TEAM DOMENICA

England & Wales · Charity number 1165494

Details

Status	Registered
Legal form	Charitable company
Company number	09862696
Registered	2016-02-09
Register	View on the Charity Commission register

Contact

Address	2-3 Pavilion Buildings Brighton BN1 1EE
Phone	01273681111
Email	info@teamdomenica.com
Website	www.teamdomenica.com

Activities

Objects: THE OBJECTS OF THE CHARITY ARE FOR SUCH CHARITABLE PURPOSES FOR THE PUBLIC BENEFIT AS THE TRUSTEES MAY IN THEIR ABSOLUTE DISCRETION DETERMINE, AND IN PARTICULAR FOR THE RELIEF OF PEOPLE WITH LEARNING DISABILITIES INCLUDING BY THE PROMOTION OF THEIR EQUALITY, MENTAL AND PHYSICAL HEALTH, AND THEIR INDEPENDENCE (WHETHER THROUGH LEARNING AND WORK OPPORTUNITIES OR OTHERWISE).

Activities: Team Domenica's mission is to help people with learning disabilities discover their career potential, to create employment opportunities and to remove barriers to work in local communities.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities

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Geography

- Brighton And Hove
- East Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£3,650,258	£2,479,108	£2,461,532	64
2024-07-31	£2,026,509	£2,048,520	£1,290,378	69
2023-07-31	£1,789,748	£1,961,557	£1,312,389	68
2022-07-31	£1,689,880	£1,524,388	£1,484,197	58
2021-07-31	£1,182,927	£945,518	£1,318,706	34
2020-07-31	£1,191,996	£878,263	£1,081,296	37

Trustees

Name	Role	Appointed
Alex Polizzi di Sorrentino		2018-03-13
Gavin Robert George		2025-08-25
Jane Priscilla Smith		2022-11-15
Laudomia Elena Howell		2019-04-25
Nicholas Paul Johnson		2024-01-07
THE HON ROSAMOND MONCKTON		2015-11-09

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TEAM DOMENICA

England & Wales - Charity number 1165494

Accounts

ANNUAL REPORT 2025

Trustees' Report and Consolidated Financial Statements. Year ending 31 July 2025

Open Minds
Open Doors

TEAM DOMENICA

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Legal and Administrative Information
Year ended 31 July 2025

Trustees
R Monckton MBE
A Polizzi di Sorrentino
L Howell
J Flanagan (retired 12 May 2025)
J Smith
N Johnson
G Anderson (appointed 12 May 2025)

Company Number
09862696

Charity Number
1165494

Registered Office and Principal Address
2-3 Pavilion Buildings,
Brighton, BN1 1EE

Auditor
Chariot House Limited,
44 Grand Parade,
Brighton. BN2 9QA

Banker
HSBC, 153 North Street
Brighton. BN1 1RE

Ofsted URN
149147

Stefano, Team Domenica candidate, training at one of our cafés

Jack, Team Domenica candidate, training at the North Star pub

Introduction

Two moments define this year above all others. We purchased Pavilion Buildings – our future home in the heart of Brighton – and we opened The North Star pub*, our most ambitious enterprise to date. After years of planning, both feel like turning points: proof that what begins as a small idea can, with enough determination and the right community behind it, become something lasting.

At the heart of everything we do is a simple belief: that young people with learning disabilities and autism deserve the opportunity to find their place in the world – to develop their talents, gain independence and build meaningful working lives. This year, our candidates have done exactly that – progressing through classroom learning, café training, work placements and supported internships, gaining the skills, confidence and sense of purpose needed to thrive.

The results speak for themselves. Our employment rate for candidates completing supported internships is 76%, and 93% of those entering paid employment are still in their roles more than a year later. We work with 59 employer partners, and demand for places at our college continues to grow – reflecting both the need for specialist provision and the reputation our team has built.

It has not been without challenges. Growing demand continues to outpace our current capacity, funding pressures remain acute, and sustaining the quality of our work alongside a major building project asks a great deal of our team. I am proud of how they have risen to meet it.

The North Star will give candidates the chance to train in a real, busy hospitality environment while welcoming the wider community into a space that celebrates inclusive employment – a pub with purpose. Pavilion Buildings will bring all of our work under one roof, creating a hub where education, training and employment come together. I look forward to sharing more as this vision becomes reality.

