

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

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	6
Statement of financial activities (including income and expenditure account)	7
Statement of financial position	8
Notes to the financial statements	9

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 to 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.

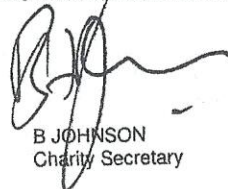
Small company provisions

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
	Note	£	£	£	£
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	5,000	—	5,000
SLaM	503	1,125	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			
Tudor Trust	66,000	—	66,000
Deptford Challenge	—	—	—
Bergman Lehane Trust	250	—	250
Garfield Weston	—	50,000	50,000
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	605	485	485

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	—	15,875	(15,875)	—	—
Southwark NEET's Project	—	10,000	(10,000)	—	—
Toucan Social Group	5,000	—	(5,000)	—	—
Lewisham Work First	—	15,000	(15,000)	—	—
Digital Literacy Project	12,048	—	(12,048)	—	—
General restricted fund	—	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	103,871	140,051	243,922

	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	112,895	132,290	245,185

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.