

TOUCAN EMPLOYMENT

England & Wales · Charity number 1078105

Details

Status	Registered
Legal form	Charitable company
Company number	02699097
Registered	1999-11-08
Register	View on the Charity Commission register

Contact

Address	Thames Reach The Employment Academy 29 Peckham Road London SE5 8UA
Phone	02037519681
Email	info@toucanemployment.org
Website	www.toucanemployment.org

Activities

Objects: 3 (A) TO RELIEVE PERSONS WITH PHYSICAL AND/OR MENTAL DISABILITIES THROUGH THE PROVISIONS OF EDUCATION, TRAINING, GUIDANCE AND SUPPORT TO INCREASE THE OPPORTUNITIES OF SUCH PERSONS TO ACQUIRE AND MAINTAIN GAINFUL SATISFYING EMPLOYMENT.(B) TO ADVANCE THE EDUCATION OF THE PUBLIC, IN PARTICULAR EMPLOYERS, REGARDING THE DIFFICULTIES FACED BY PERSONS WITH MENTAL AND/OR PHYSICAL DISABILITIES IN ACQUIRING EMPLOYMENT AND THE MEASURES WHICH MAY BE TAKEN ALLEVIATE SUCH DIFFICULTIES.

Activities: Toucan Employment supports people with learning Difficulties/Disabilities and autism into, and at, paid employment.

Classification

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

Geography

- **Area of benefit:** LONDON BOROUGH OF SOUTHWARK AND THE SURROUNDING AREAS
- Lambeth
- Lewisham
- Southwark

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£213,022	£214,285	-	-
2024-03-31	£286,306	£258,354	-	-
2023-03-31	£249,527	£214,339	-	-
2022-03-31	£192,461	£206,876	-	-
2021-03-31	£263,872	£203,830	-	-

Trustees

Name	Role	Appointed
Laurie Mathison	Chair	2023-12-15
Iris Olutola Akinde-Hummel		2023-12-15
Kevin Christopher Fogarty		2026-05-05
Louis Wickett-Padgham		2026-05-05
Mabel Olohije Nwoko		2022-09-01
RICHARD JAMES SCROGGS		

TOUCAN EMPLOYMENT

England & Wales - Charity number 1078105

Accounts

COMPANY REGISTRATION NUMBER: 2699097
CHARITY REGISTRATION NUMBER: 1078105

TOUCAN EMPLOYMENT
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2025

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

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TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name	TOUCAN EMPLOYMENT
Charity registration number	1078105
Company registration number	2699097
Principal office and registered office	Rm LG03 Thames Reach Employment Academy 29 Peckham Road London SE5 8UA

The trustees

Richard Scroggs	
Alison Backhouse	(Retired 8 October 2024)
Mabel Nwoko	
Neale Thomas	(Retired 8 October 2024)
Laurie Mathison	
Iris Akinde-Hummel	(Appointed 5 October 2024)

COMPANY SECRETARY B JOHNSON

INDEPENDENT EXAMINER LORAIN LAYTON FCCA
51 NORWOOD HIGH STREET
LONDON
SE27 9JS

Structure, governance and management

Toucan Employment is a charitable company limited by guarantee. The company was established under a Memorandum of association which contains the objects and powers of the company.

Since Toucan Employment commenced operations it has focused on reducing the social exclusion of people with learning difficulties/disabilities and autism from the London boroughs of Southwark, Lambeth and Lewisham, by aiding them to find and retain employment. Our service is tailored to meet both the needs of the job-seeker and the employer by offering full support during the whole of the recruitment process; we work with employers to set up/find jobs that are suited to our clients' abilities and interests and offer on-the-job support and job coaching to meet the needs of our clients and their employers, as required."

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management *(continued)*

Toucan Employment has a board of trustees who meet at regular intervals throughout the year. They are responsible for the strategic direction and policy making of the charity.

Objectives and activities

Toucan Employment was established in 1989 and since has worked with hundreds of individuals and employers to promote the inclusion of disability in the workplace. In the last 10 years we have supported thousands of people with learning difficulties/disabilities and autism into paid employment. We work with some of most marginalised people in the job market - people who would often otherwise just be left in the mire of day centres, where there is a self-perpetuating circle of disinterest and meaningless activities. Therefore our principal objective is the provision of employment services to people with learning disabilities, who are aged between 16 and 65. As a charity for people with learning difficulties/disabilities and autism the company aims to give clients support to learn vocational skills and to find paid work.

The object is to increase the number of people with learning disabilities in work and to ensure that Toucan as an organisation aims to work with employers to provide more opportunities for people with learning disabilities to get work. In setting these objectives and planning its activities, Toucan's trustees have given careful consideration to the Charity Commission's general guidance on Public Benefit.

Toucan supported users during the year with its key objectives being:

- i) to develop and promote the inclusion of disability in the workplace,
- ii) to promote a clear focus on tailoring our facility to meet the job-seeker's needs,
- iii) offering support to the employer throughout the recruitment process – providing job-support and job-coaching.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance

Toucan's reputation for successfully placing clients with learning difficulties/disabilities and autism into sustainable employment continues to grow, despite the difficult economic situation the charity is operating in. The staff work extremely well – both with each other and the management committee. The user and parent group continue to play a very active role in the on-going success of the charity.

Despite the continued difficulties following the Covid 19 pandemic, across the whole organisation, we still managed to achieve the following working outputs:

- Over 3,000 1:1 contacts with clients over the year (many over the phone and zoom - rather than in person as normal);
- 130 new CVs written;
- 141 interviews;
- 72 job offers;
- 64 job starts;
- 56 jobs sustained for 6 months;
- 87 voluntary or other activities started;
- 90 work placements started; and

Figures of people in employment

Last year, we worked with approximately 315 people, and of those 315, 217 were in some form of employment, appropriate to their skills and needs.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review

Financial review

In a period of economic difficulties, Toucan continues to be supported by a wide range of funders. Whilst we continue to successfully appeal to donor funders for support, and the majority of the core costs for 2024/2025 were largely funded from successful applications. However applications made in 2025 have successfully secured over £177,000 and therefore we are ever hopeful that 2025/2026 will be just as successful.

Reserve policy

Unrestricted reserves are needed:

- To cover the costs of providing the services with regard to funding contracts;
- To maintain and manage its ongoing services;
- To cover the administration and support without which the charity could not function.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Plans for future periods

Toucan Employment has already secured grants of just over £177,000 for the year 2025/2026. Including in these grants are the multi-year grants from the 29th May 1961 Charitable Trust, the Skinners' Charitable Foundation, City Bridge Foundation, and Walcot Foundation that will bring substantial financial stability. Another £50,000 is likely at this point, with more on-going bids be placed during the year.

Toucan will also continue to work in partnership with Unity Works to deliver the learning difficulties/disabilities and autism section of the Southwark Works contract for Southwark Council.

Toucan is exploring other opportunities for partnership working, especially with Beckmead College and Croydon Council, as well as the wider sector in Lewisham and Southwark, and we are optimistic that this will bear fruit soon. In addition Toucan is also reviewing alternative avenues to both develop opportunities for people with learning difficulties/disabilities and autism, and to develop unrestricted income for Toucan - these include a microbrewery, a Hub, and the possibility of widening the scope of of the work we undertake.

Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 18 to the financial statements.

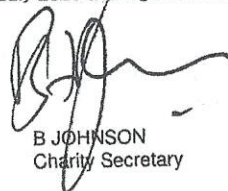
Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

The trustees' annual report was approved on 16 July 2025 and signed on behalf of the board of trustees by:



Richard Scroggs
Trustee



B JOHNSON
Charity Secretary

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of TOUCAN EMPLOYMENT ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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



Loraine Layton FCCA
Independent Examiner
Dated 16 July 2025

51 Norwood High Street
London
SE27 9JS

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		Unrestricted funds £	2025 Restricted funds £	Total funds £	2024 Total funds £
Income and endowments					
Donations and Grants	5	14,438	197,979	212,417	285,821
Investment income	6	605	—	605	485
Total income		<u>15,043</u>	<u>197,979</u>	<u>213,022</u>	<u>286,306</u>
Expenditure					
Expenditure on charitable activities	7,8	24,067	190,218	214,285	258,354
Total expenditure		<u>24,067</u>	<u>190,218</u>	<u>214,285</u>	<u>258,354</u>
Net (expenditure)/income and net movement in funds		<u>(9,024)</u>	<u>7,761</u>	<u>(1,263)</u>	<u>27,952</u>
Reconciliation of funds					
Total funds brought forward		112,895	132,290	245,185	217,233
Total funds carried forward		<u>103,871</u>	<u>140,051</u>	<u>243,922</u>	<u>245,185</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 9 to 23 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	13	643	857
Current assets			
Debtors	14	503	–
Cash at bank and in hand		250,435	251,686
		<u>250,938</u>	<u>251,686</u>
Creditors: amounts falling due within one year	15	<u>7,659</u>	<u>7,358</u>
Net current assets		<u>243,279</u>	<u>244,328</u>
Total assets less current liabilities		<u>243,922</u>	<u>245,185</u>
Net assets		<u>243,922</u>	<u>245,185</u>
Funds of the charity			
Restricted funds		140,051	132,290
Unrestricted funds		<u>103,871</u>	<u>112,895</u>
Total charity funds	16	<u>243,922</u>	<u>245,185</u>

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 16 July 2025, and are signed on behalf of the board by:



Richard Scroggs
Trustee

The notes on pages 9 to 23 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Rm LG02, Thames Reach Employment Academy, 29 Peckham Road, London, SE5 8UA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The accounts have been prepared on a going concern basis. There are no material uncertainties relating to events or conditions that cast significant doubt on the charity's ability to continue as a going concern.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific funds. The Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular heading they are allocated to activities on a basis consistent with the main use of the resources.

Expenditure applying to one activity or cost category is directly allocated thereto. Governance costs comprise all costs involving accountability of the charity and its compliance with regulation and good practice.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and Fittings	-	25% reducing balance
Equipment	-	25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

The charitable company enters into only basic financial transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other financial institutions.

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

4. Limited by guarantee

The company is limited by guarantee does not have a share capital. Each members's guarantee is limited to £1.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and grants

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations and grants			
Tudor Trust	–	–	–
Deptford Challenge	–	15,875	15,875
Bergman Lehane Trust	250	–	250
Garfield Weston	–	–	–
Michael Cornish Charitable Trust	–	5,000	5,000
Merchant Taylors' Charitable Foundation SLaM	5,000 503	–	5,000 1,628
Bailey Thomas Charitable Fund	–	15,000	15,000
Unity Works	–	35,000	35,000
Adobe Community Fund	–	17,465	17,465
Norton Rose Fulbright Fund	–	10,000	10,000
Gem Petrol Chemical	500	–	500
Southwark Council	–	20,000	20,000
Walcot Foundation	–	–	–
29th May 1961 Charitable Trust	–	10,000	10,000
Global Make Some Noise Foundation	–	–	–
Stagecoach	1,000	–	1,000
Austin and Hope Pilkington Charitable Trust	1,000	–	1,000
Leigh Day	–	10,000	10,000
The Oliver Ford Foundation	1,292	3,708	5,000
Easy Fundraising	87	–	87
Team London Bridge Building Communities Fund	–	–	–
Amazon	250	–	250
The Peter Stebbing Memorial Fund	–	–	–
Co-op Foundation	1,474	–	1,474
Souter Charitable Trust	2,000	–	2,000
Access Foundation	–	–	–
Albert Gubay Charitable Trust	–	20,131	20,131
Worshipful Company of Chartered Accountants	–	–	–
Michael Cornish Charitable Trust	–	–	–
Field Family Charitable Trust	–	3,000	3,000
Lambeth Cost of Living Grant	–	5,000	5,000
Woodroffe Benton Foundation	–	–	–
	<u>13,356</u>	<u>171,304</u>	<u>184,660</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and grants *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations and grants	66,000	—	66,000
Tudor Trust	—	—	—
Deptford Challenge	250	—	250
Bergman Lehane Trust	—	50,000	50,000
Garfield Weston	—	—	—
Michael Cornish Charitable Trust	—	—	—
Merchant Taylors' Charitable Foundation	5,000	—	5,000
SLaM	—	—	—
Bailey Thomas Charitable Fund	—	—	—
Unity Works	—	35,000	35,000
Adobe Community Fund	—	—	—
Norton Rose Fulbright Fund	—	—	—
Gem Petrol Chemical	—	—	—
Southwark Council	—	20,000	20,000
Walcot Foundation	—	41,152	41,152
29th May 1961 Charitable Trust	—	—	—
Global Make Some Noise Foundation	—	20,927	20,927
Stagecoach	—	—	—
Austin and Hope Pilkington Charitable Trust	—	—	—
Leigh Day	10,000	—	10,000
The Oliver Ford Foundation	—	—	—
Easy Fundraising	—	—	—
Team London Bridge Building Communities Fund	—	5,359	5,359
Amazon	—	—	—
The Peter Stebbing Memorial Fund	—	5,000	5,000
Co-op Foundation	912	—	912
Souter Charitable Trust	—	3,000	3,000
Access Foundation	—	8,548	8,548
Albert Gubay Charitable Trust	—	—	—
Worshipful Company of Chartered Accountants	—	3,000	3,000
Michael Cornish Charitable Trust	—	1,000	1,000
Field Family Charitable Trust	—	—	—
Lambeth Cost of Living Grant	—	—	—
Woodroffe Benton Foundation	1,500	—	1,500
	<u>83,662</u>	<u>192,986</u>	<u>276,648</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	605	<u>605</u>	485	<u>485</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Employment Services	21,738	189,122	210,860
Lewisham Vulnerable Adults Project	(1,096)	1,096	–
Cafe Van Gogh Link Work	–	–	–
Support costs	3,425	–	3,425
	<u>24,067</u>	<u>190,218</u>	<u>214,285</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Employment Services	63,068	141,810	204,878
Lewisham Vulnerable Adults Project	–	–	–
Cafe Van Gogh Link Work	–	50,001	50,000
Support costs	3,475	–	3,476
	<u>66,543</u>	<u>191,811</u>	<u>258,354</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2025 £	Total fund 2024 £
Employment Services	210,860	–	210,860	204,878
Cafe Van Gogh Link Work	–	–	–	50,000
Governance costs	–	3,425	3,425	3,476
	<u>210,860</u>	<u>3,425</u>	<u>214,285</u>	<u>258,354</u>

9. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	<u>214</u>	<u>286</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

10. Independent examination fees

	2025	2024
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,925</u>	<u>1,925</u>

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	169,927	168,411
Employer contributions to pension plans	<u>2,404</u>	<u>3,304</u>
	<u>172,331</u>	<u>171,715</u>

The average head count of employees during the year was 8 (2024: 8). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Employment Services	6	6
Administrative staff	1	1
Management staff	<u>1</u>	<u>1</u>
	<u>8</u>	<u>8</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

13. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2024 and 31 March 2025	<u>12,533</u>	<u>29,468</u>	<u>42,001</u>
Depreciation			
At 1 April 2024	12,156	28,988	41,144
Charge for the year	<u>94</u>	<u>120</u>	<u>214</u>
At 31 March 2025	<u>12,250</u>	<u>29,108</u>	<u>41,358</u>
Carrying amount			
At 31 March 2025	<u>283</u>	<u>360</u>	<u>643</u>
At 31 March 2024	<u>377</u>	<u>480</u>	<u>857</u>

Tangible assets are being carried forward at their net realisable value.

