OSBORNE PARTNERSHIP

England & Wales · Charity number 1087444

Details

Status	Registered
Legal form	Charitable company
Company number	03483852
Registered	2001-07-10
Register	View on the Charity Commission register

Contact

Address	Brindley Goldstein Ltd 103 High Street Waltham Cross EN8 7AN
Phone	01992652222
Email	info@osbornepartnership.org
Website	www.osbornepartnership.org

Activities

Objects: (I) RELIEF OF HARDSHIP FOR PEOPLE IN THE LOCAL COMMUNITY WHO HAVE A LEARNING DISABILITY, PHYSICAL DISABILITY, MENTAL HEALTH PROBLEM OR OTHER RELATED DISADVANTAGED GROUPS. (II) THE ADVANCEMENT OF EDUCATION FOR THE SAME GROUPS OF PEOPLE DETAILED IN OBJECT (I) ABOVE. (III) THE DEVELOPMENT OF THE CAPACITY AND SKILLS OF SOCIALLY AND/OR ECONOMICALLY DISADVANTAGED MEMBERS OF THE LOCAL COMMUNITY IN BARKING & DAGENHAM AND NEIGHBOURING BOROUGHS IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.

Activities: The charity provides accredited vocational training, supported volunteer opportunities, and other specialised life improvement programmes for people with disabilities and/or complex needs. The charity's objectives also include community development work in the local area.

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Classification

- **How:** Provides Services
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** People With Disabilities

Geography

- Barking And Dagenham
- Havering
- Newham
- Redbridge

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£877,231	£901,298	£949,023	24
2024-03-31	£831,780	£830,575	£973,090	24
2023-03-31	£744,782	£738,214	£971,885	22
2022-03-31	£698,918	£575,866	£936,475	18
2021-03-31	£655,374	£563,901	£813,423	21

Trustees

Name	Role	Appointed
JANET HANDLEY	Chair	
JEANETTE DOWNS		
KAREN DAY		2019-12-12
SANDRA WADE		2019-12-12
SHEILA APPS		
TERENCE GEORGE WILLIAM WADE		

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OSBORNE PARTNERSHIP

England & Wales - Charity number 1087444

Accounts

Osborne Partnership

ANNUAL GENERAL MEETING (AGM) of the BOARD OF TRUSTEES

Tuesday 19th August 2025 @ 11.45am (Board Room)

MINUTES:

Present:

Janet Handley, Trustee & Chair
Sheila Apps, Trustee
Sandra Wade, Trustee
Jeanette Downs, Trustee
Steve Delaney (Chief Executive & Company Secretary – non voting)
Jacki Golds (Operations Manager, Quality & Improvement – non voting)
Karen Jordan (Finance & HR Manager – non voting)

Apologies:

Terry Wade, Trustee
Karen Day, Trustee

1. **Welcome** – The Chair of the Board of Trustees, Janet Handley, welcomed all to the AGM.

2. **Apologies** – None.

3. **Proxy Vote(s)** – Two (2) – Terry Wade nominated Sandra Wade. Karen Day nominated the Chair Janet Handley.

Ordinary Business:

4. **Year End Accounts 2024 – 2025:** Trustees discussed the Year End Accounts 2024 – 25 and noted the relevant points:

    - A loss of c£25K over the year.
    - Operating position roughly came in at even and the loss largely relates to the investments in the Centre, and the refurbishments programme conducted last Christmas close down.

    Trustees unanimously approved the Year End Accounts 2024 – 25 and instructed the Chair to sign them for uploading to Companies House and to the Charities Commission prior to the required due dates. In addition, Trustees instructed the Chair to sign the Letter of Representation.

    Chief Executive (and Company Secretary) instructed to forward completed documents to the accountants to meet the auditing deadline of 31st December 2025 (Companies House) and 31st January 2026 (Charities Commission).

5. **Accountants:** Trustees approved the appointment as Company auditors Messrs. Brindley Goldstein Ltd for the financial year 2025 – 26. The appointment was approved under delegated authority to the Chief Executive

Other Business:

6. **None.**

7. **Close:** The AGM meeting concluded at 12.15pm.

8. **Date of Next Meeting** – To be confirmed at a later date.

Signed by Order of the Board of Trustees.

Janet Handley,

Chair of the Board of Trustees.

Date: 19th August 2025.

OSBORNE PARTNERSHIP

England & Wales - Charity number 1087444

Accounts

COMPANY REGISTRATION NUMBER: 03483852
CHARITY REGISTRATION NUMBER: 1087444

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Financial Statements

31 March 2024

BRINDLEY GOLDSTEIN LIMITED
Chartered accountants & statutory auditor
103 High Street
Waltham Cross
Herts
EN8 7AN

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

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OSBORNE PARTNERSHIP

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 financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name	OSBORNE PARTNERSHIP
Charity registration number	1087444
Company registration number	03483852
Principal office and registered office	The Osborne Centre Osborne Square Dagenham Essex RM9 5BE
The trustees	
	Mrs. S. Apps Mrs. J. A. Downs Mr. J. Heley Mr. T. Wade Mrs.J. Handley Mrs.K. Day Mrs.S. Wade
Company secretary	S. Delaney
Auditor	Brindley Goldstein Limited Chartered accountants & statutory auditor 103 High Street Waltham Cross Herts EN8 7AN
Bankers	LLoyds TSB The Green Stanford-Le-Hope Essex SS17 0ER
Solicitors	Mullis & Peake Marshalls Chambers Romford Essex RM1 1QS

Structure, governance and management

Introduction

Osborne Partnership is a company limited by guarantee and charity based in the heart of the London Borough of Barking & Dagenham and working with adults with learning disabilities (we call them our Partners) in a progressive and exciting day support and learning centre at Osborne Square, Dagenham. Osborne Partnership principally draws its Partners from Barking & Dagenham but also supports people from the London Boroughs of Havering, Redbridge, and Newham - we can also support people from the London Borough of Waltham Forest.

We support our Partners by working with them in a modern-day centre setting and across a number of different service areas.

Our services have been designed with Partners to support them to gain invaluable life skills, develop new skills, encourage independence and empowerment, and build self-confidence and self-esteem.

Our main aims are to support people with learning disabilities to:

- Gain externally accredited qualifications, non-accredited in-house certificates, and work experience.
- Gain new social and life skills to fulfil personal development goals.
- Encourage progress along a pathway which fulfils each Partner's potential.
- Raise the profile of and highlight the contribution that people with learning disabilities make to their local community.
- Engender community cohesion in an area of high deprivation and disadvantage.

We work with a range of external stakeholders to support our Partner progression pathways into volunteering and/or paid employment routes. Organisations include:

- Local authorities
- Voluntary sector organisations
- Private businesses

Legal Structure

Osborne Partnership is a charitable company having gained registered charitable status on the 10th July 2001 (Charity No: 1087444)and following on from our incorporation on 19th December 1997 as a company limited by guarantee (Company No: 3483852).

Mission Statement

Osborne Partnership aims to provide meaningful activities which develop sustainable skills, encourage independence, build self-confidence and self-esteem thereby empowering its Partners to lead fulfilled lives.

Our Vision

- To be recognised as one of the leading providers of accredited and non-accredited vocational training and support for people with learning disabilities or other related disadvantaged groups.
- To develop, in consultation with Partners, a comprehensive and varied range of sustainable programmes which provide meaningful activities.

Strap Line - "Making a positive difference to people's lives"

Chair of the Board of Trustees

Mrs Janet Handley was duly elected as the Chair of the Board of Trustees on the 19th December 2022.

Company Secretary

Mr Steven Delaney, Chief Executive, was duly appointed as Company Secretary on the 19th December 2022 with no voting rights.

Senior Management Team

The following positions make up the totality of the senior management team.

- Chief Executive
- Finance & HR Manager
- Operations Manager (Quality & Improvement)
- Operations Manager (Partner Welfare & Support)

The SMT is currently led by Mr. Steven Delaney, Chief Executive.

Information, Advice & Guidance (IAG

IAG is absolutely at the heart of, and core to our service provision across the board. As our core objectives are to support and progress our Partners personal, social, independent living and practical skills, it is imperative that we work with Partners within our services to ensure that we are providing the best possible IAG that enables them to progress their skills attainment and work towards reaching their stated goals at Osborne Partnership. That is why we believe it's so important to ensure that the IAG we offer is accredited by MATRIX. They are a national accreditation kitemark for IAG and measure against a number of standards of delivery.

Osborne Partnership was successfully reaccredited by the Matrix Standard in December 2023 and this runs until October 2026.

Objectives and activities

(i) Relief of hardship for people in the local community who have a learning disability, physical disability, mental health problem or other related disadvantaged groups.

(ii) The advancement of education for the same groups of people detailed in "object (i)" above.

(iii) The development of the capacity and skills of socially and/ or economically disadvantaged members of the local community in Barking & Dagenham and neighbouring boroughs in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Achievements and performance

Key Headlines & Achievements (April 2023 - end March 2024)

The following represents some of the key achievements for the year.

- Delivered 172 placements weekly to end March 2024.
- Delivered services to a total of 60 Partners.
- Maintained existing 5 key Service areas, namely:
  - o Horticulture Service
  - o TOP Tea-Room Service
  - o Arts, Crafts & Performing Arts Service
  - o TOP Studio Service
  - o TOP Recycling Service & Shop

- Completed preparation work for the introduction of a new ICT Service.
- Continued to maintain infection controls post COVID.
- Maintained staffing levels with a total staffing complement of 24 combining Full Time & Part Time workers.
- Staffing to Partner ratio continues as 1:3 on 3 days per week and 1:4 two days per week.
- 3 Partners left Osborne Partnership in year and 5 Partners were new joiners.
- 11 Partners attended average of 2 excursions weekly (cycling, swimming, sports arena, etc).
- Held 4 Partner Council meetings over the period 2023 - 24.
- Textiles Collection service - 46 weekly collections over the course of 2023 - 24.
- Held 4 'themed' parties for Partners over the year.
- Maintained 5 Volunteers over the period but two others left in 2023 - 24.
- Staff completed suite of training courses (33 specialist areas) ranging from Mental Capacity Act, Safeguarding Vulnerable Adults, Managing Behaviours that Change, Person Centred Care, and Food Hygiene too name but a few.
- Selected staff (one from each service) enrolled onto a new teaching course (L3) to raise standards in service delivery.
- Held the organisations first dedicated Staff Development Day for training and quality purposes.
- Implemented a new organisational database (Storii) across all services.
- Successfully secured and implemented new Partner contracts.
- Successfully gained reaccreditation to the Matrix Standard.
- Produced and delivered over 1,000 hot meals to disadvantaged adults as part of the London Borough of Barking & Dagenham (LBBD) approach to the cost-of-living crisis.
- Successfully held two fundraising events.

For a more comprehensive report on outcomes and achievements then please see our Annual Impact Report 2023 - 24. Copies can be obtained on demand at info@osbornepartnership.org

Financial review

Income and expenditure is reviewed at each trustee meeting. Service increases and staff salary increases are discussed annually. The charity has seen an increase in funds in the year for the period 01/04/2023 - 31/03/2024 with a small surplus of £1,205 .

Investment Policy

The Osborne Partnership retains a prudent amount in reserves each year and the majority of the charity's funds are spent in the short term. The board of trustees have reviewed investment options available to them and have approved a plan to expand its services and site footprint by acquiring new premises and utilising an agreed level of financial reserves to facilitate this process. To date no firm proposal on a new site has been formalised.

Reserves Policy

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be managed carefully and prudently. To this end, Trustees have approved a Financial Reserve Strategy Allocations process that allocates funds to legal obligations and investment headings and detailed as:

. Staff and welfare Costs - 6 to 9 months provision (35%)
. Other costs - infrastructure, rent, utilities, etc (15%)
. Growth Investments - potential new site (15%)
. Contingency - unforeseen costs in relation to the above - 10%
. Unallocated funds - 25%

Plans for future periods

See investment policy above

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

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 8 October 2024 and signed on behalf of the board of trustees by:

Mrs.J. Handley
Trustee

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Independent Auditor's Report to the Members of OSBORNE PARTNERSHIP

Year ended 31 March 2024

Opinion

We have audited the financial statements of OSBORNE PARTNERSHIP (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Identifying and testing journal entries and the overall accounting records, particularly those that were significant and unusual.
Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
Assessing the extent of compliance, or lack of, with relevant laws and regulations. Testing key revenue lines, for evidence of management bias.
Verification of key assets.
Obtaining third-party confirmation of material balances.
Documenting and verifying all significant related party balances and transactions. Reviewing documentation such as the company board minutes, correspondence with solicitors, for discussions of irregularities including fraud

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

CHARLES GOLDSTEIN FCA (Senior Statutory Auditor)

For and on behalf of
Brindley Goldstein Limited
Chartered accountants & statutory auditor

103 High Street
Waltham Cross
Herts
EN8 7AN

8 October 2024

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2024

	Note	2024 Unrestricted funds £	2024 Total funds £	2023 Total funds £
Income and endowments				
Donations and legacies	**5**	2,389	**2,389**	8,427
Charitable activities	**6**	33,206	**33,206**	18,670
Other trading activities	**7**	780,940	**780,940**	713,110
Investment income	**8**	15,245	**15,245**	4,575
Total income		831,780	**831,780**	744,782
Expenditure				
Expenditure on charitable activities	**9,10**	830,575	**830,575**	738,214
Total expenditure		830,575	**830,575**	738,214
Net income and net movement in funds		1,205	**1,205**	6,568
Reconciliation of funds				
Total funds brought forward		971,885	**971,885**	965,317
Total funds carried forward		973,090	**973,090**	971,885

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 15 to 22 form part of these financial statements.

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	£	2023 £
Fixed assets				
Tangible fixed assets	17		49,377	62,948
Current assets				
Debtors	18	122,534		72,704
Cash at bank and in hand		897,573		981,040
		1,020,107		1,053,744
Creditors: amounts falling due within one year	19	80,389		121,426
Net current assets			939,718	932,318
Total assets less current liabilities			989,095	995,266
Creditors: amounts falling due after more than one year	20		16,005	23,381
Net assets			973,090	971,885
Funds of the charity				
Unrestricted funds			973,090	971,885
Total charity funds	23		973,090	971,885

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 8 October 2024, and are signed on behalf of the board by:

Mrs.J. Handley
Trustee

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net income	**1,205**	6,568
Adjustments for:		
Depreciation of tangible fixed assets	**17,285**	13,690
Other interest receivable and similar income	**(15,245)**	(4,575)
Interest payable and similar charges	**90**	32
Accrued expenses/(income)	**1,865**	(15,060)
Other operating cash flow adjustment	**–**	28,842
Changes in:		
Trade and other debtors	**(49,830)**	(20,083)
Trade and other creditors	**(42,902)**	76,238
Cash generated from operations	**(87,532)**	85,652
Interest paid	**(90)**	(32)
Interest received	**15,245**	4,575
Net cash (used in)/from operating activities	**(72,377)**	90,195
Cash flows from investing activities		
Purchase of tangible assets	**(3,714)**	(60,492)
Net cash used in investing activities	**(3,714)**	(60,492)
Cash flows from financing activities		
Payments of finance lease liabilities	**(7,376)**	30,758
Net cash (used in)/from financing activities	**(7,376)**	30,758
Net (decrease)/increase in cash and cash equivalents	**(83,467)**	60,461
Cash and cash equivalents at beginning of year	**981,040**	920,579
Cash and cash equivalents at end of year	**897,573**	981,040

The notes on pages 15 to 22 form part of these financial statements.

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 The Osborne Centre, Osborne Square, Dagenham, Essex, RM9 5BE.

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 have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

There are no judgements and estimates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. **Accounting policies** *(continued)*

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

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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.