What inspires me most is the determination and character of our candidates. Every day they challenge expectations and show what becomes possible when difference is seen differently – as something to welcome, not fear. They are the reason we do this work – and the truest measure of everything we achieve.

As we look ahead, 2026 will see Team Domenica mark ten years since we first began opening doors for young people with learning disabilities. We are planning something worthy of that milestone – and we hope you will be part of it. My thanks go to our staff, employer partners, trustees and supporters, whose dedication and generosity make everything possible. We all deserve to belong. And together, we are proving it – opening minds, opening doors.

> What inspires me most is the determination and character of our candidates.

Rosa Monckton

Rosa Monckton MBE
Founder and Chairman

* The North Star pub opened post year end

Annual Report of the Trustees

The Trustees, who are also the directors for the purposes of company law, present their Annual Report and accounts for the year ending 31 July 2025. The accounts have been prepared in accordance with the accounting policies set out in notes to the accounts, and comply with the charity's governing document, the Charities Act 2011, and 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) published in October 2019.

Structure, Governance and Management

The charity is controlled by its governing document, a deed of trust and is a company limited by guarantee having been incorporated on 9 November 2015 (number 09862696). It is also a registered charity (number 1165494) and is governed by its Memorandum and Articles of Association dated 9 November 2015.

The Trustees, who are also the directors for the purpose of company law and who served during the year were:

- **R Monckton MBE**
- **A Polizzi di Sorrentino**
- **L Howell**
- **J Flanagan** (retired 12 May 2025)
- **J Smith**
- **N Johnson**
- **G Anderson** (appointed 12 May 2025)

The charity is run by the Board of Trustees, which sets and monitors strategy and policy. The Board receives monthly financial reports as well as quarterly reports of all the activities of the charity. A minimum of three board meetings are held each year. All Trustees are encouraged to visit the charity's sites to familiarise themselves with the charity and the context within which it operates.

The Board of Trustees comprises a mixture of individuals from a wide range of backgrounds with extensive business expertise. The Board considers the mix of skills and experience needed to run the charity effectively and recruits new Trustees to fill any gaps. New Trustees are recommendations of The Board and elected in accordance with the Memorandum and Articles of Association of the charity.

New Trustees are involved and encouraged to attend an induction, covering:

- The responsibilities of the Senior Leadership Team (SLT)
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles and the schedule of reserved powers
- Resourcing and the current financial position, as set out in the latest published accounts
- Safeguarding
- Future plans and objectives

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All Trustees give their time voluntarily and receive no benefits from the charity. Details of directors' expenses and related party transactions are disclosed to the accounts in notes 10 and 23.

The Trustees are responsible for the high-level strategic development and direction of the charity. They delegate authority to deliver the strategy and day-to-day management responsibility to the SLT.

During the reporting period the Trustees determined that the SLT would comprise of the following:

- Lisa Campbell-Squires – Co-CEO
- Timothy Drew – Co-CEO
- Greg van Heeswijk – Director of Fundraising and Communications

The pay relating to the Senior Leadership Team is reviewed annually and normally increased in accordance with average earnings. The Trustees benchmark against pay levels in other charities of a similar size.

Team Domenica has one dormant subsidiary company, Café Domenica Limited (Company No 9807415).

Katie, Team Domenica candidate, completing her qualifications in the classroom

What We Do

At Team Domenica we equip young people with learning disabilities and autism with the skills and experiences they need to thrive in the workplace.

Our pioneering model works. It's been tried and tested over ten years. Through personalised learning and real connections, we guide young people – building confidence, independence, and a sense of purpose. We open doors to the world of work, and so much more.

Based in Brighton & Hove and working across Sussex, we support over one hundred young people with learning disabilities and autism – our candidates – to reach their full potential.

