

UNITAS
(A company limited by guarantee)

UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

UNITAS
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2024**

Trustees	Philip Clapp, Chair Erica Crump Charles Allen (appointed 15 May 2023) Paul Wright (appointed 15 May 2023)
Company registered number	06739988
Charity registered number	1133286
Registered office	Diamond House Vulcan Road North Norwich NR6 6AQ
Chief executive officer	Jayne Cowley
Accountants	Larking Gowen LLP Chartered Accountants 1st Floor, Prospect House Rouen Road Norwich NR1 1RE
Bankers	The Co-Operative Bank PLC PO Box 250 Skelmersdale

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report together with the financial statements of the company for the 1 April 2023 to 31 March 2024. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the company and the group qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

At the date of this report, the Trustees are satisfied that items highlighted for progress in the Strategic Plan 2024-2026 are underway.

Objectives and activities

a. Policies and objectives

Unitas is a company limited by guarantee and a registered charity.

Its purpose is set out in the Memorandum of Association, as amended in 2017:

To act as a resource for people, in particular but not limited to young people, in the UK and worldwide by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

- helping young people advance in life by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- advancing education;
- relieving unemployment;
- providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

Unitas intends to achieve its objects by working in collaboration with other organisations to deliver products and services. Unitas will maintain quality of delivery through products and services being devised and refined according to the best available evidence, and with constant improvement and innovation being a priority for the organisation.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Objectives and activities (continued)

b. Strategies for achieving objectives

The current two-year strategic plan sets out the priorities for 2024-2026 to ensure Unitas achieves its objectives. Having successfully created and developed courses in Youth Justice and Criminal Justice ranging from Level 4 Certification of Higher Education to BA Hons Level 6, and introducing a full academic prospectus in 2022, this two-year plan has continued to focus on effective sales encompassing new markets for Unitas, along with targeted marketing and the launch of a new website in line with the evolving audiences of the charity. Through current and new courses Unitas will continue to support its key objective of professionalisation of youth justice in the community and in the secure estate.

Unitas continues to work with other industry bodies in developing a Youth Justice Institute. This will focus on supporting the professional learning and workforce development of those in the youth justice system in line with the Youth Justice Framework. This institute will utilise panel members from a broad range of youth justice practices along with academics to develop cohesion to the youth justice workforce and its practitioners.

c. Activities undertaken to achieve objectives

All activities undertaken by Unitas during the year 2023-2024 have sought to further its charitable purposes for the public benefit. We adopt varied approaches to engaging young people and seek to support those staff who work to engage young people.

Principal charitable activities during this period conducted by Unitas have included:

- Delivery of the Foundation Degree in Criminal Justice (FDCJ) to the adult secure estate;
- Delivery of Effective Practice Awards (EPAs) in Trauma Informed Practice & Child First as part of collaborative working with the Youth Justice Board of England & Wales (YJB);
- Delivery of the Youth Justice Effective Practice Certificate (YJEPC);
- Delivery of the Foundation Degree in Youth Justice (FDYJ);
- Delivery to BA Hons level in Social Policy, Management & Coaching and Youth Justice;
- Delivery to BA Hons level in Crime, Criminology and Criminal Justice (CCCJ);
- Delivery of the Youth Justice Practitioner Apprenticeship (YJPA);
- Delivery of Coaching for Distance Learning to Learning Coaches working with Unitas;
- Research and evaluation which informs our continuing activities

The Trustees have complied with the duty in the Charities Act 2006 to have due regard to the public benefit guidance published by the Commission. Unitas works with young people and practitioners from all backgrounds - economic status, gender, ethnicity, race, religion or disability do not form part of any assessment processes. Our activities listed below illustrate how the charity provides public benefit.

Unitas is an equal opportunity organisation which is committed to working in a manner that is free from any form of discrimination on the grounds of age, disability, gender reassignment, marital/civil partnership status, pregnancy, race, religion or belief, sex and sexual orientation.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance

a. Review of activities

Our objects were principally achieved through the programmes and services listed below. The main achievements and performance of Unitas during the year have included management of:

The Foundation Degree in Youth Justice (FDYJ), validated by the University of Suffolk continued into its seventh year with three new cohorts commencing and students from Cohort 9, 10 and 11 completing their qualification this year, graduating in October 2023.

In addition, Cohorts 8 and 9 of the BA in Social Policy completed, with cohort 10 and 11 now underway.

Managing and Coaching in Youth Justice (MCYJ) saw three cohorts in the year (7, 8 and 9).

