Statement of Financial Activities as they arise.

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.

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 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 company pays fixed contributions into a separate entity. Once the contributions have been paid the company 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 company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Income and endowments from:			
Donations and legacies	93,597	518,540	612,137
Charitable activities	28,357	-	28,357
Other trading activities	205	-	205
Investments	1,308	-	1,308
Total	123,467	518,540	642,007
Expenditure on:			
Raising funds	13,500	-	13,500
Charitable activities	112,125	532,690	644,815
Total	125,625	532,690	658,315
Net income	(2,158)	(14,150)	(16,308)
Transfers between funds	(16,812)	16,812	-
Net income before other gains/(losses)	(18,970)	2,662	(16,308)
Other gains and losses:			
Net movement in funds	(18,970)	2,662	(16,308)
Reconciliation of funds:			
Total funds brought forward	124,691	231,619	356,310
Total funds carried forward	105,721	234,281	340,002

4 Income from donations and legacies

Unrestricted	Restricted	Total 2023	Total 2022
£	£	£	£
72,000	529,892	601,892	612,137
<u>72,000</u>	<u>529,892</u>	<u>601,892</u>	<u>612,137</u>

Donated goods, facilities and services received

	Total 2023	Total 2022
	£	£
NHS Croydon CCG	11,258	34,247
NHS Lambeth CCG	74,129	133,801
SLAM NHS Foundation Trust IAPT	444,505	338,790
Croydon Self Employment Courses	-	11,702
Other	92,759	93,597
	<u>622,651</u>	<u>612,137</u>

5 Income from charitable activities

Unrestricted	Total 2023	Total 2022
£	£	£
17,950	17,950	28,357
<u>17,950</u>	<u>17,950</u>	<u>28,357</u>

6 Income from investments

Unrestricted	Total 2023	Total 2022
£	£	£
2,809	2,809	1,308
<u>2,809</u>	<u>2,809</u>	<u>1,308</u>

7 Other income

Total 2023	Total 2022
£	£
-	205
<u>-</u>	<u>205</u>

8 Expenditure on raising funds

Unrestricted	Restricted	Total 2023	Total 2022
£	£	£	£
<i>Fundraising trading costs</i>			
441	7,142	7,583	13,500
<u>441</u>	<u>7,142</u>	<u>7,583</u>	<u>13,500</u>

9 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
<i>Expenditure on charitable activities</i>				
	9,106	39,092	48,198	48,254
<i>Governance costs</i>				
Audit fee	330	5,347	5,677	4,440
	<u>9,436</u>	<u>44,439</u>	<u>53,875</u>	<u>52,694</u>

10 Other expenditure

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Employee costs	15,658	594,174	609,832	521,378
Motor and travel costs	49	782	830	2,746
Premises costs	1,638	26,545	28,183	26,872
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	293	4,750	5,043	4,395
General administrative costs	2,507	40,618	43,125	24,016
Legal and professional costs	598	9,692	10,290	12,714
	<u>20,743</u>	<u>676,560</u>	<u>697,303</u>	<u>592,121</u>

11 Net expenditure before transfers

	2023	2022
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	-	-
Depreciation of assets held under finance leases and hire purchase contracts	5,043	4,395
Auditors' remuneration	5,677	4,440

12 Staff costs

	2023	2022
Salaries and wages	586,107	515,199
	<u>586,107</u>	<u>515,199</u>

No employee received emoluments in excess of £60,000.

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

2023	2022
Number	Number
21	17
<u>21</u>	<u>17</u>

13 Tangible fixed assets

	Office Equipment	Total
	£	£
Cost or revaluation		
At 1 January 2023	101,164	101,164
Additions	763	763
At 31 December 2023	<u>101,927</u>	<u>101,927</u>
Depreciation and impairment		
At 1 January 2023	93,858	93,858
Depreciation charge for the year	5,043	5,043
At 31 December 2023	<u>98,901</u>	<u>98,901</u>
Net book values		
At 31 December 2023	<u>3,026</u>	<u>3,026</u>
At 31 December 2022	<u>7,306</u>	<u>7,306</u>
Net book values of assets held under finance leases and hire purchase contracts and included above		
At 31 December 2023	<u>3,025</u>	<u>3,025</u>
At 31 December 2022	<u>7,306</u>	<u>7,306</u>

14 Debtors

	2023	2022
	£	£
Trade debtors	106,995	95,751
Other debtors	400	11,086
Prepayments and accrued income	3,375	3,731
	<u>110,770</u>	<u>110,568</u>

15 Creditors:

amounts falling due within one year

	2023	2022
	£	£
Trade creditors	7,896	3,017
Other taxes and social security	12,016	14,674
Other creditors	4,697	4,789
Accruals	11,173	3,743
Deferred income	41,250	-
	<u>77,032</u>	<u>26,223</u>

16 Deferred Income

Movement of the deferred income shown in Creditors: amounts falling due within one year

	2023	2022
	£	£
Deferred in current year	41,250	-
At 31 December	<u>41,250</u>	<u>-</u>

Deferred income is funding received in advance in relation to Croydon Relief in Need.

17 Movement in funds

	At 1 January 2023	Incoming resources (including other gains/losses) £	Resources expended £	Gross transfers £	At 31 December 2023 £
Restricted funds:					
Restricted income funds:					
NHS Croydon CCG	-	11,258	(58,870)	47,611	0
NHS Lambeth CCG	30,164	74,129	(73,749)	(30,543)	1
SLAM NHS Foundation Trust					
IAPT	200,763	444,505	(595,522)	-	49,746
Croydon Self Employment Courses	3,354	-	-	(3,354)	-
Total	<u>234,281</u>	<u>529,892</u>	<u>(728,141)</u>	<u>13,714</u>	<u>49,746</u>
Unrestricted funds:					
General funds	105,721	92,759	(30,620)	(13,714)	154,146
Total funds	<u>340,002</u>	<u>622,651</u>	<u>(758,761)</u>	<u>-</u>	<u>203,892</u>

Purposes and restrictions in relation to the funds:

Restricted funds:

NHS Croydon CCG	Grant to provide supported employment for clients with mental health service users in Croydon.
NHS Lambeth CCG	Grant to provide supported employment for clients with mental health service users in Lambeth.
SLAM NHS Foundation Trust	Grant to provide support to retain people work and provide supported employment service in Lambeth.
IAPT	
Croydon Self Employment Courses	Grant to provide support to retain people work and provide supported employment service in Lambeth.

18 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	3,026	-	3,026
Net current assets	151,120	49,746	200,866
	<u>154,146</u>	<u>49,746</u>	<u>203,892</u>

19 Reconciliation of net debt

	At 1 January 2023	Cash flows	At 31 December 2023
	£	£	£
Cash and cash equivalents	248,351	(81,223)	167,128
	<u>248,351</u>	<u>(81,223)</u>	<u>167,128</u>
Net debt	<u>248,351</u>	<u>(81,223)</u>	<u>167,128</u>

20 Commitments

Operating lease commitments

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

	2023 Land and buildings	2023 Other	2022 Land and buildings	2022 Other
	£	£	£	£
Operating leases with expiry date:				
Within one year	4,600	-	4,300	-
	<u>4,600</u>	<u>-</u>	<u>4,300</u>	<u>-</u>

21 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

STATUS EMPLOYMENT LTD

England & Wales - Charity number 1064752

Accounts

STATUS EMPLOYMENT LIMITED

DIRECTORS REPORT

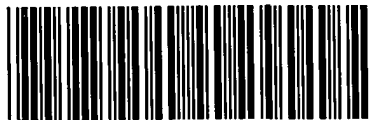
AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

COMPANY NO: 03395383

CHARITY NO : 1064752

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COMPANIES HOUSE

STATUS EMPLOYMENT LIMITED
DIRECTORS REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022

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STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

The Trustees (who are also the Directors of the charitable company for the purposes of the Companies Act) present their combined Directors' report and Trustees' annual report, as required by company law, together with the audited financial statements of Status Employment Limited (the Charity) for the year ended 31 December 2022. The Trustees confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

LEGAL AND ADMINISTRATIVE INFORMATION

STATUS Employment was launched in 1991 and operated as a Charitable Trust until December 1997 when the Charity was incorporated. STATUS Employment Limited was formed in July 1997 and began to operate from January 1998 when it took over the assets, liabilities and activities of STATUS Employment Trust. It is a registered charity (Charity number 1064752) constituted as a company limited by guarantee (company number 3395383).

Registered Office:

6 West Way Gardens
Shirley, Croydon
Surrey CR0 8RA

Bankers:

Reliance Bank Limited
Faith House, 23 – 24 Lovat Lane
London EC3R 8EB

Auditors:

Knox Cropper LLP
65 Leadenhall Street
London EC3A 2AD

DIRECTORS AND TRUSTEES

The following Directors of the Company listed below have continued to serve from 1 January 2022 to the date of this report unless stated otherwise:

J Oliver (CHAIR)
P Hulme
J Levett
S Fitzgerald
D Umpleby

R Elston – Chief Executive
N Curtis – Finance & Administration Manager

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status Employment is structured as follows:

Chair of Trustees
Trustees
Chief Executive
Finance & Administration Manager
Senior Employment Consultants
Employment Consultants
Administrators

Trustees hold the overall responsibility of the Charity to ensure that our 'Mission' is fulfilled and that sound financial and managerial systems are in place. The management of the day-to-day activities are headed by the Chief Executive who reports directly to the Trustees, he is assisted by the Finance & Administration Manager. Senior Employment Consultants work closely with the Managers and manage the Employment Consultants.

Trustees are appointed through networking, advertising and recommendation. It is important that the appointed trustees want to fulfil the aims and objectives of the Charity and have an understanding of the Social Model of Disability.

STATUS EMPLOYMENT LIMITED**REPORT OF THE DIRECTORS****RISK ASSESSMENT**

The financial risks to which the Charity is exposed are reviewed by the Trustees on an ongoing basis and systems are in place to mitigate those risks.

OBJECTIVES AND PRINCIPAL ACTIVITIES

STATUS Employment's mission is to support disabled people in moving towards, gaining and remaining in work. We believe the most effective way to do this is by supporting individuals to find and hold down real paid jobs in the community and this is our long-term objective. We believe that supported employment is the key to breaking the barrier to employment. Status Employment will always challenge disabling attitudes to ensure that work and training opportunities are a matter of equal right.

Status Employment promotes the social model of disability, which asserts that people, policy and the built environment disable individuals.

In the short term we aim to move Clients toward social inclusion and paid work and use the Individual Placement and Support (IPS) model to support disabled people into open employment involves:

- Helping Candidates access health and wellbeing programmes that improve a candidate's mental health and helps them move onto employment projects.
- Vocational Profiling: A method designed to find out about a person's interests, skills, training and crucial support needs. For some clients this involves short work experience sessions to determine skill levels and test aspirations.
- Job Search: Employment Consultants seek out employment opportunities with candidates and crucially, employers. We present a business case seeking to meet employer need as well as ensuring our client is treated fairly. Once a match occurs:
- Job analysis: For all our clients there is a need to analyse the job and devise a tailored plan to ensure appropriate adjustments are in place and expectations are properly managed for as long as necessary. As the person becomes independent, we withdraw support.
- Job Retention: We remain available to assist the employer and employee to deal with work related problems. For example, an employee and employer may need future support if a candidate becomes unwell or, in managing the inevitable change that occurs in all work situations.