14. Debtors

	2025 £	2024 £
Trade debtors	<u>503</u>	<u>—</u>

15. Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals and deferred income	4,176	4,175
Social security and other taxes	<u>3,483</u>	<u>3,183</u>
	<u>7,659</u>	<u>7,358</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

16. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
General funds	112,895	15,043	(24,067)	(33,000)	70,871
Tudor Trust	—	—	—	33,000	33,000
	<u>112,895</u>	<u>15,043</u>	<u>(24,067)</u>	<u>—</u>	<u>103,871</u>

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
General funds	90,033	89,405	(66,543)	—	112,895
Tudor Trust	—	—	—	—	—
	<u>90,033</u>	<u>89,405</u>	<u>(66,543)</u>	<u>—</u>	<u>112,895</u>

The general unrestricted reserves represent the funds of the charity which are not designated for particular purposes.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

16. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Reorganisation & Development Fund	87,645	–	–	–	87,645
First Job Initiative	–	–	–	–	–
Southwark Works Vulnerable Adults Project	–	35,000	(35,000)	–	–
Pop Up Wrapping Project	–	10,000	(5,000)	–	5,000
Lewisham Digital Literacy Project	–	–	–	–	–
Southwark SEND Social Group	–	17,465	(10,188)	–	7,277
Toucan Hospitality Project	4,020	20,000	(24,020)	–	–
	20,577	–	(20,577)	–	–
Benefits Advice Project	3,000	5,000	(8,000)	–	–
Workstart project	–	44,131	(22,710)	–	21,421
Cafe Van Gogh Link Work	–	–	–	–	–
Experts by Experience	–	6,800	(6,800)	–	–
Toucan Walking Group	–	–	–	–	–
Travel Buddy Scheme	–	–	–	–	–
Toucan Recruitment	–	5,000	–	–	5,000
Lewisham Older Adults Southwark NEET's Project	–	15,875	(15,875)	–	–
Toucan Social Group	–	10,000	(10,000)	–	–
Lewisham Work First	5,000	–	(5,000)	–	–
Digital Literacy Project	–	15,000	(15,000)	–	–
General restricted fund	12,048	–	(12,048)	–	–
	–	13,708	–	–	13,708
	<u>132,290</u>	<u>197,979</u>	<u>(190,218)</u>	<u>–</u>	<u>140,051</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

16. Analysis of charitable funds *(continued)*

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Reorganisation & Development Fund	87,646	–	(1)	–	87,645
First Job Initiative	2,250	3,000	(5,250)	–	–
Southwark Works Vulnerable Adults Project	–	35,000	(35,000)	–	–
Pop Up Wrapping Project	5,032	–	(5,032)	–	–
Lewisham Digital Literacy Project	–	–	–	–	–
Southwark SEND Social Group	–	20,000	(15,980)	–	4,020
Toucan Hospitality Project	19,313	41,152	(39,888)	–	20,577
Benefits Advice Project	4,793	3,000	(4,793)	–	3,000
Workstart project	7,916	–	(7,916)	–	–
Cafe Van Gogh Link Work	–	50,000	(50,000)	–	–
Experts by Experience	–	675	(675)	–	–
Toucan Walking Group	–	5,359	(5,359)	–	–
Travel Buddy Scheme	–	240	(240)	–	–
Toucan Recruitment	–	–	–	–	–
Lewisham Older Adults	–	–	–	–	–
Southwark NEET's Project	–	–	–	–	–
Toucan Social Group	–	5,000	–	–	5,000
Lewisham Work First	–	–	–	–	–
Digital Literacy Project	250	33,475	(21,677)	–	12,048
General restricted fund	–	–	–	–	–
	<u>127,200</u>	<u>196,901</u>	<u>(191,811)</u>	<u>–</u>	<u>132,290</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

16. Analysis of charitable funds *(continued)*

Employment Project

The Main Employment Project is open to anyone between the ages of 16 – 65 residing in the Southwark area. We assist in helping clients to secure employment and provide on-going employment support once clients are in work;

Lambeth NEET Project

A specialised project for Lambeth young people with learning difficulties and disabilities who are not in education, employment or training. The project provides job clubs, vocational counselling, jobs search support, training in literacy and numeracy, work experience placement and on-the-job support.

Lewisham Older Adults Project

The Lambeth Older Adults' Project works with Lewisham residents aged over 25 with learning difficulties/disabilities and autism. The project provides support into, and at, employment, as well as holistic support on matters that could impact on clients' ability to enter and sustain employment.

Lambeth Older Residents' Project

Our work with Lambeth residents supports and concentrates on users over 25 with learning difficulties, disabilities and autism. The project provides support into and whilst in employment.

Lewisham Vulnerable Adults Support Project

The Lewisham Vulnerable Adults Support Project works with Lewisham residents aged over 25 with learning difficulties/disabilities and autism. The project provides support into, and at, employment, as well as holistic support on matters that could impact on clients' ability to enter and sustain employment.

Southwark SEND Social Group

The Southwark SEND Social Group offers a range of social activities for young Southwark residents with learning difficulties/disabilities and autism, 16-25, to develop their skills and confidence, in a range of settings.

Southwark NEETs Project

The Southwark NEETs Project works with Southwark residents between 16-25 who are NEET (Not in Education, Employment or Training), and wish to enter employment, but need, support, advice, and guidance through their first work experience placement to achieve this

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

16. Analysis of charitable funds *(continued)*

Experts by Experience

Working with a range of partners, Toucan clients are delivering the Oliver McGowan training to those working in a social care setting. Clients are employed through Toucan Employment and paid for this work.

Lewisham Work First Project

The Lewisham Work First Project works with Lewisham residents between 16-25 who are NEET (Not in Education, Employment or Training), and wish to enter employment, but need, support, advice, and guidance through their first work experience placement to achieve this

Vulnerable Adults Project

The Vulnerable Adults Project works with older adults who are vulnerable due to the lack of support over the years, to support them into, and at, employment

Toucan Recruitment Project

The Toucan Recruitment Project will use the expertise of our clients to interview and assess staff working with our client groups in other settings.

Toucan Social Group

The Toucan Social Group offers a range of social activities for Southwark, Lambeth, and Lewisham residents with learning difficulties/disabilities and autism, 26+, to develop their skills and confidence, in a range of settings.

Structure Organisational Fund

Following the disposal of the leasehold premises the Trustees decided to set aside £87,536 being the profit made on sale. The funds will be used towards the reorganising and structural development of the project.

Toucan Hospitality Project

A project, funded by the Walcot Foundation, offering training, Job Clubs, and support into employment for Lambeth residents with learning difficulties/disabilities and autism, especially into the Hospitality sector. Working with Kata Kata, Cafe Van Gogh, and the Old Post Office Bakery for additional training, specific skills, and work experience in catering.

Pop-Up Wrapping Project

A pop-up social enterprise offering training, work experience, and paid employment for our

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

16. Analysis of charitable funds *(continued)*

clients, while helping members of the public, who do not want to wrap presents.

Digital Literacy Project

A project to support clients to improve their digital literacy, for job applications and everyday life.

Benefits Advice Project

A project to support clients to make sure they are receiving all the benefits they are entitled to, as well as supporting with any assessments and appeals.

Workstart Project

The Work Start Project works with young people between 16-25 who are NEET (Not in Education, Employment or Training), and wish to enter employment, but need, support, advice, and guidance through their first work experience placement to achieve this

17. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	643	–	643
Current assets	110,886	140,051	250,937
Creditors less than 1 year	(7,658)	–	(7,658)
Net assets	<u>103,871</u>	<u>140,051</u>	<u>243,922</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	857	–	857
Current assets	119,396	132,290	251,686
Creditors less than 1 year	(7,358)	–	(7,358)
Net assets	<u>112,895</u>	<u>132,290</u>	<u>245,185</u>

18. Post balance sheet events

There are no post balance sheet events to report.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Related parties

No director received any remuneration during the year or had any personal interest in any contract or transaction entered into by the company during the year.

TOUCAN EMPLOYMENT

England & Wales - Charity number 1078105

Accounts

COMPANY REGISTRATION NUMBER: 2699097
CHARITY REGISTRATION NUMBER: 1078105

TOUCAN EMPLOYMENT
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2024

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

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TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name	TOUCAN EMPLOYMENT
Charity registration number	1078105
Company registration number	2699097
Principal office and registered office	Rm LG12 Thames Reach Employment Academy 29 Peckham Road London SE5 8UA

The trustees

Richard Scroggs	
Alison Backhouse	
Mabel Nwoko	
Neale Thomas	
Laurie Mathison	(Appointed 15 December 2023)
Silvia Sacritan Barrero	(Retired 15 December 2023)

COMPANY SECRETARY B JOHNSON

INDEPENDENT EXAMINER LORAIN LAYTON FCCA
51 NORWOOD HIGH STREET
LONDON
SE27 9JS

Structure, governance and management

Toucan Employment is a charitable company limited by guarantee. The company was established under a Memorandum of association which contains the objects and powers of the company.

Since Toucan Employment commenced operations it has focused on reducing the social exclusion of people with learning difficulties/disabilities and autism from the London boroughs of Southwark, Lambeth and Lewisham, by aiding them to find and retain employment. Our service is tailored to meet both the needs of the job-seeker and the employer by offering full support during the whole of the recruitment process; we work with employers to set up/find jobs that are suited to our clients' abilities and interests and offer on-the-job support and job coaching to meet the needs of our clients and their employers, as required."

Toucan Employment has a board of trustees who meet at regular intervals throughout the year. They are responsible for the strategic direction and policy making of the charity.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities

Toucan Employment was established in 1989 and since has worked with hundreds of individuals and employers to promote the inclusion of disability in the workplace. In the last 10 years we have supported thousands of people with learning difficulties/disabilities and autism into paid employment. We work with some of most marginalised people in the job market - people who would often otherwise just be left in the mire of day centres, where there is a self-perpetuating circle of disinterest and meaningless activities. Therefore our principal objective is the provision of employment services to people with learning disabilities, who are aged between 16 and 65. As a charity for people with learning difficulties/disabilities and autism the company aims to give clients support to learn vocational skills and to find paid work.

The object is to increase the number of people with learning disabilities in work and to ensure that Toucan as an organisation aims to work with employers to provide more opportunities for people with learning disabilities to get work. In setting these objectives and planning its activities, Toucan's trustees have given careful consideration to the Charity Commission's general guidance on Public Benefit.

Toucan supported users during the year with its key objectives being:

- i) to develop and promote the inclusion of disability in the workplace,
- ii) to promote a clear focus on tailoring our facility to meet the job-seeker's needs,
- iii) offering support to the employer throughout the recruitment process – providing job-support and job-coaching.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance

Toucan's reputation for successfully placing clients with learning difficulties/disabilities and autism into sustainable employment continues to grow, despite the difficult economic situation the charity is operating in. The staff work extremely well – both with each other and the management committee. The user and parent group continue to play a very active role in the on-going success of the charity.

Despite the continued difficulties following the Covid 19 pandemic, across the whole organisation, we still managed to achieve the following working outputs:

- Over 3,000 1:1 contacts with clients over the year (many over the phone and zoom - rather than in person as normal);
- 128 new CVs written;
- 112 interviews;
- 70 job offers;
- 60 job starts;
- 54 jobs sustained for 6 months;
- 92 voluntary or other activities started;
- 90 work placements started; and
- We worked with over 310 clients across the year.

Figures of people in employment

Last year, we worked with approximately 310 people, and of those 310, 214 were in some form of employment, appropriate to their skills and needs.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review

Financial review

In a period of economic difficulties, Toucan continues to be supported by a wide range of funders. Whilst we continue to successfully appeal to donor funders for support, and the majority of the core costs for 2023/2024 were largely funded from successful applications. However applications made in 2024 have successfully secured over £140,000 and therefore we are ever hopeful that 2024/2025 will be just as successful.