The Youth Justice Effective Practice Certificate (YJEP) is now on Cohort 32 in its twelfth year of successful delivery, offering four entry points to provide learning flexibility to students and their sponsors.

Cohort 10 of the Independent Research Module (IRM) is underway with these students due to graduate with full BA Hons in October 2024.

Research and evaluation activities continue through rigorous evaluation of our programmes and development of additional research projects.

b. Factors relevant to achieve objectives

The financial year has been governed by a politically tumultuous landscape. This has impacted local authorities who have reduced their learning and development (L&D) budgets to subsidise their own financial constraints. In turn this has hindered the expected sales progress. Unitas is now delivering the youth justice practitioner apprenticeship but is still facing barriers through the general public lack of understanding of how apprenticeships are applied in the adult professional workforce and the bureaucratic system of onboarding learners. Again, with the introduction of Skills England in 2024, many customers are retaining training spend until such time the skills levy parameters are disclosed. Unitas, however, remains in a unique position with its delivery of the apprenticeship in that it is the only provider able to offer a continuation from the apprenticeship into a level 6 pathway for learners to gain a full BA (Hons). To ensure Unitas is maximising its potential, it has invested in an MA programme to bring its suite of courses from level 4 to level 7 within youth justice. This will launch in the next financial year.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Review

The year saw a deficit of £331,338 (2023: Surplus of £26,688)

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

c. Reserves policy

The charity sets a minimum level of reserves to enable it to continue activities, reorganise if income streams are lost and to fund developmental opportunities. Total funds at 31 March 2024 were £255,066 (2023: £586,404). We have a target of £250,000, equating to 6 months' worth of central costs and investment funds of £40,000. However whilst we continue to navigate the challenging economic landscape, it has been appropriate to go below this target. The Trustees are content with the level of reserves.

d. Material investments policy

Unitas does not hold any investments, cash is held in UK bank accounts.

e. Principal funding

Income is largely derived from sales of courses, with less dependency on grant funding consistent with our strategic plan.

Structure, governance and management

a. Constitution

Unitas is a charitable company limited by guarantee, incorporated as a company in England and Wales in November 2008 and registered as a charity in December 2009. The company was established under a Memorandum of Association which established its objects and its powers as a charitable company, and it is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

b. Methods of appointment or election of Trustees

The Trustees are the members of the company. According to the Articles of Association Trustees are appointed by a resolution of Trustees. When seeking candidates for appointment, the Trustees will take into account any gaps in relevant skills and knowledge required in the governance of the charity.

c. Policies adopted for the induction and training of Trustees

Reviewed annually in the following circumstances, new Trustees, significant external policy developments, Charity Commission requirements and other priorities highlighted by the Trustees.

d. Pay policy for senior staff

The CEO is subject to an annual pay review carried out by the Trustees.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management (continued)

e. Organisational structure and decision-making policies

The Trustees bring to the board of Unitas their belief in the importance of all people being able to develop their skills and access education. They collectively bring knowledge and experience gained from working across a range of professional environments. Each Trustee also brings business skills and experience of working in the public sector, the arts and with young people, which support the work of Unitas. Trustees have been provided with induction and training as to their role and responsibilities and have continuing access to information and advice services provided by the organisation's auditors and legal advisers.

Full meetings of Trustees are held quarterly. At each meeting Trustees consider written and verbal reports on current and planned activities, finance, fundraising and risks. The Trustees consider the major risks to which the organisation is exposed at each quarterly meeting, and strategies are adopted to mitigate these risks as far as possible. Staff from Unitas attend these meetings to ensure Trustees are fully briefed and can be provided with additional information as required by the Trustees.

Day-to-day responsibility for operations and the successful functioning of the organisation is delegated to the Chief Executive, who is responsible for ensuring that the charity delivers the objects specified and meets targets set by the Strategic Plan and annual Business Plan as approved by the Trustees.

Expenditure on any single item in excess of £20,000 must be referred to the Trustees for authorisation. The Trustees are responsible for setting the pay and remuneration of the charity's key management personnel. This is reviewed on an annual basis.

f. Risk management

The Trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company. The economic climate poses a risk in terms of local authority spending freezes, however Unitas is able to mitigate this risk through its increased spread of course income, namely through its academic pathway and the apprenticeship which is levy funded. Apprenticeships are considered a risk mainly due to the complex requirements of Ofsted and the Education and Skills Funding Agency (ESFA), Unitas has received an inspection from ESFA and an initial visit from Ofsted, which the senior leadership team were able to navigate successfully. As a result, Unitas has a robust set of policies and procedures to reduce the risk of an unsatisfactory outcome.