ACHIEVEMENTS AND PERFORMANCE

The most significant impact over the last year has been the withdrawal of Local funding from Croydon Council. Despite us receiving positive feedback from the work we do; the council ultimately are widely known to be in debt and not supporting any local opportunities. However, we are pleased to report that due to the CAF funding we have been able to retain the core components of this services and contemplate an increase the volume of group work and drop-in advice sessions over the first quarter of 2023.

We remain engaged with Croydon Council and other local services and are working with them proactively to source additional funding opportunities. We are engaged with DWP and further exploring the use of direct payments for eligible clients as a funding source.

Whereas our initial intention was to utilise this funding to help expand our provision it has in fact enable us to sustain a service locally where many others have had to demobilise support altogether.

Overall, in 2022 we have become more equipped to deliver a hybrid service which combines face to face remote and virtual engagements.

STATUS EMPLOYMENT LIMITED**REPORT OF THE DIRECTORS****ACHIEVEMENTS AND PERFORMANCE (continued)**

As a result of the Covid 19 epidemic we had developed our services to be delivered to our candidates remotely helping them to be able to access hardware that enabled them to work remotely successfully. For some candidates they are now preferring to work remotely, whilst other candidates are much happier to work face to face. The evolving practice is seeing much more remote working; bringing a challenge to our candidates and we will constantly be looking at helping them access this new digital world.

2022 saw the successful conclusion of many projects including the Start-Up, (Self Employment) program. The project has radically improved self-employment and entrepreneurship prospects for people with disabilities and has create and established an online training platform for entrepreneur facilitators.

The Moving On project, culminating in the transnational meetings which we were actively involved in, and whose established close relationships we will maintain to enable us to exploit opportunities on a European and international level as they emerge. A prime example of which is the new EVR project. The continuing work with IAPT severe and enduring in Lambeth, the ending of Croydon's due to them going bankrupt and what we are doing through CAF to keep it going.

In Croydon we carried on delivering a supported employment service for people with a severe and enduring disability. Despite the cut of funding from Croydon, we were able to maintain our impactful self-employment service because of funding through the Charity Aid Foundation Bank, enabling us to run courses and support entrepreneurs to start their own businesses.

This year we have continued to work closely with Lambeth Clinical Commissioning Group (CCG) who provide core funding for vital employment consultant work. This has enabled Status to continue to apply the individual placement and support model (IPS) which promotes rapid job search at the critical point, to enable candidates to gain sustainable employment. Notably candidates gained further confidence through involvement in our holistic health programmes of Drama and our very successful football team despite the continued fallout from Covid 19. These programmes greatly improve the chances of people gaining employment as they help people feel better about themselves, build social assets and the confidence to embark on the employment programme.

Our Lambeth Talking Therapies project continues to be one of our most successful projects, funded by The South London and Maudsley NHS Foundation Trust. Additional funding by the DWP has increased the number of IAPT Advisors on the project enabling greater access for Lambeth residents. The funding enables us to deliver the employment element of the Lambeth Talking Therapies Service (LTT) (formerly IAPT) which supports people with "common" mental health issues such as depression, anxiety, phobia, and PTSD. Our contract aims to help those in work retain their jobs and support those individuals who are unemployed to secure work. We work closely with Lambeth Talking Therapies partners Lambeth Psychology, The Awareness Centre and Waterloo Counselling Centre.

We continue to be grateful to South London and Maudsley Vocational Services for housing both our Lambeth IPS and LTT teams in Beale House. SLAM estates restrictions on access put in place due to Covid 19 continue to have an impact on attendance. Nevertheless, this continues to be an extremely effective and beneficial relationship in collaborative working and understanding, and in extending and strengthening an established presence in Lambeth. This is reinforced through our relationship with the Mental Health Resource Centres in the borough and our presence within the Lambeth Collaborative.

Status Employment remains a true champion of supported employment; we believe it is the most successful way of gaining employment for disadvantaged individuals facing real barriers to employment and continue to promote and foster understanding and its adoption and implementation.

Our Trustees would like to thank all our Funders for their support and funding received this year, which has enabled Status to continue to work to achieve its mission, and support disabled people in moving towards, gain and remain in work.

STATUS EMPLOYMENT LIMITED**REPORT OF THE DIRECTORS**

STATUS continues to participate in and collaborate with local strategic partnerships such as Croydon Community Network, Croydon Lifelong Learning Forum, Croydon Social Inclusion Network, Lambeth Vocational Providers Forum, Lambeth Worklessness Group, Lambeth Employment Forum, Lambeth Living Well Partnership, Lambeth Collaborative, The Work Foundation, Carpet Care, Wheels for Wellbeing and Archbishops Park Gardening Club. Status Employment Consultants also continue to work with a number of stakeholders including Local Community Mental Health teams, Community Hub, user groups and cultural organisations like Hear US, Mind, Working Links, RE-THINK, Asian Resource Centre, Croydon Crossroads, Healing Waters, Twining's, Share Community and BTCV, Walcott Foundation and Croydon Voluntary Action.

In his Executive role in BASE and Vice President EUSE our Chief Executive has been at the forefront of the development of the model of Supported Employment and its promotion within the UK throughout Europe and internationally from its inception in 2014. This has been pivotal in helping to raise professionalism within the sector and influential in our ability to engage and develop relationships with organisations nationally and internationally seeking to embrace this methodology and promote its use regionally and nationally resulting in thousands of real jobs for people with disabilities.

As Status Employment looks ahead, we will continue to strive to be at the forefront in gaining jobs for disabled and disadvantaged people. We will continue to evaluate our services to continually improve; to pursue an industry Excellent Quality Standard achievement. All the while we will seek to develop relevant, new, and innovative interventions to support our clients to find and retain employment. Status Employment will continue putting its efforts and resources into furthering the cause of social inclusion and employment for people with a disability.

PUBLIC BENEFIT

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

FINANCIAL POSITION AND RESERVES

Total income for the 12-month period ended 31st December 2022 was £642,007 being higher than income for the 12-month period ended 31st December 2021. Expenditure for the 12-month period ended 31st December 2022 increased by £140,189 to £658,315. Over the year there was a net decrease in resources of £16,308. Unrestricted funds at the end of the period amounted to £105,721.

We have just over 10 months unrestricted expenditure in reserves which is in excess of our current reserves policy. In light of the experiences of other charities during Covid19 Status Employment aims to ensure that unrestricted reserves are at least 6 months of our unrestricted expenditure to build resilience against unexpected financial climates.

GOING CONCERN

It is essential that we are always looking to secure new sources of funding. Some of our European Erasmus funded programmes have continued to offer additionality and unrestricted funding to fund certain core costs. We continue to move forward in innovative ways and seek out funding and grants that further the objectives of the charity.

STATUS EMPLOYMENT LIMITED**REPORT OF THE DIRECTORS****STATEMENT OF DIRECTORS RESPONSIBILITIES**

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law and the law applicable to charities in England and Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including the income and expenditure, for that period. In preparing these financial statements, the Trustees are required to: -

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles of the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Company will continue to operate.

The Trustees are responsible for keeping 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 the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that, in the case of each of the persons who are Trustees at the date of this report, the following applies: -

- So far as each Trustee is aware there is no relevant audit information (information needed by the Company's auditors in connection with preparing their report) of which the Charity's auditors are unaware; and
- Each Trustee has taken all the steps necessary to make herself/himself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

APPROVAL

This report was approved by the Directors on 24 October 2023 and signed on their behalf by:

J.H. Oliver

(Signature)
Chair: Jann Oliver

INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED

Opinion

We have audited the financial statements of Status Employment Limited (the 'charitable company') for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis of opinion

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

Material uncertainty relating to going concern

We draw attention to note 14 in the financial statements, which explains that the charity has a relatively low level of reserves and is dependent on continued funding from its main grantors and/or securing new sources of funding to continue as a going concern. This and the continuing economic uncertainty, indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Other information

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

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Directors' Report.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 7, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED

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

- The Charitable Company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

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

Use of the audit report

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



Richard Billingham FCA (Senior Statutory Auditor)
for and on behalf of Knox Cropper LLP
Chartered Accountants and Statutory Auditors
65 Leadenhall Street
London
EC3A 2 AD

Date: 24 October 2023

STATUS EMPLOYMENT LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31ST DECEMBER 2022

	Notes	Restricted Funds £	Unrestricted Funds £	Total 2022 £	Total 2021 £
INCOME FROM					
Donations and Grants	2	518,540	93,597	612,137	552,202
Charitable activities		-	28,357	28,357	47,529
Other Income		-	205	205	825
Investment income		-	1,308	1,308	97
TOTAL INCOMING RESOURCES		<u>518,540</u>	<u>123,467</u>	<u>642,007</u>	<u>600,653</u>
EXPENDITURE ON					
Raising funds	7	-	13,500	13,500	-
Charitable activities	7	532,690	112,125	644,815	518,126
TOTAL RESOURCES EXPENDED		<u>532,690</u>	<u>125,625</u>	<u>658,315</u>	<u>518,126</u>
Net Income/(Expenditure) before transfers		(14,150)	(2,158)	(16,308)	82,527
Transfers		<u>16,812</u>	<u>(16,812)</u>	<u>-</u>	<u>-</u>
Net movement in funds		2,662	(18,970)	(16,308)	82,527
Balance at 1st January 2022		231,619	124,691	356,310	273,783
Balance at 31st December 2022		<u>234,281</u>	<u>105,721</u>	<u>340,002</u>	<u>356,310</u>

The company's income and expenditure all relate to continuing activities and there are no gains or losses other than those shown above.

STATUS EMPLOYMENT LIMITED**BALANCE SHEET****AS AT 31ST DECEMBER 2022**

	Notes	2022	2021
		£	£
FIXED ASSETS	8	7,306	4,351
CURRENT ASSETS			
Debtors	9	110,568	161,956
Cash at Bank and in hand		<u>248,351</u> 358,919	<u>228,184</u> 390,140
CREDITORS: Amounts falling due within one year	10	<u>(26,223)</u>	<u>(38,181)</u>
NET CURRENT ASSETS		332,696	351,959
NET ASSETS		<u>340,002</u>	<u>356,310</u>
FUNDS			
Restricted Funds	11	234,281	231,619
Unrestricted Funds		<u>105,721</u> <u>340,002</u>	<u>124,691</u> <u>356,310</u>

The Financial statements were approved by the Directors on 24 October 2023 and signed on their behalf by:

(Signature)

J. H. Oliver

Director Jann Oliver

Company Registration Number: 03395383

Charity Registration Number: 1064752

The notes on pages 12 to 19 form part of these financial statements

STATUS EMPLOYMENT LIMITED
STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	£	£
Cash flows from operating activities:		
Net cash provided by/(used in) operating activities	<u>26,209</u>	<u>(30,188)</u>
Cash flows from investing activities:		
Dividends and interest from investments	1,308	97
Purchase of property, plant and equipment	(7,350)	(3,540)
Proceeds from sale of assets	-	-
Purchase of investments	-	-
Net cash provided by/(used in) investing activities	<u>(6,042)</u>	<u>(3,443)</u>
Change in cash and cash equivalents in the reporting period	20,167	(33,631)
Cash and cash equivalents at the beginning of the reporting period	<u>228,184</u>	<u>261,815</u>
Cash and cash equivalents at the end of the reporting period	<u><u>248,351</u></u>	<u><u>228,184</u></u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2022	2021
	£	£
Net income/(expenditure) for the reporting period	(16,308)	82,527
Depreciation charges	4,395	3,183
(Gains)/losses on investments	-	-
Dividends and interest from investments	(1,308)	(97)
(Increase)/decrease in debtors	51,388	(75,535)
Increase/(decrease) in creditors	(11,958)	(40,266)
(Increase)/decrease in stock	-	-
Loss on sale of assets	-	-
Net cash provided by/(used in) operating activities	<u><u>26,209</u></u>	<u><u>(30,188)</u></u>

STATUS EMPLOYMENT LIMITED

NOTES TO THE ACCOUNTS

FOR THE PERIOD ENDED 31ST DECEMBER 2022

1. ACCOUNTING POLICIES

a. Basis of Preparation of Accounts

The financial statements of the charitable company, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. The presentational currency of these financial statements is Pound Sterling (£).

b. Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is calculated on cost at rates estimated to write off tangible fixed assets over their expected useful lives as follows:

Office Equipment: over 3 years

c. Income and Expenditure

Income from donations and grants is credited to the Statement of Financial Activities when receivable. Grants which are specified as relating to a future period are deferred.