3. Accounting policies *(continued)*

Tangible assets *(continued)*

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, Fittings & Equipment	-	25% reducing balance
Motor Vehicles	-	25% reducing balance
Computer Equipment	-	33% 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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
General Donations & Fundraising Receipts	2,389	**2,389**	8,427	8,427

6. Charitable activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Partner/Staff Income	7,761	**7,761**	–	–
Kitchen Upgrade Income	–	**–**	15,000	15,000
Provider Holding Income	13,122	**13,122**	–	–
Other income	10,776	**10,776**	2,068	2,068
Osborne celebrations	1,547	**1,547**	1,602	1,602
	33,206	**33,206**	18,670	18,670

7. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Trading income	780,940	**780,940**	713,110	713,110

8. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	15,245	**15,245**	4,575	4,575

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Support costs	830,575	**830,575**	738,214	738,214

10. Expenditure on charitable activities by activity type

	Support costs	**Total funds 2024**	Total fund 2023
	£	**£**	£
Support costs	627,064	**627,064**	536,985
Governance costs	203,511	**203,511**	201,229
	830,575	**830,575**	738,214

11. Analysis of support costs

	Analysis of support costs activity 1	**Total 2024**	Total 2023
	£	**£**	£
Staff costs	627,064	**627,064**	536,984

12. Taxation

As a charity Osborne Partnership is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the year.

13. Net income

Net income is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	**17,285**	13,690

14. Auditors remuneration

	2024	2023
	£	£
Fees payable for the audit of the financial statements	**6,500**	8,820

15. Staff costs

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

	2024	2023
	£	£
Wages and salaries	**571,981**	488,245
Social security costs	**42,853**	37,149
Employer contributions to pension plans	**12,230**	11,591
	627,064	536,985

15. Staff costs *(continued)*

The average head count of employees during the year was 24 (2023: 21). The average number of full-time equivalent employees during the year is analysed as follows:

	2024 No.	2023 No.
Number of staff	**24**	21

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

16. Trustee remuneration and expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil)

17. Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Equipment £	**Total £**
Cost				
At 1 April 2023	67,941	71,491	11,485	**150,917**
Additions	–	–	3,714	**3,714**
At 31 March 2024	67,941	71,491	15,199	**154,631**
Depreciation				
At 1 April 2023	39,736	40,472	7,761	**87,969**
Charge for the year	7,051	7,755	2,479	**17,285**
At 31 March 2024	46,787	48,227	10,240	**105,254**
Carrying amount				
At 31 March 2024	21,154	23,264	4,959	**49,377**
At 31 March 2023	28,205	31,019	3,724	62,948

18. Debtors

	2024 £	2023 £
Trade debtors	**75,667**	56,204
Prepayments and accrued income	**41,943**	16,500
Other debtors	**4,924**	–
	122,534	72,704

19. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	**11,215**	7,539
Accruals and deferred income	**37,294**	35,429
Social security and other taxes	**15,245**	8,619
Obligations under finance leases and hire purchase contracts	**7,377**	7,377
Income in advance	**–**	60,000
Other creditors	**9,258**	2,462
	80,389	121,426

20. Creditors: amounts falling due after more than one year

	2024	2023
	£	£
Obligations under finance leases and hire purchase contracts	**16,005**	23,381

21. Finance leases and hire purchase contracts

The total future minimum lease payments under finance leases and hire purchase contracts are as follows:

	2024	2023
	£	£
Not later than 1 year	**7,377**	7,377
Later than 1 year and not later than 5 years	**16,005**	23,381
	23,382	30,758

22. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,230 (2023: £11,591).

23. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023 £	Income £	Expenditure £	**At 31 March 2024 £**
Unrestricted Funds	971,885	831,780	(830,575)	**973,090**

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
Unrestricted Funds	965,317	744,782	(738,214)	971,885

24. Analysis of net assets between funds

	Unrestricted Funds £	**Total Funds 2024 £**
Tangible fixed assets	49,377	**49,377**
Current assets	1,020,107	**1,020,107**
Creditors less than 1 year	(80,389)	**(80,389)**
Creditors greater than 1 year	(16,005)	**(16,005)**
Net assets	973,090	**973,090**

	Unrestricted Funds £	Total Funds 2023 £
Tangible fixed assets	62,948	62,948
Current assets	1,053,744	1,053,744
Creditors less than 1 year	(121,426)	(121,426)
Creditors greater than 1 year	(23,381)	(23,381)
Net assets	971,885	971,885

25. Analysis of changes in net debt

	At 1 Apr 2023 £	Cash flows £	**At 31 Mar 2024 £**
Cash at bank and in hand	981,040	(83,467)	**897,573**
Debt due within one year	(7,377)	–	**(7,377)**
Debt due after one year	(23,381)	7,376	**(16,005)**
	950,282	(76,091)	**874,191**

OSBORNE PARTNERSHIP

England & Wales - Charity number 1087444

Accounts

COMPANY REGISTRATION NUMBER: 03483852
CHARITY REGISTRATION NUMBER: 1087444

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Financial Statements

31 March 2023

BRINDLEY GOLDSTEIN LIMITED
Chartered accountants & statutory auditor
103 High Street
Waltham Cross
Herts
EN8 7AN

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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OSBORNE PARTNERSHIP

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 financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	OSBORNE PARTNERSHIP
Charity registration number	1087444
Company registration number	03483852
Principal office and registered office	The Osborne Centre Osborne Square Dagenham Essex RM9 5BE
The trustees	
	Mrs. S. Apps Mrs. J. A. Downs Mr. J. Heley Mr. T. Wade Mrs. J. Handley Mrs. K. Day Mrs. S. Wade
Company secretary	S. Delaney
Auditor	Brindley Goldstein Limited Chartered accountants & statutory auditor 103 High Street Waltham Cross Herts EN8 7AN
Bankers	LLoyds TSB The Green Stanford-Le-Hope Essex SS17 0ER
Solicitors	Mullis & Peake Marshalls Chambers Romford Essex RM1 1QS

Structure, governance and management

Introduction

Osborne Partnership is a company limited by guarantee and charity based in the heart of the London Borough of Barking & Dagenham and working with adults with learning disabilities (we call them our Partners) in a progressive and exciting day support and learning centre at Osborne Square, Dagenham. Osborne Partnership principally draws its Partners from Barking & Dagenham but also supports people from the London Boroughs of Havering, Redbridge, and Newham - we can also support people from the London Borough of Waltham Forest.

We support our Partners by working with them in a modern-day centre setting and across a number of different service areas.

Our services have been designed with Partners to support them to gain invaluable life skills, develop new skills, encourage independence and empowerment, and build self-confidence and self-esteem.

Our main aims are to support people with learning disabilities to:

. Gain externally accredited qualifications, non-accredited in-house certificates, and work experience.
. Gain new social and life skills to fulfil personal development goals.
. Encourage progress along a pathway which fulfils each Partner's potential.
. Raise the profile of and highlight the contribution that people with learning disabilities make to their local community.
. Engender community cohesion in an area of high deprivation and disadvantage.

We work with a range of external stakeholders to support our Partner progression pathways into volunteering and/or paid employment routes. Organisations include:

. Local authorities
. Voluntary sector organisations
. Private businesses

Our Legal Structure

Osborne Partnership is a charitable company having gained registered charitable status on the 10th July 2001 (Charity No. 1087444) and following on from our incorporation on 19th December 1997 as a company limited by guarantee (Company No: 3483852).

Mission Statement

Osborne Partnership aims to provide meaningful activities which develop sustainable skills, encourage independence, build self-confidence and self-esteem thereby empowering its Partners to lead fulfilled lives.

Our Vision

. To be recognised as one of the leading providers of accredited and non-accredited vocational training and support for people with learning disabilities or other related disadvantaged groups.
. To develop, in consultation with Partners, a comprehensive and varied range of sustainable programmes which provide meaningful activities.

Strap Line - "Making a positive difference to people's lives"

Chair of the Board of Trustees

On the 19th of December 2022 Mr Terence Wade stepped down as Chair of the Board of Trustees but remains as a Trustee. Mrs Janet Handley was duly elected as the new Chair of the Board of Trustees on the same day.

Trustees also agreed to engage in a recruitment process to increase Trustee numbers on the Board.

Company Secretary

On the 19th of December 2022 Mrs Janet Handley resigned as Company Secretary. Mr Steven Delaney, Chief Executive was duly appointed as Company Secretary with no voting rights.

Senior Management Team

Mrs. Kathy Jones retired as Chief Executive of the Osborne Partnership in May 2022 and was replaced by Mr. Steven Delaney. In addition, a new Finance and HR Manager was appointed, and two other existing senior staff were appointed as Operations Managers. The following positions make up the totality of the senior management team.

. Chief Executive
. Finance & HR Manager
. Operations Manager (Quality & Improvement)
. Operations Manager (Partner Welfare & Support)

Information, Advice & Guidance (IAG
IAG is absolutely at the heart of, and core to our service provision across the board. As our core objectives are to support and progress our Partners personal, social, independent living and practical skills, it is imperative that we work with Partners within our services to ensure that we are providing the best possible IAG that enables them to progress their skills attainment and work towards reaching their stated goals at Osborne Partnership. That is why we believe it's so important to ensure that the IAG we offer is accredited by MATRIX. They are a national accreditation kitemark for IAG and measure against a number of standards of delivery.

Objectives and activities

(i) Relief of hardship for people in the local community who have a learning disability, physical disability, mental health problem or other related disadvantaged groups.

(ii) The advancement of education for the same groups of people detailed in "object (i)" above.

(iii) The development of the capacity and skills of socially and/ or economically disadvantaged members of the local community in Barking & Dagenham and neighbouring boroughs in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Achievements and performance

Key Headlines & Achievements (April 2022 - end March 2023)

The following represents some of the key achievements for the year.

. Delivered 171.5 placements weekly to end March 2023.
. Delivered services to a total of 59 Partners.
. Maintained 5 key Service areas.
. Maintained rigorous infection controls post COVID.
. Increased staffing by c25% to end March 2023.
. Staffing to Partner ratio now 1:3 on 3 days per week and 1:4 two days per week.
. 5 Partners left Osborne Partnership in year and 5 Partners were new joiners.
. 19 Partners engaged in accredited training of which 14 completed in year, 2 left the service before completion, and 3 continue their training.
. 12 Partners attended average of 2 excursions weekly (cycling, swimming, sports arena, etc). . Restarted our Textiles Collection service - 38 journeys.
. Held 4 'themed' parties for Partners over the year.
. Celebrated our 25th Anniversary with 5 key events.
. Maintained our 5 Volunteers & recruited 2 others.
. Renamed our café to TOP Community Tea-Room.
. Reopened our business units to the public post COVID.
. Modernisation programme for 'backroom' services.
. Purchased a new Textiles Collection van.
. Staff completed suite of training courses (33 specialist areas) ranging from Mental Capacity Act, Safeguarding Vulnerable Adults, Managing Behaviours that Change, Person Centred Care, and Food Hygiene too name but a few.

For a more comprehensive report on outcomes and achievements then please see our Annual Impact Report 2022 - 23. Copies can be obtained on demand at info@osbornepartnership.org

Financial review

Income and expenditure is reviewed at each trustee meeting. Service increases and staff salary increases are discussed annually. The charity has seen a reduction in the surplus in the year for the period 01/04/2022 - 31/03/2023 with a small surplus of £6,568, primarily due to increases in staff salaries.

Investment Policy

The Osborne Partnership retains a prudent amount in reserves each year and the majority of the charity's funds are spent in the short term. The board of trustees have reviewed investment options available to them and have approved a plan to expand its services and site footprint by acquiring new premises and utilising an agreed level of financial reserves to facilitate this process. To date no firm proposal on a new site has been formalised.

Reserves Policy

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be managed carefully and prudently. To this end, Trustees have approved a Financial Reserve Strategy Allocations process that allocates funds to legal obligations and investment headings and detailed as:

. Staff and welfare Costs - 6 to 9 months provision (35%)
. Other costs - infrastructure, rent, utilities, etc (15%)
. Growth Investments - potential new site (15%)
. Contingency - unforeseen costs in relation to the above - 10%
. Unallocated funds - 25%

Plans for future periods

See investment policy above

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

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 4 December 2023 and signed on behalf of the board of trustees by:

Mrs. J. Handley
Trustee

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Independent Auditor's Report to the Members of OSBORNE PARTNERSHIP

Year ended 31 March 2023

Opinion

We have audited the financial statements of OSBORNE PARTNERSHIP (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Identifying and testing journal entries and the overall accounting records, particularly those that were significant and unusual.
Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
Assessing the extent of compliance, or lack of, with relevant laws and regulations. Testing key revenue lines, for evidence of management bias.
Verification of key assets.
Obtaining third-party confirmation of material balances.
Documenting and verifying all significant related party balances and transactions. Reviewing documentation such as the company board minutes, correspondence with solicitors, for discussions of irregularities including fraud

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

CHARLES GOLDSTEIN FCA (Senior Statutory Auditor)

For and on behalf of
Brindley Goldstein Limited
Chartered accountants & statutory auditor

103 High Street
Waltham Cross
Herts
EN8 7AN

4 December 2023

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2023

	Note	2023 Unrestricted funds £	2023 Total funds £	2022 Total funds £
Income and endowments				
Donations and legacies	**5**	8,427	**8,427**	6,971
Charitable activities	**6**	18,670	**18,670**	–
Other trading activities	**7**	713,110	**713,110**	675,092
Investment income	**8**	4,575	**4,575**	155
Other income	**9**	–	–	16,700
Total income		744,782	**744,782**	698,918
Expenditure				
Expenditure on charitable activities	**10,11**	738,214	**738,214**	575,866
Total expenditure		738,214	**738,214**	575,866
Net income and net movement in funds		6,568	**6,568**	123,052
Reconciliation of funds				
Total funds brought forward		965,317	**965,317**	813,423
Total funds carried forward		971,885	**971,885**	936,475

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 15 to 22 form part of these financial statements.

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	£	2022 £
Fixed assets				
Tangible fixed assets	18		62,948	16,146
Current assets				
Debtors	19	72,704		52,621
Cash at bank and in hand		981,040		920,579
		1,053,744		973,200
Creditors: amounts falling due within one year	20	121,426		52,871
Net current assets			932,318	920,329
Total assets less current liabilities			995,266	936,475
Creditors: amounts falling due after more than one year	21		23,381	–
Net assets			971,885	936,475
Funds of the charity				
Restricted funds			–	(28,842)
Unrestricted funds			971,885	965,317
Total charity funds	24		971,885	936,475

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 4 December 2023, and are signed on behalf of the board by:

Mrs. J. Handley
Trustee

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income	**6,568**	123,052
Adjustments for:		
Depreciation of tangible fixed assets	**13,690**	6,272
Other interest receivable and similar income	**(4,575)**	(155)
Interest payable and similar charges	**32**	62
Accrued (income)/expenses	**(15,060)**	28,939
Other operating cash flow adjustment	**28,842**	–
Changes in:		
Trade and other debtors	**(20,083)**	(13,818)
Trade and other creditors	**76,238**	826
Cash generated from operations	**85,652**	145,178
Interest paid	**(32)**	(62)
Interest received	**4,575**	155
Net cash from operating activities	**90,195**	145,271
Cash flows from investing activities		
Purchase of tangible assets	**(60,492)**	(9,777)
Net cash used in investing activities	**(60,492)**	(9,777)
Cash flows from financing activities		
Payments of finance lease liabilities	**30,758**	–
Net cash from financing activities	**30,758**	–
Net increase in cash and cash equivalents	**60,461**	135,494
Cash and cash equivalents at beginning of year	**920,579**	785,085
Cash and cash equivalents at end of year	**981,040**	920,579

The notes on pages 15 to 22 form part of these financial statements.

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 The Osborne Centre, Osborne Square, Dagenham, Essex, RM9 5BE.

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 have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

There are no judgements and estimates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. **Accounting policies** *(continued)*

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

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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.