A risk assessment was carried out in regard to Unitas overheads to ensure it is able to manage adequate reserves throughout economic downturns. As such, Unitas has reduced its overheads considerably resulting in target reserves equating to £250,000. Further to this, the trustees are satisfied that systems and procedures are in place to mitigate our exposure from threats such as cybercrime and fraud.

g. Environmental, Social and Governance

Unitas has considered its impact on the environment and has sought to move to recyclable packaging, cardboard pens and the removal of unnecessary plastics from its student packs. We are working with local suppliers to ensure our carbon footprint is reduced and will continue to address this over the coming years. As a business Unitas remains mindful of its social awareness and as such has worked to achieve Disability Confident Employer status.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Plans for future periods

The primary focus is marketing the suite of courses that Unitas now offers to a wider audience, continuing to focus on professional development of those practitioners working in youth justice, the juvenile, and adult estates while exploring other Higher Education markets. This will be achieved by a targeted digital campaign marketing the new and existing products to increase sales and by developing our digital resources still further.

Unitas has in 2024 developed a Masters programme and a further short course for launch in 2025. We are also working with a national events agency to promote our criminology course, whilst developing with them, criminology short courses.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the company 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 Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its incoming resources and application of resources, including its 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Philip Clapp
Chair of Trustees
Date: 13.12.2024

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**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2024**

Independent examiner's report to the Trustees of Unitas ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of (enter body here), which is one of the listed bodies.

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

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

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

This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Signed:

Giles Kerkham

Larking Gowen LLP
Chartered Accountants
Norwich

Dated:

ACA DChA

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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:				
Charitable activities	4	612,289	612,289	1,174,142
Investments	5	3,936	3,936	1,163
Total income		616,225	616,225	1,175,305
Expenditure on:				
Charitable activities		947,563	947,563	1,146,617
Total expenditure		947,563	947,563	1,146,617
Net movement in funds		(331,338)	(331,338)	28,688
Reconciliation of funds:				
Total funds brought forward		586,404	586,404	557,716
Net movement in funds		(331,338)	(331,338)	28,688
Total funds carried forward		255,066	255,066	586,404

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REGISTERED NUMBER: 06739988

BALANCE SHEET
AS AT 31 MARCH 2024


	Note	2024 £	2023 £
Fixed assets			
Intangible assets	10	496,550	467,188
Tangible assets	11	2,407	1,821
		<u>498,957</u>	<u>469,009</u>
Current assets			
Stocks	12	2,492	6,971
Debtors	13	134,810	189,776
Cash at bank and in hand	18	567,515	1,127,107
		<u>704,817</u>	<u>1,323,854</u>
Creditors: amounts falling due within one year	14	(948,708)	(1,206,459)
Net current liabilities / assets		<u>(243,891)</u>	<u>117,395</u>
Total net assets		<u><u>255,066</u></u>	<u><u>586,404</u></u>
Charity funds			
Unrestricted funds	15	255,066	586,404
Total funds		<u><u>255,066</u></u>	<u><u>586,404</u></u>

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

..... 

Philip Clapp
(Trustee)

Date:
13.12.2024

The notes on pages 12 to 28 form part of these financial statements.

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STATEMENT OF CASH FLOWS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(406,582)	(207,773)
Cash flows from investing activities		
Purchase of intangible assets	(150,145)	(193,983)
Purchase of tangible fixed assets	(2,865)	-
Net cash used in investing activities	(153,010)	(193,983)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(559,592)	(401,756)
Cash and cash equivalents at the beginning of the year	1,127,107	1,528,863
Cash and cash equivalents at the end of the year	<u>567,515</u>	<u>1,127,107</u>

The notes on pages 12 to 28 form part of these financial statements

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. General information

Unitas is a company limited by guarantee, incorporated in England and Wales. The registered office is Diamond House, Vulcan Road, Norwich, Norfolk, United Kingdom, NR6 6AQ. The registered company number is 06739988. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Unitas meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are presented in sterling which is the functional currency of the Company and are rounded to the nearest £.

2.2 Going concern

In approving these accounts, the Trustees have assessed whether the use of going concern is appropriate and whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Taking into account the expected level of income and expenditure, and the levels of unrestricted funds and liquid assets, the Trustees consider the organisation is in a stable financial position. The Trustees consider that the budgeted cashflow and the level of unrestricted reserves are sufficient for UNITAS to be able to meet its liabilities as they fall due for at least 12 months. For this reason, the Trustees consider it appropriate for the financial statements to continue to be prepared on a going concern basis and that there are no material uncertainties.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Recognition policies for Academy contracts

The policy for course income is to recognise 30% at registration and the remaining 70% split over the length of the course.