Expenditure is charged to the Statement of Financial Activities in the financial period in which it is incurred.

d. Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

In addition, the charitable company participates in a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

e. Fund Accounting

Funds held under the charitable company are either:

- Unrestricted general funds – these are funds which can be used in accordance with the company's charitable objects at the discretion of the trustees.
- Restricted funds – these are funds that can only be used for a particular restricted purpose within the objects of the charitable company. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2022****2. DONATIONS AND GRANTS**

	-----2022-----			2021	
	Receivable	Deferred to	Previous	Total	Total
	£	following	year	£	£
		year	deferral		
		£	Released		
			£		
RESTRICTED					
NHS Croydon CCG	34,247	-	-	34,247	69,221
NHS Lambeth CCG	133,801	-	-	133,801	134,451
SLAM NHS Foundation Trust	338,790	-	-	338,790	338,486
IAPT					
Croydon Self Employment Courses	-	-	11,702	11,702	10,044
	<u>506,838</u>	<u>-</u>	<u>11,702</u>	<u>518,540</u>	<u>552,202</u>
UNRESTRICTED					
Other	<u>84,397</u>	<u>-</u>	<u>9,200</u>	<u>93,597</u>	<u>-</u>
	<u>591,235</u>	<u>-</u>	<u>20,902</u>	<u>612,137</u>	<u>552,202</u>

3. DIRECT CHARITABLE EXPENDITURE

All direct charitable expenditure relates to the primary objects of the charity: assisting people with mental health and others with disabilities, particularly by provision of supported employment.

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2022****4. STAFF COSTS**

	2022	2021
	£	£
Salaries	452,398	394,329
Employers National Insurance	43,423	30,531
Employers Pension	19,378	14,818
	<u>515,199</u>	<u>439,678</u>

The average number of employees during the year was 17 (2021: 15).

The remuneration of Senior Management Personnel amounted to £122,751 (2021: £111,945).

No employees received emoluments, including taxable benefits, of more than £60,000 (2021: none).

5. PENSION SCHEMES

The company participates in 'The Growth Plan', a defined benefit scheme offered by TPT Retirement Solutions, which is a multi-employer scheme which provides benefits to some 638 non-associated participating employers. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme.

Deficit contributions made by Status Employment Limited in the financial year amounted to £1,154 (2021: £2,271).

6. TRUSTEES REMUNERATION

The trustees did not receive any remuneration and no expenses were reimbursed during the current or prior year.

7. RESOURCES EXPENDED

	----- 2022 -----			2021
	Charitable Activities: Supported Employment £	Publicity & Fundraising £	Total £	Total £
Direct Costs				
Staff Costs	468,435	-	468,435	423,593
Project Costs	48,254	-	48,254	8,430
Indirect Support costs				
Staff Costs	46,764	-	46,764	16,085
Premises	20,580	-	20,580	19,757
Office Costs	28,092	-	28,092	24,702
Professional Fees	12,716	-	12,716	6,602
Depreciation	4,395	-	4,395	3,183
Audit	4,440	-	4,440	2,700
Staff Travel and Training	6,643	-	6,643	8,077
Other	4,496	13,500	17,996	4,997
	<u>644,815</u>	<u>13,500</u>	<u>658,315</u>	<u>518,126</u>

COMPARATIVE 2021

	----- 2021 -----		
	Charitable Activities: Supported Employment £	Publicity & Fundraising £	Total £
Direct Costs			
Salaries	423,593	-	423,593
Project Costs	8,430	-	8,430
Indirect Support costs			
Salaries	16,085	-	16,085
Premises	19,757	-	19,757
Office Costs	24,702	-	24,702
Professional Fees	6,602	-	6,602
Depreciation	3,183	-	3,183
Audit	2,700	-	2,700
Staff Travel and Training	8,077	-	8,077
Other	4,997	-	4,997
	<u>518,126</u>	<u>-</u>	<u>518,126</u>

Governance cost included in Charitable activities costs comprise:

	2022 £	2021 £
Audit fee	<u>4,440</u>	<u>2,700</u>
	<u>4,440</u>	<u>2,700</u>

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2022****8. TANGIBLE FIXED ASSETS**

	Office Equipment £
Cost	
At 1 st January 2022	93,814
Additions	7,350
Disposals	-
At 31 st December 2022	<u>101,164</u>
Depreciation	
At 1 st January 2022	89,463
Charged for the year	4,395
At 31 st December 2022	<u>93,858</u>
Net Book Value	
At 31 st December 2022	<u>7,306</u>
At 31 st December 2021	<u>4,351</u>

9. DEBTORS

	2022 £	2021 £
Prepayments	3,731	4,524
Accrued income and other debtors	106,837	157,432
	<u>110,568</u>	<u>161,956</u>

10. CREDITORS: Amounts falling due within this year

Trade creditors and accruals	6,760	4,202
Tax and National Insurance	14,674	9,488
Deferred income	-	20,902
Other creditors	4,789	3,589
	<u>26,223</u>	<u>38,181</u>

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2022****11. RESTRICTED FUNDS**

	Balance 1/1/22	Incoming Resources and Transfers	Resources Expended and Transfers	Balance 31/12/22
	£	£	£	£
NHS Croydon CCG (Formerly Croydon PCT)	-	51,059	(51,059)	-
NHS Lambeth CCG (Formerly Lambeth PCT)	31,722	133,801	(135,359)	30,164
SLAM NHS Foundation Trust - IAPT	199,897	338,790	(337,924)	200,763
Croydon Self Employment Courses	-	11,702	(8,348)	3,354
	231,619	535,352	(532,690)	234,281

COMPARATIVE 2021

	Balance 1/1/21	Incoming Resources and Transfers	Resources Expended and Transfers	Balance 31/12/21
	£	£	£	£
NHS Croydon CCG (Formerly Croydon PCT)	-	69,221	(69,221)	-
NHS Lambeth CCG (Formerly Lambeth PCT)	28,942	134,451	(131,671)	31,722
SLAM NHS Foundation Trust - IAPT	151,221	338,486	(289,810)	199,897
Croydon Self Employment Courses	506	10,044	(10,550)	-
	180,669	552,202	(501,252)	231,619

NHS Croydon CCG: Grant to provide supported employment for clients with mental health service users in Croydon.

NHS Lambeth CCG: Grant to provide supported employment for clients with mental health service users in Lambeth

SLAM NHS Foundation Trust IAPT: Grant to provide support to retain people in work and provide supported employment service in Lambeth.

Croydon Self Employment Courses: Funding to provide support to clients to set up self-employment businesses.

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2022****12. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Fixed Assets	7,306	-	7,306	4,351
Net Current Assets	98,415	234,281	332,696	351,959
Total Net Assets	<u>105,721</u>	<u>234,281</u>	<u>340,002</u>	<u>356,310</u>

COMPARATIVE 2021

	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£
Fixed Assets	4,351	-	4,351
Net Current Assets	120,340	231,619	351,959
Total Net Assets	<u>124,691</u>	<u>231,619</u>	<u>356,310</u>

13. FINANCIAL COMMITMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	Total 2022	Total 2021
	£	£
Expiring		
Within one year	4,300	4000
Between two and five years	-	-
After five years	-	-
	<u>4,300</u>	<u>4,000</u>

The Charity is on a rolling 3 month rental agreement.

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2022****14. GOING CONCERN**

The ability of the charity to continue as a going concern is dependent upon securing new sources of funding.

The Charity increased its surplus during the year and the reserves now reach its aim of having 3 months operating surplus. The Charity will continue to look to further increase its surplus during the next year and the Charity will continue to look to securing unrestricted income to fund certain core costs, including fundraising and other unrestricted income.

15. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

16. RELATED PARTY TRANSACTIONS

Robert Elston, Chief Executive at Status Employment, is also a Treasurer of BASE (British Association for Supported Employment). Status Employment is a member of BASE and in 2022 paid a membership fee of £360 (2021: £360).

17. COMPARATIVE FIGURES FOR THE STATEMENT OF FINANCIAL ACTIVITIES AS REQUIRED BY FRS 102

	Restricted Funds	Unrestricted Funds	Total 2021
	£	£	£
INCOME FROM			
Grants and donations	552,202	-	552,202
Charitable activities	-	47,529	47,529
Contracts	-	-	-
Other income	-	825	825
Investment income	-	97	97
Total	<u>552,202</u>	<u>48,451</u>	<u>600,653</u>
EXPENDITURE ON			
Raising funds	-	-	-
Charitable activities	<u>501,252</u>	<u>16,874</u>	<u>518,126</u>
Total	<u>501,252</u>	<u>16,874</u>	<u>518,126</u>
Net income/(expenditure)	50,950	31,577	82,527
Transfers between funds	-	-	-
Net movement in funds	<u>50,950</u>	<u>31,577</u>	<u>82,527</u>
Balance brought forward	180,669	93,114	273,783
Balance carried forward	<u>231,619</u>	<u>124,691</u>	<u>356,310</u>

STATUS EMPLOYMENT LTD

England & Wales - Charity number 1064752

Accounts

STATUS EMPLOYMENT LIMITED

DIRECTORS REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST DECEMBER 2021

COMPANY NO: 03395383

CHARITY NO : 1064752

STATUS EMPLOYMENT LIMITED
DIRECTORS REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2021

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STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

The Trustees (who are also the Directors of the charitable company for the purposes of the Companies Act) present their combined Directors' report and Trustees' annual report, as required by company law, together with the audited financial statements of Status Employment Limited (the Charity) for the year ended 31 December 2021. The Trustees confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

LEGAL AND ADMINISTRATIVE INFORMATION

STATUS Employment was launched in 1991 and operated as a Charitable Trust until December 1997 when the Charity was incorporated. STATUS Employment Limited was formed in July 1997 and began to operate from January 1998 when it took over the assets, liabilities and activities of STATUS Employment Trust. It is a registered charity (Charity number 1064752) constituted as a company limited by guarantee (company number 3395383).

