

**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 31<sup>st</sup> 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.

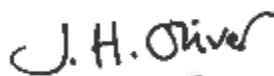
The Trustees confirm that, in the case of each of the persons who are Trustees at the date of this report, the following applies:-

- 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 <sup>28<sup>th</sup></sup> 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](http://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 £
<b>INCOME FROM</b>					
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
<b>TOTAL INCOMING RESOURCES</b>		<b>552,202</b>	<b>48,451</b>	<b>600,653</b>	<b>549,242</b>
<b>EXPENDITURE ON</b>					
Raising funds	6	-	-	-	-
Charitable activities	6	501,252	16,874	518,126	513,285
<b>TOTAL RESOURCES EXPENDED</b>		<b>501,252</b>	<b>16,874</b>	<b>518,126</b>	<b>513,285</b>
<b>Net Income/(Expenditure) before transfers</b>		<b>50,950</b>	<b>31,577</b>	<b>82,527</b>	<b>35,957</b>
<b>Transfers</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>50,950</b>	<b>31,577</b>	<b>82,527</b>	<b>35,957</b>
<b>Balance at 1<sup>st</sup> January 2021</b>		<b>180,669</b>	<b>93,114</b>	<b>273,783</b>	<b>237,826</b>
<b>Balance at 31<sup>st</sup> December 2021</b>		<b>231,619</b>	<b>124,691</b>	<b>356,310</b>	<b>273,783</b>

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
		£	£
<b>FIXED ASSETS</b>	7	4,351	3,994
<b>CURRENT ASSETS</b>			
Debtors	8	161,956	86,421
Cash at Bank and in hand		<u>228,184</u> 390,140	<u>261,815</u> 348,236
<b>CREDITORS: Amounts falling due within one year</b>	9	<u>(38,181)</u>	<u>(78,447)</u>
<b>NET CURRENT ASSETS</b>		351,959	269,789
<b>NET ASSETS</b>		<u>356,310</u>	<u>273,783</u>
<b>FUNDS</b>			
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 29<sup>th</sup> 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**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities:</b>		
<b>Net cash provided by/(used in) operating activities</b>	<u>(30,188)</u>	<u>156,997</u>
<b>Cash flows from investing activities:</b>		
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	-	-
<b>Net cash provided by/(used in) investing activities</b>	<u>(3,443)</u>	<u>(2,747)</u>
<b>Change in cash and cash equivalents in the reporting period</b>	(33,631)	154,250
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<u>261,815</u>	<u>107,565</u>
<b>Cash and cash equivalents at the end of the reporting period</b>	<u>228,184</u>	<u>261,815</u>

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

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
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	-	-
<b>Net cash provided by/(used in) operating activities</b>	<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**

	<b>-----2021-----</b>			<b>2020</b>	
	<b>Receivable</b>	<b>Deferred to</b>	<b>Previous</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>following</b>	<b>year</b>	<b>£</b>	<b>£</b>
		<b>year</b>	<b>deferral</b>		
		<b>£</b>	<b>Released</b>		
			<b>£</b>		
<b>RESTRICTED</b>					
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>
<b>UNRESTRICTED</b>					
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**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
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**

	<b>----- 2021 -----</b>			<b>2020</b>
	<b>Charitable Activities: Supported Employment £</b>	<b>Publicity &amp; Fundraising £</b>	<b>Total £</b>	<b>Total £</b>
<b>Direct Costs</b>				
Salaries	423,593	-	423,593	403,195
Project Costs	8,430	-	8,430	21,950
<b>Indirect Support costs</b>				
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:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
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**

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

**8. DEBTORS**

	<b>2021 £</b>	<b>2020 £</b>
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**

	<b>Balance 1/1/21 £</b>	<b>Incoming Resources £</b>	<b>Resources Expended £</b>	<b>Balance 31/12/21 £</b>
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)	-
	<b>180,669</b>	<b>552,202</b>	<b>(501,252)</b>	<b>231,619</b>

**COMPARATIVE 2020**

	<b>Balance 1/1/20 £</b>	<b>Incoming Resources £</b>	<b>Resources Expended £</b>	<b>Balance 31/12/20 £</b>
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
	<b>139,799</b>	<b>529,728</b>	<b>(488,858)</b>	<b>180,669</b>

**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**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2021 £</b>	<b>Total 2020 £</b>
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**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2020 £</b>
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:

	<b>Total 2021 £</b>	<b>Total 2020 £</b>
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**

	<b>Restricted Funds £</b>	<b>Unrestricted Funds £</b>	<b>Total 2020 £</b>
<b>INCOME FROM</b>			
Grants and donations	529,728	-	529,728
Contracts	-	(3,294)	(3,294)
Other income	-	22,636	22,636
Investment income	-	172	172
<b>Total</b>	<b>529,728</b>	<b>19,514</b>	<b>549,242</b>
<b>EXPENDITURE ON</b>			
Raising funds	-	-	-
Charitable activities	488,858	24,427	513,285
<b>Total</b>	<b>488,858</b>	<b>24,427</b>	<b>513,285</b>
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
<b>Balance carried forward</b>	<b>180,669</b>	<b>93,114</b>	<b>273,783</b>