The exceptions are Foundation Degrees and Bachelor Arts for which 15% of income is recognised at registration and 85% split over the length of the course.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Central Office.

Charitable activities and Governance costs are costs incurred on the company's charitable operations. Support costs and costs relating to the governance of the company are allocated to charitable activities to which they relate where possible, with the remainder apportioned appropriately between the Charity and its Subsidiary.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

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**NOTES TO THE FINANCIAL STATEMENTS
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2. Accounting policies (continued)

2.5 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Statement of financial activities.

2.6 Taxation

The company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 Intangible assets and amortisation

Intangible assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Impairment reviews assess capitalised course book values against the present value of projected surpluses over the expected minimum life of each course. The projections for 2025/26 onwards include 10% growth per annum for 3 years and thereafter no further increase in surpluses. Future income streams are discounted at 5%. Minimum course lives are anticipated of between one and 10 years post year end.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Book Publishing Rights	-	% 20% straight line
Training Materials	-	% 10% - 33% straight line
Website	-	% 20% straight line

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following basis:

Office equipment	- 33% straight line
------------------	---------------------

2.9 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

2.13 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.15 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

2.16 Fund accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The items in the financial statements where these adjustments and estimates have been made include:

Critical accounting estimates and assumptions:

The annual amortisation/depreciation charge for intangible and tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual lives are reassessed annually. See notes 10 and 11 for the carrying amounts of the assets, and notes 2.7 and 2.8 for the useful economic lives for each class of asset.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £
Foundation Degree - Criminal Justice	2,433	2,433
Apprenticeship	22,751	22,751
Social Policy	5,340	5,340
Management & Coaching	12,262	12,262
Dissertation	3,935	3,935
YJEPC	146,131	146,131
Foundation Degree - Youth Justice	355,759	355,759
EPA	48,929	48,929
Criminology	13,589	13,589
Support	1,160	1,160
	-	-

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
ACE - Summer Arts College	-	25,000	25,000
Foundation Degree - Criminal Justice	12,397	-	12,397
Social Policy	25,876	-	25,876
Management & Coaching	56,240	-	56,240
Dissertation	23,320	-	23,320
YJEPC	145,896	-	145,896
Foundation Degree - Youth Justice	775,777	-	775,777
EPA	93,842	-	93,842
Criminology	9,517	-	9,517
Support	6,277	-	6,277
	1,149,142	25,000	1,174,142

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Bank interest receivable	3,936	3,936
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Bank interest receivable	1,163	1,163

6. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Foundation Degree - Criminal Justice	25,321	12,599	37,920
Apprenticeship	17,827	114,757	132,584
Social Policy	9,791	6,863	16,654
Management & Coaching	24,849	8,926	33,775
Dissertation	8,611	10,324	18,935
Youth Justice Institute	57,508	17,188	74,696
YJEPC	105,484	89,269	194,753
Foundation Degree - Youth Justice	234,138	131,474	365,612
Other	50,935	21,699	72,634
Total 2024	411,402	536,161	947,563

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**NOTES TO THE FINANCIAL STATEMENTS
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6. Analysis of expenditure by activities (continued)

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
ACE - Summer Arts College	59,512	59,800	119,312
FDCJ	30,690	22,771	53,461
Social Policy	18,442	8,162	26,604
Management & Coaching	49,211	12,416	61,627
Dissertation	7,393	7,816	15,209
Youth Justice Institute	45,707	9,099	54,806
YJEPC	80,526	44,066	124,592
Foundation Degree	317,391	280,289	597,680
Other	73,128	20,198	93,326
	<u>682,000</u>	<u>464,617</u>	<u>1,146,617</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2024 £	<i>Total funds 2023 £</i>
Staff costs	255,155	279,737
Depreciation/amortisation	141,227	19,027
Office costs	36,112	39,159
Property rent	31,000	26,690
Interest payable	652	508
Sundry expenses	6,417	8,096
Capital manager resources	12,563	34,163
Irrecoverable VAT	3,020	-
Meetings and travel	6,536	3,759
Marketing	18,946	28,362
Legal and professional fees	16,933	18,343
Bad debts	7,600	6,773
	536,161	464,617

7. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £3,900 (2023 auditors fee - £11,685), and fees for assistance in the preparation of the accounts of £1,650 (2023 - £2,650).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

8. Staff costs

	2024	<i>2023</i>
	£	<i>£</i>
Wages and salaries	216,195	<i>230,570</i>
Social security costs	18,725	<i>26,089</i>
Contribution to defined contribution pension schemes	20,235	<i>23,078</i>
	255,155	<i>279,737</i>

The above costs, £255,155 (2023: £279,737) reflect general wages that are included within expenditure in the Statement of Financial Activities. A further £21,234 (2023: £62,669) of wages costs have been capitalised.