Registered Office:

6 West Way Gardens
Shirley, Croydon
Surrey CR0 8RA

Bankers:

Reliance Bank Limited
Faith House, 23 – 24 Lovat Lane
London EC3R 8EB

Auditors:

Knox Cropper LLP
65 Leadenhall Street
London EC3A 2AD

DIRECTORS AND TRUSTEES

The following Directors of the Company listed below have continued to serve from 1 January 2021 to the date of this report unless stated otherwise:

P Hulme	
J Levett	(Chair)
S Fitzgerald	
D Umpleby	(appointed 7 May 2021)
J Oliver	(appointed 7 May 2021)
B Dansey	(resigned 16 March 2021)

R Elston – Chief Executive
N Curtis – Finance & Administration Manager

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status Employment is structured as follows:

Chair of Trustees
Trustees
Chief Executive
Finance & Administration Manager
Senior Employment Consultants
Employment Consultants
Administrators

Trustees hold the overall responsibility of the Charity to ensure that our 'Mission' is fulfilled and that sound financial and managerial systems are in place. The management of the day-to-day activities are headed by the Chief Executive who reports directly to the Trustees, he is assisted by the Finance & Administration Manager. Senior Employment Consultants work closely with the Managers and manage the Employment Consultants.

Trustees are appointed through networking, advertising and recommendation. It is important that the appointed trustees want to fulfil the aims and objectives of the Charity and have an understanding of the Social Model of Disability.

STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

RISK ASSESSMENT

The financial risks to which the Charity is exposed are reviewed by the Trustees on an ongoing basis and systems are in place to mitigate those risks.

OBJECTIVES AND PRINCIPAL ACTIVITIES

STATUS Employment's mission is to support disabled people in moving towards, gaining and remaining in work. We believe the most effective way to do this is by supporting individuals to find and hold down real paid jobs in the community and this is our long-term objective. We believe that supported employment is the key to breaking the barrier to employment. Status Employment will always challenge disabling attitudes to ensure that work and training opportunities are a matter of equal right.

Status Employment promotes the social model of disability, which asserts that people, policy and the built environment disable individuals.

In the short term we aim to move Clients toward social inclusion and paid work and use the Individual Placement and Support (IPS) model to support disabled people into open employment involves:

- Helping Candidates access health and wellbeing programmes that improve a candidate's mental health and helps them move onto employment projects.
- Vocational Profiling: A method designed to find out about a person's interests, skills, training and crucial support needs. For some clients this involves short work experience sessions to determine skill levels and test aspirations.
- Job Search: Employment Consultants seek out employment opportunities with candidates and crucially, employers. We present a business case seeking to meet employer need as well as ensuring our client is treated fairly. Once a match occurs:
- Job analysis: For all our clients there is a need to analyse the job and devise a tailored plan to ensure appropriate adjustments are in place and expectations are properly managed for as long as necessary. As the person becomes independent we withdraw support.
- Job Retention: We remain available to assist the employer and employee to deal with work related problems. For example, an employee and employer may need future support if a candidate becomes unwell or, in managing the inevitable change that occurs in all work situations.

ACHIEVEMENTS AND PERFORMANCE

During 2021 our services were delivered in the first half of the year whilst the country was in the midst of the Covid 19 epidemic. This meant the first 5 months of the year we were delivering our services in lockdown. We had developed our services to be delivered to our candidates remotely helping them to be able to access hardware that enabled them to work remotely successfully. When restrictions were lifted in the spring, we have moved our service into a hybrid model. For some candidates they are now preferring to work remotely, whilst other candidates are much happier to work face to face. Since the pandemic with more people now working remotely it is a challenge for some of our candidates, we will continue to support them to access this new digital world.

STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

ACHIEVEMENTS AND PERFORMANCE (continued)

In Croydon we carried on delivering a supported employment service for people with a severe and enduring disability. During the year the service was tendered by Croydon Council we won the tender and the new contract that started in September. This enabled us to carry on helping our candidates find employment. Despite the cut in funding from Croydon Council for the self-employment service we were able to continue to run courses and support entrepreneurs to start their own businesses.

During 2021 Status Employment's continued focus on health and well-being came to the fore in direct response to the Covid 19 epidemic. We continued to support our candidates through our longstanding football team, Status Addicks, we successfully won funding for them through GVC Ladbroke's and the London Community Foundation this enabled the team to carry on and start playing again. Due to Covid the drama group project which received funding from the Big Lottery was put on hold until 2022 when the clients were able to meet up and produce their film; we had until 31st March 2022 to complete the project. There was £600 expenditure in 2021, the project was then put on hold during the pandemic and resumed in 2022. We also won funding from LHC that enabled our candidates to use a management training platform called Cademl. This helped our candidates with accessing the new way of remote working and improved their skills in applying for jobs.

This year we have continued to work closely with Lambeth Clinical Commissioning Group (CCG) who provide core funding for vital employment consultancy work. This has enabled Status to continue to apply the Individual Placement and Support model (IPS) which promotes rapid job search at the critical point, to enable candidates to gain sustainable employment. Notably candidates gained further confidence through involvement in our holistic health programmes of Drama and our very successful football team despite Covid 19. These programmes greatly improve the chances of people gaining employment as they help people feel better about themselves, build social assets and the confidence to embark on the employment programme.

The Lambeth Talking Therapies project continues to be one of our most successful projects, funded by The South London and Maudsley NHS Foundation Trust. Additional funding by the DWP has increased the number of IAPT Advisors on the project to six enabling greater access for Lambeth residents. The funding enables us to deliver the employment element of the Lambeth Talking Therapies Service (LTT) (formerly IAPT) which supports people with "common" mental health issues such as depression, anxiety, phobia and PTSD. Our contract aims to help those in work retain their jobs and support those individuals who are unemployed to secure work. We work closely with Lambeth Talking Therapies partners Lambeth Psychology, The Awareness Centre and Waterloo Counselling Centre.

We continue to be grateful to South London and Maudsley Vocational Services for housing both our Lambeth IPS and LTT teams in Beale House. SlaM estates' restrictions on access due to Covid 19 have impacted on attendance. Nevertheless, this continues to be an extremely effective and beneficial relationship in collaborative working and understanding, and in extending and strengthening an established presence in Lambeth. This is reinforced through our relationship with the Mental Health Resource Centres in the borough and our presence within the Lambeth Collaborative.

STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

ACHIEVEMENTS AND PERFORMANCE (continued)

Status Employment remains a true champion of supported employment; we believe it is the most successful way of gaining employment for disadvantaged individuals facing real barriers to employment. In 2021 we maintained our commitment to and contributed to the Lead project started in 2018. The project funded by Iceland Lichtenstein and Norway grants. This is a collaboration with 3 other partner organisations: Health Action Overseas of Romania, Reabiliticija of Lithuania, and Consultis of Portugal. The Project will develop supported employment programmes in these countries as well as establishing and delivering a supported employment framework for young people under 25 and to work with families in helping them with young people facing barriers to employment. We held our first meeting in Bucharest in July 2018 and the project was expected to last 3 years but because of covid it's been extended until December 2022. During 2019 we held initial training with all partners around vocational profiles. We had also developed the SEQF quality framework that they are using to map their improvement in standards. The partners also started gaining their first jobs for people with learning disabilities. Early in 2020 prior to the first lock down we met in Portugal to cement relationships and understanding; something we have only been able to maintain remotely via zoom throughout 2021 as well as train the partners in the toolkit in supported employment.

In 2021 we also started an Erasmus+ project Making my Careers Matters. This Project was working with Health Action Overseas (Romania), Reabiliticija (Lithuania), Consultis (Portugal), M&M Profuture Training (Spain) and Status Employment UK. The project aims to raise aspirations of people with learning disabilities. To do this we are creating an accessible guide to show what jobs people with learning disabilities can do. This will be aimed at professionals and young people. We also restarted the STARTUP project which had started in 2019 but had been suspended due to Covid. This was an Erasmus+ project that was an international project with Academy of Entrepreneurship of Greece, United Voice of Malaysia, Red Inclusive of Chile, Mutuality Inclusive of UK and ourselves. The project is to help improve self employment and entrepreneurship for people with disabilities and create an online training platform for entrepreneur facilitators.

Our Trustees would like to thank all our Funders for their support and funding received this year, which has enabled Status to continue to work to achieve its mission, and support disabled people in moving towards, gain and remain in work.

STATUS continues to participate in and collaborate with local strategic partnerships such as Croydon Community Network, Croydon Lifelong Learning Forum, Croydon Social Inclusion Network, Lambeth Vocational Providers Forum, Lambeth Worklessness Group, Lambeth Employment Forum, Lambeth Living Well Partnership, Lambeth Collaborative, The Work Foundation, Carpet Care, Wheels for Wellbeing and Archbishops Park Gardening Club. Status Employment Consultants also continue to work with a number of stakeholders including Local Community Mental Health teams, Community Hub, user groups and cultural organisations like Hear US, Mind, Working Links, RE-THINK, Asian Resource Centre, Croydon Crossroads, Healing Waters, Twining's, Share Community and BTCV, Walcott Foundation and Croydon Voluntary Action.

STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

ACHIEVEMENTS AND PERFORMANCE (continued)

In his role as Treasurer of BASE and Member EUSE our Chief Executive has been involved in the development of the 'Toolkit of Supported Employment' which started to be delivered across the UK in 2014. This is pivotal in helping to raise professionalism within the sector. He has also been involved in bids to look at introducing quality standards to the sector by drafting and developing a 'Quality Standards' paper.

As Status Employment looks ahead, we will continue to strive to be at the forefront in gaining jobs for disabled and disadvantaged people. We will continue to evaluate our services to continually improve and develop relevant, new, and innovative interventions to support our clients to find and retain employment. Status Employment will continue putting its efforts and resources into furthering the cause of social inclusion and employment for people with a disability.

Statement: Covid 19

In 2021 we were faced with multiple lockdowns and openings due to the troughs and peaks of the Covid virus and the ensuing variants that developed. We were in lockdown for the first 4 months of the year, with the ensuing embargo on face-to-face meetings. We were faced with ensuring candidates in jobs were being effectively supported remotely. Candidates moving towards work were supported to ensure their health and wellbeing was being assessed and contact maintained to ensure negative effects of social isolation was being mitigated with regular interventions put in place such as regular Well-being drama sessions taking place. As we were able to open up again to some extent in the summer, we once again employed a hybrid system whereby we were able to support candidates remotely who were able and who could continue to use Zoom and Teams and carefully support candidates who needed to come into the office. For these candidates for whom remote working digitally wasn't possible in terms of their propensity to cope or manage digitally or because they didn't have the wherewithal to secure the equipment, we have had to work hard to prevent these candidates becoming disenfranchised at a time when funds to address increasing inequality and the lack of funds for levelling-up are difficult to access. Throughout, staff have remained positive, responding well and effectively to hybrid working.

