

**STATUS EMPLOYMENT LIMITED**

**DIRECTORS REPORT**

**AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31ST DECEMBER 2022**

**COMPANY NO: 03395383**

**CHARITY NO : 1064752**



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

**CONTENTS**

	<b><u>Page</u></b>
<b>Report of the Directors</b>	<b>1 - 5</b>
<b>Auditors' report</b>	<b>6 - 8</b>
<b>Statement of Financial Activities</b>	<b>9</b>
<b>Balance Sheet</b>	<b>10</b>
<b>Statement of Cash Flow</b>	<b>11</b>
<b>Notes to the Financial Statements</b>	<b>12 - 19</b>

## **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](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: 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 £
<b>INCOME FROM</b>					
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
<b>TOTAL INCOMING RESOURCES</b>		<u>518,540</u>	<u>123,467</u>	<u>642,007</u>	<u>600,653</u>
<b>EXPENDITURE ON</b>					
Raising funds	7	-	13,500	13,500	-
Charitable activities	7	532,690	112,125	644,815	518,126
<b>TOTAL RESOURCES EXPENDED</b>		<u>532,690</u>	<u>125,625</u>	<u>658,315</u>	<u>518,126</u>
<b>Net Income/(Expenditure) before transfers</b>		(14,150)	(2,158)	(16,308)	82,527
<b>Transfers</b>		<u>16,812</u>	<u>(16,812)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		2,662	(18,970)	(16,308)	82,527
<b>Balance at 1<sup>st</sup> January 2022</b>		231,619	124,691	356,310	273,783
<b>Balance at 31<sup>st</sup> December 2022</b>		<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
		£	£
<b>FIXED ASSETS</b>	8	7,306	4,351
<b>CURRENT ASSETS</b>			
Debtors	9	110,568	161,956
Cash at Bank and in hand		<u>248,351</u> 358,919	<u>228,184</u> 390,140
<b>CREDITORS: Amounts falling due within one year</b>	10	<u>(26,223)</u>	<u>(38,181)</u>
<b>NET CURRENT ASSETS</b>		332,696	351,959
<b>NET ASSETS</b>		<u>340,002</u>	<u>356,310</u>
<b>FUNDS</b>			
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**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities:</b>		
<b>Net cash provided by/(used in) operating activities</b>	<u>26,209</u>	<u>(30,188)</u>
<b>Cash flows from investing activities:</b>		
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	-	-
<b>Net cash provided by/(used in) investing activities</b>	<u>(6,042)</u>	<u>(3,443)</u>
<b>Change in cash and cash equivalents in the reporting period</b>	20,167	(33,631)
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<u>228,184</u>	<u>261,815</u>
<b>Cash and cash equivalents at the end of the reporting period</b>	<u><u>248,351</u></u>	<u><u>228,184</u></u>

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

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
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	-	-
<b>Net cash provided by/(used in) operating activities</b>	<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**

	<b>-----2022-----</b>			<b>2021</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	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>
<b>UNRESTRICTED</b>					
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**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
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 £
<b>Direct Costs</b>				
Staff Costs	468,435	-	468,435	423,593
Project Costs	48,254	-	48,254	8,430
<b>Indirect Support costs</b>				
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 £
<b>Direct Costs</b>			
Salaries	423,593	-	423,593
Project Costs	8,430	-	8,430
<b>Indirect Support costs</b>			
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**

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

**9. DEBTORS**

	<b>2022 £</b>	<b>2021 £</b>
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**

	<b>Balance 1/1/22</b>	<b>Incoming Resources and Transfers</b>	<b>Resources Expended and Transfers</b>	<b>Balance 31/12/22</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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
	<b>231,619</b>	<b>535,352</b>	<b>(532,690)</b>	<b>234,281</b>

**COMPARATIVE 2021**

	<b>Balance 1/1/21</b>	<b>Incoming Resources and Transfers</b>	<b>Resources Expended and Transfers</b>	<b>Balance 31/12/21</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</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>

**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**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2022</b>	<b>Total 2021</b>
	£	£	£	£
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**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2021</b>
	£	£	£
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:

	<b>Total 2022</b>	<b>Total 2021</b>
	£	£
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**

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