Since our opening in 2016,

76%

of candidates have secured paid employment through our Supported Internship Programme

Thanks to our ongoing support,

93%

of candidates who secure a paid role through our Supported Internship Programme remain in employment for at least one year. This compares to just 25% of people at a national level

(FE Week 2023)

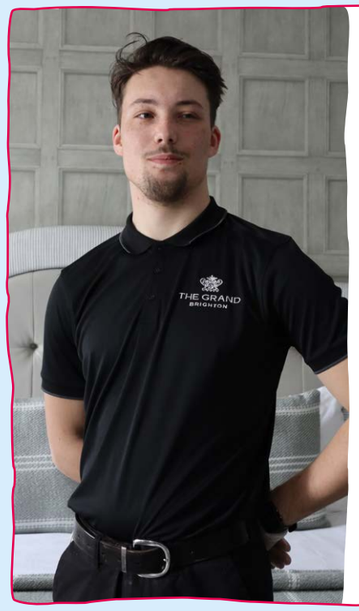
We bring purpose and belonging
through education and work that matters.

We open minds
to unlock new possibilities.

We build confidence
and independence that extends beyond the workplace.

We work with employers
to create meaningful, sustainable employment opportunities and more inclusive work environments.

We support young people
to reach their full potential and thrive.



When I joined Team Domenica at 19, I was anxious because I previously hadn't got the support I needed. But the staff here were extremely patient and guided me through the three years. Over those three years I became a much more confident and independent person.

Asa, Team Domenica graduate, in paid work at The Grand Hotel

Our Vision

Our vision is for all people with learning disabilities and autism to be valued in the workplace, to thrive in life and feel included as members of society

Rosa and Domenica in The North Star pub

We Value...

Positive Relationships
We know that friendships, mutual support and a sense of belonging are important for everyone - be that our candidates, their families, our team, employer partners or wider community.

Growing Skills
We enjoy a variety of training and interactions that build our work and social skills. Most importantly, we don't give up when things are hard – we just find another way.

Building Confidence
We experience increased independence and a boost in confidence by being able to try new things and being trusted to apply our learnings.

An Inclusive Community
We should feel safe to be ourselves. Our collective actions shape an inclusive environment at Team Domenica and within the community. We celebrate differences and show that with the right support, all of us can contribute and succeed.

Feeling Happy
We have fun while learning and feel happy to be part of Team Domenica as well as the opportunities that we create together in the workplace and beyond.

A Bright Future
Team Domenica is a journey towards believing in a bright future, one where we all have the chance to feel welcomed and lead happy, fulfilled lives.

Drawing from the spirit of our name, our vision and values were co-created by our candidates, their parents and carers, our partners and our staff.

Why We Do It

According to the Department of Health and Social Care, there are over 137,000 adults with learning disabilities aged between 18 and 64 in England, and only 4.7% of them are reported to be in paid employment. This means thousands are excluded from the opportunity to earn, contribute and belong – missing out on the social connections, improved wellbeing and independence that meaningful work can bring.

Work Changes Minds

Negative attitudes towards people with learning disabilities remain common, with Mencap (2021) reporting that many people have witnessed discrimination and feel unsure about how to engage. This stigma can affect confidence and wellbeing.

Research from Scope (2018) shows that contact in workplaces significantly reduces prejudice and improves perceptions. When people see individuals with learning disabilities in paid roles, attitudes shift – replacing assumptions with recognition of skill, contribution and value.

Work Builds Wellbeing

People with learning disabilities experience disproportionately high levels of loneliness and mental health inequality (Mencap, 2023; NHS England, 2022). Evidence shows that paid employment significantly improves quality of life, mental wellbeing and social connection, while promoting independence and confidence (Beyer et al., 2010; Robertson et al., 2019; Voermans et al., 2019). Work is more than income – it builds wellbeing, belonging and purpose.

The Support Gap

Young people with learning disabilities face significant barriers to employment, including a £2.1 billion SEND funding shortfall in schools identified by the House of Lords (Think Work First, 2024). Supported employment is widely recognised as the most effective route into sustainable work (Beyer & Beyer, 2017), and the UK Government (2023) recognises Supported Internships as a proven pathway to jobs, confidence and social inclusion.

Why is getting paid work important to you?

94% of the young people we support said that getting paid employment was important to them. When asked why, these are the reasons they gave:

Based on a survey of 50 candidates

Our model bridges the support gap. Since 2016,

76%

of our candidates have secured paid employment

Max, Team Domenica candidate, on his supported internship at Nando's

Annie's Story

Annie joined Team Domenica in September 2022, starting her internship at Wakehurst in January 2024. Annie was then offered part-time work at Stables Restaurant before moving into her current role at Seeds Café in April 2025. Annie, and her mum, Jane, told us how Team Domenica supported her into employment.