STATUS EMPLOYMENT LIMITED
REPORT OF THE DIRECTORS

PUBLIC BENEFIT

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

FINANCIAL POSITION AND RESERVES

Total income for the 12 month period ended 31st December 2021 was £600,653 being higher than income for the 12 month period ended 31st December 2020. Expenditure for the 12 month period ended 31st December 2021 increased by £4,841 to £518,126. Over the year there was a net increase in resources of £82,527. Unrestricted funds at the end of the period amounted to £124,691.

We have over 3 months unrestricted expenditure in reserves which is in line with our current reserves policy. In light of the experiences of other charities during Covid19 Status Employment would like to increase their reserves further to at least 6 months to build resilience against unexpected financial climates.

GOING CONCERN

It is essential that we are always looking to secure new sources of funding. Some of our European Erasmus funded programmes have continued to offer additionality and unrestricted funding to fund certain core costs. We continue to move forward in innovative ways and seek out funding and grants that further the objectives of the charity.

STATUS EMPLOYMENT LIMITED
REPORT OF THE DIRECTORS

STATEMENT OF DIRECTORS RESPONSIBILITIES

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law and the law applicable to charities in England and Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including the income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:-

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles of the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Company will continue to operate.

The Trustees are responsible for keeping 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 the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

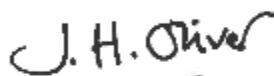
The Trustees confirm that, in the case of each of the persons who are Trustees at the date of this report, the following applies:-

- So far as each Trustee is aware there is no relevant audit information (information needed by the Company's auditors in connection with preparing their report) of which the Charity's auditors are unaware; and
- Each Trustee has taken all the steps necessary to make herself/himself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

APPROVAL

This report was approved by the Directors on ^{28th} October 2022 and signed on their behalf by:

(Signature)



Director Jann Oliver

INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED

Opinion

We have audited the financial statements of Status Employment Limited (the 'charitable company') for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis of opinion

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

Material uncertainty relating to going concern

We draw attention to note 13 in the financial statements, which explains that the charity has a relatively low level of reserves and is dependent on continued funding from its main grantors and/or securing new sources of funding to continue as a going concern. This and the continuing economic uncertainty, indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Other information

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

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Directors' Report.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 7, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

**INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED**

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

- The Charitable Company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

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

Use of the audit report

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



Richard Billingham FCA (Senior Statutory Auditor)
for and on behalf of Knox Cropper LLP
Chartered Accountants and Statutory Auditors
65 Leadenhall Street
London
EC3A 2 AD

Date: 28th October 2022

STATUS EMPLOYMENT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

FOR THE PERIOD ENDED 31ST DECEMBER 2021

	Notes	Restricted Funds £	Un- restricted Funds £	Total 2021 £	Total 2020 £
INCOME FROM					
Donations and Grants	2(a)	552,202	-	552,202	529,728
Charitable activities		-	47,529	47,529	19,336
Contracts	2(b)	-	-	-	(3,294)
Other Income		-	825	825	3,300
Investment income		-	97	97	172
TOTAL INCOMING RESOURCES		552,202	48,451	600,653	549,242
EXPENDITURE ON					
Raising funds	6	-	-	-	-
Charitable activities	6	501,252	16,874	518,126	513,285
TOTAL RESOURCES EXPENDED		501,252	16,874	518,126	513,285
Net Income/(Expenditure) before transfers		50,950	31,577	82,527	35,957
Transfers		-	-	-	-
Net movement in funds		50,950	31,577	82,527	35,957
Balance at 1st January 2021		180,669	93,114	273,783	237,826
Balance at 31st December 2021		231,619	124,691	356,310	273,783

The company's income and expenditure all relate to continuing activities and there are no gains or losses other than those shown above.

STATUS EMPLOYMENT LIMITED**BALANCE SHEET****AS AT 31ST DECEMBER 2021**

	Notes	2021	2020
		£	£
FIXED ASSETS	7	4,351	3,994
CURRENT ASSETS			
Debtors	8	161,956	86,421
Cash at Bank and in hand		<u>228,184</u> 390,140	<u>261,815</u> 348,236
CREDITORS: Amounts falling due within one year	9	<u>(38,181)</u>	<u>(78,447)</u>
NET CURRENT ASSETS		351,959	269,789
NET ASSETS		<u>356,310</u>	<u>273,783</u>
FUNDS			
Restricted Funds	10	231,619	180,669
Unrestricted Funds		<u>124,691</u> 356,310	<u>93,114</u> 273,783

The Financial statements were approved by the Directors on ^{29th} October 2022 and signed on their behalf by:

(Signature)

J. H. Oliver

Director Jann Oliver

Company Registration Number: 03395383

Charity Registration Number: 1064752

The notes on pages 14 to 21 form part of these financial statements

STATUS EMPLOYMENT LIMITED
STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021	2020
	£	£
Cash flows from operating activities:		
Net cash provided by/(used in) operating activities	<u>(30,188)</u>	<u>156,997</u>
Cash flows from investing activities:		
Dividends and interest from investments	97	172
Purchase of property, plant and equipment	(3,540)	(2,919)
Proceeds from sale of assets	-	-
Purchase of investments	-	-
Net cash provided by/(used in) investing activities	<u>(3,443)</u>	<u>(2,747)</u>
Change in cash and cash equivalents in the reporting period	(33,631)	154,250
Cash and cash equivalents at the beginning of the reporting period	<u>261,815</u>	<u>107,565</u>
Cash and cash equivalents at the end of the reporting period	<u>228,184</u>	<u>261,815</u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2021	2020
	£	£
Net Income/(expenditure) for the reporting period	82,527	35,957
Depreciation charges	3,183	1,438
(Gains)/losses on investments	-	-
Dividends and interest from investments	(97)	(172)
(Increase)/decrease in debtors	(75,535)	70,442
Increase/(decrease) in creditors	(40,266)	49,332
(Increase)/decrease in stock	-	-
Loss on sale of assets	-	-
Net cash provided by/(used in) operating activities	<u>(30,188)</u>	<u>156,997</u>

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS****FOR THE PERIOD ENDED 31ST DECEMBER 2021****1. ACCOUNTING POLICIES****a. Basis of Preparation of Accounts**

The financial statements of the charitable company, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. The presentational currency of these financial statements is Pound Sterling (£).

b. Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is calculated on cost at rates estimated to write off tangible fixed assets over their expected useful lives as follows:

Office Equipment: over 3 years

c. Income and Expenditure

Income from donations and grants is credited to the Statement of Financial Activities when receivable. Grants which are specified as relating to a future period are deferred.

Expenditure is charged to the Statement of Financial Activities in the financial period in which it is incurred.

d. Fund Accounting

Funds held under the charitable company are either:

- Unrestricted general funds – these are funds which can be used in accordance with the company's charitable objects at the discretion of the trustees.
- Restricted funds – these are funds that can only be used for a particular restricted purpose within the objects of the charitable company. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

STATUS EMPLOYMENT LIMITED
NOTES TO THE ACCOUNTS (Continued)
FOR THE PERIOD ENDED 31ST DECEMBER 2021

2a. DONATIONS AND GRANTS

	-----2021-----			2020	
	Receivable	Deferred to	Previous	Total	Total
	£	following	year	£	£
		year	deferral		
		£	Released		
			£		
RESTRICTED					
NHS Croydon CCG	69,221	-	-	69,221	70,248
NHS Lambeth CCG	134,451	-	-	134,451	127,308
SLAM NHS Foundation Trust	338,486	-	-	338,486	316,496
IAPT					
Croydon Self Employment	10,044	-	-	10,044	15,676
Couses					
	<u>552,202</u>	<u>-</u>	<u>-</u>	<u>552,202</u>	<u>529,728</u>
UNRESTRICTED					
Other	-	-	-	-	-
	<u>552,202</u>	<u>-</u>	<u>-</u>	<u>552,202</u>	<u>529,728</u>
2b. CONTRACTS					
PoC - DWP	-	-	-	-	(3,294)
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(3,294)</u>

PoC DWP - Accrued income in 2019 was written back in 2020.

3. DIRECT CHARITABLE EXPENDITURE

All direct charitable expenditure relates to the primary objects of the charity: assisting people with mental health and others with disabilities, particularly by provision of supported employment.

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2021****4. STAFF COSTS**

	2021	2020
	£	£
Salaries	394,329	380,866
Employers National Insurance	30,531	34,034
Employers Pension	14,818	13,384
	<u>439,678</u>	<u>428,284</u>

The average number of employees during the year was 15 (2020: 15)

The remuneration of Senior Management Personnel amounted to £115,820 (2020: £97,426).

5. TRUSTEES REMUNERATION

The trustees did not receive any remuneration and no expenses were reimbursed during the current or prior year.

One employee received emoluments of more than £60,000 (2020: one).

6. RESOURCES EXPENDED

	----- 2021 -----			2020
	Charitable Activities: Supported Employment £	Publicity & Fundraising £	Total £	Total £
Direct Costs				
Salaries	423,593	-	423,593	403,195
Project Costs	8,430	-	8,430	21,950
Indirect Support costs				
Salaries	16,085	-	16,085	25,089
Premises	19,757	-	19,757	21,849
Office Costs	24,702	-	24,702	19,885
Professional Fees	6,602	-	6,602	6,619
Depreciation	3,183	-	3,183	1,438
Audit	2,700	-	2,700	2,700
Fundraising	-	-	-	-
Staff Travel and Training	8,077	-	8,077	3,108
Other	4,997	-	4,997	7,452
	<u>518,126</u>	<u>-</u>	<u>518,126</u>	<u>513,285</u>

Governance cost included in Charitable activities costs comprise:

	2021	2020
	£	£
Salaries	-	-
Audit fee	2,700	2,700
	<u>2,700</u>	<u>2,700</u>

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2021****7. TANGIBLE FIXED ASSETS**

	Office Equipment £
Cost	
At 1 st January 2021	90,274
Additions	3,540
Disposals	-
At 31 st December 2021	<u>93,814</u>
Depreciation	
At 1 st January 2021	86,280
Charged for the year	3,183
At 31 st December 2021	<u>89,463</u>
Net Book Value	
At 31 st December 2021	<u>4,351</u>
At 31 st December 2020	<u>3,994</u>

8. DEBTORS

	2021 £	2020 £
Prepayments	4,524	3,731
Accrued income and other debtors	<u>157,432</u>	<u>82,690</u>
	<u>161,956</u>	<u>86,421</u>

9. CREDITORS: Amounts falling due within this year

Trade Creditors and accruals	4,202	11,915
Tax and National Insurance	9,488	28,674
Deferred income	20,902	36,102
Other creditors	<u>3,589</u>	<u>1,756</u>
	<u>38,181</u>	<u>78,447</u>

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2021****10. RESTRICTED FUNDS**

	Balance 1/1/21 £	Incoming Resources £	Resources Expended £	Balance 31/12/21 £
NHS Croydon CCG (Formerly Croydon PCT)	-	69,221	(69,221)	-
NHS Lambeth CCG (Formerly Lambeth PCT)	28,942	134,451	(131,671)	31,722
SLAM NHS Foundation Trust - IAPT	151,221	338,486	(289,810)	199,897
Croydon Self Employment Courses	506	10,044	(10,550)	-
	180,669	552,202	(501,252)	231,619

COMPARATIVE 2020

	Balance 1/1/20 £	Incoming Resources £	Resources Expended £	Balance 31/12/20 £
NHS Croydon CCG (Formerly Croydon PCT)	-	70,248	(70,248)	-
NHS Lambeth CCG (Formerly Lambeth PCT)	26,244	127,308	(124,610)	28,942
SLAM NHS Foundation Trust - IAPT	113,555	316,496	(278,830)	151,221
Croydon Self Employment Courses	-	15,676	(15,170)	506
	139,799	529,728	(488,858)	180,669

NHS Croydon CCG: Grant to provide supported employment for clients with mental health service users in Croydon.