Reserve policy

Unrestricted reserves are needed:

- To cover the costs of providing the services with regard to funding contracts;
- To maintain and manage its ongoing services;
- To cover the administration and support without which the charity could not function.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Plans for future periods

Toucan Employment has already secured grants of almost £140,000 for the year 2024/2025. Including in these grants are the multi-year grants from the 29th May 1961 Charitable Trust and the Skinners' Charitable Foundation that will bring substantial financial stability. Another £81,000 is likely at this point, with more on-going bids be placed during the year.

Toucan will also continue to work in partnership with Unity Works to deliver the learning difficulties/disabilities and autism section of the Southwark Works contract for Southwark Council.

Toucan is exploring other opportunities for partnership working, especially with Beckmead College and Croydon Council, as well as the wider sector in Lewisham and Southwark, and we are optimistic that this will bear fruit soon. In addition Toucan is also reviewing alternative avenues to both develop opportunities for people with learning difficulties/disabilities and autism, and to develop unrestricted income for Toucan - these include a microbrewery, a Hub, and the possibility of widening the scope of the work we undertake.

Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 18 to the financial statements.

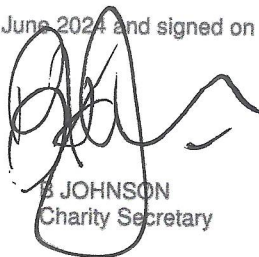
Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 17 June 2024 and signed on behalf of the board of trustees by:



Richard Scroggs
Trustee



S. JOHNSON
Charity Secretary

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT

Year ended 31 March 2024

I report to the trustees on my examination of the financial statements of TOUCAN EMPLOYMENT ('the charity') for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT
(continued)

Year ended 31 March 2024

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



Loraine Layton FCCA
Independent Examiner

51 Norwood High Street
London
SE27 9JS

17 June 2024

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

		Unrestricted funds	2024 Restricted funds	Total funds	2023 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and Grants	5	88,920	196,901	285,821	249,435
Investment income	6	485	—	485	92
Total income		<u>89,405</u>	<u>196,901</u>	<u>286,306</u>	<u>249,527</u>
Expenditure					
Expenditure on charitable activities	7,8	66,543	191,811	258,354	214,339
Total expenditure		<u>66,543</u>	<u>191,811</u>	<u>258,354</u>	<u>214,339</u>
Net income and net movement in funds		<u>22,862</u>	<u>5,090</u>	<u>27,952</u>	<u>35,188</u>
Reconciliation of funds					
Total funds brought forward		90,033	127,200	217,233	182,045
Total funds carried forward		<u>112,895</u>	<u>132,290</u>	<u>245,185</u>	<u>217,233</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 10 to 22 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	13	857	1,143
Current assets			
Debtors	14	–	195
Cash at bank and in hand		<u>251,686</u>	<u>223,254</u>
		251,686	223,449
Creditors: amounts falling due within one year	15	<u>7,358</u>	<u>7,359</u>
Net current assets		244,328	216,090
Total assets less current liabilities		245,185	217,233
Net assets		<u>245,185</u>	<u>217,233</u>
Funds of the charity			
Restricted funds		132,290	127,200
Unrestricted funds		<u>112,895</u>	<u>90,033</u>
Total charity funds	16	<u>245,185</u>	<u>217,233</u>

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

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 17 June 2024, and are signed on behalf of the board by:

Richard Scroggs
Trustee



The notes on pages 10 to 22 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Rm LG02, Thames Reach Employment Academy, 29 Peckham Road, London, SE5 8UA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The accounts have been prepared on a going concern basis. There are no material uncertainties relating to events or conditions that cast significant doubt on the charity's ability to continue as a going concern.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific funds. The Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular heading they are allocated to activities on a basis consistent with the main use of the resources.

Expenditure applying to one activity or cost category is directly allocated thereto. Governance costs comprise all costs involving accountability of the charity and its compliance with regulation and good practice.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and Fittings	-	25% reducing balance
Equipment	-	25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

The charitable company enters into only basic financial transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other financial institutions.

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

4. Limited by guarantee

The company is limited by guarantee does not have a share capital. Each members's guarantee is limited to £1.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

5. Donations and grants

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations and grants			
Tudor Trust	66,000	–	66,000
Charterhouse in Southwark	–	–	–
Vintners' Foundation	–	–	–
Leathersellers' Company Charitable Fund	–	–	–
Together for London	–	–	–
Bergman Lehane Trust	250	–	250
Garfield Weston	–	50,000	50,000
Margaret Dobson Further Education Trust	–	–	–
Merchant Taylors' Charitable Foundation	5,000	–	5,000
Unity Works	–	35,000	35,000
Edward Gosling Foundation	–	–	–
Cecily Northcote Charitable Trust	–	–	–
Southwark Council	–	20,000	20,000
Lewisham College (ESFA)	–	–	–
Walcot Foundation	–	41,152	41,152
Global Make Some Noise Foundation	–	20,927	20,927
Donations	–	–	–
The David Solomons Charitable Trust	–	–	–
Ashworth Charitable Trust	–	–	–
Leigh Day	10,000	–	10,000
Jules Thorn	–	–	–
Drapers' Charitable Foundation	–	–	–
Team London Bridge Building Communities Fund ESF (London Councils/ ESF)	–	5,359	5,359
Schroder Trust	–	–	–
SYP Foundation	–	–	–
The Peter Stebbing Memorial Fund	–	5,000	5,000
Co-op Foundation	912	–	912
Souter Charitable Trust	–	3,000	3,000
Access Foundation	–	8,548	8,548
Girdlers Company	–	–	–
Worshipful Company of Chartered Accountants	–	3,000	3,000
Michael Cornish Charitable Trust	–	1,000	1,000
Woodroffe Benton Foundation	1,500	–	1,500
	<u>83,662</u>	<u>192,986</u>	<u>276,648</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

5. Donations and grants *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations and grants			
Tudor Trust	36,000	–	36,000
Charterhouse in Southwark	–	6,750	6,750
Vintners' Foundation	–	5,000	5,000
Leathersellers' Company Charitable Fund	10,000	–	10,000
Together for London	–	9,586	9,586
Bergman Lehane Trust	250	–	250
Garfield Weston	–	–	–
Margaret Dobson Further Education Trust	–	4,950	4,950
Merchant Taylors' Charitable Foundation	–	–	–
Unity Works	–	35,000	35,000
Edward Gosling Foundation	–	10,000	10,000
Cecily Northcote Charitable Trust	–	7,489	7,489
Southwark Council	–	922	922
Lewisham College (ESFA)	–	14,777	14,777
Walcot Foundation	3,000	36,668	39,668
Global Make Some Noise Foundation	–	19,073	19,073
Donations	251	–	251
The David Solomons Charitable Trust	–	1,000	1,000
Ashworth Charitable Trust	–	3,000	3,000
Leigh Day	10,000	–	10,000
Jules Thorn	2,000	–	2,000
Drapers' Charitable Foundation	–	8,500	8,500
Team London Bridge Building Communities Fund	–	2,489	2,489
ESF (London Councils/ ESF)	–	5,595	5,595
Schroder Trust	2,500	–	2,500
SYP Foundation	–	7,549	7,549
The Peter Stebbing Memorial Fund	–	–	–
Co-op Foundation	2,086	–	2,086
Souter Charitable Trust	–	–	–
Access Foundation	–	–	–
Girdlers Company	–	5,000	5,000
Worshipful Company of Chartered Accountants	–	–	–
Michael Cornish Charitable Trust	–	–	–
7 Woodroffe Benton Foundation	–	–	–
	<u>66,087</u>	<u>183,348</u>	<u>249,435</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Investment income

	Unrestricted Funds	Total Funds 2024	Unrestricted Funds	Total Funds 2023
	£	£	£	£
Bank interest receivable	<u>485</u>	<u>485</u>	<u>92</u>	<u>92</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Employment Services	63,068	141,810	204,878
Cafe Van Gogh Link Work	–	50,001	50,000
Support costs	<u>3,475</u>	<u>–</u>	<u>3,476</u>
	<u>66,543</u>	<u>191,811</u>	<u>258,354</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Employment Services	23,247	187,830	211,077
Cafe Van Gogh Link Work	–	–	–
Support costs	<u>3,262</u>	<u>–</u>	<u>3,262</u>
	<u>26,509</u>	<u>187,830</u>	<u>214,339</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2024	Total fund 2023
	£	£	£	£
Employment Services	204,878	–	204,878	211,077
Cafe Van Gogh Link Work	50,000	–	50,000	–
Governance costs	–	<u>3,476</u>	<u>3,476</u>	<u>3,262</u>
	<u>254,878</u>	<u>3,476</u>	<u>258,354</u>	<u>214,339</u>

9. Net income

Net income is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	<u>286</u>	<u>380</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

10. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,925</u>	<u>1,855</u>

11. Staff costs

The average head count of employees during the year was 8 (2023: 8). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Employment Services	6	6
Administrative staff	1	1
Management staff	1	1
	<u>8</u>	<u>8</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

13. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2023 and 31 March 2024	<u>12,533</u>	<u>29,468</u>	<u>42,001</u>
Depreciation			
At 1 April 2023	12,031	28,827	40,858
Charge for the year	125	161	286
At 31 March 2024	<u>12,156</u>	<u>28,988</u>	<u>41,144</u>
Carrying amount			
At 31 March 2024	<u>377</u>	<u>480</u>	<u>857</u>
At 31 March 2023	<u>502</u>	<u>641</u>	<u>1,143</u>

Tangible assets are being carried forward at their net realisable value.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

14. Debtors

	2024	2023
	£	£
Prepayments and accrued income	<u>—</u>	<u>195</u>

15. Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals and deferred income	4,175	3,926
Social security and other taxes	3,183	3,433
	<u>7,358</u>	<u>7,359</u>

16. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	<u>90,033</u>	<u>89,405</u>	<u>(66,543)</u>	<u>112,895</u>

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General funds	<u>50,363</u>	<u>66,179</u>	<u>(26,509)</u>	<u>90,033</u>

The general unrestricted reserves represents the funds of the charity which are not designated for particular purposes.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

16. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
Reorganisation & Development Fund	87,646	–	(1)	87,645
First Job Initiative	2,250	3,000	(5,250)	–
Southwark Works	–	35,000	(35,000)	–
Lewisham Vulnerable Adults Project	–	–	–	–
Pop Up Wrapping Project	5,032	–	(5,032)	–
Lambeth Older Resident's Project	–	–	–	–
Southwark SEND Social Group	–	20,000	(15,980)	4,020
Supported Internships	–	–	–	–
Toucan Hospitality Project	19,313	41,152	(39,888)	20,577
Covid Outreach Project	–	–	–	–
Benefits Advice Project	4,793	3,000	(4,793)	3,000
Lewisham Workstart Project	–	–	–	–
Workstart project	7,916	–	(7,916)	–
Cafe Van Gogh Link Work	–	50,000	(50,000)	–
Experts by Experience	–	675	(675)	–
Toucan Walking Group	–	5,359	(5,359)	–
Travel Buddy Scheme	–	240	(240)	–
Toucan Social Group	–	5,000	–	5,000
Digital Literacy Project	250	33,475	(21,677)	12,048
	<u>127,200</u>	<u>196,901</u>	<u>(191,811)</u>	<u>132,290</u>

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
Reorganisation & Development Fund	87,646	–	–	87,646
First Job Initiative	–	23,189	(20,939)	2,250
Southwark Works	–	35,000	(35,000)	–
Lewisham Vulnerable Adults Project	7,166	–	(7,166)	–
Pop Up Wrapping Project	–	7,489	(2,457)	5,032
Lambeth Older Resident's Project	13,750	–	(13,750)	–

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

16. Analysis of charitable funds *(continued)*

Southwark SEND Social Group	–	–	–	–
Supported Internships	–	14,777	(14,777)	–
Toucan Hospitality Project	13,120	43,263	(37,070)	19,313
Covid Outreach Project	10,000	–	(10,000)	–
Benefits Advice Project	–	9,586	(4,793)	4,793
Lewisham Workstart Project	–	10,000	(10,000)	–
Workstart project	–	20,049	(12,133)	7,916
Cafe Van Gogh Link Work	–	–	–	–
Experts by Experience	–	–	–	–
Toucan Walking Group	–	–	–	–
Travel Buddy Scheme	–	–	–	–
Toucan Social Group	–	–	–	–
Digital Literacy Project	–	19,995	(19,745)	250
	<u>131,682</u>	<u>183,348</u>	<u>(187,830)</u>	<u>127,200</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

16. Analysis of charitable funds *(continued)*

Employment Project

The Main Employment Project is open to anyone between the ages of 16 – 65 residing in the Southwark area. We assist in helping clients to secure employment and provide on-going employment support once clients are in work;

Lambeth NEET Project

A specialised project for Lambeth young people with learning difficulties and disabilities who are not in education, employment or training. The project provides job clubs, vocational counselling, jobs search support, training in literacy and numeracy, work experience placement and on-the-job support.

First Job Initiative Project

The First Job Initiative works with young people between 16-25 who are NEET (Not in Education, Employment or Training), but wish to enter employment;

Lambeth Older Residents' Project

Our work with Lambeth residents supports and concentrates on users over 25 with learning difficulties, disabilities and autism. The project provides support into and whilst in employment.

Lewisham Vulnerable Adults Support Project

The Lewisham Vulnerable Adults Support Project works with Lewisham residents aged over 25 with learning difficulties/disabilities and autism. The project provides support into, and at, employment, as well as holistic support on matters that could impact on clients' ability to enter and sustain employment.

Southwark SEND Social Group

The Southwark SEND Social Group offers a range of social activities for young Southwark residents with learning difficulties/disabilities and autism, 16-25, to develop their skills and confidence, in a range of settings.

Experts by Experience

Working with a range of partners, Toucan clients are delivering the Oliver McGowan training to those working in a social care setting. Clients are employed through Toucan Employment and paid for this work.

