

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

CONTENTS

	<u>Page</u>
Report of the Directors	1 - 7
Auditors' report	8 - 10
Statement of Financial Activities	11
Balance Sheet	12
Statement of Cash Flow	13
Notes to the Financial Statements	14 - 21

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	93,114	180,669	273,783	237,826

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	98,027	139,799	237,826

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	-	-
	16,000	16,000

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>