NHS Lambeth CCG: Grant to provide supported employment for clients with mental health service users in Lambeth

SLAM NHS Foundation Trust IAPT: Grant to provide support to retain people in work and provide supported employment service in Lambeth.

Croydon Self Employment Courses: Funding to provide support to clients to set up self-employment businesses.

STATUS EMPLOYMENT LIMITED
NOTES TO THE ACCOUNTS (Continued)
FOR THE PERIOD ENDED 31ST DECEMBER 2021

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Fixed Assets	4,351	-	4,351	3,994
Net Current Assets	120,340	231,619	351,959	269,789
Total Net Assets	<u>124,691</u>	<u>231,619</u>	<u>356,310</u>	<u>273,783</u>

COMPARATIVE 2020

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Fixed Assets	3,994	-	3,994
Net Current Assets	89,120	180,669	269,789
Total Net Assets	<u>93,114</u>	<u>180,669</u>	<u>273,783</u>

12. FINANCIAL COMMITMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	Total 2021 £	Total 2020 £
Expiring		
Within one year	16,000	16,000
Between two and five years	-	-
After five years	<u>-</u>	<u>-</u>
	<u>16,000</u>	<u>16,000</u>

STATUS EMPLOYMENT LIMITED
NOTES TO THE ACCOUNTS (Continued)
FOR THE PERIOD ENDED 31ST DECEMBER 2021

13. GOING CONCERN

The ability of the charity to continue as a going concern is dependent upon securing new sources of funding.

The Charity increased its surplus during the year and the reserves now reach its aim of having 3 months operating surplus. The Charity will continue to look to further increase its surplus during the next year and the Charity will continue to look to securing unrestricted income to fund certain core costs, including fundraising and other unrestricted income.

14. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

15. RELATED PARTY TRANSACTIONS

Robert Elston, Chief Executive at Status Employment, is also a Treasurer of BASE (British Association for Supported Employment). Status Employment is a member of BASE and in 2021 paid a membership fee of £360 (2020: £360).

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2021****16. COMPARATIVE FIGURES FOR THE STATEMENT OF FINANCIAL ACTIVITIES AS REQUIRED BY
FRS 102**

	Restricted Funds £	Unrestricted Funds £	Total 2020 £
INCOME FROM			
Grants and donations	529,728	-	529,728
Contracts	-	(3,294)	(3,294)
Other income	-	22,636	22,636
Investment income	-	172	172
Total	529,728	19,514	549,242
EXPENDITURE ON			
Raising funds	-	-	-
Charitable activities	488,858	24,427	513,285
Total	488,858	24,427	513,285
Net Income/(expenditure)	40,870	(4,913)	35,957
Transfers between funds	-	-	-
Net movement in funds	40,870	(4,913)	35,957
Balance brought forward	139,799	98,027	237,826
Balance carried forward	180,669	93,114	273,783

STATUS EMPLOYMENT LTD

England & Wales - Charity number 1064752

Accounts

STATUS EMPLOYMENT LIMITED

DIRECTORS REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST DECEMBER 2020

COMPANY NO: 03395383

CHARITY NO : 1064752

STATUS EMPLOYMENT LIMITED
DIRECTORS REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2020

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STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

The Trustees (who are also the Directors of the charitable company for the purposes of the Companies Act) present their combined Directors' report and Trustees' annual report, as required by company law, together with the audited financial statements of Status Employment Limited (the Charity) for the year ended 31 December 2020. The Trustees confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

LEGAL AND ADMINISTRATIVE INFORMATION

STATUS Employment was launched in 1991 and operated as a Charitable Trust until December 1997 when the Charity was incorporated. STATUS Employment Limited was formed in July 1997 and began to operate from January 1998 when it took over the assets, liabilities and activities of STATUS Employment Trust. It is a registered charity (Charity number 1064752) constituted as a company limited by guarantee (company number 3395383).

Registered Office:

6 West Way Gardens
Shirley, Croydon
Surrey CRO 8RA

Bankers:

Reliance Bank Limited
Faith House, 23 – 24 Lovat Lane
London EC3R 8EB

Auditors:

Knox Cropper LLP
65 Leadenhall Street
London EC3A 2AD

DIRECTORS AND TRUSTEES

The following individuals have been Directors and Trustees of STATUS Employment Limited during the year:

P Hulme	
J Levett	(Chair Appointed 12 th December 2015)
S Fitzgerald	
D Umpleby	(appointed 7 May 2021)
J Oliver	(appointed 7 May 2021)
Barbara Dansey	(resigned 16 March 2021)

R Elston – Chief Executive
N Curtis – Finance & Administration Manager

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status Employment is structured as follows:

Chair of Trustees

Trustees

Chief Executive

Finance & Administration Manager

Senior Employment Consultants

Employment Consultants

Administrators

Trustees hold the overall responsibility of the Charity to ensure that our 'Mission' is fulfilled and that sound financial and managerial systems are in place. The management of the day-to-day activities are headed by the Chief Executive who reports directly to the Trustees, he is assisted by the Finance & Administration Manager. Senior Employment Consultants work closely with the Managers and manage the Employment Consultants.

Trustees are appointed through networking, advertising and recommendation. It is important that the appointed trustees want to fulfil the aims and objectives of the Charity and have an understanding of the Social Model of Disability.

STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

RISK ASSESSMENT

The financial risks to which the Charity is exposed are reviewed by the Trustees on an ongoing basis and systems are in place to mitigate those risks.

OBJECTIVES AND PRINCIPAL ACTIVITIES

STATUS Employment's mission is to support disabled people in moving towards, gaining and remaining in work. We believe the most effective way to do this is by supporting individuals to find and hold down real paid jobs in the community and this is our long-term objective. We believe that supported employment is the key to breaking the barrier to employment. Status Employment will always challenge disabling attitudes to ensure that work and training opportunities are a matter of equal right.

Status Employment promotes the social model of disability, which asserts that people, policy and the built environment disable individuals.

In the short term we aim to move Clients toward social inclusion and paid work and use the Individual Placement and Support (IPS) model to support disabled people into open employment involves:

- Helping Candidates access health and wellbeing programmes that improve a candidate's mental health and helps them move onto employment projects.
- Vocational Profiling: A method designed to find out about a person's interests, skills, training and crucial support needs. For some clients this involves short work experience sessions to determine skill levels and test aspirations.
- Job Search: Employment Consultants seek out employment opportunities with candidates and crucially, employers. We present a business case seeking to meet employer need as well as ensuring our client is treated fairly. Once a match occurs:
- Job analysis: For all our clients there is a need to analyse the job and devise a tailored plan to ensure appropriate adjustments are in place and expectations are properly managed for as long as necessary. As the person becomes independent we withdraw support.
- Job Retention: We remain available to assist the employer and employee to deal with work related problems. For example, an employee and employer may need future support if a candidate becomes unwell or, in managing the inevitable change that occurs in all work situations.

ACHIEVEMENTS AND PERFORMANCE

During 2020 Status Employment's focus on health and well-being approach came to the fore in direct response to Covid 19. Partnerships with external providers throughout the year have been impacted by lockdowns and restrictions. We nevertheless continued to support to our candidates through our longstanding Football Team, Status Addicks and innovative drama workshops; re-focusing on maintaining individuals well-being and building circles of social support. Staff when able individually responded and addressed candidates' social isolation by combining a hybrid approach in supporting candidates; meeting outdoors where possible and permitted and contacting and supporting candidates via zoom where feasible. This enabled our candidates to move towards employment with the benefits of greater social inclusion and healthier lifestyles. Experience continues to demonstrate that there is a very strong correlation between the two and will continue to underpin our service development.

STATUS EMPLOYMENT LIMITED

REPORT OF THE DIRECTORS

2020 was a challenging year, with many people isolated at home, or struggling with the stresses of life in lockdown. 2020 under Covid-19 has seen the advent of a New Industrial Revolution: remote job interviews and job starts – working through new interfaces. What is evident is that the move to digital will continue apace and leave disabled people and disadvantaged individuals further behind and isolated. Assumptions are being made about their ability to use and learn new platforms and interfaces. The majority of disabled people do not have access to hardware as they do not have the financial means or access to appropriate one on one training, and support is woefully inadequate or nonexistent due to huge external factors such as social inequalities or lack of social assets. Status Employment has had to evaluate the practice of traditional proximity training (one to one support for disabled people has been negated due to Covid restrictions and denied due to assumptions about the inability of disabled people and individuals with learning difficulties to embrace and learn new interfaces) and come up with a hybrid approach to supporting our candidates.

The employment support we deliver to disabled people, and individuals with complex mental health issues has been severely impacted; interventions are not being funded or are critically at risk throughout the London boroughs. Effective collaboration, coordination, and implementation of services to a quality standard has been affected detrimentally due to the loss of CESS in Croydon. We have maintained innovative successful initiatives like our Self Employment program which has continued despite difficulties and problems due to candidates' Direct Payments and not being able to freely access their individual budgets to fund participation.

This year we have continued to work closely with Lambeth Clinical Commissioning Group (CCG) who provide core funding for vital employment consultant work. Croydon Council continue to provide the vital funding required to support our clients in Croydon. This has enabled Status to continue to apply the individual placement and support model (IPS) which promotes rapid job search at the critical point, to enable candidates to gain sustainable employment. Notably candidates gained further confidence through involvement in our holistic health programmes of Drama and our very successful football team despite Covid 19. These programmes greatly improve the chances of people gaining employment as they help people feel better about themselves, build social assets and the confidence to embark on the employment programme.

The Lambeth Talking Therapies project, funded by The South London and Maudsley NHS Foundation Trust, continues to be one of our most successful projects. Additional funding by the DWP has increased the number of IAPT Advisors on the project enabling greater access for Lambeth residents. The funding enables us to deliver the employment element of the Lambeth Talking Therapies Service (LTT) (formerly IAPT) which supports people with "common" mental health issues such as depression, anxiety, phobia and PTSD. Our contract aims to help those in work retain their jobs and support those individuals who are unemployed to secure work. We work closely with Lambeth Talking Therapies partners Lambeth Psychology, The Awareness Centre and Waterloo Counselling Centre.

We continue to be grateful to South London and Maudsley Vocational Services for housing both our Lambeth IPS and LTT teams in Beale House. SlaM estates restrictions on access due to Covid 19 have impacted on attendance. Nevertheless, this continues to be an extremely effective and beneficial relationship in collaborative working and understanding, and in extending and strengthening an established presence in Lambeth. This is reinforced through our relationship with the Mental Health Resource Centres in the borough and our presence within the Lambeth Collaborative.