Toucan Walking Group

A walking group for Toucan clients to improve their fitness from a low base line, and to reduce their isolation.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

16. Analysis of charitable funds *(continued)*

Café Van Gogh Link Work

A donation to support the Café Van Gogh, paid through Toucan Employment.

Travel Buddy Scheme

A scheme whereby Toucan clients are employed through Toucan Employment to deliver travel buddy services to other Toucan clients.

Toucan Social Group

The Toucan Social Group offers a range of social activities for Southwark, Lambeth, and Lewisham residents with learning difficulties/disabilities and autism, 26+, to develop their skills and confidence, in a range of settings.

Structure Organisational Fund

Following the disposal of the leasehold premises the Trustees decided to set aside £87,536 being the profit made on sale. The funds will be used towards the reorganising and structural development of the project.

Toucan Hospitality Project

A project, funded by the Walcot Foundation, offering training, Job Clubs, and support into employment for Lambeth residents with learning difficulties/disabilities and autism, especially into the Hospitality sector. Working with Kata Kata, Cafe Van Gogh, and the Old Post Office Bakery for additional training, specific skills, and work experience in catering.

Pop-Up Wrapping Project

A pop-up social enterprise offering training, work experience, and paid employment for our clients, while helping members of the public, who do not want to wrap presents.

Digital Literacy Project

A project to support clients to improve their digital literacy, for job applications and everyday life.

Benefits Advice Project

A project to support clients to make sure they are receiving all the benefits they are entitled to, as well as supporting with any assessments and appeals.

Workstart Project

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

16. Analysis of charitable funds *(continued)*

The Work Start Project works with young people between 16-25 who are NEET (Not in Education, Employment or Training), and wish to enter employment, but need, support, advice, and guidance through their first work experience placement to achieve this

17. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	857	–	857
Current assets	119,396	132,290	251,686
Creditors less than 1 year	(7,358)	–	(7,358)
Net assets	<u>112,895</u>	<u>132,290</u>	<u>245,185</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,143	–	1,143
Current assets	97,249	126,200	223,449
Creditors less than 1 year	(7,359)	–	(7,359)
Net assets	<u>91,033</u>	<u>126,200</u>	<u>217,233</u>

18. Post balance sheet events

There are no post balance sheet events to report.

19. Related parties

No director received any remuneration during the year or had any personal interest in any contract or transaction entered into by the company during the year.

20. Transition to FRS 102

The charitable company adopted the SORP (FRS 102) for the first time in the year ended 31st March 2017. The policies applied under the charitable company previous accounting framework are not materially different to FRS102 and have not impacted on funds.

TOUCAN EMPLOYMENT
Company Limited by Guarantee
Management Information
Year ended 31 March 2024

The following pages do not form part of the financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2024

	2024	2023
	£	£
Income and endowments		
Donations and Grants		
Tudor Trust	66,000	36,000
Charterhouse in Southwark	–	6,750
Vintners' Foundation	–	5,000
Leathersellers' Company Charitable Fund	–	10,000
Together for London	–	9,586
Bergman Lehane Trust	250	250
Garfield Weston	50,000	–
Margaret Dobson Further Education Trust	–	4,950
Merchant Taylors' Charitable Foundation	5,000	–
Unity Works	35,000	35,000
Edward Gosling Foundation	–	10,000
Cecily Northcote Charitable Trust	–	7,489
Southwark Council	20,000	922
Lewisham College (ESFA)	–	14,777
Walcot Foundation	41,152	39,668
Global Make Some Noise Foundation	20,927	19,073
Paypay	134	–
Q Charitable Trust	5,000	–
People Plus	240	–
Unique Training Solution	675	–
Other	124	–
London Catalyst	3,000	–
Donations	–	251
The David Solomons Charitable Trust	–	1,000
Ashworth Charitable Trust	–	3,000
Leigh Day	10,000	10,000
Jules Thorn	–	2,000
Drapers ' Charitable Foundation	–	8,500
Team London Bridge Building Communities Fund	5,359	2,489
ESF (London Councils/ ESF)	–	5,595
Schroder Trust	–	2,500
SYP Foundation	–	7,549
The Peter Stebbing Memorial Fund	5,000	–
Carried forward	(267,861)	(242,349)

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2024

	2024 £	2023 £
Brought forward	(267,861)	(242,349)
Co-op Foundation	912	2,086
Souter Charitable Trust	3,000	—
Access Foundation	8,548	—
Girdlers Company	—	5,000
Worshipful Company of Chartered Accountants	3,000	—
Michael Cornish Charitable Trust	1,000	—
Woodroffe Benton Foundation	1,500	—
	<u>285,821</u>	<u>249,435</u>
Investment income		
Bank interest receivable	485	92
	<u>485</u>	<u>92</u>
Total income	<u>286,306</u>	<u>249,527</u>
Expenditure		
Expenditure on charitable activities		
Wages and salaries	168,411	172,750
Pension costs	3,304	3,570
Rent	21,093	18,129
Insurance	871	877
Other motor/travel costs	4,402	1,089
Legal and professional fees	3,671	3,502
Telephone	234	1,081
Other office costs	2,073	2,480
Depreciation	286	380
Stationery & Postage costs	50,831	889
Renewals: Equipment & software	—	2,968
Staff Development and training	812	811
Website and computer costs	1,885	5,280
Subscriptions and CRB expenses	481	533
	<u>258,354</u>	<u>214,339</u>
Total expenditure	<u>258,354</u>	<u>214,339</u>
Net income	<u>27,952</u>	<u>35,188</u>

TOUCAN EMPLOYMENT

England & Wales - Charity number 1078105

Accounts

COMPANY REGISTRATION NUMBER: 2699097
CHARITY REGISTRATION NUMBER: 1078105

TOUCAN EMPLOYMENT
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2023

LAYTON KAYE

Chartered Certified Accountants and Registered Auditors
51 Norwood High Street
London
SE27 9JS

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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Detailed statement of financial activities	23

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	TOUCAN EMPLOYMENT
Charity registration number	1078105
Company registration number	2699097
Principal office and registered office	Rm LG02 Thames Reach Employment Academy 29 Peckham Road London SE5 8UA

The trustees

Richard Scroggs
Alison Backhouse
Mabel Nwoko (Appointed 1 September 2022)
Neale Thomas
Silvia Sacritan Barrero

COMPANY SECRETARY BRIAN JOHNSON

INDEPENDENT EXAMINER LORAIN LAYTON FCCA
51 NORWOOD HIGH STREET
LONDON
SE27 9JS

Structure, governance and management

Toucan Employment is a charitable company limited by guarantee. The company was established under a Memorandum of association which contains the objects and powers of the company.

Since Toucan Employment commenced operations it has focused on reducing the social exclusion of people with learning difficulties and disabilities in the London boroughs of Southwark, Lambeth, Lewisham, and Brent by aiding them to find and retain employment. Our service is tailored to meet both the needs of the job-seeker and the employer by offering full support during the whole of the recruitment process; we work with employers to set up/find jobs that are suited to our clients' abilities and interests and offer on-the-job support and job coaching to meet the needs of our clients and their employers, as required."

Toucan Employment has a board of trustees who meet at regular intervals throughout the year. They are responsible for the strategic direction and policy making of the charity.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Objectives and activities

Toucan Employment was established in 1989 and since has worked with hundreds of individuals and employers to promote the inclusion of disability in the workplace. In the last 10 years we have supported hundreds of people with learning difficulties and disabilities into paid employment. We work with some of the most marginalised people in the job market - people who would often otherwise just be left in the mire of day centres, where there is a self-perpetuating circle of disinterest and meaningless activities. Therefore our principal objective is the provision of employment services to people with learning disabilities, who are aged between 16 and 65. As a charity for people with learning disabilities the company aims to give clients support to learn vocational skills and to find paid work.

The object is to increase the number of people with learning disabilities in work and to ensure that Toucan as an organisation aims to work with employers to provide more opportunities for people with learning disabilities to get work. In setting these objectives and planning its activities, Toucan's trustees have given careful consideration to the Charity Commission's general guidance on Public Benefit.

Toucan supported users during the year with its key objectives being:

- i) to develop and promote the inclusion of disability in the workplace,
- ii) to promote a clear focus on tailoring our facility to meet the job-seeker's needs,
- iii) offering support to the employer throughout the recruitment process – providing job-support and job-coaching.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Achievements and performance

Toucan's reputation for successfully placing clients with learning disabilities/disabilities and autism into sustainable employment continues to grow, despite the difficult economic situation the charity is operating in. The staff work extremely well – both with each other and the management committee. The user and parent group continue to play a very active role in the on-going success of the charity.

Despite the continued difficulties following the Covid 19 pandemic, across the whole organisation, we still managed to achieve the following working outputs:

- Over 3,000 1:1 contacts with clients over the year (many over the phone and zoom - rather than in person as normal);
- 126 new CVs written;
- 110 interviews;
- 68 job offers;
- 58 job starts;
- 52 jobs sustained for 6 months;
- 88 voluntary or other activities started;
- 86 work placements started; and
- We worked with over 304 clients across the year.

Figures of people in employment

Last year, we worked with approximately 304 people, and of those 304, 210 were in some form of employment, appropriate to their skills and needs.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Financial review

In a period of economic difficulties, Toucan continues to be supported by a wide range of funders. Whilst we continue to successfully appeal to donor funders for support, and the majority of the core costs for 2022/2023 were largely funded from successful applications. However applications made in 2023 have successfully secured over £140,000 and therefore we are ever hopeful that 2024 will be just as successful.

Reserve policy

Unrestricted reserves are needed:

- To cover the costs of providing the services with regard to funding contracts;
- To maintain and manage its ongoing services;
- To cover the administration and support without which the charity could not function.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Plans for future periods

Toucan Employment has already secured grants of almost £140,000 for the year 2023/2024. Including in these grants are the multi-year grants from the Walcot Foundation and the Tudor Trust that will bring substantial financial stability. Another £81,000 is likely at this point, with more on-going bids be placed during the year.

Additionally, working in partnership with Lewisham College, Lewisham Council, and Phoenix Housing will reap dividends for both the clients and the charity itself. Toucan will be rolling out a Supported Internship Programme in Lewisham that will bring additional income into the charity, as well as raising its profile, and increasing opportunities for young people with learning difficulties/disabilities in the Lewisham area.

Toucan will also continue to work in partnership with Unity Works to deliver the learning difficulties/disabilities and autism section of the Southwark Works contract for Southwark Council.

Toucan is exploring other opportunities for partnership working, especially with Beckmead College and Croydon Council, as well as the wider sector in Lewisham and Southwark, and we are optimistic that this will bear fruit soon. In addition Toucan is also reviewing alternative avenues to both develop opportunities for people with learning difficulties and disabilities, and to develop unrestricted income for Toucan - these include a microbrewery, a Hub, and the possibility of widening the scope of the work we undertake.

Events after the end of the reporting period

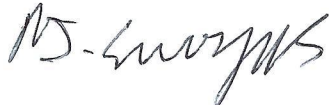
Particulars of events after the reporting date are detailed in note 20 to the financial statements.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 16 June 2023 and signed on behalf of the board of trustees by:

Richard Scroggs
Trustee



BRIAN JOHNSON
Charity Secretary



TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of TOUCAN EMPLOYMENT ('the charity') for the year ended 31 March 2023.

Responsibilities and basis of report

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

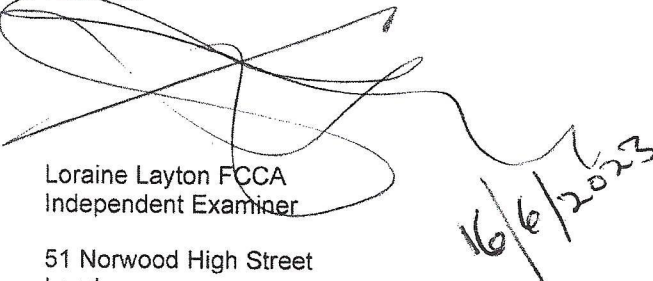
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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

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

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


Loraine Layton FCCA
Independent Examiner

51 Norwood High Street
London
SE27 9JS

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
Income and endowments	Note				
Donations and Grants	5	66,087	183,348	249,435	189,961
Charitable activities	6	—	—	—	2,500
Investment income	7	92	—	92	—
Total income		<u>66,179</u>	<u>183,348</u>	<u>249,527</u>	<u>192,461</u>
Expenditure					
Expenditure on charitable activities	8,9	<u>26,509</u>	<u>187,830</u>	<u>214,339</u>	<u>206,876</u>
Total expenditure		<u>26,509</u>	<u>187,830</u>	<u>214,339</u>	<u>206,876</u>
Net income/(expenditure) and net movement in funds		<u>39,670</u>	<u>(4,482)</u>	<u>35,188</u>	<u>(14,415)</u>
Reconciliation of funds					
Total funds brought forward		50,363	131,682	182,045	196,460
Total funds carried forward		<u>90,033</u>	<u>127,200</u>	<u>217,233</u>	<u>182,045</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 9 to 21 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	14	1,143	1,523
Current assets			
Debtors	15	195	434
Cash at bank and in hand		<u>223,254</u>	<u>187,336</u>
		223,449	187,770
Creditors: amounts falling due within one year	16	<u>7,359</u>	<u>7,248</u>
Net current assets		216,090	180,522
Total assets less current liabilities		<u>217,233</u>	<u>182,045</u>
Net assets		<u>217,233</u>	<u>182,045</u>
Funds of the charity			
Restricted funds		127,200	131,682
Unrestricted funds		<u>90,033</u>	<u>50,363</u>
Total charity funds	18	<u>217,233</u>	<u>182,045</u>

For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 16 June 2023, and are signed on behalf of the board by:

Richard Scroggs
Trustee



The notes on pages 9 to 21 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Rm LG02, Thames Reach Employment Academy, 29 Peckham Road, London, SE5 8UA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The accounts have been prepared on a going concern basis. There are no material uncertainties relating to events or conditions that cast significant doubt on the charity's ability to continue as a going concern.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific funds. The Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular heading they are allocated to activities on a basis consistent with the main use of the resources.