3. Accounting policies *(continued)*

Tangible assets *(continued)*

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, Fittings & Equipment	-	25% reducing balance
Motor Vehicles	-	25% reducing balance
Computer Equipment	-	33% 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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Donations				
General Donations & Fundraising Receipts	8,427	**8,427**	6,971	6,971

6. Charitable activities

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Kitchen Upgrade Income	15,000	**15,000**	–	–
Other income	2,068	**2,068**	–	–
Osborne celebrations	1,602	**1,602**	–	–
	18,670	**18,670**	–	–

7. Other trading activities

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Trading income	713,110	**713,110**	675,092	675,092

8. Investment income

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	4,575	**4,575**	155	155

9. Other income

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
HMRC CJRS Grant	–	–	16,700	16,700

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Support costs	738,214	**738,214**	575,866	575,866

11. Expenditure on charitable activities by activity type

	Support costs £	**Total funds 2023 £**	Total fund 2022 £
Support costs	536,985	**536,985**	407,836
Governance costs	201,229	**201,229**	168,030
	738,214	**738,214**	575,866

12. Analysis of support costs

	Analysis of support costs £	**Total 2023 £**	Total 2022 £
Staff costs	536,985	**536,985**	407,836

13. Taxation

As a charity Osborne Partnership is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the year.

14. Net income

Net income is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	**13,690**	6,272

15. Auditors remuneration

	2023 £	2022 £
Fees payable for the audit of the financial statements	**8,820**	6,090

16. Staff costs

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

	2023 £	2022 £
Wages and salaries	**488,245**	369,472
Social security costs	**37,149**	24,851
Employer contributions to pension plans	**11,591**	13,513
	536,985	407,836

16. Staff costs *(continued)*

The average head count of employees during the year was 21 (2022: 18). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Number of staff	**21**	18

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

17. Trustee remuneration and expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil)

18. Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Equipment £	**Total £**
Cost				
At 1 April 2022	44,354	34,586	11,485	**90,425**
Additions	23,587	36,905	–	**60,492**
At 31 March 2023	67,941	71,491	11,485	**150,917**
Depreciation				
At 1 April 2022	36,197	32,183	5,899	**74,279**
Charge for the year	3,539	8,289	1,862	**13,690**
At 31 March 2023	39,736	40,472	7,761	**87,969**
Carrying amount				
At 31 March 2023	28,205	31,019	3,724	**62,948**
At 31 March 2022	8,157	2,403	5,586	16,146

19. Debtors

	2023 £	2022 £
Trade debtors	**56,204**	40,228
Prepayments and accrued income	**16,500**	12,393
	72,704	52,621

20. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	**7,539**	2,382
Accruals and deferred income	**35,429**	50,489
Social security and other taxes	**8,619**	–
Obligations under finance leases and hire purchase contracts	**7,377**	–
Income in advance	**60,000**	–
Other creditors	**2,462**	–
	121,426	52,871

21. Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Obligations under finance leases and hire purchase contracts	**23,381**	–

22. Finance leases and hire purchase contracts

The total future minimum lease payments under finance leases and hire purchase contracts are as follows:

	2023	2022
	£	£
Not later than 1 year	**7,377**	–
Later than 1 year and not later than 5 years	**23,381**	–
	30,758	–

23. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £11,591 (2022: £13,513).

24. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	**At 31 March 2023 £**
Unrestricted Funds	965,317	744,782	(738,214)	**971,885**

	At 1 April 2021 £	Income £	Expenditure £	**At 31 March 2022 £**
Unrestricted Funds	842,265	698,918	(575,866)	965,317

25. Analysis of net assets between funds

	Unrestricted Funds £	**Total Funds 2023 £**
Tangible fixed assets	62,948	**62,948**
Current assets	1,053,744	**1,053,744**
Creditors less than 1 year	(121,426)	**(121,426)**
Creditors greater than 1 year	(23,381)	**(23,381)**
Net assets	971,885	**971,885**

	Unrestricted Funds £	Total Funds 2022 £
Tangible fixed assets	16,146	16,146
Current assets	920,329	920,329
Creditors less than 1 year	–	–
Creditors greater than 1 year	–	–
Net assets	936,475	936,475

26. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	**At 31 Mar 2023 £**
Cash at bank and in hand	920,579	60,461	**981,040**
Debt due within one year	–	(7,377)	**(7,377)**
Debt due after one year	–	(23,381)	**(23,381)**
	920,579	29,703	**950,282**

OSBORNE PARTNERSHIP

England & Wales - Charity number 1087444

Accounts

COMPANY REGISTRATION NUMBER: 03483852
CHARITY REGISTRATION NUMBER: 1087444

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Financial Statements

31 March 2022

BRINDLEY GOLDSTEIN LIMITED
Chartered accountants & statutory auditor
103 High Street
Waltham Cross
Herts
EN8 7AN

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

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OSBORNE PARTNERSHIP

Company Limited by Guarantee

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

Year ended 31 March 2022

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

Reference and administrative details

Registered charity name	OSBORNE PARTNERSHIP
Charity registration number	1087444
Company registration number	03483852
Principal office and registered office	The Osborne Centre Osborne Square Dagenham Essex RM9 5BE
The trustees	
	Mrs. S. Apps Mrs. J. A. Downs Mr. J. Heley Mr. T. Wade Mrs.J. Handley Mrs.K. Day Mrs.S. Wade
Company secretary	J.E. Handley
Auditor	Brindley Goldstein Limited Chartered accountants & statutory auditor 103 High Street Waltham Cross Herts EN8 7AN
Bankers	LLoyds TSB The Green Stanford-Le-Hope Essex SS17 0ER
Solicitors	Mullis & Peake Marshalls Chambers Romford Essex RM1 1QS

Structure, governance and management

Introduction

The Osborne Partnership is a charity located in the London Borough of Barking & Dagenham. The charity's original aims were to improve educational and employment opportunities for its beneficiaries (adults with learning disabilities and/or complex needs known as 'Partners') who lived in the borough. However, more recently the charity has started to draw beneficiaries from neighbouring boroughs and has developed additional programmes to provide meaningful activities which address identified needs and empower beneficiaries to develop new skills, encourage independence, build the self-confidence and the self-esteem necessary to make the most of life opportunities.

Local Community - The charity has strong links with the local community, liaising with residents, local groups and working in partnership with the local authority, Trident, Trinity School, voluntary sector organisations and other agencies.

Legal Structure - The Osborne Partnership is a Charitable Company having gained registered charity status on 10th July 2001 [Charity Number 1087444] developing from being a company limited by guarantee [Company Number 3483852] incorporated on 19th December 1997.

The information listed below outlines the Osborne Partnership's objects, vision, core values and main activities. In planning its activities on behalf of and in support of its beneficiaries the Osborne Partnership trustees have given due regard to the guidance on public benefit published by the Charity Commission.

Objects – the charity's objects are:

(i) Relief of hardship for people in the local community who have a learning disability, physical disability, mental health problem or other related disadvantaged groups.

(ii) The advancement of education for the same groups of people detailed in "object (i)" above.

(iii) The development of the capacity and skills of socially and/or economically disadvantaged members of the local community in Barking & Dagenham and neighboring boroughs in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Mission Statement – the Osborne Partnership aims to provide meaningful activities which develop sustainable skills, encourage independence, build self-confidence and self-esteem thereby empowering its 'Partners' to lead fulfilled lives.

Strap Line - "Making a positive difference to people's lives"

Main Aims – the main aims of the Osborne Partnership are to support people with learning disabilities/complex needs to:

- gain accredited qualifications, non-accredited in-house certificates, and work experience
- gain new social and life skills to fulfil their personal development
- encourage progress along a pathway which fulfils each 'Partner's' potential
- raise the profile of and highlight the contribution that people with learning disabilities and complex needs make to their local community
- engender community cohesion in an area of high deprivation

Objectives – the aims will be achieved by:

- delivering a range of accredited and non-accredited programmes
- delivering a range of programmes which facilitate independence and skills development
- agreeing and monitoring individual beneficiary targets
- providing a range of community and in-house services delivered by supported 'Partners'
- developing a community hub offering affordable goods and accessible services and facilities to customers and residents.

Core Values - of the Osborne Partnership break down as follows:

- ***Equal Opportunities*** – all people should have equal access to services which develop skills and assist in progressing their lives towards full independence and social integration
- ***Diversity*** – whilst we accept that we cannot cater for every community, we endeavour to provide a broad range of services that reflect the local demographic profile
- ***Respect*** - everybody should be treated with respect.
- ***Quality*** – all our services are delivered to high standards
- ***Partnership*** – we believe that community development is best addressed as part of a strategic response bringing together agencies which provide similar services and linked services.
- ***Consultation*** – we believe that a strong 'user led' organisation can only be achieved by maintaining an ongoing dialogue with our 'Partners.'

Vision - Backed up by its professional approach, the dedication of its staff, its strong working relationships and respect for all, the charity's vision is to:

- Become recognised as one of the leading providers of; accredited/non-accredited vocational training and support for local people with learning disabilities and/or complex needs or other related disadvantaged groups.
- Develop, in consultation with its 'Partners,' a comprehensive and varied range of sustainable programmes which provide meaningful activities.

Awards and Achievements

The Osborne Partnership has achieved the following awards in recognition of the valuable services that the charity provides:

- (1) Winner of the LETEC Blue Ribbon Award for 'Equality in Disability,'
- (3) Barking & Dagenham Agenda 21 Environment Awards,
- (6) Borough Recognition Awards
- (1) London in Bloom Award,
- (1) Winner Nationwide Regional Award for Voluntary Endeavour
- (1) Runner Up Nationwide National Award for Voluntary Endeavour
- Job Centre Plus Employer of the Year Award 2006
- Winner of the Barking & Dagenham Business Award (Innovation) 2008
- Winner of the Archant Environmental Award (Best Recycling Project) 2008
- Finalist in the Archant Business Award (Innovation) 2008
- Finalist in the Archant – London Thames Gateway Business Awards 2009
- Finalist in the Barking & Dagenham Business Award (Community) 2009
- Runner Up in The Barking & Dagenham Business Awards 2010 – 'Community Involvement including Social Enterprise'
- Certificate of Achievement Adult Learners' Week 2010
- Winner of the Barking & Dagenham Business Awards 2013 – 'Community Involvement including Social Enterprise
- Peninsular Business Services Ltd – Certificate of Achievement 'Gold Award' - 'For Commitment to Workplace Health, Safety and Welfare'

The charity has also gained:

- **Matrix Accreditation**: The charity attained the 'Matrix' quality mark (information, advice and guidance delivered to beneficiaries) in 2014, the charity was successfully reaccredited in 2017 and in November 2020. Quality assurance and continuous improvement are regularly reviewed and monitored.

- **Provider Assessment and Market Management Solution** (PAMMS) intelligent care - is an online assessment tool used by local authorities to assess the quality of care delivered by providers of adult social care services. During 2020 the London borough of Barking & Dagenham local authority awarded Osborne Partnership an overall rating of "excellent"

Board of Trustees - The charity's trustees are drawn from the local community and as part of the charity's recruitment procedure are subject to reference checks before being inducted to the board. Trustees are selected by the existing board members in conjunction with senior management based on possessing relevant professional experience, experience in other areas of public duty or of having personalised knowledge of the issues faced by the charity's beneficiaries. The board of trustees also benefits from the fact that representatives from the charity's 'Partnership Council' contribute to trustee meetings.

Partnership Council - The Partnership Council comprises of members 'Partners' who are elected by their peers. Two members of the Partnership Council regularly attend trustee board meetings to ensure that 'Partner' views and ideas are considered when decisions are made regarding the charity. The Partnership Council is also the primary vehicle by which the trustees and senior managers consult with 'Partners.' During the Covid19 pandemic the Partner Council meetings were suspended due to the risks of transmission and the board relied upon information from the Partner customer satisfaction forms and feed-back from staff members when coming to decisions. The board are pleased to announce that Partner council elections have taken place during March 2022, and it is envisaged that Partner council meetings will resume from May 2022.

Volunteers – The Osborne Partnership recognises the hard work that its volunteers contribute to ensure the success of the charity. On 31st March 2022, the Osborne Partnership had (5) volunteers.

Patrons - Patrons of the charity include:

- Jon Cruddas (MP) for Dagenham
- Dame Margaret Hodge (MP) for Barking
- Joanna Lumley (Actress)

Staff - Staff are mainly drawn from the local community and are subject to reference and DBS checks. The Osborne Partnership recognises the need to ensure that staff feel confident and are competent in their role. New staff are either qualified to Health and Social Care (HSC) level 2 or have relevant experience and must undertake HSC level 2 training. All staff are inducted into the charity and support staff undertake various online, refresher and accredited training to further their personal development as is identified through the appraisal system. On 31st March 2022, the Osborne Partnership employed (18) staff members (4) full time and (14) part time less than 35 hours per week).

Staff Training

During the period staff undertook the following training:

Staff Training Outcomes for the Period 01/04/2021 – 31/03/2022	**Completed**
Health & Social Care (HSC) level 3 diploma	01
(HSC) Leadership level 5 diploma	01
Awareness of Mental Health level 2	01
Mental Capacity Act	03
Deprivation of Liberty	04
Challenging Behaviour	10
Safeguarding Adults	10
Equality and Diversity	03
Person Centred Care	02
Nutrition and Diet	02
Staff Training continued:	
Communication	04
Recording & Reporting	02
HACCP	03
Infection Protection & Control	15
Administering Medication	00

Assessing Needs	03
Care Planning	02
Supervision & Appraisal	00
Confidentiality	01
Principles of Care and Confidentiality	02
Consent	01
Epilepsy	02
Role of the Care Worker	04
Develop as a Care Worker	06
Moving & Handling People	08
Moving & Handling People Theory	09
Dementia Care	06
COSHH	01
Asbestos Awareness	14
DSE	14
Driving for Business	08
Fire Safety & Warden Duties	16
Food Awareness Part 1 & 2	07
COSHH - Hazardous Substances	16
Health & Safety Responsibilities	12
Health & Safety Awareness	13
Lone Working	11
Manual Handling	13
Risk Assessment	14
Working at Height	09
Legionella Awareness	11
Noise Awareness	14
First Aid Awareness	14
Covid19 Vaccination Awareness	06
Covid19 awareness for employees	13
Work Equipment Awareness	07
Preparing a Method Statement	10
Short term homeworking	01
Total	**329**

Activities and Outcomes During the Period 01/04/2021 – 31/03/2022

In terms of Covid19 most regulations/restrictions/guidance imposed by central government continued into the 2021 - 2022 year. Over the past few months although Covid19 restrictions have been relaxed in general, for organisations such as Osborne Partnership who provide health & social care services to vulnerable adults, guidance remains in place with staff undertaking daily lateral flow device (LFD) tests daily before attending work and Partners recommended to undertake LFD tests up to twice weekly. Staff are also continuing to work within 'infection protection and control' measures to ensure the safety of Partners by reducing transmission risks.

Throughout the pandemic Osborne Partnership has endeavoured to provide Partners, carers, volunteers, and staff with support to enable them to continue to progress in a difficult and challenging period.

Activities and Outcomes During the Period 01/04/2021 – 31/03/2022

In terms of Covid19 most regulations/restrictions/guidance imposed by central government continued into the 2021 - 2022 year. Over the past few months although Covid19 restrictions have been relaxed in general, for organisations such as Osborne Partnership who provide health & social care services to vulnerable adults, guidance remains in place with staff undertaking daily lateral flow device (LFD) tests daily before attending work and Partners recommended to undertake LFD tests up to twice weekly. Staff are also continuing to work within 'infection protection and control' measures to ensure the safety of Partners by reducing transmission risks. Throughout the pandemic Osborne Partnership has endeavoured to provide Partners, carers, volunteers, and staff with support to enable them to continue to progress in a difficult and challenging period.

Partner Customer Care Survey 01/04/2020 – 31/03/2021

The board of trustees have reviewed the Partner Customer Care results and are pleased to report that Beneficiary ('Partners)' results (shown in % in each column) indicate that most of our beneficiaries think that the services they receive are good/very good.

