

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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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 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').

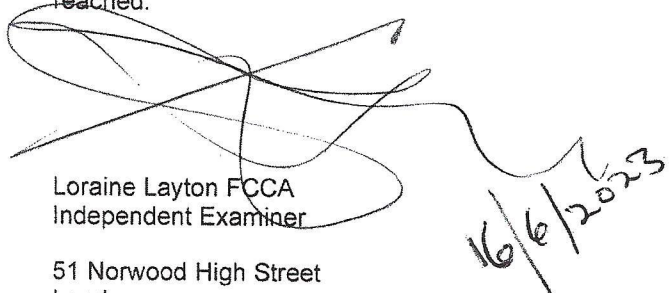
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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 £
	Note				
Income and endowments					
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	26,509	187,830	214,339	206,876
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		<u>216,090</u>	<u>180,522</u>
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
Margaret 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
Margaret 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	—	27,857
Government grant income	—	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>