During the year, 2 employees received redundancy payments of £2,834 in total (2023: £nil).

The average number of persons employed by the company during the year was as follows:

2024	<i>2023</i>
No.	<i>No.</i>
6	<i>7</i>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	<i>2023</i>
	No.	<i>No.</i>
In the band £70,001 - £80,000	-	<i>2</i>
In the band £90,001 - £100,000	1	<i>-</i>

Key management personnel consist of the Trustees, the Chief Executive and the Business Director. Emoluments (including employer's national insurance and pension contributions) paid to members of the key management personnel totalled £150,500 (2023: £163,680).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, no Trustee expenses have been incurred (2023 - £NIL).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

10. Intangible assets

	Book Publishing Rights £	Training Materials £	Website £	Total £
Cost				
At 1 April 2023	11,410	1,114,624	47,668	1,173,702
Additions	-	148,507	1,638	150,145
At 31 March 2024	11,410	1,263,131	49,306	1,323,847
Amortisation				
At 1 April 2023	11,410	680,055	15,049	706,514
Charge for the year	-	104,894	15,889	120,783
At 31 March 2024	11,410	784,949	30,938	827,297
Net book value				
At 31 March 2024	-	478,182	18,368	496,550
At 31 March 2023	-	434,569	32,619	467,188

11. Tangible fixed assets

	Office equipment £
Cost or valuation	
At 1 April 2023	25,447
Additions	2,865
At 31 March 2024	28,312
Depreciation	
At 1 April 2023	23,626
Charge for the year	2,279
At 31 March 2024	25,905

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

11. Tangible fixed assets (continued)

	Office equipment £
Net book value	
At 31 March 2024	2,407
<i>At 31 March 2023</i>	<i>1,821</i>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

12. Stocks

	2024	2023
	£	£
Finished goods and goods for resale	2,492	6,971

13. Debtors

	2024	2023
	£	£
Due within one year		
Trade debtors	88,428	133,294
Prepayments and accrued income	46,382	56,482
	134,810	189,776

14. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	30,548	37,351
Other taxation and social security	5,184	6,263
Other creditors	182	21,489
Accruals and deferred income	912,794	1,141,356
	948,708	1,206,459

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Unrestricted funds				
General Funds	586,404	616,225	(947,563)	255,066

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
General Funds	442,663	1,150,305	(1,028,107)	21,543	586,404
Restricted funds					
Arts Council England - Summer Arts College	115,053	25,000	(118,510)	(21,543)	-
Total of funds	557,716	1,175,305	(1,146,617)	-	586,404

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	2,407	2,407
Intangible fixed assets	496,550	496,550
Current assets	704,817	704,817
Creditors due within one year	(948,708)	(948,708)
Total	<u>255,066</u>	<u>255,066</u>

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	1,821	1,821
Intangible fixed assets	467,188	467,188
Current assets	1,323,854	1,323,854
Creditors due within one year	(1,206,459)	(1,206,459)
Total	<u>586,404</u>	<u>586,404</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(331,338)	28,688
Adjustments for:		
Amortisation and depreciation charges	123,062	143,315
Decrease/(increase) in stocks	4,479	(1,388)
Decrease in debtors	54,965	5,096
Decrease in creditors	(257,750)	(278,171)
Net cash used in operating activities	(406,582)	(102,460)

18. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	567,515	1,127,107
Total cash and cash equivalents	567,515	1,127,107

19. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	1,127,107	(559,592)	567,515

20. Pension commitments

UNITAS operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £20,235 (2023 - £23,078). No contributions were payable to the fund at the balance sheet date.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

21. Operating lease commitments

At 31 March 2024 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	28,661	24,167
Later than 1 year and not later than 5 years	4,751	27,562
	<hr/> 33,412 <hr/>	<hr/> 51,729 <hr/>

22. Related party transactions

In the year, R Allen (Trustee appointed on 15/05/2023) provided content writing services for course materials, amounting to £1,930 (2023: £nil).

Trustee travel expenses totalling £192 (2023: £nil) were reimbursed to 2 trustees (2023: nil).