Partner Customer Care Outcomes

Description:	Very Good	Good	OK	Poor
What do you think about the activities you do at the Osborne Partnership?	63%	25%	11%	1%
What do you think about the staff who support you at the Osborne Partnership?	72%	23%	5%	0%
What do you think about comfort and cleanliness at the Osborne Partnership?	64%	27%	8%	1%
What do you think about information, advice and guidance given at the Osborne Partnership?	61%	27%	11%	1%
How safe do you feel at the Osborne Partnership?	75%	18%	7%	0%
What do you think about the Osborne Partnership overall?	70%	27%	3%	0%
What do you think about the shop and café at the Osborne Partnership?	59%	27%	14%	0%

Referrals and Daily Placements: At 01/04/2021 the Osborne Partnership was providing 172.5 placements per week at 31/03/2022 the charity was providing 170.75 placements per week a loss of 1.75 weekly placements. As can be seen below placement numbers have been fluctuating but it is envisaged that as confidence grows and Covid19 restrictions continue to ease the charity will return to placement numbers at pre pandemic levels.

Placement Numbers per week B/F 01/04/2021		172.50
New Partner referral placement days during period	10.00	
Placement leavers (Partner leaving service during period)	-10.00	
Partner placement days increased during period	06.50	
Partner placement days reduced during period	-08.25	-1.75
Placement Numbers per week C/F at 31/03/2022		170.75

Facebook Partner Private Chat Page

During the Covid19 pandemic a private chat page was set up on the Osborne Partnership face-book account to enable Partners, carers, and staff to communicate with each other when Partners could not attend the centre. This proved to be a valuable communication tool and even though the centre has re-opened the board decided to keep the face-book private chat page open. Below is the statistical information depicting monthly use of the chat page.

Face-book Private Chat Page Information

Month	Posts	Comments	Reactions	Active members	Total Members
Apr-21	35	112	373	705	59
May-21	35	125	411	669	59
Jun-21	34	119	610	771	59
Jul-21	28	55	347	636	59
Aug-21	12	30	158	306	59
Sep-21	9	31	141	296	61
Oct-21	12	41	182	387	61
Nov-21	10	26	176	330	62
Dec-21	25	95	285	543	62

Jan-22	9	24	109	324	63
Feb-22	7	21	82	211	63
Mar-22	12	18	110	314	63
Total	228	697	2984	5492	

Services Provided For the period 01/03/2020 - 31/03/2021

Accredited Training Provision - The Osborne Partnership is currently a registered Gateway training centre. Since 2004 the charity has delivered accredited training programmes which have included:

- NPTC 'Skills for Working Life' (Horticulture) entry level 2/3
- NPTC 'Skills for Working Life' (Conservation) entry level 2/3
- NPTC 'Skills for Working life' (Land-based) entry level 2/3
- NPTC 'Skills for Working Life' (Recycling) entry level 2
- OCR 'Manufacturing' entry level 3
- NOCN 'Introduction to ICT'
- EAL 'Performing Manufacturing Operations' NVQ level 1 and 2
- Gateway Level 1 Certificate Retail Skills

Annual Accredited Training Results 2008 - 2016

Year	Training Board	Qualification	Partners
2016	Gateway	Certificate In Retail Skills'	20
2015	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	14
2015	C&G	Skills for Working Lives' (Land-based) entry level 3	6
2014	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	14
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	14
	C&G	Skills for Working Lives' (Land-based) entry level 3	8
2013	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	21
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	11
	C&G	Skills for Working Lives' (Land-based) entry level 3	8
2012	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	20
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	19

	C&G	Skills for Working Lives' (Land-based) entry level 3	11
2011	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	19
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	15
	C&G	Skills for Working Lives' (Land-based) entry level 3	10
2010	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	20
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	20
	C&G	Skills for Working Lives' (Land-based) entry level 3	12
2009	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	16
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	16
	C&G	Skills for Working Lives' (Land-based) entry level 3	7
	C&G	Skills for Working Lives' (Recycling) entry level 3	14
2008	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	21
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	8
	OCR	Manufacturing' entry level 3	8
	NOCN	Introduction to ICT' training programme	8
	C&G	Skills for Working Lives' (Land-based) entry level 3	21
	C&G	Skills for Working Lives' (Recycling) entry level	11
2007	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	29
	OCR	Manufacturing' entry level 3	10
	NOCN	Introduction to ICT' training programme	10
	NPTC	Conservation & Preparing for Work'	13
	NPTC	Horticulture & Preparing for Work'	12
2006	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	13
	OCR	Manufacturing' entry level 3	11
	NOCN	Introduction to ICT' training programme	11
	NPTC	Conservation & Preparing for Work' (2-year programme) entry level	0
	NPTC	Horticulture & Preparing for Work' (2-year programme) entry level	0
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	16

2005	NPTC	Horticulture & Preparing for Work' (2-year programme) entry level	12
		Total Partner Training Outcomes	529

During 2019 and 2021 the Osborne Partnership enrolled 11 Partners onto the accredited Gateway 'Entry level 3 Certificate in Skills for Retail' and11 Partners onto the accredited Gateway 'Entry level 3 Certificate in Skills for the Land-based Sector'. The Covid19 pandemic lockdowns and isolation restrictions have delayed progress, but the board are delighted to include progress reports for both courses at 31/03/2022 see below.

Gateway Qualifications Entry Level 3 certificate in Skills for Retail - Progress Report at 31/03/2022

No	R/504/7617 Working in Retail	D/504/7619 Working with Customers in a Retail Environment	Y/504/7618 Working Safely in a Retail Environment	F/615/8819 Keeping the Work Area Clean and Tidy in a Retail Environment	D/503/5656 Move Goods and materials Manually in a Retail Environment	M/504/7611 Labelling Goods	Y/504/7604 Displaying Merchandise
1	Completed	Completed	Started				
2							
3	Started	Completed	Started				
4	Completed	Completed	Started				
5	Completed	Completed	Started				
6	Completed	Started					
7	Started	Completed					
8	Completed	Completed	Started				
9	Completed	Completed	Started				
10	Completed	Completed	Started				
11	Completed	Completed	Started				

Gateway Qualifications Entry level 3 Certificate in Skills for the Land Based Sector - Progress Report at 31/01/2022

No	L/615/8290 H&S in the Land-Based Workplace	R/615/8355 Working in the Land Based Sector	H/507/1338 Positive Attitudes and Behaviours at Work	F/615/8819 Propagation of Plants	L/615/8807 Planting in a Container	Y/616/8289 Garden Maintenance
1	Completed	Completed	Completed	Completed		Started
2	Completed	Completed	Completed	Completed		
3	Completed	Completed	Completed	Completed		Completed
4	Completed	Completed	Completed	Completed		Completed
5	Completed	Completed	Completed	Completed		Started
6	Completed	Completed	Completed	Completed		Completed
7	Completed	Completed	Completed	Completed		Completed
8	Completed	Completed	Completed	Completed		Completed
9	Completed	Completed	Completed	Completed		Started
10	Completed	Completed	Completed			Completed
11	Completed	Completed	Completed	Completed		Started

Work Experience - Meaningful Activity Programmes

During the latter part of 2021 early part of 2022, the Osborne Partnership gradually started to revert from the 'bubbles' established to protect Partners from Covid 19 transmission risks back to its original programmes enabling 'Partners' to partake once again in a variety of the following programmes:

'TOP's Textile Recycling Programme': - At 31/03/2022 Tops Textile recycling was supporting 26 Placements per week.

'TOP's Textiles Recycling' Service core functions are:

- to provide a borough wide textile recycling service to the local community to reduce waste material going into landfill.
- to teach 'Partners' the skills necessary to enable them to provide the textile recycling service (with staff support)
- to teach the skills necessary to enable 'Partners' to sort, hang, size, tag clothing/materials and bric-a-brac ready for resale in the TOP's charity shop.
- to offer work experience and training in a real-life working environment to 'Partners.'
- to build transferable skills, community safety awareness, independence, confidence, self-esteem, and communication skills to Partners.

Outcomes	Complete task Independently	Complete task with minimal amount of Support	Needs further training
Tops Textiles Retail Training Programme	%	%	%
Sort and identify male/female adult/children clothing	90	10	0
Hang clothes onto an appropriate hanger	90	10	0
Identify and attach correct sizing cube	90	10	0
Hang clothing according to size on clothes rail	50	50	0
Safely use a blue tagging gun to price in correct place	70	30	0
Initial Pricing	80	10	10
Reduce prices from being the same price	80	10	10
Reduce price if items require different prices	20	70	10
Safely and correctly security tag clothing	46	16	38
Safely and correctly use a date gun and position sticker	60	40	0
Remove clothing from several types of hangers	100	0	0
Safely remove price tag from clothing using scissors	90	10	0
Mentoring other 'Partners'	10	60	30

The programme also enables the charity to raise the profile of its beneficiaries by visibly and clearly demonstrating the useful and valuable service that the service provides for the local community which is delivered by an often marginalised and under used group of people. Collections were suspended during 2021 due to Covid19 risks of transmission and although the Osborne Partnership has not restarted the collection service due partly to covid19 risks and the collection vehicle needing to be replaced customers during recent months have been dropping off their unwanted textiles to the centre. It is envisaged that the collection service will restart when it is safe to do so, and a new vehicle is purchased in 2022.

Textile Recycling statistics 01/04/2021 – 31/03/2022

Year	Service	Tonnes
2022	Kerbside Collection Service including bric-a-brac	4
2021	Kerbside Collection Services Suspended Due to Covid19 Pandemic	0
2020	Kerbside Collection Service including Bric-a-brac	37
2019	Kerbside Collection Service including Bric-a-brac	42
2018	Kerbside Collection Service including Bric-a-brac	37
2017	Kerbside Collection Service including Bric-a-brac	41
2016	Kerbside Collection Service including Bric-a-brac	44
2015	Kerbside Collection Service including Bric-a-brac	44
2014	Kerbside Collection Service including Bric-a-brac	67
2013	Kerbside Collection Service including Bric-a-brac	75
2012	Kerbside Collection Service including Bric-a-brac and ragging	98
2011	Kerbside Collection Service including Bric-a-brac and ragging	110
2010	Kerbside Collection Service including Bric-a-brac and ragging	119
2009	Kerbside Collection Service including Bric-a-brac and ragging	137
2008	Kerbside Collection Service including Bric-a-brac	86
	Total Textile Recycling 2008 - 2022	941

The TOP's Shop – The Osborne Partnership is situated in London borough of Barking & Dagenham an area of high deprivation. On 5th November 2008, The Osborne Partnership launched the 'TOPs Shop' a charity shop selling **affordable** recycled clothing, textiles and bric-a-brac which is open to the public. The Top's Shop was opened not just to address local needs but to enhance and promote the TOP's Textiles recycling service, to generate income from the textiles and bric-a-brac collected from the TOP's textiles kerbside collection service and to provide retail training and work experience in a 'real life' environment to its 'Partners.' The shop is open from Monday – Friday 10am-2pm and has built a good customer base with many local customers (residents) regularly choosing to use the facility. The shop has become a 'community hub' promoting community cohesion/integration and helps to break down the barriers often faced by 'Partners' The TOP's shop core function is:

- to provide a charity shop selling affordable recycled clothing and bric-a-brac to the public
- work experience opportunities to 'Partners'
- to teach 'Partners' retail and customer care skills in a 'real' life environment.

- to build transferable skills, confidence, independence, self-esteem, and communication skills to 'Partners.'

Money raised from the sale of recycled goods is used to support the charity's activities. The trustees would like to extend their thanks to 'Partners,' staff, volunteers, customers and community-based partners LM Barry, Shanks (East) London and the local authority for promoting and supporting the recycling programme.

TOP's Community Cafe: - Launched in January 2012 the community café is normally open to the public Monday – Friday, and has become a popular community hub with residents, schools, businesses, and users/visitors of the charity.

During the Covid19 pandemic the café was closed to the public to protect vulnerable partners and staff from the risk of covid19 transmission. In January 2022, the 'Cooking made Easy' programme was amalgamated with the café and the café then re-opened to the Partners, volunteers and staff attending the charity. It is hoped that later in 2022 the Community Café will re-open to the public.

At 31/03/2022 The community café was supporting 14.5 placements per week with catering work experience and learning a variety of catering and cookery skills its core functions are:

- to provide work experience opportunities to 'Partners'
- to offer a community café open to the public
- to teach Partners transferrable health & hygiene skills associated with the catering environment.
- to teach Partners customer care, communication and money skills, meal preparation, safe use tools and equipment.
- to develop and teach cookery skills to 'Partners'
- to prepare and cook nutritious, simple basic meals.
- to learn transferable hygiene skills in a real-life kitchen,
- to learn portion size
- to use tools and equipment safely
- to build 'Partners' confidence, self-esteem, independence, and communication skills.
- To offer work experience opportunities in the community café

Outcomes	Complete task Independently	Complete task with minimal amount of Support	Needs further training
Community Café & Cooking Made Easy Programme	%	%	%
Safely peel a variety of vegetables	62	38	
Safely chop vegetables	62	38	
Safely Use an oven correctly	50	50	
Safely use utensils correctly	100	100	
Undertake work experience in the Community Café	55	45	
safely wash and wipe up crockery and utensils in the correct order	44	56	
Make a sandwich	89	11	
Make an apple crumble using fresh ingredients	77	33	
Make a hot drink for a customer	78	22	

The board are delighted to announce that the community café has retained it five* food hygiene rating after inspection by the local authority public health team in March 2022.

Meaningful Activity Programmes:

GO ('Get Out, Get Active,' Useful Skills and Out 'N' About) programme:

At 31/03/2022 the 'GO' programme supported forty placements per week. The 'Go' programmes core function is to:

- teach and enable a group of 'Partners' to partake in meaningful sports activity
- to promote health, fitness, wellbeing stamina and endurance.
- to build 'Partners' confidence and self-esteem, independence, and communication skills
- teach community safety awareness to 'Partners'
- to encourage team building
- to encourage 'Partners to eat healthily - including fruit and vegetables in their diet.
- To encourage independence skills
- to enable 'Partners' to explore/access community activities that are of interest to them
- to teach transferable skills necessary for accessing the community e.g., money/cost, time management, social etiquette, safety in the community, appropriate clothing and footwear, safe travel awareness, planning skills, team building skills
- to build 'Partners' confidence, self-esteem, independence, and communication skills.
- to promote community integration – by helping to break down barriers.

activities include:

- cycling
- swimming
- archery
- keep fit
- crazy golf
- Tennis
- Public transport safety awareness
- Money Skills
- Bowling
- Day trips e.g.: visiting museums and well-known places/venues, using the underground and buses, going to events.
- Crazy golf
- Cinema
- Useful Skills including Completing forms, sewing

Programme Outcomes	Complete task Independently	Complete task with minimal amount of Support	Needs further training
GO Programme	%	%	%
Unit 1: Useful Skills - sewing	57	14	29
Unit 2: Useful Skills - completing a form independently	50	20	30
Unit 3: Out 'N' About - travel training	65	35	
Unit 4: GOGA - Cycling (reaching their target circuit laps)	88		12
Unit 5: GOGA - Fitness Skills	50	40	10
Unit 6: GOGA - Step class (1-3 miles)	100		
Unit 7: GOGA - Warm up and stretch correctly	100		

C.I.P. ('Craft' 'ICT' and Performing Arts) programmes:

At 31/03/2022 the CIP programme supported 36.75 placements per week. The C.I.P programme core functions are:

- to enable 'Partners' to be creative using the mediums of craft, ICT, Music, and Dance.
- to develop manual dexterity, hand to eye coordination, social and transferable skills
- to build 'Partners' confidence, self-esteem, independence, and communication skills.
- to produce craft items including cards, book-marks, memory boxes, jewellery, coasters
- to use tools and equipment safely
- to be involved in theatrical singing/dancing shows

- to use role, play to tackle issues such as bullying, equality that may impact on them and address how they may get help/tackle issues.
- Making book-marks, cards, coasters, memory boxes, seasonal craft items
- to safely use ICT equipment
- Designing posters and banners
- to help produce quarterly newsletters, calendar, and various publicity materials for the Osborne Partnership.
- to use a camera safely
- to print, save and use Microsoft word programmes
- Making props and musical instruments for the performing arts show
- decorating display boards

Programme Outcomes	Complete task Independently	Complete task with minimal amount of Support	Needs further training
C.I.P. Programme	%	%	%
I.C.T: Print independently	50	50	
I.C.T: Safely turn a computer on/off	100		
I.C.T: Knowledge of H&S (regular breaks, DSE check)	100		
I.C.T: Open Microsoft Word programme	50	50	
I.C.T: Identify parts of a computer	100		
I.C.T: Save work		100	
Performing Arts: Understood Health & Safety	80	15	5
Performing Arts: Participate in the 'Singing and Dancing' activities	80	15	5
Performing Arts: Created posters for productions	100		
Performing Arts: Gained knowledge in subjects of emotions/bullying different job roles	80	10	10
Performing Arts: Participated in build/memory games	100		
Performing Arts: Recognise Health & Safety in Performing Arts	85		15

Achievements and performance *(continued)*

'Grow': - ('Horticulture and Woodcraft' programme)

At 31/03/2022 The Grow programme supported forty-nine placements per week. The Grow programme core functions are:

- to develop and maintain a market garden and tend the grounds of the Osborne Partnership
- to enable Partners to learn horticultural and woodworking skills, growing fruit, vegetables, herbs, salad, landscaping, building raised beds, creating individual allotments, fencing and path maintenance
- to teach transferable skills such as safe handling of tools/equipment.
- to build 'Partners' confidence, self-esteem, independence, and communication skills.