Expenditure applying to one activity or cost category is directly allocated thereto. Governance costs comprise all costs involving accountability of the charity and its compliance with regulation and good practice.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and Fittings	-	25% reducing balance
Equipment	-	25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Financial instruments

The charitable company enters into only basic financial transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other financial institutions.

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

4. Limited by guarantee

The company is limited by guarantee does not have a share capital. Each members's guarantee is limited to £1.

5. Donations and grants

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tudor Trust	36,000	–	36,000
Charterhouse in Southwark	–	6,750	6,750
Vintners' Foundation	–	5,000	5,000
Leathersellers' Company Charitable Fund	10,000	–	10,000
Together for London	–	9,586	9,586
Bergman Lehane Trust	250	–	250
Arnold Clark Automobiles	–	–	–
Margaret Dobson Further Education Trust	–	4,950	4,950
Merchant Taylors' Charitable Foundation	–	–	–
DHE Mary	–	–	–
Bailey Thomas Charitable Fund	–	–	–
Unity Works	–	35,000	35,000
Cafe Van Gogh (ESF)	–	–	–
Edward Gosling Foundation	–	10,000	10,000
Cecily Northcote Charitable Trust	–	7,489	7,489
Southwark Council	–	922	922
Lewisham College (ESFA)	–	14,777	14,777
Walcot Foundation	3,000	36,668	39,668
29th May 1961 Charitable Trust	–	–	–

Global Make Some Noise Foundation

-

19,073

19,073

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

5. Donations and grants *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations	251	—	251
The David Solomons Charitable Trust	—	1,000	1,000
Ashworth Charitable Trust	—	3,000	3,000
Leigh Day	10,000	—	10,000
Jules Thorn	2,000	—	2,000
Drapers ' Charitable Foundation	—	8,500	8,500
Team London Bridge Building Communities Fund	—	2,489	2,489
ESF (London Councils/ ESF)	—	5,595	5,595
Schroder Trust	2,500	—	2,500
SYP Foundation	—	7,549	7,549
Co-op Foundation	2,086	—	2,086
Girdlers Company	—	5,000	5,000
Lambeth/London Social Enterprise Fund	—	—	—
Deptford Challenge Trust	—	—	—
Government grant income	—	—	—
	<u>66,087</u>	<u>183,348</u>	<u>249,435</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tudor Trust	—	—	—
Charterhouse in Southwark	—	—	—
Vintners' Foundation	—	—	—
Leathersellers' Company Charitable Fund	10,000	—	10,000
Together for London	—	—	—
Bergman Lehane Trust	250	—	250
Arnold Clark Automobiles	1,000	—	1,000
Margharet Dobson Further Education Trust	—	—	—
Merchant Taylors' Charitable Foundation	4,800	—	4,800
DHE Mary	500	—	500
Bailey Thomas Charitable Fund	—	15,000	15,000
Unity Works	—	35,000	35,000
Cafe Van Gogh (ESF)	—	11,082	11,082
Edward Gosling Foundation	—	—	—
Cecily Northcote Charitable Trust	—	—	—
Southwark Council	—	15,000	15,000
Lewisham College (ESFA)	—	16,029	16,029
Walcot Foundation	—	31,489	31,489
29th May 1961 Charitable Trust	4,000	—	4,000
Global Make Some Noise Foundation	—	—	—

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

5. Donations and grants *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations	–	–	–
The David Solomons Charitable Trust	–	–	–
Ashworth Charitable Trust	–	–	–
Leigh Day	–	–	–
Jules Thorn	–	–	–
Drapers ' Charitable Foundation	–	–	–
Team London Bridge Building Communities Fund	–	–	–
ESF (London Councils/ ESF)	–	–	–
Schroder Trust	–	–	–
SYP Foundation	–	–	–
Co-op Foundation	–	–	–
Girdlers Company	–	–	–
Lambeth/London Social Enterprise Fund	–	7,270	7,270
Deptford Challenge Trust	–	27,857	27,857
Government grant income	10,684	–	10,684
	<u>31,234</u>	<u>158,727</u>	<u>189,961</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Dig it Nursery	–	–	2,500	2,500

7. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	92	92	–	–

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Employment Services	23,247	187,830	211,077
Support costs	3,262	–	3,262
	<u>26,509</u>	<u>187,830</u>	<u>214,339</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Employment Services	46,252	157,373	203,625
Support costs	3,251	–	3,251
	<u>49,503</u>	<u>157,373</u>	<u>206,876</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Employment Services	211,077	–	211,077	203,625
Governance costs	–	3,262	3,262	3,251
	<u>211,077</u>	<u>3,262</u>	<u>214,339</u>	<u>206,876</u>

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	<u>380</u>	<u>507</u>

11. Independent examination fees

	2023 £	2022 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,855</u>	<u>1,750</u>

12. Staff costs

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Staff costs *(continued)*

The average head count of employees during the year was 8 (2022: 8). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Employment Services	6	6
Administrative staff	1	1
Management staff	1	1
	<u>8</u>	<u>8</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

14. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2022 and 31 March 2023	<u>12,533</u>	<u>29,468</u>	<u>42,001</u>
Depreciation			
At 1 April 2022	11,864	28,614	40,478
Charge for the year	167	213	380
At 31 March 2023	<u>12,031</u>	<u>28,827</u>	<u>40,858</u>
Carrying amount			
At 31 March 2023	<u>502</u>	<u>641</u>	<u>1,143</u>
At 31 March 2022	<u>669</u>	<u>854</u>	<u>1,523</u>

Tangible assets are being carried forward at their net realisable value.

15. Debtors

	2023 £	2022 £
Prepayments and accrued income	<u>195</u>	<u>434</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

16. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals and deferred income	3,926	3,729
Social security and other taxes	3,433	3,519
	<u>7,359</u>	<u>7,248</u>

17. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2023	2022
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>—</u>	<u>10,684</u>

18. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General funds	<u>50,363</u>	<u>66,179</u>	<u>(26,509)</u>	<u>90,033</u>

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General funds	<u>66,132</u>	<u>33,734</u>	<u>(49,503)</u>	<u>50,363</u>

The general unrestricted reserves represents the funds of the charity which are not designated for particular purposes.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

18. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
Reorganisation & Development Fund	87,646	–	–	87,646
Lambeth NEET Project	–	–	–	–
First Job Initiative	–	23,189	(20,939)	2,250
Southwark Works	–	35,000	(35,000)	–
Lewisham Vulnerable Adults Project	7,166	–	(7,166)	–
Pop Up Wrapping Project	–	7,489	(2,457)	5,032
Digital Literacy Project	–	19,995	(19,745)	250
Lambeth Older Resident's Project	13,750	–	(13,750)	–
Supported Internships	–	14,777	(14,777)	–
Toucan Hospitality Project	13,120	43,263	(37,070)	19,313
Covid Outreach Project	10,000	–	(10,000)	–
Benefits Advice Project	–	9,586	(4,793)	4,793
Lewisham Workstart Project	–	10,000	(10,000)	–
Workstart project	–	20,049	(12,133)	7,916
	<u>131,682</u>	<u>183,348</u>	<u>(187,830)</u>	<u>127,200</u>

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
Reorganisation & Development Fund	87,646	–	–	87,646
Lambeth NEET Project	24,961	–	(24,961)	–
First Job Initiative	2,999	–	(2,999)	–
Southwark Works	–	35,000	(35,000)	–
Lewisham Vulnerable Adults Project	–	27,857	(20,691)	7,166
Pop Up Wrapping Project	–	–	–	–
Digital Literacy Project	–	–	–	–
Lambeth Older Resident's Project	1,137	22,270	(9,657)	13,750
Supported Internships	13,585	16,029	(29,614)	–
Toucan Hospitality Project	–	42,571	(29,451)	13,120
Covid Outreach Project	–	15,000	(5,000)	10,000
Benefits Advice Project	–	–	–	–
Lewisham Workstart Project	–	–	–	–
Workstart project	–	–	–	–
	<u>130,328</u>	<u>158,727</u>	<u>(157,373)</u>	<u>131,682</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

18. Analysis of charitable funds *(continued)*

Employment Project

The Main Employment Project is open to anyone between the ages of 16 – 65 residing in the Southwark area. We assist in helping clients to secure employment and provide on-going employment support once clients are in work;

Lambeth NEET Project

A specialised project for Lambeth young people with learning difficulties and disabilities who are not in education, employment or training. The project provides job clubs, vocational counselling, jobs search support, training in literacy and numeracy, work experience placement and on-the-job support.

First Job Initiative Project

The First Job Initiative works with young people between 16-25 who are NEET (Not in Education, Employment or Training), but wish to enter employment;

Lambeth Older Residents' Project

Our work with Lambeth residents supports and concentrates on users over 25 with learning difficulties, disabilities and autism. The project provides support into and whilst in employment.

Lewisham Vulnerable Adults Support Project

The Lewisham Vulnerable Adults Support Project works with Lewisham residents aged over 25 with learning difficulties/disabilities and autism. The project provides support into, and at, employment, as well as holistic support on matters that could impact on clients' ability to enter and sustain employment.

The Greenworks – Brent Allotments

Toucan have on-going gardening projects in the Brent area that offer work placements, horticultural training, healthy eating and fresh produce for our clients – up to 20 people benefit from each of the projects every year.

LDEAs

Specialist peer-support project. Toucan staff member with learning disabilities supporting other people with learning difficulties/disabilities to enter and maintain employment, especially focusing on young people.

Supported Internships

A specialist project offering young Lewisham residents aged 16-25 the opportunity to experience work within a large employer (Phoenix Housing), while being intensively supported by a Job Coach. This is run in conjunction with Lewisham Council, Lewisham College, and Phoenix

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

18. Analysis of charitable funds *(continued)*

Housing.

Structure Organisational Fund

Following the disposal of the leasehold premises the Trustees decided to set aside £87,536 being the profit made on sale. The funds will be used towards the reorganising and structural development of the project.

Covid Outreach Project

The Corona outbreak project was setup to support clients during the lock down period. Toucan offered their clientele information on Covid-19, provided virtual and zoom access to those who felt uneasy and insecure about travelling to the project

Toucan Hospitality Project

A project, funded by the Walcot Foundation, offering training, Job Clubs, and support into employment for Lambeth residents with learning difficulties/disabilities and autism, especially into the Hospitality sector. Working with Kata Kata, Cafe Van Gogh, and the Old Post Office Bakery for additional training, specific skills, and work experience in catering.

Pop-Up Wrapping Project

A pop-up social enterprise offering training, work experience, and paid employment for our clients, while helping members of the public, who do not want to wrap presents.

Digital Literacy Project

A project to support clients to improve their digital literacy, for job applications and everyday life.

Benefits Advice Project

A project to support clients to make sure they are receiving all the benefits they are entitled to, as well as supporting with any assessments and appeals.

Workstart Project

The Work Start Project works with young people between 16-25 who are NEET (Not in Education, Employment or Training), and wish to enter employment, but need, support, advice, and guidance through their first work experience placement to achieve this

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

19. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,143	–	1,143
Current assets	97,249	126,200	223,449
Creditors less than 1 year	(7,359)	–	(7,359)
Net assets	<u>91,033</u>	<u>126,200</u>	<u>217,233</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	1,523	–	1,523
Current assets	56,088	131,682	187,770
Creditors less than 1 year	(7,248)	–	(7,248)
Net assets	<u>50,363</u>	<u>131,682</u>	<u>182,045</u>

20. Post balance sheet events

There are no post balance sheet events to report.

21. Related parties

No director received any remuneration during the year or had any personal interest in any contract or transaction entered into by the company during the year.