"Annie is upbeat, optimistic – cheeky! She tries hard; she wants to help.

People like Annie, who have a learning disability, often end up in limbo after education, without support or anything to fill their days. She can't read or travel independently, so she relies on me to take her places. She also can't self-start, so every activity needs to be organised.

Like every parent, I wanted Annie to get the most out of her education. Team Domenica gave her invaluable skills – food prep, health and safety, interacting with customers – and this gave her the tools to be successful today.

We were chuffed to bits when Annie got her job. Although some milestones have been difficult for me, (like learning to let her walk on her own to the café from the car!) I'm so very proud of her. This job gives her wonderful social interactions, structure, and all the positive feelings people get from feeling 'useful'. Her speech has improved; her lexicon has expanded. Her confidence has bloomed.

It's so important that Annie, and others like her, don't get stuck behind closed doors, protected from life. She needs something independent of us – and the café is her very own world. And it's a stepping stone to more independence in the future – an extra morning working in a charity shop or, one day, living on her own."

Jane, Annie's mum

I really liked going to class at Team Domenica. First my teacher was Ruth, then Liam. Then I did work experience at a nursery, a café and a mobile phone shop. But the café was my favourite.

I started at Seeds Café a year ago. Everyone was kind and helpful, like Ronnie, Alex and Logan. In the café, I clear tables. In the big air fryer, I make cheese toasties and bacon rolls. The pot wash is my favourite – quicker than doing the washing up at home.

I learned to do the things in the café from my mum and Julie as well. Julie was my Job Coach. She's a star and a bit cheeky. I love her. Julie has helped me loads with things that are difficult, like the different milks in iced tea or oat lattes. It's given me confidence to do more things. One time, there was a duck that came in the door by itself. I called it Crackers. I helped it out of the café with a broom.

I love it here and enjoy it. I really like talking to people. It's the perfect place to work.

Annie, Team Domenica graduate

Our Objectives and Impact

At the end of every academic year, we survey candidates, parents, carers and employer partners, and collate data from across our programmes. We measure this against our six transformative objectives to understand the difference we are making to our whole community.

Young people with learning disabilities have improved workplace knowledge and employability skills[1]

- **97%** of our candidates have passed their Employability Qualifications.
- Every one of our candidates can demonstrate new employability behaviours and skills at home, in our training cafés and at work.
- **96%** of our young people believe they are more skilled, and their parents and carers agree.
- Crucially, **93%** of candidates report improved communication skills – essential not only in the workplace, but in day-to-day life too.

> "I used to be a shy girl, not speaking at all, but I feel like Team Domenica has built that a lot."
>
> **Lucy,** Team Domenica candidate

Young people with learning disabilities have increased opportunities to gain and sustain work[1]

- Since opening in 2016, **76%** of candidates have attained employment through our Supported Internship Programme.
- **82%** of our young people are still in employment after two years. In fact, two thirds of candidates have stayed with the same employer for three years or more.
- **95%** of candidates feel more confident about gaining paid work.
- **86%** of candidates tell us they feel good about their future.

> "It has made me happier because this place has made me confident about the working world."
>
> **Brandon,** Team Domenica candidate

Young people with learning disabilities have increased independence, confidence and wellbeing[1]

- All our candidates are showing varying degrees of increased independence in our cafés (tracked through café passports).
- **89%** of candidates feel more independent.
- **86%** of candidates say that they are happier.
- **93%** of candidates say they felt more confident.

> "I just loved everything that happened around me being at Team Domenica. I've been so happy."
>
> **Ross,** Team Domenica candidate

1. Figures based on survey return rate of 67%

Young people with learning disabilities feel less isolated and better connected to their local community[1]

- **72%** of candidates feel less isolated.
- **92%** of candidates have made more friends.
- We are working with **20** different providers and voluntary organisations delivering 34 different activities or trips as part of our enrichment programme.