Grow - the Osborne Partnership Horticulture Programme is a rolling project in which the participants will learn new and valuable skills, try new things while becoming fitter and healthier in the process. The tasks are varied and wide ranging and as there is no time limit or schedule on the programme. Staff ensure that individual needs and learning styles of participants are met so that the programme enables them all to participate. They develop their skills in their own time. In addition to this the participants have a wide choice of activities ranging from construction to flower arranging, to painting flowerpot designs to using power tools.

Personal Development. During the programme, staff support and encourage participants to work as a team and interact with the rest of the group. Working through tasks together, making decisions together and problem solving improves their communication and social skills. As well as team working, staff support and encourage the participants to work independently and make their own decisions and produce solutions for tasks by themselves. This improves the participant's cognitive skills, promotes independence, builds confidence, and empowers the participants, which in turn will reflect in a positive way on other aspects of their lives. Each task will have a result such as a grown and nurtured crop, a constructed planter, a planted flowerpot, or a painted fence. Evidence of learning is recorded in the individual participants portfolios so that they feel a sense of satisfaction and achievement in their activity whatever it may be. A significant percentage of the learners will be kinaesthetic learners and they will improve their hand to eye coordination and practical skills as in regard of using a wide variety of tools ranging from dibbers to saws to lawnmowers to wheelbarrows. The participants will also be able to correctly identify and select the correct tools for the completion of a task by themselves. This will promote and develop the individual's independence. The written work in the portfolios will be at a minimum, although the participants will have the choice on how much they would like to write on their worksheets. Participants receive guidance and advice from staff on where to look for opportunities in their chosen fields or interests looking for volunteering, employment and/or further training and education. Support is available where participants want to fill out an application form or prepare for an interview.

Personal Hygiene and Care. The participants will have guidance and support on how to dress appropriately for work, the tasks at hand and how to dress correctly for the changing weather conditions. The students will also learn about protective clothing, why we wear it and when to where it, such as sun hats, steel cap boots, goggles, and gloves. They will learn the importance of hand washing after working and before they eat.

Achievements and performance *(continued)*

Keeping Healthy and Active. As a large part of the activities will be practical based and involve lots of movement the participants will be physical active and become fitter and stronger. This again will be at the individual's own pace and all levels of fitness are accommodated upon starting the programme.

The participants will learn how to grow their own fruit and vegetables from seed and will be able to care for them until the time of harvest. The participants will have the opportunity to take their crop home as well as provide saleable stock for the onsite cafe. This part of the Programme the participants will learn about healthy diets and are encouraged to try all types of fruit and vegetables that they would not normally try. The participants will learn how fruit and vegetables play an important part in a healthy eating diet. The participants will also have guidance and support in eating suitable meals and snacks when they are attending the programme in relation to eating correctly to fuel their bodies when doing physical activities and keeping suitably hydrated. Support and guidance are provided by staff in terms of being protected from the sun and hot conditions via sun creams and sun hats for example. This is a transferable skill which has a positive impact on participants lives outside of the programme.

Health and Safety. In addition to learning about the safe use of tools and correct PPE, participants will also learn about keeping themselves and others safe. The participants will be able to identify dangers such as fire hazards and tripping hazards, and recognise an array of safety signs and symbols, such as fire exit Signs and wet floor signs (amongst others). This will help the participant keep safe and have a greater awareness of these issues in their personal lives. They also will learn how to lift and manage heavy objects correctly and safely, so reducing the risk if injury. This will help the participant keep safe and have a greater awareness of these issues in their personal lives.

Making use of Community Facilities. Day trips are included into the programme where the participants make use of public transport and recreational facilities. For example, we may plan a day trip to garden centres and attractions linked to horticulture (Kew Gardens or other projects etc.) The adults will go out into the community where they will buy goods and materials that we need for the project. Programme staff support and encouraged participants to interact with shop staff to ask for goods and pay for them at staffed tills and self-service tills (with Osborne monies). These are skills which would positively impact on their lives for shopping, communicating with shop staff and others and handling money.

Examples of the Horticulture Programme Activities:
Growing fruit and vegetables from seed to harvest
Planting and maintaining flower beds
Conservation of small habitats
Using and maintaining a wide range of tools safely and correctly
Tool selection for a task
Constructing items such as wooden planters/ fencing / bird boxes/ benches
Maintaining fences and garden furniture
Painting skills
Health and safety at work and home
Designing and painting personalised flowerpots
Shopping skills

Trident Work Experience Programme: During the period 1st April 2021 to 31st March 2022, The Osborne Partnership did not receive referrals for work experience placements though Trident due to ongoing Covid19 restrictions. It is hoped that trident work experience placements will resume in 2022.

Achievements and performance *(continued)*
Risk Management Review

The Osborne Partnership board of trustees have a 'Trustee Risk Management Policy' During the pandemic the board was kept updated by members of the senior management team and met, when possible, to monitor and review progress and risks this included governance, operations, finances, environmental and compliance.

Safeguarding – The board recognises its responsibility in safeguarding vulnerable adult beneficiaries. There is a safeguarding and whistle-blowing policy in place which is reviewed annually. Safeguarding updates are an agenda item for trustee meetings. The Osborne Partnership has strong links with the local authority 'Community Learning Disability and Safeguarding Team for advice and guidance. All staff receive safeguarding training and are subject to regular Disclosure and Barring (DBS) checks.

Health & Safety – The board have ensured that the charity has access to an external health & safety consultancy organisation who provide health and safety advice, training updates and reviews the charity's health & safety policies and procedures to ensure it is compliant. Reviews are monitored by the board. Health & Safety updates are an agenda item for trustee meetings

Personnel – The board have ensured that the charity has access to a professional personnel advisory service who provide up to date human resource information to ensure the charity is complaint with legislation. All staff have access to handbooks and there is a recruitment policy which is reviewed annually. The service also provides an 'Employment Assistance Programme' (EAP) to support the staff. Personnel updates including items such as equality and diversity are an agenda item for trustee meetings

Information and Computer Technology The board have outsourced ICT to a support service to an ICT consultancy company to ensure that the ICT systems are secure. Reports and recommendations from the ICT service provider are reviewed by the board

Building and Resources - The building, vehicles and resources are regularly reviewed and an agenda item for trustee meetings.

Customer Care and Complaints are reviewed at trustee meetings.

Service Provision - is reviewed at each trustee meeting.

Financial Review – Income and expenditure is reviewed at each trustee meeting. Service increases and staff salary increases are discussed annually. To keep up with inflationary costs the Board made the decision to increase service costs by between 3 & 5%. Accordingly with the aid of sound monetary management, fundraising, donations, staff, and volunteers helping to keep overheads to a minimum the charity has achieved a positive financial outcome for the period 01/04/21 – 31/03/22 with a net increase in funds of £123,052.

Investment Policy

The Osborne Partnership retains a prudent amount in reserves each year and the majority of the charity's funds are spent in the short term. The board of trustees have reviewed investment options available to them and have decided that short, fixed term investments of 6-12months in duration is the best option in the current economic climate. In terms of longer-term investment, the board are concerned with the aftermath of the Covid19 pandemic and rising inflation and the impact on the charity and have made the decision not to make any long-term investments in this period. The investment policy will be reviewed in the next financial year.

Achievements and performance *(continued)*

Reserve's Policy - The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be between 6-9 months of the resources expended. This will enable the charity to continue to operate for a brief period to consider how the funding would be replaced or activities changed should funding be lost. Also included are

- the charity's liabilities in terms of staff redundancy which is based on statutory redundancy recommendations.

- the building and grounds from which the charity delivers its services is leased from a local church on a 15-year term on a fully insuring and repairing basis. The building was built during the late sixty's early seventies as a day centre facility by the local authority. It has a large footprint with extensive areas of flat felted roof and drainage systems. The felt on the roof has been repaired on several occasions and the board envisage that the felt will need to be completely replaced soon. The board of trustees have therefore set aside a nominal amount of £100,000 in respect of major repairs (roof, drainage system).

As can be seen within the 'Statement of Financial Activities' The free reserves remain within the agreed target level.

'Special Thank You' - The Trustees would like to extend their thanks and appreciation to Partners, carers' volunteers, supporters, and the staff team who have continued to change the way they work to support the charity's Partners and their carers during the Pandemic. The board would also like to extend a 'special' thank you to Kathy Jones who has managed the charity for the past 25 years and wish her all the best in her retirement.

Osborne Partnership Board of Trustees.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

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 12 December 2022 and signed on behalf of the board of trustees by:

Mr. T. Wade
Trustee

Opinion

We have audited the financial statements of OSBORNE PARTNERSHIP (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Identifying and testing journal entries and the overall accounting records, particularly those that were significant and unusual.
Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
Assessing the extent of compliance, or lack of, with relevant laws and regulations. Testing key revenue lines, for evidence of management bias.
Verification of key assets.
Obtaining third-party confirmation of material balances.
Documenting and verifying all significant related party balances and transactions. Reviewing documentation such as the company board minutes, correspondence with solicitors, for discussions of irregularities including fraud

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

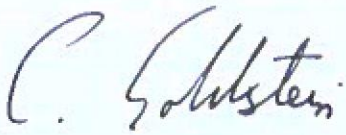
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



CHARLES GOLDSTEIN FCA (Senior Statutory Auditor)

For and on behalf of
Brindley Goldstein Limited
Chartered accountants & statutory auditor

103 High Street
Waltham Cross
Herts
EN8 7AN

12 December 2022

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2022

	Note	2022 Unrestricted funds £	2022 Restricted funds £	2022 Total funds £	2021 Total funds £
Income and endowments					
Donations and legacies	5	6,971	–	**6,971**	4,577
Other trading activities	6	675,092	–	**675,092**	641,049
Investment income	7	155	–	**155**	2,043
Other income	8	16,700	–	**16,700**	7,705
Total income		698,918	–	**698,918**	655,374
Expenditure					
Expenditure on charitable activities	9,10	575,866	–	**575,866**	563,901
Total expenditure		575,866	–	**575,866**	563,901
Net income and net movement in funds		123,052	–	**123,052**	91,473
Reconciliation of funds					
Total funds brought forward		842,265	(28,842)	**813,423**	721,950
Total funds carried forward		965,317	(28,842)	**936,475**	813,423

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 32 to 39 form part of these financial statements.

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	2022 £	£	2021 £
Fixed assets				
Tangible fixed assets	17		16,146	12,641
Current assets				
Debtors	18	52,621		38,803
Cash at bank and in hand		920,579		785,085
		973,200		823,888
Creditors: amounts falling due within one year	19	52,871		23,106
Net current assets			920,329	800,782
Total assets less current liabilities			936,475	813,423
Net assets			936,475	813,423
Funds of the charity				
Restricted funds			(28,842)	(28,842)
Unrestricted funds			965,317	842,265
Total charity funds	21		936,475	813,423

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 12 December 2022, and are signed on behalf of the board by:

Mr. T. Wade
Trustee

The notes on pages 32 to 39 form part of these financial statements.

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income	**123,052**	91,473
Adjustments for:		
Depreciation of tangible fixed assets	**6,272**	4,352
Other interest receivable and similar income	**(155)**	(2,043)
Interest payable and similar charges	**62**	–
Accrued expenses/(income)	**28,939**	(33,861)
Changes in:		
Trade and other debtors	**(13,818)**	60,410
Trade and other creditors	**826**	(1,468)
Cash generated from operations	**145,178**	118,863
Interest paid	**(62)**	–
Interest received	**155**	2,043
Net cash from operating activities	**145,271**	120,906
Cash flows from investing activities		
Purchase of tangible assets	**(9,777)**	(7,988)
Net cash used in investing activities	**(9,777)**	(7,988)
Net increase in cash and cash equivalents	**135,494**	112,918
Cash and cash equivalents at beginning of year	**785,085**	672,167
Cash and cash equivalents at end of year	**920,579**	785,085

The notes on pages 32 to 39 form part of these financial statements.

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Osborne Centre, Osborne Square, Dagenham, Essex, RM9 5BE.

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 have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

There are no judgements and estimates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies *(continued)*

Tangible assets *(continued)*

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

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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.

3. Accounting policies *(continued)*

Tangible assets *(continued)*

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, Fittings & Equipment	-	25% reducing balance
Motor Vehicles	-	25% reducing balance
Computer Equipment	-	33% 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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	**Total Funds 2022 £**	Unrestricted Funds £	Total Funds 2021 £
Donations				
General Donations & Fundraising Receipts	6,971	**6,971**	4,577	4,577

6. Other trading activities

	Unrestricted Funds £	**Total Funds 2022 £**	Unrestricted Funds £	Total Funds 2021 £
Trading income	675,092	**675,092**	641,049	641,049

7. Investment income

	Unrestricted Funds £	**Total Funds 2022 £**	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	155	**155**	2,043	2,043

8. Other income

	Unrestricted Funds £	**Total Funds 2022 £**	Unrestricted Funds £	Total Funds 2021 £
Insurance claims	–	–	245	245
HMRC CJRS Grant	16,700	**16,700**	7,460	7,460
	16,700	**16,700**	7,705	7,705

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	**Total Funds 2022 £**	Unrestricted Funds £	Total Funds 2021 £
Support costs	575,866	**575,866**	563,901	563,901

10. Expenditure on charitable activities by activity type

	Support costs £	**Total funds 2022 £**	Total fund 2021 £
Support costs	407,836	**407,836**	405,595
Governance costs	168,030	**168,030**	158,306
	575,866	**575,866**	563,901

11. Analysis of support costs

	Analysis of support costs activity 1	**Total 2022**	Total 2021
	£	**£**	£
Staff costs	407,836	**407,836**	405,595

12. Taxation

As a charity Osborne Partnership is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the year.

13. Net income

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation of tangible fixed assets	**6,272**	4,352

14. Auditors remuneration

	2022	2021
	£	£
Fees payable for the audit of the financial statements	**6,090**	5,970

15. Staff costs

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

	2022	2021
	£	£
Wages and salaries	**369,472**	369,268
Social security costs	**24,851**	23,569
Employer contributions to pension plans	**13,513**	12,758
	407,836	405,595

The average head count of employees during the year was 18 (2021: 21).