Covid 19 has brought our digital strategy forward by six months. Online support and workshops for our legacy candidates and new referrals require large investments of time and resources to define, develop and implement. Our digital strategy is emerging but hasn't been properly determined. This project requires that we not only learn from our own experience but from others. The enterprise will only be sustainable if based on established and tested practices such as Place, Train and Support while being brighter and smarter to be fit for purpose. We have been developing online workshops to develop self- worth and motivation; Wellbeing interventions such as Drama and physical interventions via our Football Team to promote individuals' social assets and belonging.

STATUS EMPLOYMENT LIMITED**REPORT OF THE DIRECTORS**

However, unless disabled people have the means in terms of equipment; laptops or tablets, with the appropriate ongoing support; not just to download the app and access and join online workshops, but to support, develop and encourage their use of them in appropriate and understanding ways, then disadvantaged and disabled people will be left behind. The accelerated onset in the use of digital strategies; working disparately and in isolation has impacted on staff, with individuals coming to terms with new practices and protocols in their own time and taking different routes. This can be illustrated by the example of a long serving member of staff for whom being assigned to facilitate a Drama workshop has been a step too far; they simply do not have the confidence to make the transition. This reality is exacerbated amongst disabled people. Only 20% of individuals with a Learning Disability have a smart phone, and we know that a majority of the candidates we work with do not have access to appropriate hardware, laptops, or tablets, or they lack the means to engage with or are fearful or ill equipped to download and use a media platform such as zoom without careful understanding and support. Unless this unbalance is addressed disabled people will continue to fall behind the rest of society and be cast aside from this new digitalised world of work and employment.

Our involvement in new innovative initiatives such as the use of Virtual Reality which offer people with learning difficulties and learning disabilities a means of remotely experiencing the reality of employment by virtually experiencing what it is like to undertake various jobs. We have worked hard to overturn people's assumptions that Virtual Reality is beyond them in order to demonstrate that they can embrace the experience and become fully integrated and involved with the process, with huge benefits to their understanding and motivation. Ironically, such individuals' support workers or carers often struggled with the equipment and the tasks in the process.

Self-Employment as an option. Of course, not everyone is able to, or wishes to be an employee. Consequently, we are also keen to build on and utilise the Self-Employment support and training we have built using Direct payments to fund specialist Training provision.

Status Employment remains a true champion of supported employment; we believe it is the most successful way of gaining employment for disadvantaged individuals facing real barriers to employment. Candidates have benefitted in 2020 directly from the work of our Self-employment officer who has worked enthusiastically to provide support to our candidates in overcoming their fear and hesitation in using social media and digital platforms by producing accessible guides to using Zoom on laptops and phones, and thus continuing to support individuals to develop their individual business projects.

In 2020 we maintained our commitment to and contributed to the Lead project started in 2018. The project funded by Iceland Lichtenstein and Norway grants. This is a collaboration with 3 other partner organisations: Health Action Overseas of Romania, Reabiliticija of Lithuania, and Consultis of Portugal. The Project will develop supported employment programmes in these countries as well as establishing and delivering a supported employment framework for young people under 25 and to work with families in helping them with young people facing barriers to employment. We held our first meeting in Bucharest in July 2018 and the project is expected to last 3 years. During 2019 we held initial training with all partners around vocational profiles. We had also developed the SEQF quality framework that they are using to map their improvement in standards. The partners also started gaining their first jobs for people with learning disabilities. Early in 2020 prior to the first lock down we met in Portugal to cement relationships and understanding; something we have only been able to maintain remotely via zoom.

STATUS EMPLOYMENT LIMITED**REPORT OF THE DIRECTORS**

Our work with BASE (British Association Supported Employment) and EUSE (European Union Supported Employment) continues. We are also committed to working within the BASE supported employment framework to improve the quality of our work and in helping with their mission to improve quality in the sector.

In 2019 we started the Startup project, which was a collaboration between Greek, Japanese, Chilean and UK organisations to develop an e learning platform for youth workers who are helping disabled entrepreneurs develop their own businesses. This project has been severely impacted with the onset of Covid 19, but relationships are strong with the impetus maintained through the joint development and finessing of a learning platform.

Our Trustees would like to thank all our Funders for their support and funding received this year, which has enabled Status to continue to work to achieve its mission, and support disabled people in moving towards, gain and remain in work.

STATUS continues to participate in and collaborate with local strategic partnerships such as Croydon Community Network, Croydon Lifelong Learning Forum, Croydon Social Inclusion Network, Lambeth Vocational Providers Forum, Lambeth Worklessness Group, Lambeth Employment Forum, Lambeth Living Well Partnership, Lambeth Collaborative, The Work Foundation, Carpet Care, Wheels for Wellbeing and Archbishops Park Gardening Club. Status Employment Consultants also continue to work with a number of stakeholders including Local Community Mental Health teams, Community Hub, user groups and cultural organisations like Hear US, Mind, Working Links, RE-THINK, Asian Resource Centre, Croydon Crossroads, Healing Waters, Twining's, Share Community and BTCV, Walcott Foundation and Croydon Voluntary Action.

In his role as Treasurer of BASE and Vice President of EUSE our Chief Executive has been involved in the development of the 'Certificate of Supported Employment' which started to be delivered across the UK in 2014. This is pivotal in helping to raise professionalism within the sector. He has also been involved in bids to look at introducing quality standards to the sector by drafting and developing a 'Quality Standards' paper.

As Status Employment looks ahead, we will continue to strive to be at the forefront in gaining jobs for disabled and disadvantaged people. We will continue to evaluate our services to continually improve and develop relevant, new, and innovative interventions to support our clients to find and retain employment. Status Employment will continue putting its efforts and resources into furthering the cause of social inclusion and employment for people with a disability.

Statement: Covid 19

Covid 19 has clearly impacted on both staff and candidates; our priority has been in keeping both safe and looking to ensure their well-being throughout this difficult and unsettling time. We have put in measures to ensure the office is Covid safe. We have put in place an enhanced cleaning regime and reinforced our staff understanding of the necessity for this, and that they must take personal responsibility to ensure that this is supported by ensuring that their workstations, phones and computers are wiped down after use, and any cups and crockery used are cleaned and put away after use. We have a procedure in place to ensure office use and occupancy is properly managed and safe. Covid 19 has meant that we have reviewed and brought forward our digital strategy to ensure that we are able to continue to support candidates and employers. We are investing in staff training to ensure that we are able to maximise our use of zoom and teams and are able to extend our offer to candidates and employers. We are aiming to develop our digital offer to provide online training and extend the social interaction of our candidates and mitigate against social isolation. In terms of funding, we have not experienced any negative effects thus far; we are in touch with our funders and are monitoring the situation.

We look forward to taking this all forward in 2021.

STATUS EMPLOYMENT LIMITED
REPORT OF THE DIRECTORS

PUBLIC BENEFIT

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

FINANCIAL POSITION AND RESERVES

Total income for the 12 month period ended 31st December 2020 was £549,242 being lower than income for the 12 month period ended 31st December 2019. Expenditure for the 12 month period ended 31st December 2020 increased by £54,756 to £513,285. Over the year there was a net increase in resources of £35,957. Unrestricted funds at the end of the period amounted to £93,114.

We have over 3 months unrestricted expenditure in reserves which is in line with our current reserves policy. In light of the experiences of other charities during Covid19 Status Employment would like to increase their reserves further to at least 6 months to build resilience against unexpected financial climates.

GOING CONCERN

The ability of the charity to continue as a going concern is dependent upon securing new sources of funding. The majority of the Charity's expenditure is funded by restricted funds and the Charity is dependent upon continued funding from its main grantors. The charity is also dependent upon securing unrestricted income to fund certain core costs.

STATUS EMPLOYMENT LIMITED
REPORT OF THE DIRECTORS

STATEMENT OF DIRECTORS RESPONSIBILITIES

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law and the law applicable to charities in England and Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including the income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:-

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles of the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Company will continue to operate.

The Trustees are responsible for keeping 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 the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

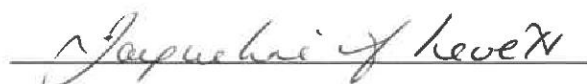
The Trustees confirm that, in the case of each of the persons who are Trustees at the date of this report, the following applies:-

- So far as each Trustee is aware there is no relevant audit information (information needed by the Company's auditors in connection with preparing their report) of which the Charity's auditors are unaware; and
- Each Trustee has taken all the steps necessary to make herself/himself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

APPROVAL

This report was approved by the Directors on 28 October 2021 and signed on their behalf by:

(Signature)

 Director Jacqueline Levett

INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED

Opinion

We have audited the financial statements of Status Employment Limited (the 'charitable company') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis of opinion

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

Material uncertainty relating to going concern

We draw attention to note 13 in the financial statements, which explains that the charity has a relatively low level of reserves and is dependent on continued funding from its main grantors and/or securing new sources of funding to continue as a going concern. This and the continuing economic uncertainty, indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Other information

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

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Directors' Report.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 7, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITORS' REPORT
TO THE DIRECTORS OF STATUS EMPLOYMENT LIMITED

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

- The Charitable Company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

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

Use of the audit report

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

Richard Billingham FCA (Senior Statutory Auditor)
for and on behalf of Knox Cropper LLP
Chartered Accountants and Statutory Auditors
65 Leadenhall Street
London
EC3A 2 AD

Date: 28 October 2021

STATUS EMPLOYMENT LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31ST DECEMBER 2020

	Notes	Restricted Funds £	Un- restricted Funds £	Total 2020 £	Total 2019 £
INCOME FROM					
Donations and Grants	2(a)	529,728	-	529,728	563,260
Contracts	2(b)	-	(3,294)	(3,294)	5,704
Other Income		-	22,636	22,636	33,254
Investment income		-	172	172	155
TOTAL INCOMING RESOURCES		<u>529,728</u>	<u>19,514</u>	<u>549,242</u>	<u>602,373</u>
EXPENDITURE ON					
Raising funds	6	-	-	-	-
Charitable activities	6	488,858	24,427	513,285	458,529
TOTAL RESOURCES EXPENDED		<u>488,858</u>	<u>24,427</u>	<u>513,285</u>	<u>458,529</u>
Net Income/(Expenditure) before transfers		<u>40,870</u>	<u>(4,913)</u>	<u>35,957</u>	<u>143,844</u>
Transfers		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>40,870</u>	<u>(4,913)</u>	<u>35,957</u>	<u>143,844</u>
Balance at 1st January 2020		<u>139,799</u>	<u>98,027</u>	<u>237,826</u>	<u>93,982</u>
Balance at 31st December 2020		<u>180,669</u>	<u>93,114</u>	<u>273,783</u>	<u>237,826</u>

The company's income and expenditure all relate to continuing activities and there are no gains or losses other than those shown above.