> "I feel more included in events, and I talk to a lot of guests at work."
>
> **Betsy,** Team Domenica candidate in paid work at Mercure Hotel

Partnered employers will feel more confident providing workplace opportunities to people with learning disabilities[2]

- We have **59** employer partners across Sussex.
- Before working with us, less than half of our employer partners reported having confidence in hiring someone with a learning disability. After working with Team Domenica, **95%** of our partners feel confident in employing one of our candidates.
- **100%** say that working with our candidates has benefitted their business.

> "Having a more diverse and inclusive workplace boosts morale and productivity amongst the team."
>
> **Manager,** Queen's Hotel, Brighton

Wider society will recognise the value of including people with learning disabilities in the workplace[3]

- This year, in addition to surveys, we held focus groups with our café customers and the wider community.
- Over a third of patrons that completed the survey reported learning something new about learning disabilities since engaging with our work.
- Most importantly, **83%** of all respondents felt that Team Domenica positively changed their perception of people with learning disabilities and autism in the workplace.

> "The café makes us mingle with young people with learning disabilities and gives us a space that is friendly and filled with care."
>
> Team Domenica café customer

2. Figures based on survey return rate of 42%

3. Based on a survey of 24 respondents

Guy's Story

Guy joined Team Domenica in September 2024 and started his internship at Odeon Cinema in October 2025. Guy, and his Manager, Andrea, told us about their experience with Team Domenica.

"Guy's been wonderful. As a guest-facing business, having employees who can talk to people and give clear instructions about getting around the cinema is important. Guy absolutely loves it here and we love having him.

We've put a few things in place to support Guy, but he's picked up the ushering tasks really well. You can see he's grown in confidence since he's been here. It's impossible not to smile when you see Guy smiling at you – I'm so glad he's enjoying it so much.

The value that individuals get from work is important. We want our team to be inclusive, supportive and representative of the environment we live in. Hopefully, what we're doing here will benefit other sites too."

Andrea, Odeon Cinema Manager

My first day at Team Domenica I remember introducing myself, telling everyone why I wanted to come – and one of my goals. To work in a cinema.

Now, every Tuesday, Wednesday and Thursday, I go to my internship at the Odeon. This job makes me proud. I get to see movies for free – I like horror and action movies, and tributes to celebrities. On our badges, we can put our favourite movies – mine is Terrifier 2. My manager Andrea's is Titanic.

My job is cleaning up the screens and being at the Guest Service Point. On Thursdays, I help Tom with the deliveries, putting the snacks in the snack room. I'm doing food safety training too – I'd like to learn more about F&B (food and beverages) in the future – how to deal with things when it gets busy.

Every Tuesday, we do 'Silver Screen' for elderly people. I do the charity raffle – selling tickets and giving out prizes. I see the same people every week; when they recognise me, they say, 'Hello Guy!'

There are challenging situations sometimes; one time when I was cleaning Screen 5, I noticed the roof was leaking. I radioed Ben to get the bucket so they could sort it out. Another time, there were some boys who bought tickets to see Wicked, but I realised when they were hiding behind displays that they were trying to see Five Nights at Freddy's. But they were too young! I stayed calm and made sure they didn't go in. They didn't even see Wicked after that!

My Job Coach, Tara, reminds me of skills I can work on – coming in on time, getting my lanyard and other things. But I'm better at many things now because of Team Domenica, and I'm comfortable with all the staff at the Odeon. I love coming here to work.

Guy, Team Domenica candidate

The Candidate Journey

At Team Domenica, we know that every young person's path is unique. Our programmes are personalised to individual needs and abilities, combining class-based learning, hands-on training, mentoring and wellbeing support – guiding each candidate from their first steps in employment skills all the way into lasting paid work and beyond.

Building Skills & Confidence

YEAR 1

Supported Employment Programme

Candidates begin by building the foundations for work, through employability, numeracy, literacy and RSHE classes, community enrichment activities, practical training in one of our cafés, and three external work experience placements.

Real Workplace Experience

YEAR 2

Supported Internship Programme

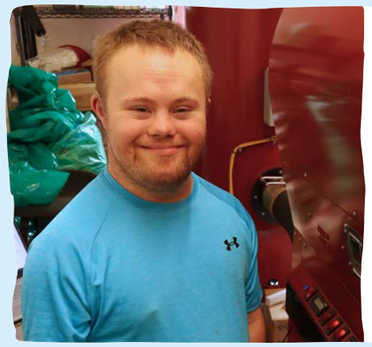
In their second year, candidates move into a supported workplace internship, chosen to match their interests, skills and ambitions, while continuing to work towards accredited qualifications in the classroom.