22. Transition to FRS 102

The charitable company adopted the SORP (FRS 102) for the first time in the year ended 31st March 2017. The policies applied under the charitable company previous accounting framework are not materially different to FRS102 and have not impacted on funds.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Management Information

Year ended 31 March 2023

The following pages do not form part of the financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2023

	2023	2022
	£	£
Income and endowments		
Donations and Grants		
Tudor Trust	36,000	—
Charterhouse in Southwark	6,750	—
Vintners' Foundation	5,000	—
Leathersellers' Company Charitable Fund	10,000	10,000
Together for London	9,586	—
Bergman Lehane Trust	250	250
Arnold Clark Automobiles	—	1,000
Margharet Dobson Further Education Trust	4,950	—
Merchant Taylors' Charitable Foundation	—	4,800
DHE Mary	—	500
Bailey Thomas Charitable Fund	—	15,000
Unity Works	35,000	35,000
Cafe Van Gogh (ESF)	—	11,082
Edward Gosling Foundation	10,000	—
Cecily Northcote Charitable Trust	7,489	—
Southwark Council	922	15,000
Lewisham College (ESFA)	14,777	16,029
Walcot Foundation	39,668	31,489
29th May 1961 Charitable Trust	—	4,000
Global Make Some Noise Foundation	19,073	—
Donations	251	—
The David Solomons Charitable Trust	1,000	—
Ashworth Charitable Trust	3,000	—
Leigh Day	10,000	—
Jules Thorn	2,000	—
Drapers ' Charitable Foundation	8,500	—
Team London Bridge Building Communities Fund	2,489	—
ESF (London Councils/ ESF)	5,595	—
Schroder Trust	2,500	—
SYP Foundation	7,549	—
Co-op Foundation	2,086	—
Girdlers Company	5,000	—
Lambeth/London Social Enterprise Fund	—	7,270
Carried forward	(249,435)	(151,420)

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2023

	2023 £	2022 £
Brought forward	(249,435)	(151,420)
Deptford Challenge Trust Government grant income	— —	27,857 10,684
	<u>249,435</u>	<u>189,961</u>
Charitable activities		
Dig it Nursery	—	2,500
Investment income		
Bank interest receivable	92	—
Total income	<u>249,527</u>	<u>192,461</u>
Expenditure		
Expenditure on charitable activities		
Wages and salaries	172,750	173,736
Pension costs	3,570	8,574
Rent	18,129	11,722
Insurance	877	853
Other motor/travel costs	1,089	1,612
Legal and professional fees	3,502	3,730
Telephone	1,081	1,170
Other office costs	2,480	1,482
Depreciation	380	507
Stationery & Postage costs	889	403
Renewals:Equipment & software	2,968	904
Staff Development and training	811	971
Website and computer costs	5,280	1,212
Subscriptions and CRB expenses	533	—
	<u>214,339</u>	<u>206,876</u>
Total expenditure	<u>214,339</u>	<u>206,876</u>
Net income/(expenditure)	<u>35,188</u>	<u>(14,415)</u>

TOUCAN EMPLOYMENT

England & Wales - Charity number 1078105

Accounts

COMPANY REGISTRATION NUMBER: 2699097
CHARITY REGISTRATION NUMBER: 1078105

TOUCAN EMPLOYMENT
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2022



TOUCAN EMPLOYMENT

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

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TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name TOUCAN EMPLOYMENT
Charity registration number 1078105
Company registration number 2699097
Principal office and registered office Rm LG02
Thames Reach Employment Academy
29 Peckham Road
London
SE5 8UA

The trustees

Richard Scroggs
Gareth Welch (Retired 20 March 2022)
Alison Backhouse
Graham Peacock (Retired 20 March 2022)
Neale Thomas
Bill Puddicombe (Retired 20 March 2022)
Silvia Sacritan Barrero (Appointed 20 March 2022)

COMPANY SECRETARY BRIAN JOHNSON

INDEPENDENT EXAMINER LORAIN LAYTON FCCA
51 NORWOOD HIGH STREET
LONDON
SE27 9JS

Structure, governance and management

Toucan Employment is a charitable company limited by guarantee. The company was established under a Memorandum of association which contains the objects and powers of the company.

Since Toucan Employment commenced operations it has focused on reducing the social exclusion of people with learning difficulties and disabilities in the London boroughs of Southwark, Lambeth, Lewisham, and Brent by aiding them to find and retain employment. Our service is tailored to meet both the needs of the job-seeker and the employer by offering full support during the whole of the recruitment process; we work with employers to set up/find jobs that are suited to our clients' abilities and interests and offer on-the-job support and job coaching to meet the needs of our clients and their employers, as required."

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure, governance and management *(continued)*

Toucan Employment has a board of trustees who meet at regular intervals throughout the year. They are responsible for the strategic direction and policy making of the charity.

Objectives and activities

Toucan Employment was established in 1989 and since has worked with hundreds of individuals and employers to promote the inclusion of disability in the workplace. In the last 10 years we have supported hundreds of people with learning difficulties and disabilities into paid employment. We work with some of most marginalised people in the job market - people who would often otherwise just be left in the mire of day centres, where there is a self-perpetuating circle of disinterest and meaningless activities. Therefore our principal objective is the provision of employment services to people with learning disabilities, who are aged between 16 and 65. As a charity for people with learning disabilities the company aims to give clients support to learn vocational skills and to find paid work.

The object is to increase the number of people with learning disabilities in work and to ensure that Toucan as an organisation aims to work with employers to provide more opportunities for people with learning disabilities to get work. In setting these objectives and planning its activities, Toucan's trustees have given careful consideration to the Charity Commission's general guidance on Public Benefit.

Toucan supported users during the year with its key objectives being:

- i) to develop and promote the inclusion of disability in the workplace,
- ii) to promote a clear focus on tailoring our facility to meet the job-seeker's needs,
- iii) offering support to the employer throughout the recruitment process – providing job-support and job-coaching.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance

Toucan's reputation for successfully placing clients with learning disabilities/disabilities and autism into sustainable employment continues to grow, despite the difficult economic situation the charity is operating in. The staff work extremely well – both with each other and the management committee. The user and parent group continue to play a very active role in the on-going success of the charity.

Despite the continued difficulties following the Covid 19 pandemic, across the whole organisation, we still managed to achieve the following working outputs:

- Over 3,000 1:1 contacts with clients over the year (many over the phone and zoom - rather than in person as normal);
- 120 new CVs written;
- 108 interviews;
- 67 job offers;
- 57 job starts;
- 51 jobs sustained for 6 months;
- 108 clients were supported with furlough and/or redundancy;
- 82 voluntary or other activities started;
- 85 work placements started; and
- We worked with over 300 clients across the year.

Figures of people in employment

Last year, we worked with approximately 300 people, and of those 300, 207 were in some form of employment, appropriate to their skills and needs.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Financial review

Financial review

In a period of austerity, Toucan continues to be supported by a wide range of funders. Whilst we continue to successfully appeal to donor funders for support, and so the majority of the core costs for 2021/2022 were largely funded from successful applications. However applications made in 2022 have successfully secured over £204,000 and therefore we are ever hopeful that 2023 will be just as successful.

Reserve policy

Unrestricted reserves are needed:

- To cover the costs of providing the services with regard to funding contracts;
- To maintain and manage its ongoing services;
- To cover the administration and support without which the charity could not function.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Plans for future periods

Toucan Employment has already secured grants of almost £204,000 for the year 2022/2023. Including in these grants are the multi-year grants from the Walcot Foundation and the Lethersellers' Company that will bring substantial financial stability. Another £75,000 is likely at this point, with more on-going bids to be placed during the year.

Additionally, working in partnership with Lewisham College, Lewisham Council, and Phoenix Housing will reap dividends for both the clients and the charity itself. Toucan will be rolling out a Supported Internship Programme in Lewisham that will bring additional income into the charity, as well as raising its profile, and increasing opportunities for young people with learning difficulties/disabilities in the Lewisham area.

Toucan will also be working in partnership with the Camden Society and Bede House to deliver the learning difficulties/disabilities and autism section of the Southwark Works contract for Southwark Council.

Toucan is exploring other opportunities for partnership working, especially with Beckmead College and Croydon Council, as well as the wider sector in Lewisham and Southwark, and we are optimistic that this will bear fruit soon. In addition Toucan is also reviewing alternative avenues to both develop opportunities for people with learning difficulties and disabilities, and to develop unrestricted income for Toucan - these include a microbrewery, a Hub, and the possibility of widening the scope of the work we undertake.

Events after the end of the reporting period

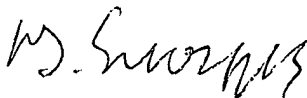
Particulars of events after the reporting date are detailed in note 20 to the financial statements.

Small company provisions


This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 31 August 2022 and signed on behalf of the board of trustees by:

Richard Scroggs
Trustee



BRIAN JOHNSON
Charity Secretary



TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT

Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of TOUCAN EMPLOYMENT ('the charity') for the year ended 31 March 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

3/8/2022
Loraine Layton FCCA
Independent Examiner

51 Norwood High Street
London
SE27 9JS

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

			2022		2021
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and Grants	5	31,234	158,727	189,961	263,853
Charitable activities	6	2,500	–	2,500	–
Investment income	7	–	–	–	19
Total income		<u>33,734</u>	<u>158,727</u>	<u>192,461</u>	<u>263,872</u>
Expenditure					
Expenditure on charitable activities	8,9	49,503	157,373	206,876	203,830
Total expenditure		<u>49,503</u>	<u>157,373</u>	<u>206,876</u>	<u>203,830</u>
Net (expenditure)/income and net movement in funds		<u>(15,769)</u>	<u>1,354</u>	<u>(14,415)</u>	<u>60,042</u>
Reconciliation of funds					
Total funds brought forward		66,132	130,328	196,460	136,418
Total funds carried forward		<u>50,363</u>	<u>131,682</u>	<u>182,045</u>	<u>196,460</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 9 to 21 form part of these financial statements.

TOUCAN EMPLOYMENT
Company Limited by Guarantee
Statement of Financial Position

31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	14	1,523	2,030
Current assets			
Debtors	15	434	359
Cash at bank and in hand		<u>187,336</u>	<u>201,319</u>
		187,770	201,678
Creditors: amounts falling due within one year	16	<u>7,248</u>	<u>7,248</u>
Net current assets		180,522	194,430
Total assets less current liabilities		182,045	196,460
Net assets		<u>182,045</u>	<u>196,460</u>
Funds of the charity			
Restricted funds		131,682	130,328
Unrestricted funds		<u>50,363</u>	<u>66,132</u>
Total charity funds	18	<u>182,045</u>	<u>196,460</u>

For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 31 August 2022, and are signed on behalf of the board by:

Richard Scroggs
Trustee



The notes on pages 9 to 21 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Rm LG02, Thames Reach Employment Academy, 29 Peckham Road, London, SE5 8UA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The accounts have been prepared on a going concern basis. There are no material uncertainties relating to events or conditions that cast significant doubt on the charity's ability to continue as a going concern.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific funds. The Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular heading they are allocated to activities on a basis consistent with the main use of the resources.

Expenditure applying to one activity or cost category is directly allocated thereto. Governance costs comprise all costs involving accountability of the charity and its compliance with regulation and good practice.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and Fittings	-	25% reducing balance
Equipment	-	25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Financial instruments

The charitable company enters into only basic financial transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other financial institutions.

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

4. Limited by guarantee

The company is limited by guarantee does not have a share capital. Each members's guarantee is limited to £1.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and grants

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Tudor Trust	-	-	-
City Bridge Trust	-	-	-
Vintners' Foundation	-	-	-
Leathersellers' Company Charitable Fund	10,000	-	10,000
Give My View	-	-	-
Bergman Lehane Trust	250	-	250
Arnold Clark Automobiles	1,000	-	1,000
Lloyds Bank Foundation	-	-	-
Merchant Taylors' Charitable Foundation	4,800	-	4,800
DHE Mary	500	-	500
Bailey Thomas Charitable Fund	-	15,000	15,000
Unity Works	-	35,000	35,000
Cafe Van Gogh (ESF)	-	11,082	11,082
The Peter Stebbings Memorial Fund	-	-	-
London Funders -Wave 3	-	-	-
Southwark Council	-	15,000	15,000
Lewisham College (ESFA)	-	16,029	16,029
Walcot Foundation	-	31,489	31,489
29th May 1961 Charitable Trust	4,000	-	4,000
Grocers' Charity	-	-	-
Grants			
Lambeth/London Social Enterprise Fund	-	7,270	7,270
Fishmongers' Company's Charitable Trust	-	-	-
Field Family Charitable Trust	-	-	-
Deptford Challenge Trust	-	27,857	27,857
Government grant income	10,684	-	10,684
	<u>31,234</u>	<u>158,727</u>	<u>189,961</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and grants *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Tudor Trust	36,340	–	36,340
City Bridge Trust	–	9,625	9,625
Vintners' Foundation	–	5,000	5,000
Leathersellers' Company Charitable Fund	10,000	–	10,000
Give My View	173	–	173
Bergman Lehane Trust	250	–	250
Arnold Clark Automobiles	–	–	–
Lloyds Bank Foundation	33,000	–	33,000
Merchant Taylors' Charitable Foundation	4,900	–	4,900
DHE Mary	–	–	–
Bailey Thomas Charitable Fund	–	–	–
Unity Works	–	35,000	35,000
Cafe Van Gogh (ESF)	–	1,970	1,970
The Peter Stebbings Memorial Fund	–	10,000	10,000
London Funders -Wave 3	–	20,000	20,000
Southwark Council	–	–	–
Lewisham College (ESFA)	–	32,649	32,649
Walcot Foundation	–	49,214	49,214
29th May 1961 Charitable Trust	–	–	–
Grocers' Charity	–	4,550	4,550
Grants			
Lambeth/London Social Enterprise Fund	–	–	–
Fishmongers' Company's Charitable Trust	–	4,000	4,000
Field Family Charitable Trust	–	3,000	3,000
Deptford Challenge Trust	–	–	–
Government grant income	4,182	–	4,182
	<u>88,845</u>	<u>175,008</u>	<u>263,853</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Dig it Nursery	<u>2,500</u>	<u>2,500</u>	<u>–</u>	<u>–</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	<u>–</u>	<u>–</u>	<u>18</u>	<u>19</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Employment Services	46,252	157,373	203,625
Support costs	3,251	–	3,251
	<u>49,503</u>	<u>157,373</u>	<u>206,876</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Employment Services	42,674	157,973	200,647
Support costs	3,182	–	3,183
	<u>45,856</u>	<u>157,973</u>	<u>203,830</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2022	Total fund 2021
	£	£	£	£
Employment Services	203,625	–	203,625	200,647
Governance costs	–	3,251	3,251	3,183
	<u>203,625</u>	<u>3,251</u>	<u>206,876</u>	<u>203,830</u>

10. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	<u>507</u>	<u>676</u>

11. Independent examination fees

	2022 £	2021 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,750</u>	<u>1,750</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	173,736	179,914
Employer contributions to pension plans	8,574	3,697
	<u>182,310</u>	<u>183,611</u>

The average head count of employees during the year was 8 (2021: 8). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Employment Services	6	6
Administrative staff	1	1
Management staff	1	1
	<u>8</u>	<u>8</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

14. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2021 and 31 March 2022	<u>12,533</u>	<u>29,468</u>	<u>42,001</u>
Depreciation			
At 1 April 2021	11,592	28,379	39,971
Charge for the year	<u>272</u>	<u>235</u>	<u>507</u>
At 31 March 2022	<u>11,864</u>	<u>28,614</u>	<u>40,478</u>
Carrying amount			
At 31 March 2022	<u>669</u>	<u>854</u>	<u>1,523</u>
At 31 March 2021	<u>941</u>	<u>1,089</u>	<u>2,030</u>