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

16. Trustee remuneration and expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil)

17. Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Equipment £	**Total £**
Cost				
At 1 April 2021	42,080	34,586	3,982	**80,648**
Additions	2,274	–	7,503	**9,777**
At 31 March 2022	44,354	34,586	11,485	**90,425**
Depreciation				
At 1 April 2021	33,478	31,381	3,148	**68,007**
Charge for the year	2,719	802	2,751	**6,272**
At 31 March 2022	36,197	32,183	5,899	**74,279**
Carrying amount				
At 31 March 2022	8,157	2,403	5,586	**16,146**
At 31 March 2021	8,602	3,205	834	12,641

18. Debtors

	2022 £	2021 £
Trade debtors	**40,228**	26,869
Prepayments and accrued income	**12,393**	11,934
	52,621	38,803

19. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	**2,382**	1,556
Accruals and deferred income	**50,489**	21,550
	52,871	23,106

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £13,513 (2021: £12,758).

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	**At 31 March 2022 £**
Unrestricted Funds	842,265	698,918	(575,866)	**965,317**

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
Unrestricted Funds	750,792	655,374	(563,901)	842,265

Restricted funds

	At 1 April 2021 £	Income £	Expenditure £	**At 31 March 2022 £**
Restricted Funds	(28,842)	–	–	**(28,842)**

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
Restricted Funds	(28,842)	–	–	(28,842)

22. Analysis of net assets between funds

	Unrestricted Funds £	**Total Funds 2022 £**
Tangible fixed assets	16,146	**16,146**
Current assets	920,329	**920,329**
Net assets	936,475	**936,475**

	Unrestricted Funds £	Total Funds 2021 £
Tangible fixed assets	12,641	12,641
Current assets	800,782	800,782
Net assets	813,423	813,423

23. Analysis of changes in net debt

	At 1 Apr 2021	Cash flows	At 31 Mar 2022
	£	£	£
Cash at bank and in hand	785,085	135,494	**920,579**

OSBORNE PARTNERSHIP

England & Wales - Charity number 1087444

Accounts

COMPANY REGISTRATION NUMBER: 03483852
CHARITY REGISTRATION NUMBER: 1087444

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Financial Statements

31 March 2021

BRINDLEY GOLDSTEIN LIMITED
Chartered accountants & statutory auditor
103 High Street
Waltham Cross
Herts.
EN8 7AN

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

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OSBORNE PARTNERSHIP

Company Limited by Guarantee

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

Year ended 31 March 2021

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

Reference and administrative details

Registered charity name	OSBORNE PARTNERSHIP
Charity registration number	1087444
Company registration number	03483852
Principal office and registered office	The Osborne Centre Osborne Square Dagenham Essex RM9 5BE
The trustees	
	Mrs. S. Apps Mrs. J. A. Downs Mr. J. Heley Mr. T. Wade Mrs.J. Handley Mrs.K. Day Mrs.S. Wade
Company secretary	Mrs.J. Handley
Auditor	Brindley Goldstein Limited Chartered accountants & statutory auditor 103 High Street Waltham Cross Herts. EN8 7AN
Bankers	LLoyds TSB The Green Stanford-Le-Hope Essex SS17 0ER
Solicitors	Mullis & Peake Marshalls Chambers Romford Essex RM1 1QS

Structure, governance and management

Introduction

The Osborne Partnership is a charity located in the London Borough of Barking & Dagenham. The charity's original aims were to improve educational and employment opportunities for its beneficiaries (adults with learning disabilities and/or complex needs known as 'Partners') who lived in the borough. However, more recently the charity has started to draw beneficiaries from neighbouring boroughs and has developed additional programmes to provide meaningful activities which address identified needs and empower beneficiaries to develop new skills, encourage independence, build the self-confidence and the self-esteem necessary to make the most of life opportunities.

Local Community

The charity has strong links with the local community, liaising with residents, local groups and working in partnership with the local authority, Trident, Fare-Share, Trinity School, voluntary sector organisations and other agencies.

Legal Structure

The Osborne Partnership is a Charitable Company having gained registered charity status on 10th July 2001 (Charity Number 1087444) developing from being a company limited by guarantee (Company Number 3483852) incorporated on 19th December 1997.

The information listed below outlines the Osborne Partnership's objects, vision, core values and main activities. In planning its activities on behalf of and in support of its beneficiaries the Osborne Partnership trustees have given due regard to the guidance on public benefit published by the Charity Commission.

Objects- the charity's objects are:

(i) Relief of hardship for people in the local community who have a learning disability, physical disability, mental health problem or other related disadvantaged groups.

(ii) The advancement of education for the same groups of people detailed in "object (i)" above.

(iii) The development of the capacity and skills of socially and/or economically disadvantaged members of the local community in Barking & Dagenham and neighbouring boroughs in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

Mission Statement- the Osborne Partnership aims to provide meaningful activities which develop sustainable skills, encourage independence, build self-confidence and self-esteem thereby empowering its 'Partners' to lead fulfilled lives.

Strap Line - "Making a positive difference to people's lives"

OSBORNE PARTNERSHIP

Company Limited by Guarantee

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

Year ended 31 March 2021

Main Aims – the main aims of the Osborne Partnership are to support people with learning disabilities/complex needs to:

- gain accredited qualifications, non-accredited in-house certificates and work experience
- gain new social and life skills to fulfil their personal development
- encourage progress along a pathway which fulfils each 'Partner's' potential
- raise the profile of and highlight the contribution that people with learning disabilities and complex needs make to their local community
- engender community cohesion in an area of high deprivation

Objectives-the aims will be achieved by:-

- delivering a range of accredited and non-accredited programmes
- delivering a range of programmes which facilitate independence and skills development
- agreeing and monitoring individual beneficiary targets
- providing a range of community and in-house services delivered by supported 'Partners'
- developing a community hub offering affordable goods and accessible services and facilities to customers and local residents.

Core Values - of the Osborne Partnership break down as follows:

- ***Equal Opportunities*** – all people should have equal access to services which develop skills and assist in progressing their lives towards full independence and social integration
- ***Diversity*** – whilst we accept that we cannot cater for every community, we endeavour to provide a broad range of services that reflect the local demographic profile
- ***Respect*** - everybody should be treated with respect.
- ***Quality*** – all of our services are delivered to high standards
- ***Partnership*** – we believe that community development is best addressed as part of a strategic response bringing together agencies which provide similar services and linked services.
- ***Consultation*** – we believe that a strong 'user led' organisation can only be achieved by maintaining an ongoing dialogue with our 'Partners'.

Vision - Backed up by its professional approach, the dedication of its staff, its strong working relationships and respect for all, the charity's vision is to:

- Become recognised as one of the leading providers of; accredited/non-accredited vocational training and support for local people with learning disabilities and/or complex needs or other related disadvantaged groups.
- Develop, in consultation with its 'Partners', a comprehensive and varied range of sustainable programmes which provide meaningful activities.

Awards and Achievements

The Osborne Partnership has achieved the following awards in recognition of the valuable services that the charity provides:

- (1) Winner of the LETEC Blue Ribbon Award for 'Equality in Disability',
- (3) Barking & Dagenham Agenda 21 Environment Awards,
- (6) Borough Recognition Awards
- (1) London in Bloom Award,
- (1) Winner Nationwide Regional Award For Voluntary Endeavour
- (1) Runner Up Nationwide National Award for Voluntary Endeavour
- Job Centre Plus Employer of the Year Award 2006
- Winner of the Barking & Dagenham Business Award (Innovation) 2008
- Winner of the Archant Environmental Award (Best Recycling Project) 2008
- Finalist in the Archant Business Award (Innovation) 2008
- Finalist in the Archant – London Thames Gateway Business Awards 2009
- Finalist in the Barking & Dagenham Business Award (Community) 2009
- Runner Up in The Barking & Dagenham Business Awards 2010 – 'Community Involvement including Social Enterprise'
- Certificate of Achievement Adult Learners' Week 2010
- Winner of the Barking & Dagenham Business Awards 2013 – 'Community Involvement including Social Enterprise
- Peninsular Business Services Ltd – Certificate of Achievement 'Gold Award' - 'For Commitment to Workplace Health, Safety and Welfare'

The charity has also gained the Job Centre Plus Disability Awareness (two ticks) quality mark and Matrix quality mark which is regularly reviewed in terms of continuous improvement. The charity was successful in being re-accredited with the matrix quality mark for a further 3 years in November 2020.

Board of Trustees - The charity's trustees are mainly drawn from the local community and as part of the charity's recruitment procedure are subject to reference checks before being inducted to the board. Trustees are selected by the existing board members in conjunction with senior management on the basis of possessing relevant professional experience, experience in other areas of public duty or of having personalised knowledge of the issues faced by the charity's beneficiaries. The board of trustees also benefits from the fact that representatives from the charity's 'Partnership Council' contribute to trustee meetings.

Partnership Council - The Partnership Council comprises of members 'Partners' who are elected by their peers. Two members of the Partnership Council regularly attend trustee board meetings to ensure that 'Partner' views and ideas are taken into account when decisions are made regarding the charity. The Partnership Council is also the primary vehicle by which the trustees and senior managers consult with 'Partners'. During the Covid19 pandemic the Partner Council meetings were suspended due to the risks of transmission. The board have relied upon information from the Partner customer satisfaction forms and feed-back from staff members this year when coming to decisions. It is hoped that Partner council meetings will re-start as soon as it is safe to do so.

Volunteers – The Osborne Partnership recognises the hard work that its volunteers contribute to ensure the success of the charity. On 31st March 2021, the Osborne Partnership had (5) volunteers.

Patrons - Patrons of the charity include:

- Jon Cruddas (MP) for Dagenham
- Margaret Hodge (MP) for Barking
- Joanna Lumley (Actress)

Staff - Staff are mainly drawn from the local community and are subject to reference and DBS checks. The Osborne Partnership recognises the need to ensure that staff feel confident and are competent in their role. New staff are either qualified to Health and Social Care (HSC) level 2 or have relevant experience and must undertake HSC level 2 training. All staff are inducted into the charity and support staff undertake various online, refresher and accredited training to further their personal development as is identified through the appraisal system. On 31st March 2021, the Osborne Partnership employed (18) part-time staff members (less than 35 hours per week).

Activities and Outcomes During the Period 01/04/2020 – 31/03/2021

In March 2020, due to the Covid19 pandemic and on government advice the country went into a national lockdown. The majority of the 'Partners' at the Osborne Partnership (adults with learning disabilities) were classified as either clinically vulnerable or clinically extremely vulnerable (required to shield). In order to protect and safeguard the vulnerable The Osborne Partnership board of trustees had no choice other than to close the in-house programmes.

Senior managers of the charity met with the local authority commissioners to offer an alternative 'Home Support Service' to support the beneficiaries through the crisis (see below). The service would be delivered to the 'Partners' by Osborne Partnership staff wearing personal protective equipment. The local authority asked the Osborne Partnership to invoice them directly for the 'Home Support Service' for an initial three month period. It was agreed that the service would be monitored, reviewed and adjusted in accordance with changing government guidance.

Home Support Service Details: Communication was kept open via regular telephone support calls to Partners and their carers enabling staff to monitor health and wellbeing. During support call staff would ascertain if people living at the home address were in good health, check no-one in the family had Covid19 symptoms and reminded the family to follow government advice in terms of staying at home and relaying government advice of what to do if anyone developed symptoms. Safeguarding concerns raised were reported to the local authority. From the outset of the pandemic and the home support service starting, it quickly became apparent that many of the 'Partners' and their families were finding it difficult to get food and other shopping essentials from local shops due to shortages and queues. The Osborne Partnership contacted the Fare-Share charity to source food supplies. The food was delivered weekly to the Osborne Partnership site and sorted by the charity's staff into food parcels and delivered to the home address of 'Partners' needing support. Staff also supported Partners and carers' with other needs this included collecting and delivering medication, batteries for hearing aids, topping up electric meter cards etc.

The Osborne Partnership also provided a private chat group page linked through its 'face-book' account which was monitored by Osborne Partnership administration staff and restricted to Osborne Partnership 'Partners' their parent/carers and staff. This communication source enabled everyone to keep in touch with each other with on-line safeguards in place to protect vulnerable beneficiaries. Staff posted quizzes and activity videos to encourage Partners to stay mentally and actively fit including dance routines and exercises. Partners enjoyed posting photos of their completed activity packs and of how they had helped cook food and create meals from the food packs staff delivered.

Private Face-Book Chat Group Outcomes for Period 01/04/2020 - 31/03/2021

Month	Posts	Comments	Reactions
Apr-20	388	2831	5861
May-20	303	2248	3989
Jun-20	199	1129	2130
Jul-20	110	763	1079
Aug-20	78	466	867
Sep-20	85	407	1226
Oct-20	97	348	1323
Nov-20	121	491	1404
Dec-20	108	334	1010
Jan-21	62	285	685
Feb-21	66	254	652
Mar-21	48	200	549
Total	1665	9756	20775

To keep Partners motivated and increase morale Osborne Partnership staff created individualised activities and activity packs according to Partner needs and preferences and delivered them to the Partner home address.

During the summer months Covid19 case numbers reduced and the government started to relax restrictions. It was identified from support calls and the 'face-book' chat group that Partners and their carers were really struggling with the lockdown measures. Partners were regularly calling the charity asking when the 'In-house services would be resumed and staff were struggling to keep Partners spirits up and motivated. Senior management, using 'Social Care Institute for Excellence' guidance planned the reopening of the charities 'inhouse service provision'. Risk assessments were drawn up and to reduce the risk of Covid19 transmission included:

1. The building being divided into 2 separate distinct parts with separate entrances and toilet facilities for each end of the building.
2. The building was closed to visitors, contractors were asked to carry out their works outside of normal working hours.
3. Partners and staff had individual risk assessments carried out to identify people most at risk. Anyone advised to shield by government were advised to do so.
4. Staggered start and finish times were introduced to enable social distancing measures being implemented.
5. Small 'bubbles' of 'Partners' and staff were assigned to each programme according to space in the respective room to try and minimalize any potential outbreaks of the virus
6. A 'Dorguard' system was fitted so that fire doors could be safely kept open along with windows to increase ventilation.
7. Partners and staff were allocated individual lockers and equipment to reduce transmission risks which were sanitised after use.
8. Social distancing measures were introduced throughout the building.
9. An isolation room was established for suspected cases
10. Increased cleaning measures were introduced to reduce the risk of transmission in all rooms including communal, toilet and high touch point areas.
11. PPE and infection protection and control measures were used to reduce transmission risks and regular hand washing/sanitising introduced.
12. Track and Trace and temperature monitoring measures were introduced
13. Programme rooms and offices had computers, screens and microsoft teams software installed to enable good communication between all areas.

The risk assessments were submitted to the local authority public health protection team to be signed off in preparation of in-house services re-starting. While the charity waited for the risk assessments to be signed off and to keep Partners morale high home visits were increased and included discussions regarding changes the charity would make when it re-opened to keep everyone safe from the transmission of the virus. Staff also supported Partners to go for walks and met up in small bubble groups in parks to get them used to socially distancing in small groups. During August of 2020 and as part of the preparation for re-opening the 'In house' services, 'Partner Care Support Plan Reviews' – were held at the Osborne Partnership to identify any changes in care support needs and to establish which Partners wanted to continue accessing Osborne Partnership services. Some of the Partners expressed feelings of anxiety at returning to service and it was agreed that they could remain on the 'Home Support Service' along with Partners who were advised by government to shield due to being at high risk from the Covid19 virus. Partners who wished to return to in-house services were invited to a two week 'Partner' re-induction period to ensure they understood measures put in place to keep them safe and reduce the risk of Covid19 transmission.