STATUS EMPLOYMENT LIMITED**BALANCE SHEET****AS AT 31ST DECEMBER 2020**

	Notes	£	2020	£	£	2019	£
FIXED ASSETS	7			3,994			2,513
CURRENT ASSETS							
Debtors	8		86,421			156,863	
Cash at Bank and in hand			261,815			107,565	
			<u>348,236</u>			<u>264,428</u>	
CREDITORS: Amounts falling due within one year	9		<u>(78,447)</u>			<u>(29,115)</u>	
NET CURRENT ASSETS				269,789			235,313
Deferred Income							-
NET ASSETS				<u>273,783</u>			<u>237,826</u>
FUNDS							
Restricted Funds	10			180,669			139,799
Unrestricted Funds				93,114			98,027
				<u>273,783</u>			<u>237,826</u>

The Financial statements were approved by the Directors on 28 October 2021 and signed on their behalf by:

(Signature)

 Director Jacqueline Levett

Company Registration Number: 03395383

Charity Registration Number: 1064752

The notes on pages 14 to 21 form part of these financial statements

STATUS EMPLOYMENT LIMITED
STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	£	£
Cash flows from operating activities:		
Net cash provided by/(used in) operating activities	156,997	82,100
Cash flows from investing activities:		
Dividends and interest from investments	172	155
Purchase of property, plant and equipment	(2,919)	(3,769)
Proceeds from sale of assets	-	-
Purchase of investments	-	-
Net cash provided by/(used in) investing activities	(2,747)	(3,614)
Change in cash and cash equivalents in the reporting period	154,250	78,486
Cash and cash equivalents at the beginning of the reporting period	107,565	29,079
Cash and cash equivalents at the end of the reporting period	261,815	107,565

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020	2019
	£	£
Net income/(expenditure) for the reporting period	35,957	143,844
Depreciation charges	1,438	1,256
(Gains)/losses on investments	-	-
Dividends and interest from investments	(172)	(155)
(Increase)/decrease in debtors	70,442	(75,472)
Increase/(decrease) in creditors	49,332	12,627
(Increase)/decrease in stock	-	-
Loss on sale of assets	-	-
Net cash provided by/(used in) operating activities	156,997	82,100

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS****FOR THE PERIOD ENDED 31ST DECEMBER 2020****1. ACCOUNTING POLICIES****a. Basis of Preparation of Accounts**

The Financial Statements have been prepared in accordance with the Charities SORP (FRS102), with the Companies Act 2006, and with applicable Accounting Standards. They are prepared under the historical cost convention and in accordance with FRS102. The charity is a public entity as defined by FRS102.

b. Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is calculated on cost at rates estimated to write off tangible fixed assets over their expected useful lives as follows:

Office Equipment: over 3 years

c. Income and Expenditure

Income from donations and grants is credited to the Statement of Financial Activities when receivable. Grants which are specified as relating to a future period are deferred.

Expenditure is charged to the Statement of Financial Activities in the financial period in which it is incurred.

d. Fund Accounting

Funds held under the charitable company are either:-

- Unrestricted general funds – these are funds which can be used in accordance with the company's charitable objects at the discretion of the trustees.
- Restricted funds – these are funds that can only be used for a particular restricted purpose within the objects of the charitable company. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

STATUS EMPLOYMENT LIMITED
NOTES TO THE ACCOUNTS (Continued)
FOR THE PERIOD ENDED 31ST DECEMBER 2020

2a. DONATIONS AND GRANTS

	-----2020-----				2019
	Receivable	Deferred to	Previous	Total	Total
	£	following	year	£	£
		year	deferral		
		£	Released		
			£		
RESTRICTED					
NHS Croydon CCG	70,248	-	-	70,248	70,248
NHS Lambeth CCG	127,308	-	-	127,308	127,308
SLAM NHS Foundation Trust	316,496	-	-	316,496	308,936
IAPT					
Walcott Foundation	-	-	-	-	21,158
Croydon Self Employment	15,676	-	-	15,676	5,000
Couses					
	<u>529,728</u>	<u>-</u>	<u>-</u>	<u>529,728</u>	<u>532,650</u>
UNRESTRICTED					
Other	-	-	-	-	30,610
	<u>529,728</u>	<u>-</u>	<u>-</u>	<u>529,728</u>	<u>563,260</u>

2b. CONTRACTS

Steps Into Work	-	-	-		928
Drama workshops	-	-	-		384
PoC - DWP	<u>(3,294)</u>	<u>-</u>	<u>-</u>	<u>(3,294)</u>	<u>4,392</u>
	<u>(3,294)</u>	<u>-</u>	<u>-</u>	<u>(3,294)</u>	<u>5,704</u>

PoC DWP - Accrued income in 2019 was written back in 2020.

3. DIRECT CHARITABLE EXPENDITURE

All direct charitable expenditure relates to the primary objects of the charity: assisting people with mental health and others with disabilities, particularly by provision of supported employment.

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2020****4. STAFF COSTS**

	2020	2019
	£	£
Salaries	380,866	320,427
Employers National Insurance	34,034	26,042
Employers Pension	13,384	11,150
Redundancy costs	-	7,477
	<u>428,284</u>	<u>365,096</u>

The average number of employees during the year was 15 (2019: 14)

The remuneration of Senior Management Personnel amounted to £97,426 (2019: £97,077).

5. TRUSTEES REMUNERATION

The trustees did not receive any remuneration and no expenses were reimbursed during the current or prior year.

One employee received emoluments of more than £60,000 (2019: none).

6. RESOURCES EXPENDED

	----- 2020 -----			2019
	Charitable Activities: Supported Employment	Publicity & Fundraising	Total	Total
	£	£	£	£
Direct Costs				
Salaries	403,195	-	403,195	336,040
Project Costs	21,950	-	21,950	738
Indirect Support costs				
Salaries	25,089	-	25,089	29,056
Premises	21,849	-	21,849	34,428
Office Costs	19,885	-	19,885	26,233
Professional Fees	6,619	-	6,619	4,284
Depreciation	1,438	-	1,438	1,256
Audit	2,700	-	2,700	2,391
Fundraising	-	-	-	-
Staff Travel and Training	3,108	-	3,108	6,229
Other	7,452	-	7,452	17,874
	<u>513,285</u>	<u>-</u>	<u>513,285</u>	<u>458,529</u>

Governance cost included in Charitable activities costs comprise:

	2020	2019
	£	£
Salaries	-	-
Audit fee	2,700	2,391
	<u>2,700</u>	<u>2,391</u>

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2020****7. TANGIBLE FIXED ASSETS**

	Office Equipment £
Cost	
At 1 st January 2020	87,355
Additions	2,919
Disposals	
At 31 st December 2020	<u>90,274</u>
Depreciation	
At 1 st January 2020	84,842
Charged for the year	1,438
At 31 st December 2020	<u>86,280</u>
Net Book Value	
At 31 st December 2020	<u>3,994</u>
At 31 st December 2019	<u>2,513</u>

8. DEBTORS

	2020 £	2019 £
Prepayments	3,731	3,611
Accrued income and other debtors	82,690	153,252
	<u>86,421</u>	<u>156,863</u>

9. CREDITORS: Amounts falling due within this year

Trade Creditors and accruals	11,915	19,720
Tax and National Insurance	28,674	7,526
Accrued income	36,102	-
Other creditors	1,756	1,869
	<u>78,447</u>	<u>29,115</u>

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2020****10. RESTRICTED FUNDS**

	Balance 1/1/20 £	Incoming Resources £	Resources Expended £	Balance 31/12/20 £
NHS Croydon CCG (Formerly Croydon PCT)	-	70,248	(70,248)	-
NHS Lambeth CCG (Formerly Lambeth PCT)	26,244	127,308	(124,610)	28,942
SLAM NHS Foundation Trust - IAPT	113,555	316,496	(278,830)	151,221
Croydon Self Employment Courses	-	15,676	(15,170)	506
	139,799	529,728	(488,858)	180,669

COMPARATIVE 2019

	Balance 1/1/19 £	Incoming Resources £	Resources Expended £	Balance 31/12/19 £
NHS Croydon CCG (Formerly Croydon PCT)	10,439	70,248	(80,687)	-
NHS Lambeth CCG (Formerly Lambeth PCT)	11,230	127,308	(112,294)	26,244
SLAM NHS Foundation Trust - IAPT	14,420	308,936	(209,801)	113,555
Walcott Foundation	1,538	21,158	(22,696)	-
Croydon Self Employment Courses	2,704	5,000	(7,704)	-
	40,331	532,650	(433,182)	139,799

NHS Croydon CCG: Grant to provide supported employment for clients with mental health service users in Croydon.

NHS Lambeth CCG: Grant to provide supported employment for clients with mental health service users in Lambeth

SLAM NHS Foundation Trust IAPT: Grant to provide support to retain people in work and provide supported employment service in Lambeth.

Croydon Self Employment Courses: Funding to provide support to clients to set up self-employment businesses.

STATUS EMPLOYMENT LIMITED
NOTES TO THE ACCOUNTS (Continued)
FOR THE PERIOD ENDED 31ST DECEMBER 2020

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total 2020	Total 2019
	£	£	£	£
Fixed Assets	3,994	-	3,994	2,513
Net Current Assets	53,018	180,669	233,687	235,313
Deferred Income	36,102	-	36,102	-
Total Net Assets	<u>93,114</u>	<u>180,669</u>	<u>273,783</u>	<u>237,826</u>

COMPARATIVE 2019

	Unrestricted Funds	Restricted Funds	Total 2019
	£	£	£
Fixed Assets	2,513	-	2,513
Net Current Assets	95,514	139,799	235,313
Deferred Income	-	-	-
Total Net Assets	<u>98,027</u>	<u>139,799</u>	<u>237,826</u>

12. FINANCIAL COMMITMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	Total 2020	Total 2019
	£	£
Expiring		
Within one year	16,000	16,000
Between two and five years	-	-
After five years	-	-
	<u>16,000</u>	<u>16,000</u>

STATUS EMPLOYMENT LIMITED
NOTES TO THE ACCOUNTS (Continued)
FOR THE PERIOD ENDED 31ST DECEMBER 2020

13. GOING CONCERN

The ability of the charity to continue as a going concern is dependent upon securing new sources of funding.

The Charity increased its surplus during the year and the reserves now reach its aim of having 3 months operating surplus. The Charity will continue to look to further increase its surplus during the next year and the Charity will continue to look to securing unrestricted income to fund certain core costs, including fundraising and other unrestricted income.

14. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

15. RELATED PARTY TRANSACTIONS

Robert Elston, Chief Executive at Status Employment, is also a Treasurer of BASE (British Association for Supported Employment). Status Employment is a member of BASE and in 2020 paid a membership fee of £360.

STATUS EMPLOYMENT LIMITED**NOTES TO THE ACCOUNTS (Continued)****FOR THE PERIOD ENDED 31ST DECEMBER 2020****16. COMPARATIVE FIGURES FOR THE STATEMENT OF FINANCIAL ACTIVITIES AS REQUIRED BY FRS 102**

	Restricted Funds	Unrestricted Funds	Total 2019
	£	£	£
INCOME FROM			
Grants and donations	532,650	30,610	563,260
Contracts	-	5,704	5,704
Other income	-	33,254	33,254
Investment income	-	155	155
Total	<u>532,650</u>	<u>69,723</u>	<u>602,373</u>
EXPENDITURE ON			
Raising funds	-	-	-
Charitable activities	433,182	25,347	458,529
Total	<u>433,182</u>	<u>25,347</u>	<u>458,529</u>
Net income/(expenditure)	99,468	44,376	143,844
Transfers between funds	-	-	-
Net movement in funds	<u>99,468</u>	<u>44,376</u>	<u>143,844</u>
Balance brought forward	40,331	53,651	93,982
Balance carried forward	<u>139,799</u>	<u>98,027</u>	<u>237,826</u>