Tangible assets are being carried forward at their net realisable value.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

15. Debtors

	2022	2021
	£	£
Prepayments and accrued income	<u>434</u>	<u>359</u>

16. Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals and deferred income	3,729	3,729
Social security and other taxes	<u>3,519</u>	<u>3,519</u>
	<u>7,248</u>	<u>7,248</u>

17. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2022	2021
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>10,684</u>	<u>4,182</u>

18. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General funds	<u>66,132</u>	<u>33,734</u>	<u>(49,503)</u>	<u>50,363</u>

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
General funds	<u>23,125</u>	<u>88,863</u>	<u>(45,856)</u>	<u>66,132</u>

The general unrestricted reserves represents the funds of the charity which are not designated for particular purposes.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

18. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
Reorganisation & Development Fund	87,646	–	–	87,646
Lambeth NEET Project	24,961	–	(24,961)	–
Greenworks Brent Alloment	–	–	–	–
First Job Initiative	2,999	–	(2,999)	–
Southwark Works	–	35,000	(35,000)	–
Lewisham Vulnerable Adults Project	–	27,857	(20,691)	7,166
LDEA Support	–	–	–	–
Lambeth Older Resident's Project	1,137	22,270	(9,657)	13,750
Supported Internships	13,585	16,029	(29,614)	–
Toucan Hospitality Project	–	42,571	(29,451)	13,120
Covid Outreach Project	–	15,000	(5,000)	10,000
Emotional Support Project	–	–	–	–
	<u>130,328</u>	<u>158,727</u>	<u>(157,373)</u>	<u>131,682</u>

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
Reorganisation & Development Fund	87,646	–	–	87,646
Lambeth NEET Project	–	49,214	(24,253)	24,961
Greenworks Brent Alloment	2,407	–	(2,407)	–
First Job Initiative	9,625	20,595	(27,221)	2,999
Southwark Works	–	35,000	(35,000)	–
Lewisham Vulnerable Adults Project	–	3,000	(3,000)	–
LDEA Support	–	10,000	(10,000)	–
Lambeth Older Resident's Project	–	4,550	(3,413)	1,137
Supported Internships	13,615	32,649	(32,679)	13,585
Toucan Hospitality Project	–	–	–	–
Covid Outreach Project	–	–	–	–
Emotional Support Project	–	20,000	(20,000)	–
	<u>113,293</u>	<u>175,008</u>	<u>(157,973)</u>	<u>130,328</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

18. Analysis of charitable funds *(continued)*

Employment Project

The Main Employment Project is open to anyone between the ages of 16 – 65 residing in the Southwark area. We assist in helping clients to secure employment and provide on-going employment support once clients are in work;

Lambeth NEET Project

A specialised project for Lambeth young people with learning difficulties and disabilities who are not in education, employment or training. The project provides job clubs, vocational counselling, jobs search support, training in literacy and numeracy, work experience placement and on-the-job support.

First Job Initiative Project

The First Job Initiative works with young people between 16-25 who are NEET (Not in Education, Employment or Training), but wish to enter employment;

Lambeth Older Residents' Project

Our work with Lambeth residents supports and concentrates on users over 25 with learning difficulties, disabilities and autism. The project provides support into and whilst in employment.

Lewisham Vulnerable Adults Support Project

The Lewisham Vulnerable Adults Support Project works with Lewisham residents aged over 25 with learning difficulties/disabilities and autism. The project provides support into, and at, employment, as well as holistic support on matters that could impact on clients' ability to enter and sustain employment.

The Greenworks – Brent Allotments

Toucan have on-going gardening projects in the Brent area that offer work placements, horticultural training, healthy eating and fresh produce for our clients – up to 20 people benefit from each of the projects every year.

LDEAs

Specialist peer-support project. Toucan staff member with learning disabilities supporting other people with learning difficulties/disabilities to enter and maintain employment, especially focusing on young people.

Supported Internships

A specialist project offering young Lewisham residents aged 16-25 the opportunity to experience work within a large employer (Phoenix Housing), while being intensively supported by a Job

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

18. Analysis of charitable funds *(continued)*

Coach. This is run in conjunction with Lewisham Council, Lewisham College, and Phoenix Housing.

Structure Organisational Fund

Following the disposal of the leasehold premises the Trustees decided to set aside £87,536 being the profit made on sale. The funds will be used towards the reorganising and structural development of the project.

Covid Outreach Project

The Corona outbreak project was setup to support clients during the lock down period. Toucan offered their clientele information on Covid-19, provided virtual and zoom access to those who felt uneasy and insecure about travelling to the project

Toucan Hospitality Project

A project, funded by the Walcot Foundation, offering training, Job Clubs, and support into employment for Lambeth residents with learning difficulties/disabilities and autism, especially into the Hospitality sector. Working with Kata Kata, Cafe Van Gogh, and the Old Post Office Bakery for additional training, specific skills, and work experience in catering.

19. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	1,523	–	1,523
Current assets	56,088	131,682	187,770
Creditors less than 1 year	(7,248)	–	(7,248)
Net assets	<u>50,363</u>	<u>131,682</u>	<u>182,045</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	2,030	–	2,030
Current assets	71,350	130,328	201,678
Creditors less than 1 year	(7,248)	–	(7,248)
Net assets	<u>66,132</u>	<u>130,328</u>	<u>196,460</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

20. Post balance sheet events

There are no post balance sheet events to report.

21. Related parties

No director received any remuneration during the year or had any personal interest in any contract or transaction entered into by the company during the year.

22. Transition to FRS 102

The charitable company adopted the SORP (FRS 102) for the first time in the year ended 31st March 2017. The policies applied under the charitable company previous accounting framework are not materially different to FRS102 and have not impacted on funds.

TOUCAN EMPLOYMENT

England & Wales - Charity number 1078105

Accounts

TOUCAN EMPLOYMENT
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2021

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

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TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name	TOUCAN EMPLOYMENT
Charity registration number	1078105
Company registration number	2699097
Principal office and registered office	Rm LG02 Thames Reach Employment Academy 29 Peckham Road London SE5 8UA

The trustees

Richard Scroggs
Gareth Welch
Alison Backhouse
Graham Peacock
Neale Thomas
Bill Puddicombe

COMPANY SECRETARY BRIAN JOHNSON

INDEPENDENT EXAMINER LORAIN LAYTON FCCA
51 NORWOOD HIGH STREET
LONDON
SE27 9JS

Structure, governance and management

Toucan Employment is a charitable company limited by guarantee. The company was established under a Memorandum of association which contains the objects and powers of the company.

Since Toucan Employment commenced operations it has focused on reducing the social exclusion of people with learning difficulties and disabilities in the London boroughs of Southwark, Lambeth, Lewisham, and Brent by aiding them to find and retain employment. Our service is tailored to meet both the needs of the job-seeker and the employer by offering full support during the whole of the recruitment process; we work with employers to set up/find jobs that are suited to our clients' abilities and interests and offer on-the-job support and job coaching to meet the needs of our clients and their employers, as required."

Toucan Employment has a board of trustees who meet at regular intervals throughout the year. They are responsible for the strategic direction and policy making of the charity.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities

Toucan Employment was established in 1989 and since has worked with hundreds of individuals and employers to promote the inclusion of disability in the workplace. In the last 10 years we have supported hundreds of people with learning difficulties and disabilities into paid employment. We work with some of the most marginalised people in the job market - people who would often otherwise just be left in the mire of day centres, where there is a self-perpetuating circle of disinterest and meaningless activities. Therefore our principal objective is the provision of employment services to people with learning disabilities, who are aged between 16 and 65. As a charity for people with learning disabilities the company aims to give clients support to learn vocational skills and to find paid work.

The object is to increase the number of people with learning disabilities in work and to ensure that Toucan as an organisation aims to work with employers to provide more opportunities for people with learning disabilities to get work. In setting these objectives and planning its activities, Toucan's trustees have given careful consideration to the Charity Commission's general guidance on Public Benefit.

Toucan supported users during the year with its key objectives being:

- i) to develop and promote the inclusion of disability in the workplace,
- ii) to promote a clear focus on tailoring our facility to meet the job-seeker's needs,
- iii) offering support to the employer throughout the recruitment process – providing job-support and job-coaching.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance

Toucan's reputation for successfully placing clients with learning disabilities into sustainable employment continues to grow, despite the difficult economic situation the charity is operating in. The staff work extremely well – both with each other and the management committee. The user and parent group continue to play a very active role in the on-going success of the charity.

Despite the Covid 19 pandemic, across the whole organisation, we still managed to achieve the following working outputs:

- Over 2,500 1:1 contacts with clients over the year (many over the phone and zoom - rather than in person as normal);
- 80 new CVs written;
- 65 interviews;
- 34 job offers;
- 26 job starts;
- 38 jobs sustained for 6 months;
- 108 clients were supported with furlough and/or redundancy;
- 24 voluntary or other activities started;
- 30 work placements started; and
- We worked with 298 clients across the year

Figures of people in employment

Last year, we worked with approximately 298 people, and of those 298, 198 were in some form of employment, appropriate to their skills and needs.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review

Financial review

In a period of austerity, Toucan continues to be supported by a wide range of funders. Whilst we continue to successfully appeal to donors and funders for support, and so the majority of the core costs for 2020/2021 were largely funded from successful applications. However applications made in 2021 have successfully secured over £149,000 already and therefore we are ever hopeful that 2021/2022 will be a better year.

Reserve policy

Unrestricted reserves are needed:

- To cover the costs of providing the services with regard to funding contracts;
- To maintain and manage its ongoing services;
- To cover the administration and support without which the charity could not function.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Plans for future periods

Toucan Employment has already secured grants of almost £150,000 for the year 2021/2022. Including in these grants are the multi-year grants from the Walcot Foundation and the Lethersellers' Company that will bring substantial financial stability. Another £75,000 is likely at this point, with more on-going bids be placed during the year.

Additionally, working in partnership with Lewisham College, Lewisham Council, and Phoenix Housing will reap dividends for both the clients and the charity itself. Toucan will be rolling out a Supported Internship Programme in Lewisham that will bring additional income into the charity, as well as raising its profile, and increasing opportunities for young people with learning difficulties/disabilities in the Lewisham area.

Toucan will also be working in partnership with the Camden Society and Bede House to deliver the learning difficulties/disabilities and autism section of the Southwark Works contract for Southwark Council.

Toucan is exploring other opportunities for partnership working, especially with Beckmead College and Croydon Council, as well as the wider sector in Lewisham and Southwark, and we are optimistic that this will bear fruit soon. In addition Toucan is also reviewing alternative avenues to both develop opportunities for people with learning difficulties and disabilities, and to develop unrestricted income for Toucan - these include a microbrewery, a Hub, and the possibility of widening the scope of the work we undertake.

Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 19 to the financial statements.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 31 August 2021 and signed on behalf of the board of trustees by:

Richard Scroggs
Trustee

BRIAN JOHNSON
Charity Secretary

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT

Year ended 31 March 2021

I report to the trustees on my examination of the financial statements of TOUCAN EMPLOYMENT ('the charity') for the year ended 31 March 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT
(continued)

Year ended 31 March 2021

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

Loraine Layton FCCA
Independent Examiner

51 Norwood High Street
London
SE27 9JS

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2021

		2021			2020
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and Grants	5	88,845	175,008	263,853	205,650
Investment income	6	18	–	19	154
Total income		<u>88,863</u>	<u>175,008</u>	<u>263,872</u>	<u>205,804</u>
Expenditure					
Expenditure on charitable activities	7,8	45,856	157,973	203,830	207,257
Total expenditure		<u>45,856</u>	<u>157,973</u>	<u>203,830</u>	<u>207,257</u>
Net income/(expenditure) and net movement in funds		<u>43,007</u>	<u>17,035</u>	<u>60,042</u>	<u>(1,453)</u>
Reconciliation of funds					
Total funds brought forward		23,125	113,293	136,418	137,871
Total funds carried forward		<u>66,132</u>	<u>130,328</u>	<u>196,460</u>	<u>136,418</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 10 to 23 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible fixed assets	13	2,030	2,706
Current assets			
Debtors	14	359	6,362
Cash at bank and in hand		201,319	134,969
		<u>201,678</u>	<u>141,331</u>
Creditors: amounts falling due within one year	15	<u>7,248</u>	<u>7,619</u>
Net current assets		<u>194,430</u>	<u>133,712</u>
Total assets less current liabilities		<u>196,460</u>	<u>136,418</u>
Net assets		<u>196,460</u>	<u>136,418</u>
Funds of the charity			
Restricted funds		130,328	113,293
Unrestricted funds		<u>66,132</u>	<u>23,125</u>
Total charity funds	17	<u>196,460</u>	<u>136,418</u>

For the year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 31 August 2021, and are signed on behalf of the board by:

Richard Scroggs
Trustee

The notes on pages 10 to 23 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Rm LG02, Thames Reach Employment Academy, 29 Peckham Road, London, SE5 8UA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The accounts have been prepared on a going concern basis. There are no material uncertainties relating to events or conditions that cast significant doubt on the charity's ability to continue as a going concern.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific funds. The Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular heading they are allocated to activities on a basis consistent with the main use of the resources.

Expenditure applying to one activity or cost category is directly allocated thereto. Governance costs comprise all costs involving accountability of the charity and its compliance with regulation and good practice.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and Fittings	- 25% reducing balance
Equipment	- 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Financial instruments

The charitable company enters into only basic financial transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other financial institutions.