On 07/09/2021 in-house services were resumed. Instead of Partners returning to their usual programmes they were allocated to one of five bubbles; red square, orange diamond, yellow triangle, blue star or green circle. Because of social distancing measures some Partners could not return to their full service and chose to have a mixture of 'in-house' and 'home support' services. 'Bubbles' incorporated a variety of activities drawn from the original Osborne Partnership programmes to ensure that Partners had choices of activities and each day time was allocated for discussion so that 'Partners' could talk about how they were feeling and coping. Unfortunately, during the autumn case numbers of Covid19 began to rise and in November 2021 people with 'Downs Syndrome' were added to the list of people advised by the government to shield the impact for the charity being that some of the 'Partners' who had returned to 'in-house' services were returned to the home support service. This put staff resources under increased strain as they tried to manage the running of 2 services. In January 2021, the government imposed a second lockdown the impact for the charity being that all Partners were returned to the home support service.

Outcomes for Home Support Services:

Home Support Services Provided During National Lockdown Period	Period	
	1st April 2020 - 6th September 2020	4th January 2021 - 31st March 2021
Support telephone calls made to Partners and carers'	1753	1173
Support visits made to Partners and carers'	194	447
Individualised activity packs created for Partners	609	571
Individualised activity packs delivered to Partners	609	571
Food parcels made up by staff for Partners and their families	359	0
Food parcels delivered by staff to Partners and their families	359	0
Safe-guarding reports to local authority	5	1
Local authority requests for additional support for Partners and their families	64	6
Online support zoom support calls made to Partners	0	61
Other support calls made to Partners and their families	17	24
Total Home Support Services Provided	**3969**	**2854**

Partner Customer Care Survey 01/04/2020 – 31/03/2021

Question:	Very Good	Good	OK	Poor
What do you think about the activities you do at the Osborne Partnership?	56%	35%	9%	0%
What do you think about the staff who support you at the Osborne Partnership?	78%	22%	0%	0%
What do you think about information, advice and guidance given at the Osborne Partnership?	61%	35%	4%	0%
What do you think about the home support service (phone calls and visits) you received from Osborne Partnership staff during the Covid19 national lockdowns?	78%	22%	0%	0%
What do you think about the activity packs provided to you during the Covid19 national lockdowns?	57%	36%	7%	0%
How safe do you feel at the Osborne Partnership?	80%	16%	4%	0%
What do you think about the Osborne Partnership overall?	75%	25%	0%	0%

The board of trustees have reviewed the results and are pleased to report that Beneficiary ('Partners)' results (shown in % in each column) indicate that 90+% of our beneficiaries think that the services they receive are good/very good. **Outcome/Feedback** – The Home Support proved itself to be successful with the Osborne partnership receiving many thank you cards and positive feedback from Partners and Carers. It has been useful in terms of supporting Partners who cannot attend their 'inhouse services.

Staff Training

During the period staff undertook the following training:

Staff Training Outcomes for the Period 01/04/2020 – 31/03/2021	**Completed**
Health & Social Care (HSC) level 3 diploma	01
PBS	14
Autism Awareness	13
SEN Teaching Diploma Level 5	01
Level 2 IAG	01
Mental Capacity Act	07
Deprivation of Liberty	06
Challenging Behaviour	07
Safeguarding Adults	06
Equality and Diversity	08
Person Centred Care	07
Nutrition and Diet	08
Communication	06
Recording & Reporting	08
HACCP	02
Food Hygiene	11
Food Allergens	02
Moving & Handling People	08
Manual Handling	09
Infection Prevention & Control	09
FAW	11
Health & Safety Awareness	09
Fire Awareness Training	08
Legionella Awareness	11
Risk Assessment	08
COSHH	09
Driver Awareness	10
Assessing Needs	05
Care Planning	04
Supervision and Appraisal	00
Confidentiality	00
Principles of Care and Confidentiality	01
Consent	02
Epilepsy	14
Role of the Care Worker	02
Anxiety	05
Asbestos Awareness	08
Managing Mental Health	00
Noise Awareness	10
Working at Height	09
Lone Working	10
DSE	08
Covid19	18
Short term homeworking	11
Total	**307**

Impact of the Covid19 Pandemic on Osborne Partnership Services

Placements: At 01/04/2020 the Osborne Partnership was providing 191 placements per week at 31/03/2021 the charity was providing 172.5 placements a loss of 18.5 weekly placements which was made up of 15.5 placements leaving the service and a reduction of 3 placements by Partners reducing the number of days they attend. The losses are as a result of health needs, and some anxiety it is hoped that some of these placements may return as the pandemic eases. The impact of the loss of placements has resulted in a reduction of the Osborne Partnership income for the period.

Placements and Services Provided For the period 01/03/2020 - 31/03/2021

Period 01/04/2020 - 31/03/2021	Placement Numbers			Weekly Services Provided						
	Placements	Increase or Decrease in Weekly Placements	Placement Left Services	Home Support Service Placement	Inhouse Service Blue Star Bubble	Inhouse Service Orange Diamond Bubble	Inhouse Service Green Circle Bubble	Inhouse Service Yellow Triangle Bubble	Inhouse Service Red Square Bubble	Total Services Provided
01/04/20 - 06/09/20	191.0	0.0	0.0	191.0	0.0	0.0	0.0	0.0	0.0	191.0
07/09/20 - 04/10/20	184.5	-5.0	-1.5	38.0	30.0	29.5	29.0	28.0	30.0	184.5
05/10/20 - 02/11/20	177.5	0.0	-7.0	19.0	32.0	32.0	29.0	32.0	33.5	177.5
03/11/20 - 30/11/20	181.5	4.0	0.0	103.0	12.0	14.0	16.0	15.0	21.5	181.5
01/12/20 - 03/01/21	176.5	-2.0	-3.0	97.0	13.0	14.0	16.0	15.0	21.5	176.5
26/01/21 - 22/02/21	175.5	0.0	-1.0	175.5	0.0	0.0	0.0	0.0	0.0	175.5
23/02/21 - 31/03/21	172.5	0.0	-3.0	172.5	0.0	0.0	0.0	0.0	0.0	172.5
Total		-3.0	-15.5							

Accredited Training Provision - The Osborne Partnership is currently a registered Gateway training centre. Since 2004 the charity has delivered accredited training programmes which have included:

- NPTC 'Skills for Working Life' (Horticulture) entry level 2/3
- NPTC 'Skills for Working Life' (Conservation) entry level 2/3
- NPTC 'Skills for Working life' (Land-based) entry level 2/3
- NPTC 'Skills for Working Life' (Recycling) entry level 2
- OCR 'Manufacturing' entry level 3
- NOCN 'Introduction to ICT'
- EAL 'Performing Manufacturing Operations' NVQ level 1 and 2
- Gateway Level 1 Certificate Retail Skills

During 2019 the charity restarted its accredited training provision and has enrolled (10) Partners onto the Gateway Entry level 3 Land-based sector certificate and (8) Partners onto the Gateway Entry level 3 Skills for Retail certificate. Unfortunately, the planned expansion of the accredited training was put on hold due to the Covid19 pandemic. It is envisaged that the accredited training programme will re-start as soon as Covid19 transmission risks are reduced and it is safe to do so.

Annual Accredited Training Outcomes

Year	Training Board	Qualification	Partners
2016	Gateway	Certificate In Retail Skills'	20
2015	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	14
2015	C&G	Skills for Working Lives' (Land-based) entry level 3	6
2014	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	14
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	14
	C&G	Skills for Working Lives' (Land-based) entry level 3	8
2013	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	21
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	11
	C&G	Skills for Working Lives' (Land-based) entry level 3	8
2012	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	20
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	19
	C&G	Skills for Working Lives' (Land-based) entry level 3	11
2011	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	19
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	15
	C&G	Skills for Working Lives' (Land-based) entry level 3	10
2010	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	20

	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	20
	C&G	Skills for Working Lives' (Land-based) entry level 3	12
2009	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	16
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	16
	C&G	Skills for Working Lives' (Land-based) entry level 3	7
	C&G	Skills for Working Lives' (Recycling) entry level 3	14
2008	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 2	21
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	8
	OCR	Manufacturing' entry level 3	8
	NOCN	Introduction to ICT' training programme	8
	C&G	Skills for Working Lives' (Land-based) entry level 3	21
	C&G	Skills for Working Lives' (Recycling) entry level	11
2007	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	29
	OCR	Manufacturing' entry level 3	10
	NOCN	Introduction to ICT' training programme	10
	NPTC	Conservation & Preparing for Work'	13
	NPTC	Horticulture & Preparing for Work'	12
2006	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	13
	OCR	Manufacturing' entry level 3	11
	NOCN	Introduction to ICT' training programme	11
	NPTC	Conservation & Preparing for Work' (2 year programme) entry level	0
	NPTC	Horticulture & Preparing for Work' (2 year programme) entry level	0
	EAL	NVQ Diploma 'Performing Manufacturing Operations Level 1	16
2005	NPTC	Horticulture & Preparing for Work' (2 year programme) entry level	12
		Total Partner Training Outcomes	529

Achievements and performance *(continued)*
Work Experience - Meaningful Activity Programmes

Due to the Covid 19 Pandemic, risk assessments were carried out on the in-house small businesses including the Community Café, TOP's Charity Shop, the Community Supermarket, Trident work experience along with the in-house meaningful activity service programmes. The board decided that the risk of transmission to vulnerable adults from members of the community coming into the charity was high. The decision was made to suspend the following small businesses and programmes until further notice resulting in a loss of income, customers and community cohesion.

TOP's Textile Recycling programme: - The 'TOP's Textiles Recycling' Service core function is:

- to provide a borough wide textile recycling service to the local community to reduce waste material going into landfill.
- to teach 'Partners' the skills necessary to enable them to provide the textile recycling service (with staff support)
- to teach the skills necessary to enable 'Partners' to sort, hang, size, tag clothing/materials and bric-a-brac ready for resale in the TOP's charity shop.
- to offer work experience and training in a real-life working environment to 'Partners'.
- to build transferable skills, community safety awareness, independence, confidence, self-esteem and communication skills to Partners.

The programme also enables the charity to raise the profile of its beneficiaries by visibly and clearly demonstrating the useful and valuable service that the service provides for the local community which is delivered by an often marginalised and under used group of people.

TOP's Textiles Recycling Statistics 01/04/2008 - 31/03/2021

Year	Service	Tonnes
2021	Kerbside Collection Services Suspended Due to Covid19 Pandemic	0
2020	Kerbside Collection Service including Bric-a-brac	37
2019	Kerbside Collection Service including Bric-a-brac	42
2018	Kerbside Collection Service including Bric-a-brac	37
2017	Kerbside Collection Service including Bric-a-brac	41
2016	Kerbside Collection Service including Bric-a-brac	44
2015	Kerbside Collection Service including Bric-a-brac	44
2014	Kerbside Collection Service including Bric-a-brac	67
2013	Kerbside Collection Service including Bric-a-brac	75
2012	Kerbside Collection Service including Bric-a-brac and ragging	98

Achievements and performance *(continued)*

2011	Kerbside Collection Service including Bric-a-brac and ragging	110
2010	Kerbside Collection Service including Bric-a-brac and ragging	119
2009	Kerbside Collection Service including Bric-a-brac and ragging	137
2008	Kerbside Collection Service including Bric-a-brac	86
	Total Textile Recycling 2008 - 2021	937

The TOP's Shop – The Osborne Partnership is situated in London borough of Barking & Dagenham an area of high deprivation. On 5th November 2008, The Osborne Partnership launched the 'TOPs Shop' a charity shop selling **affordable** recycled clothing, textiles and bric-a-brac which is open to the general public. The Top's Shop was opened not just to address local needs but to enhance and promote the TOP's Textiles recycling service, to generate income from the textiles and bric-a-brac collected from the TOP's textiles kerbside collection service and to provide retail training and work experience in a 'real life' environment to its 'Partners'. The shop is open from Monday – Friday 10am-2pm and has built a good customer base with many local customers (residents) regularly choosing to use the facility. The shop has become a 'community hub' promoting community cohesion/integration and helps to break down the barriers often faced by 'Partners' The TOP's shop core function is:

- to provide a charity shop selling affordable recycled clothing and bric-a-brac to the public
- work experience opportunities to 'Partners'
- to teach 'Partners' retail and customer care skills in a 'real' life environment.
- to build transferable skills, confidence, independence, self-esteem and communication skills to 'Partners'.

Money raised from the sale of recycled goods is used to support the charity's activities. The trustees would like to extend their thanks to 'Partners', staff, volunteers, customers and community based partners LM Barry, Shanks (East) London and the local authority for promoting and supporting the recycling programme.

TOP's Community Cafe: - Launched in January 2012 and open to the public Monday – Friday, the community cafe has become a popular community hub with local residents, schools, businesses and users/visitors of the charity.

The TOP's community café supports up to 3 'Partners' per day with work experience to learn a variety of catering skills its core functions are:

- to provide work experience opportunities to 'Partners'
- to offer a community café open to the public
- to teach Partners transferrable health & hygiene skills associated with the catering environment.
- to teach Partners customer care, communication and money skills, meal preparation, safe use tools and equipment.
- to build 'Partners' confidence, independence and self-esteem.

Achievements and performance *(continued)*
Meaningful Activity Programmes:

'My Style and Me' - The 'My Style and Me' programme core function is:

- to teach appropriate dress for a variety of occasions (e.g. work, social, party, summer, winter)
- explore fashion, make-up, accessories identifying a 'Partners' own particular clothing style and look at different cultural styles
- to teach body hygiene, grooming skills, skin care,
- to teach skills on how to look after launder, hang and iron clothes
- manual dexterity skills (buttons, bows, buckles and zips)
- to teach transferable skills including the safe use of equipment such as irons and washing machines
- to build confidence, self-esteem, independence and communication skills to Partners.

GO ('Get Out, Get Active') programme: - The 'Go' programmes core function is to:

- teach and enable a group of 'Partners' to partake in meaningful sports activity
- to promote health, fitness, wellbeing stamina and endurance.
- to build 'Partners' confidence and self-esteem, independence, and communication skills
- teach community safety awareness to 'Partners'
- to encourage team building
- to encourage 'Partners to eat healthily - including fruit and vegetables in their diet.
- To encourage independence skills
- to enable 'Partners' to explore/access community activities that are of interest to them
- to teach transferable skills necessary for accessing the community e.g. money/cost, time management, social etiquette, safety in the community, appropriate clothing and footwear, safe travel awareness, planning skills, team building skills
- to build 'Partners' confidence, self-esteem, independence and communication skills.
- to promote community integration – by helping to break down barriers.

activities include:

- cycling
- swimming
- archery
- keep fit
- crazy golf
- Tennis
- Public transport safety awareness
- Money Skills
- Bowling
- Day trips e.g. Southend-on-Sea,
- Exploring London – visiting museums and well-known London markets (e.g. Borough Market), using the underground and buses, going to events at the O2, boat trip on the River Thames.
- Crazy golf
- Cinema

Achievements and performance *(continued)*

C.I.P. ('Craft' 'ICT' and Performing Arts) programmes: - The C.I.P programme core functions are:

- to enable 'Partners' to be creative using the mediums of craft, ICT, Music and Dance.
- to develop manual dexterity, hand to eye coordination, social and transferable skills
- to build 'Partners' confidence, self-esteem, independence and communication skills.
- to produce craft items including cards, book-marks, memory boxes, jewelry, coasters
- to use tools and equipment safely
- to be involved in theatrical singing/dancing shows
- to use role play to tackle issues such as bullying, equality that may impact on them and address how they may get help/tackle issues.

- Making book-marks, cards, coasters, memory boxes, seasonal craft items
- to safely use ICT equipment
- Designing posters and banners
- to help produce quarterly newsletters, calender and various publicity materials for the Osborne Partnership.
- to use a camera safely
- to print, save and use Microsoft word programmes
- Making props and musical instruments for the performing arts show
- decorating display boards

'Grow' (Horticulture'/'Woodcraft/Cooking Made Easy) programme: - The 'Horticulture and Woodcraft' programme core functions are:

- to develop and maintain a market garden and tend the grounds of the Osborne Partnership
- to enable Partners to learn horticultural and woodworking skills, growing fruit, vegetables, herbs, salad, landscaping, building raised beds, creating individual allotments, fencing and path maintenance
- to teach transferable skills such as safe handling of tools/equipment.
- to build 'Partners' confidence, self-esteem, independence and communication skills.

