

**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**

---

	<b>Page</b>
Trustees' annual report (incorporating the director's report)	<b>1</b>
Independent examiner's report to the trustees	<b>6</b>
Statement of financial activities (including income and expenditure account)	<b>8</b>
Statement of financial position	<b>9</b>
Notes to the financial statements	<b>10</b>
<b>The following pages do not form part of the financial statements</b>	
Detailed statement of financial activities	<b>24</b>

---

# 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.

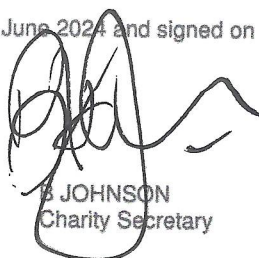
### **Small company provisions**

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

  
B. 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				
<b>Income and endowments</b>					
Donations and Grants	5	88,920	196,901	<b>285,821</b>	249,435
Investment income	6	485	—	<b>485</b>	92
<b>Total income</b>		<u>89,405</u>	<u>196,901</u>	<u><b>286,306</b></u>	<u>249,527</u>
<b>Expenditure</b>					
Expenditure on charitable activities	7,8	66,543	191,811	<b>258,354</b>	214,339
<b>Total expenditure</b>		<u>66,543</u>	<u>191,811</u>	<u><b>258,354</b></u>	<u>214,339</u>
<b>Net income and net movement in funds</b>		<u>22,862</u>	<u>5,090</u>	<u><b>27,952</b></u>	<u>35,188</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		90,033	127,200	<b>217,233</b>	182,045
<b>Total funds carried forward</b>		<u>112,895</u>	<u>132,290</u>	<u><b>245,185</b></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 £
<b>Fixed assets</b>			
Tangible fixed assets	13	857	1,143
<b>Current assets</b>			
Debtors	14	—	195
Cash at bank and in hand		<u>251,686</u>	<u>223,254</u>
		<b>251,686</b>	<b>223,449</b>
<b>Creditors: amounts falling due within one year</b>	15	<u>7,358</u>	<u>7,359</u>
<b>Net current assets</b>		<b>244,328</b>	<b>216,090</b>
<b>Total assets less current liabilities</b>		<b>245,185</b>	<b>217,233</b>
<b>Net assets</b>		<u><b>245,185</b></u>	<u><b>217,233</b></u>
<b>Funds of the charity</b>			
Restricted funds		<b>132,290</b>	<b>127,200</b>
Unrestricted funds		<u><b>112,895</b></u>	<u><b>90,033</b></u>
<b>Total charity funds</b>	16	<u><b>245,185</b></u>	<u><b>217,233</b></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 £
<b>Donations and grants</b>			
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	—	5,359	5,359
ESF (London Councils/ ESF)	—	—	—
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 £
<b>Donations and grants</b>			
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	485	485	92	92

#### 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	3,475	—	3,476
	66,543	191,811	258,354

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

#### 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	—	3,476	3,476	3,262
	254,878	3,476	258,354	214,339

#### 9. Net income

Net income is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	286	380

# 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 No.	2023 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 £
<b>Cost</b>			
At 1 April 2023 and 31 March 2024	<u>12,533</u>	<u>29,468</u>	<u>42,001</u>
<b>Depreciation</b>			
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>
<b>Carrying amount</b>			
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)
<b>Net assets</b>	<b>112,895</b>	<b>132,290</b>	<b>245,185</b>

	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)
<b>Net assets</b>	<b>91,033</b>	<b>126,200</b>	<b>217,233</b>

#### 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 £
<b>Income and endowments</b>		
<b>Donations and Grants</b>		
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>
<b>Investment income</b>		
Bank interest receivable	485	92
	<u>485</u>	<u>92</u>
<b>Total income</b>	<u><u>286,306</u></u>	<u><u>249,527</u></u>
<b>Expenditure</b>		
<b>Expenditure on charitable activities</b>		
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>
<b>Total expenditure</b>	<u><u>258,354</u></u>	<u><u>214,339</u></u>
<b>Net income</b>	<u><u>27,952</u></u>	<u><u>35,188</u></u>