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

4. Limited by guarantee

The company is limited by guarantee does not have a share capital. Each members's guarantee is limited to £1.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and grants

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Tudor Trust	36,340	–	36,340
City Bridge Trust	–	9,625	9,625
Vintners' Foundation	–	5,000	5,000
Leathersellers' Company Charitable Fund	10,000	–	10,000
Give My View	173	–	173
Bergman Lehane Trust	250	–	250
Wakefield & Tetley Trust	–	–	–
Lloyds Bank Foundation	33,000	–	33,000
Merchant Taylors' Charitable Foundation	4,900	–	4,900
Mrs Smith and Mount Trust	–	–	–
Bailey Thomas Charitable Fund	–	–	–
Unity Works	–	35,000	35,000
Cafe Van Gogh (ESF)	–	1,970	1,970
The Peter Stebbings Memorial Fund	–	10,000	10,000
London Funders -Wave 3	–	20,000	20,000
SEGRO Community Fund	–	–	–
Lewisham College (ESFA)	–	32,649	32,649
Walcot Foundation	–	49,214	49,214
29th May 1961 Charitable Trust	–	–	–
Grocers' Charity	–	4,550	4,550
Grants			
Fishmongers' Company's Charitable Trust	–	4,000	4,000
Field Family Charitable Trust	–	3,000	3,000
Lambeth ESF (London Councils/ ESF)	–	–	–
Government grant income	4,182	–	4,182
	<u>88,845</u>	<u>175,008</u>	<u>263,853</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and grants *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Tudor Trust	33,660	–	33,660
City Bridge Trust	–	38,500	38,500
Vintners' Foundation	–	–	–
Leathersellers' Company Charitable Fund	10,000	–	10,000
Give My View	–	–	–
Bergman Lehane Trust	200	–	200
Wakefield & Tetley Trust	5,000	–	5,000
Lloyds Bank Foundation	–	–	–
Merchant Taylors' Charitable Foundation	5,000	–	5,000
Mrs Smith and Mount Trust	–	4,547	4,547
Bailey Thomas Charitable Fund	–	15,000	15,000
Unity Works	–	17,500	17,500
Cafe Van Gogh (ESF)	–	–	–
The Peter Stebbings Memorial Fund	–	–	–
London Funders -Wave 3	–	–	–
SEGRO Community Fund	–	4,817	4,817
Lewisham College (ESFA)	–	32,679	32,679
Walcot Foundation	–	24,253	24,253
29th May 1961 Charitable Trust	4,000	–	4,000
Grocers' Charity	–	–	–
Grants			
Fishmongers' Company's Charitable Trust	–	–	–
Field Family Charitable Trust	–	–	–
Lambeth ESF (London Councils/ ESF)	–	10,494	10,494
Government grant income	–	–	–
	<u>57,860</u>	<u>147,790</u>	<u>205,650</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Bank interest receivable	<u>18</u>	<u>19</u>	<u>154</u>	<u>154</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Employment Services	42,674	157,973	200,647
Southwark Works	–	–	–
First Job Initiative	–	–	–
Post -Supported Internships Project	–	–	–
LDEA Support	–	–	–
Greenworks Allotment Project	–	–	–
Lambeth Older Residents' Project	–	–	–
Supported Internships	–	–	–
Lewisham Vulnerable Adults Project	–	–	–
Lambeth NEET Project	–	–	–
Support costs	3,182	–	3,183
	<u>45,856</u>	<u>157,973</u>	<u>203,830</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Employment Services	61,212	–	61,212
Southwark Works	–	17,900	17,900
First Job Initiative	–	37,812	37,812
Post -Supported Internships Project	–	5,380	5,380
LDEA Support	–	8,750	8,750
Greenworks Allotment Project	–	4,382	4,382
Lambeth Older Residents' Project	–	10,494	10,494
Supported Internships	–	19,063	19,063
Lewisham Vulnerable Adults Project	–	15,000	15,000
Lambeth NEET Project	–	24,253	24,253
Support costs	3,011	–	3,011
	<u>64,223</u>	<u>143,034</u>	<u>207,257</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2021	Total fund 2020
	£	£	£	£
Employment Services	200,647	–	200,647	61,212
Southwark Works	–	–	–	17,900
First Job Initiative	–	–	–	37,812
Post -Supported Internships Project	–	–	–	5,380
LDEA Support	–	–	–	8,750
Greenworks Allotment Project	–	–	–	4,382
Lambeth Older Residents' Project	–	–	–	10,494
Supported Internships	–	–	–	19,063
Lewisham Vulnerable Adults Project	–	–	–	15,000
Lambeth NEET Project	–	–	–	24,253
Governance costs	–	3,183	3,183	3,011
	<u>200,647</u>	<u>3,183</u>	<u>203,830</u>	<u>207,257</u>

9. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation of tangible fixed assets	<u>676</u>	<u>805</u>

10. Independent examination fees

	2021	2020
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,750</u>	<u>1,750</u>

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	179,914	178,976
Employer contributions to pension plans	<u>3,697</u>	<u>3,452</u>
	<u>183,611</u>	<u>182,428</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

11. Staff costs *(continued)*

The average head count of employees during the year was 8 (2020: 9). The average number of full-time equivalent employees during the year is analysed as follows:

	2021 No.	2020 No.
Employment Services	6	7
Administrative staff	1	1
Management staff	1	1
	<u>8</u>	<u>9</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

13. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2020 and 31 March 2021	<u>12,533</u>	<u>29,468</u>	<u>42,001</u>
Depreciation			
At 1 April 2020	11,279	28,016	39,295
Charge for the year	313	363	676
At 31 March 2021	<u>11,592</u>	<u>28,379</u>	<u>39,971</u>
Carrying amount			
At 31 March 2021	<u>941</u>	<u>1,089</u>	<u>2,030</u>
At 31 March 2020	<u>1,254</u>	<u>1,452</u>	<u>2,706</u>

Tangible assets are being carried forward at their net realisable value.

14. Debtors

	2021 £	2020 £
Trade debtors	–	6,003
Prepayments and accrued income	<u>359</u>	<u>359</u>
	<u>359</u>	<u>6,362</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

15. Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals and deferred income	3,729	3,734
Social security and other taxes	3,519	3,885
	<u>7,248</u>	<u>7,619</u>

16. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2021	2020
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>4,182</u>	<u>—</u>

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
General funds	<u>23,125</u>	<u>88,863</u>	<u>(45,856)</u>	<u>66,132</u>

	At 1 April 2019	Income	Expenditure	At 31 March 2020
	£	£	£	£
General funds	<u>29,334</u>	<u>58,014</u>	<u>(64,223)</u>	<u>23,125</u>

The general unrestricted reserves represents the funds of the charity which are not designated for particular purposes.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
Reorganisation & Development Fund	87,646	–	–	87,646
Lambeth NEET Project	–	49,214	(24,253)	24,961
Greenworks Brent Alloment	2,407	–	(2,407)	–
First Job Initiative	9,625	20,595	(27,221)	2,999
Southwark Works	–	35,000	(35,000)	–
Vulnerable Adults Project	–	3,000	(3,000)	–
LDEA Support	–	10,000	(10,000)	–
Lambeth Older Resident's Project	–	4,550	(3,413)	1,137
Post-Supported Internships	–	–	–	–
Supported Internships	13,615	32,649	(32,679)	13,585
Emotional Support Project	–	20,000	(20,000)	–
	<u>113,293</u>	<u>175,008</u>	<u>(157,973)</u>	<u>130,328</u>

	At 1 April 2019 £	Income £	Expenditure £	At 31 March 2020 £
Reorganisation & Development Fund	87,546	–	100	87,646
Lambeth NEET Project	–	24,253	(24,253)	–
Greenworks Brent Alloment	1,971	4,818	(4,382)	2,407
First Job Initiative	9,437	38,500	(38,312)	9,625
Southwark Works	–	17,500	(17,500)	–
Vulnerable Adults Project	–	15,000	(15,000)	–
LDEA Support	8,750	–	(8,750)	–
Lambeth Older Resident's Project	–	10,494	(10,494)	–
Post-Supported Internships	833	4,547	(5,380)	–
Supported Internships	–	32,678	(19,063)	13,615
Emotional Support Project	–	–	–	–
	<u>108,537</u>	<u>147,790</u>	<u>(143,034)</u>	<u>113,293</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Employment Project

The Main Employment Project is open to anyone between the ages of 16 – 65 residing in the Southwark area. We assist in helping clients to secure employment and provide on-going employment support once clients are in work;

Lambeth NEET Project

A specialised project for Lambeth young people with learning difficulties and disabilities who are not in education, employment or training. The project provides job clubs, vocational counselling, jobs search support, training in literacy and numeracy, work experience placement and on-the-job support.

First Job Initiative Project

The First Job Initiative works with young people between 16-25 who are NEET (Not in Education, Employment or Training), but wish to enter employment;

Lambeth Older Residents' Project

Our work with Lambeth residents supports and concentrates on users over 25 with learning difficulties, disabilities and autism. The project provides support into and whilst in employment.

Emotional Support Project

The Emotional Support Project was essential during Covid-19. The project aimed at working with clients by, supporting them to access financial support, online training and more importantly provided emotional support during this extremely difficult time.

The Greenworks – Brent Allotments

Toucan have on-going gardening projects in the Brent area that offer work placements, horticultural training, healthy eating and fresh produce for our clients – up to 20 people benefit from each of the projects every year.

Workstart

A specialised project for Lewisham and Southwark young people with learning difficulties and disabilities who are not in education, employment or training. The project provides job clubs, vocational counselling, jobs search support, training in literacy and numeracy, work experience placements, employment opportunities, and on-the-job support

Vulnerable Adults Project

The Vulnerable Adults Project works with "vulnerable adults" from the London Boroughs of

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Southwark and Lambeth residents. We concentrate on residents with learning difficulties and disabilities who are either long-term unemployed, or have never worked. These clients' needs are mild or moderate and this often means that they have slipped through the net, getting little or no additional support at school and in their day-to-day lives; few of them have had social service assessments and so cannot access many of the services and opportunities open to those people with more severe learning difficulties and disabilities. Additionally with a number of local factories and places of employment closing down, we are seeing an influx of vulnerable adults.

LDEAs

Specialist peer-support project. Toucan staff member with learning disabilities supporting other people with learning difficulties/disabilities to enter and maintain employment, especially focusing on young people.

Supported Internships

A specialist project offering young Lewisham residents aged 16-25 the opportunity to experience work within a large employer (Phoenix Housing), while being intensively supported by a Job Coach. This is run in conjunction with Lewisham Council, Lewisham College, and Phoenix Housing.

Post-Support Internships

A specialist project working with those young people who have experienced the Supported Internships Project, and now need additional specialist support to enter, and sustain employment.

Structure Organisational Fund

Following the disposal of the leasehold premises the Trustees decided to set aside £87,536 being the profit made on sale. The funds will be used towards the reorganising and structural development of the project.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	2,030	–	2,030
Current assets	71,350	130,328	201,678
Creditors less than 1 year	(7,248)	–	(7,248)
Net assets	66,132	130,328	196,460

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	2,706	–	2,706
Current assets	28,038	113,293	141,331
Creditors less than 1 year	(7,619)	–	(7,619)
Net assets	23,125	113,293	136,418

19. Post balance sheet events

There are no post balance sheet events to report.

20. Related parties

No director received any remuneration during the year or had any personal interest in any contract or transaction entered into by the company during the year.

21. Transition to FRS 102

The charitable company adopted the SORP (FRS 102) for the first time in the year ended 31st March 2017. The policies applied under the charitable company previous accounting framework are not materially different to FRS102 and have not impacted on funds.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Management Information

Year ended 31 March 2021

The following pages do not form part of the financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2021

	2021	2020
	£	£
Income and endowments		
Donations and Grants		
Tudor Trust	36,340	33,660
City Bridge Trust	9,625	38,500
Vintners' Foundation	5,000	–
Leathersellers' Company Charitable Fund	10,000	10,000
Give My View	173	–
Bergman Lehane Trust	250	200
Wakefield & Tetley Trust	–	5,000
Lloyds Bank Foundation	33,000	–
Merchant Taylors' Charitable Foundation	4,900	5,000
Mrs Smith and Mount Trust	–	4,547
Bailey Thomas Charitable Fund	–	15,000
Unity Works	35,000	17,500
Cafe Van Gogh (ESF)	1,970	–
The Peter Stebbings Memorial Fund	10,000	–
London Funders -Wave 3	20,000	–
SEGRO Community Fund	–	4,817
Lewisham College (ESFA)	32,649	32,679
Walcot Foundation	49,214	24,253
29th May 1961 Charitable Trust	–	4,000
Grocers' Charity	4,550	–
Fishmongers' Company's Charitable Trust	4,000	–
Field Family Charitable Trust	3,000	–
Lambeth ESF (London Councils/ ESF)	–	10,494
Government grant income	4,182	–
	<u>263,853</u>	<u>205,650</u>
Investment income		
Bank interest receivable	19	154
	<u>19</u>	<u>154</u>
Total income	<u>263,872</u>	<u>205,804</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2021

	2021	2020
	£	£
Expenditure		
Expenditure on charitable activities		
Wages and salaries	179,914	178,976
Pension costs	3,697	3,452
Rent	7,779	11,068
Insurance	664	557
Other motor/travel costs	955	1,233
Legal and professional fees	3,618	3,502
Telephone	969	806
Other office costs	539	1,533
Depreciation	676	805
Stationery & Postage costs	744	723
Staff Development and training	592	719
Website and computer costs	1,370	916
Subscriptions and CRB expenses	310	379
Volunteers expenses	-	588
Dig it -funds written off as bad debt	2,003	2,000
	<u>203,830</u>	<u>207,257</u>
Total expenditure	<u>203,830</u>	<u>207,257</u>
Net income/(expenditure)	<u>60,042</u>	<u>(1,453)</u>