The 'Cooking Made Easy' programme's core functions are:

- to develop and teach cookery skills to 'Partners'
- to prepare and cook nutritious, simple basic meals.
- to learn transferable hygiene skills in a real-life kitchen,
- to learn portion size
- to use tools and equipment safely
- to build 'Partners' confidence, self-esteem, independence and communication skills.
- To offer work experience opportunities in the community café

Achievements and performance *(continued)*

Osborne Partnership Community Food Club: In 2019, the Osborne Partnership charity was approached by Community Solutions (L.B.B.D. Local Authority) to work in partnership with themselves and surplus food redistribution charity FareShare (London), to establish a local food club.

The aim of the food club would be to support local residents in financial need to purchase food - including fruit, veg and meat - worth up to £20 for just £3.50 each week or £10 per month. The food club also gave members access to advice and support from a wide range of other services, including finance, housing, employability and health. A series of meetings were held between the organisations in which it was agreed that FareShare would provide the food stock, Community Solutions would provide staff/volunteers to run the food club and advice/guidance service to food club members and Osborne Partnership would provide the venue and Osborne Partnership staff would support its service users (adults with learning disabilities) to receive the food - restocking the shelves and fridges and record temperatures of all cold food delivered.

The food club opened in September 2019 and was officially launched in January 2020. During the period September to March 2020 the programme built a strong customer/member base of 70 local residents who benefitted from food and advice and guidance. Working in partnership with Community Solutions and FareShare (London) has been a privilege and a very positive experience for Osborne Partnership – both partner organisations are extremely professional and positive having very much a 'can do' approach. The Osborne Partnership has also benefited from the food club in terms of publicising/highlighting its services, charity shop and café to local residents. The fact that local people in need have benefitted from the food club clearly demonstrates what can be achieved through teamwork and partnership working.

Trident Work Experience Programme: During the period 1st April 2020 to 31st March 2021, due to the Covid 19 Pandemic a risk assessment of the Trident work experience opportunity was carried out. The board decided that the risk of transmission to vulnerable adults from Trident placements was high. The decision was made to suspend the work experience placements until further notice.

Matrix Accreditation: The charity attained the 'Matrix' quality mark (information, advice and guidance delivered to beneficiaries) in 2014 the charity was successfully reaccredited in 2017 and in October 2020. Quality assurance and continuous improvement are regularly monitored.

Funding Sources.

This year, due to the Covid19 pandemic and the risk of transmission unfortunately as stated previously the small in-house charity shop, community café and borough wide textile recycling service have been closed and fundraising activities which had been planned were cancelled. This has had the obvious negative impact on funding/income for Osborne Partnership. However, with the creation of the 'Home Support Service' funded in the first instance by the local authority and then personal budgets coupled with a few months of in-house services resuming the charity has generated enough income to continue its services. It is envisaged that placement numbers which of recent have dropped due to some Partners being anxious to return to service will stabilize and potentially rise as confidence in market rises due to Covid19 vaccinations and Covid19 cases falling. In the short to mid-term future bids to support core costs will need to be submitted.

Achievements and performance *(continued)*

Staffing: Due to loss of placements and loss of income from the in-house charity shop, community café and income from the recycling the charity has reduced staff numbers from 21 staff to18. Two staff members moved address and away from the area and their posts were not recruited to and 1 staff member was unfortunately made redundant.

Additional Support Needs identified during the Pandemic – staff identified that parents carers needed additional support and moving forward the board are considering applying for funding to provide this service. The board also recognise the need for additional digital communication. During the pandemic the use of technology including 'Microsoft Teams' software, face-book proved to be a valuable resource especially for the Partners. Sadly, for some of the Partners due to lack of finance and lack of training to use digital technology it is currently not feasible. It is envisaged that a trustee with a digital specialism will be recruited, - and the charity will embrace digitalisation in the near future.

Risk Management Review

The Osborne Partnership board of trustees have a 'Trustee Risk Management Policy'. During the pandemic the board was kept updated by members of the senior management team and met when possible, to monitor and review progress and risks this included governance, operations, finances, environmental and compliance.

Safeguarding – The board recognises its responsibility in safeguarding vulnerable adult beneficiaries. There is a safeguarding and whistle-blowing policy in place which is reviewed annually. Safeguarding updates are an agenda item for trustee meetings. The Osborne Partnership has strong links with the local authority 'Community Learning Disability and Safeguarding Team for advice and guidance. All staff receive safeguarding training and are subject to regular Disclosure and Barring (DBS) checks.

Health & Safety – The board have ensured that the charity has access to an external health & safety consultancy organisation who provide health and safety advice, training updates and reviews the charity's health & safety policies and procedures to ensure it is compliant. Reviews are monitored by the board. Health & Safety updates are an agenda item for trustee meetings

Personnel – The board have ensured that the charity has access to a professional personnel advisory service who provide up to date human resource information to ensure the charity is complaint with legislation. All staff have access to handbooks and there is a recruitment policy which is reviewed annually. The service also provides an 'Employment Assistance Programme' (EAP) to support the staff. Personnel updates including items such as equality and diversity are an agenda item for trustee meetings

Information and Computer Technology The board have outsourced ICT to a support service to an ICT consultancy company to ensure that the ICT systems are secure. Reports and recommendations from the ICT service provider are reviewed by the board

Building and Resources - The building, vehicles and resources are regularly reviewed and an agenda item for trustee meetings.

Customer Care and Complaints are reviewed at trustee meetings.

Service Provision - is reviewed at each trustee meeting.

Achievements and performance *(continued)*

Financial Review – Income and expenditure is reviewed at each trustee meeting. Service increases and staff salary increases are discussed annually. In order to keep up with inflationary costs the Board made the decision to increase service costs by approx. 3%. Accordingly with the aid of sound financial management, fundraising, donations and staff and volunteers helping to keep overheads to a minimum the charity has achieved a positive financial outcome for the period 01/04/20 – 31/03/21 with a net increase in funds of £91,473.

Investment Policy

The Osborne Partnership retains a prudent amount in reserves each year and the majority of the charity's funds are spent in the short term. The board of trustees have reviewed investment options available to them and have decided that short fixed term investments of 6-12months in duration is the best option in the current economic climate. In terms of longer term investment, the board are concerned with the Covid19 pandemic and its impact on the charity and have made the decision not to make any long-term investments in this period. The investment policy will be reviewed in the next financial year.

Reserves Policy - The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be between 6-9 months of the resources expended. This will enable the charity to continue to operate for a short period of time to consider how the funding would be replaced or activities changed should funding be lost. Also included are

- the charity's liabilities in terms of staff redundancy which is based on statutory redundancy recommendations.

- the building and grounds from which the charity delivers its services is leased from a local church on a 15 year term on a fully insuring and repairing basis. The building was built during the late 60's early 70's as a day centre facility by the local authority. It has a fairly large footprint with extensive areas of flat felted roof and drainage systems. The felt on the roof has been repaired on a number of occasions and the board envisage that the felt will need to be completely replaced in the near future. The board of trustees have therefore set aside a nominal amount of £50,000 in respect of major repairs (roof, drainage system).

As can be seen within the 'Statement of Financial Activities' The free reserves remain within the agreed target level.

'Special Thank You' - The Trustees would like to extend their thanks and appreciation to Partners, carers' volunteers, supporters and a very special thank you to the staff team who changed their whole way of work to support the charity's Partners and their carers often going over and beyond what would normally be expected of them.

Osborne Partnership Board of Trustees.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

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 14 December 2021 and signed on behalf of the board of trustees by:

Mr. T. Wade
Trustee

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Independent Auditor's Report to the Members of OSBORNE PARTNERSHIP

Year ended 31 March 2021

Opinion

We have audited the financial statements of OSBORNE PARTNERSHIP (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Identifying and testing journal entries and the overall accounting records, particularly those that were significant and unusual.

Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.

Assessing the extent of compliance, or lack of, with relevant laws and regulations.

Testing key revenue lines, for evidence of management bias.

Verification of key assets.

Obtaining third-party confirmation of material balances.

Documenting and verifying all significant related party balances and transactions.

Reviewing documentation such as the company board minutes, correspondence with solicitors, for discussions of irregularities including fraud.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Charles Goldstein (Senior Statutory Auditor of behalf of Brindley Goldstein Ltd)

CHARLES GOLDSTEIN FCA (Senior Statutory Auditor)

For and on behalf of
Brindley Goldstein Limited
Chartered accountants & statutory auditor

103 High Street
Waltham Cross
Herts.
EN8 7AN
14 December 2021

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2021

	Note	2021 Unrestricted funds £	2021 Restricted funds £	2021 **Total funds** £	2020 Total funds £
Income and endowments					
Donations and legacies	**5**	4,577	–	**4,577**	11,805
Other trading activities	**6**	641,049	–	**641,049**	718,005
Investment income	**7**	2,043	–	**2,043**	2,731
Other income	**8**	7,705	–	**7,705**	690
Total income		655,374	–	**655,374**	733,231
Expenditure					
Expenditure on charitable activities	**9,10**	563,901	–	**563,901**	595,908
Total expenditure		563,901	–	**563,901**	595,908
Net income and net movement in funds		91,473	–	**91,473**	137,323
Reconciliation of funds					
Total funds brought forward		750,792	(28,842)	**721,950**	584,627
Total funds carried forward		842,265	(28,842)	**813,423**	721,950

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 30 to 37 form part of these financial statements.

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

	Note	2021 £	£	2020 £
Fixed assets				
Tangible fixed assets	17		**12,641**	9,005
Current assets				
Debtors	18	**38,803**		99,213
Cash at bank and in hand		**785,085**		672,167
		823,888		771,380
Creditors: amounts falling due within one year	19	**23,106**		58,435
Net current assets			**800,782**	712,945
Total assets less current liabilities			**813,423**	721,950
Net assets			**813,423**	721,950
Funds of the charity				
Restricted funds			**(28,842)**	(28,842)
Unrestricted funds			**842,265**	750,792
Total charity funds	21		**813,423**	721,950

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 14 December 2021, and are signed on behalf of the board by:

Mr. T. Wade
Trustee

The notes on pages 30 to 37 form part of these financial statements.

OSBORNE PARTNERSHIP

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income	**91,473**	137,323
Adjustments for:		
Depreciation of tangible fixed assets	**4,352**	3,200
Other interest receivable and similar income	**(2,043)**	(2,731)
Interest payable and similar charges	**–**	62
Accrued income	**(33,861)**	(4,037)
Changes in:		
Trade and other debtors	**60,410**	(33,738)
Trade and other creditors	**(1,468)**	1,864
Cash generated from operations	**118,863**	101,943
Interest paid	**–**	(62)
Interest received	**2,043**	2,731
Net cash from operating activities	**120,906**	104,612
Cash flows from investing activities		
Purchase of tangible assets	**(7,988)**	(2,219)
Net cash used in investing activities	**(7,988)**	(2,219)
Net increase in cash and cash equivalents	**112,918**	102,393
Cash and cash equivalents at beginning of year	**672,167**	569,774
Cash and cash equivalents at end of year	**785,085**	672,167

The notes on pages 30 to 37 form part of these financial statements.

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 The Osborne Centre, Osborne Square, Dagenham, Essex, RM9 5BE.

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 have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

There are no judgements and estimates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies *(continued)*

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

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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.

3. Accounting policies *(continued)*

Tangible assets *(continued)*

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, Fittings & Equipment	-	25% reducing balance
Motor Vehicles	-	25% reducing balance
Computer Equipment	-	33% 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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

5. Donations and legacies

	Unrestricted Funds £	**Total Funds 2021 £**	Unrestricted Funds £	Total Funds 2020 £
Donations				
General Donations & Fundraising Receipts	4,577	**4,577**	11,805	11,805

6. Other trading activities

	Unrestricted Funds £	**Total Funds 2021 £**	Unrestricted Funds £	Total Funds 2020 £
Trading income	641,049	**641,049**	718,005	718,005

7. Investment income

	Unrestricted Funds £	**Total Funds 2021 £**	Unrestricted Funds £	Total Funds 2020 £
Bank interest receivable	2,043	**2,043**	2,731	2,731

8. Other income

	Unrestricted Funds £	**Total Funds 2021 £**	Unrestricted Funds £	Total Funds 2020 £
Insurance claims	245	**245**	690	690
HMRC CJRS Grant	7,460	**7,460**	–	–
	7,705	**7,705**	690	690

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	**Total Funds 2021 £**	Unrestricted Funds £	Total Funds 2020 £
Support costs	563,901	**563,901**	595,908	595,908

10. Expenditure on charitable activities by activity type

	Support costs £	**Total funds 2021 £**	Total fund 2020 £
Activity type 1	405,595	**405,595**	429,037
Governance costs	158,306	**158,306**	166,871
	563,901	**563,901**	595,908

11. Analysis of support costs

	Analysis of support costs activity 1	**Total 2021**	Total 2020
	£	**£**	£
Staff costs	405,595	**405,595**	429,037

12. Taxation

As a charity Osborne Partnership is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the year.

13. Net income

Net income is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation of tangible fixed assets	**4,352**	3,200

14. Auditors remuneration

	2021	2020
	£	£
Fees payable for the audit of the financial statements	**5,970**	5,760

15. Staff costs

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

	2021	2020
	£	£
Wages and salaries	**369,268**	383,860
Social security costs	**23,569**	31,322
Employer contributions to pension plans	**12,758**	13,855
	405,595	429,037

The average head count of employees during the year was 21 (2020: 23).

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

16. Trustee remuneration and expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil)

17. Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Equipment £	**Total £**
Cost				
At 1 April 2020	34,092	34,586	3,982	**72,660**
Additions	7,988	–	–	**7,988**
At 31 March 2021	42,080	34,586	3,982	**80,648**
Depreciation				
At 1 April 2020	30,611	30,313	2,731	**63,655**
Charge for the year	2,867	1,068	417	**4,352**
At 31 March 2021	33,478	31,381	3,148	**68,007**
Carrying amount				
At 31 March 2021	8,602	3,205	834	**12,641**
At 31 March 2020	3,481	4,273	1,251	9,005

18. Debtors

	2021 £	2020 £
Trade debtors	**26,869**	87,279
Prepayments and accrued income	**11,934**	11,934
	38,803	99,213

19. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	**1,556**	2,727
Accruals and deferred income	**21,550**	55,411
Other creditors	**–**	297
	23,106	58,435

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,758 (2020: £13,855).

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	**At 31 March 2021 £**
Unrestricted Funds	750,792	655,374	(563,901)	**842,265**

	At 1 April 2019 £	Income £	Expenditure £	At 31 March 2020 £
Unrestricted Funds	613,469	733,231	(595,908)	750,792

Restricted funds

	At 1 April 2020 £	Income £	Expenditure £	**At 31 March 2021 £**
Restricted Funds	(28,842)	–	–	**(28,842)**

	At 1 April 2019 £	Income £	Expenditure £	At 31 March 2020 £
Restricted Funds	(28,842)	–	–	(28,842)

22. Analysis of net assets between funds

	Unrestricted Funds £	**Total Funds 2021 £**
Tangible fixed assets	12,641	**12,641**
Current assets	800,782	**800,782**
Net assets	813,423	**813,423**

	Unrestricted Funds £	Total Funds 2020 £
Tangible fixed assets	9,005	9,005
Current assets	712,945	712,945
Net assets	721,950	721,950

23. Analysis of changes in net debt

	At 1 Apr 2020	Cash flows	**At 31 Mar 2021**
	£	£	**£**
Cash at bank and in hand	672,167	112,918	**785,085**