Sustaining Employment

ONGOING

Wrap Around Programme (WRAP)

On graduating from our programmes, candidates continue to receive flexible, tailored support. For those yet to secure paid work, we help identify alternative opportunities. We are committed to sustaining meaningful, long-term employment for every young person we work with.



Community and Independence

Day Opportunities

Open to adults (19+) with learning disabilities and autism, Day Opportunities supports individuals to develop work-based skills, confidence, independence and social connections through structured session activities delivered in real world community settings.

Provision operates throughout the year, supporting routine, continuity and meaningful engagement. Some candidates go on to join Team Domenica's employment programmes, while for others it is simply an inspiring way to build friendships and thrive.

Fatima, Team Domenica candidate, on a supported internship with Caterplus

Year in Review 2024-25

Strengthening Pathways into Employment

In 2024–25, Team Domenica continued to expand opportunities for young people with learning disabilities and autism to gain skills, confidence and sustainable employment, supporting over 100 candidates and graduates across our programmes.

Our pioneering model supports candidates with classroom learning, through internships, and into paid roles and long-term careers.

In a challenging economic climate, our programmes grew in both scale and ambition. Strong employer partnerships, a highly skilled staff team and an unwavering commitment to person-centred support, ensured that quality remained at the heart of this growth.

We further deepened the integration between classroom learning and workplace experience, expanding employer-led training, collaborative projects and real-world opportunities that helped candidates build both confidence and capability.

Our Wrap Around Programme also remained a vital pillar of support, responding swiftly when candidates experienced redundancy and enabling them to return to employment quickly and confidently.

This year also marked our second as a Specialist Further Education College. Following a positive Ofsted monitoring visit in July 2024, we strengthened our provision further, reinforcing the "golden thread" that connects each candidate's aspirations and needs to the curriculum. SMART EHCP targets now run consistently through classroom learning, workplace training and personal development, ensuring every element of the programme supports each candidate's journey towards employment.

Together, these programmes form a connected pathway that supports candidates from their classroom education through to long term employment and independence.

In 2024-25 we supported over

100

candidates with classroom learning, through internships, and into paid roles and long-term careers

Bella, Team Domenica candidate, at her graduation ceremony

Building Skills and Confidence

Year 1: Supported Employment Programme

Demand for places at our college remained high this year, with more than twice as many applications as spaces available. Nineteen candidates joined our first-year programme and received 692 hours of dedicated support across four key elements of learning. These included classroom teaching, enrichment activities, café training and work experience.

Class-Based Learning

Candidates spent an average of 185 hours in the classroom during the year. Relationships, Sex and Health Education remained an important part of the curriculum, with each candidate receiving around 70 hours of learning across the academic year. When asked if this education helped them make safer choices, 94% said that it did.

93% of candidates achieved qualifications in NOCN English and Maths Functional Skills and the Open Awards Diploma in Skills for Further Learning and Employment.

Your time in the classroom has helped you improve which skills?

Literacy	78%
Numeracy	75%
Employment knowledge	69%
Confidence	81%
Independence	75%
Communication	69%

Based on a survey of 32 candidates across the two-year programme

Enrichment Activities

Enrichment activities play an important role in developing confidence, resilience, wellbeing and communication skills. For many candidates these sessions provide a valuable opportunity to explore interests, build friendships and connect with the wider community.

Candidates received up to 190 hours of enrichment activities during the year, delivered by our own team and 20 external organisations. Highlights included yoga and drama sessions, martial arts with Nam Yang and cricket with Sussex Cricket.

Candidates also helped establish the new Team Domenica allotment. Located within a site of 34 allotments in the city, the space allowed candidates to dig, prepare and plant both raised and flat beds while learning new practical skills.

In what ways have your enrichment sessions helped you?

Make friends	77%
Build resilience	72%
Increase my confidence	81%
Be more physically active	60%
Improve my social skills	74%
Be more independent	74%

Based on a survey of 43 candidates across all programmes

Building Skills and Confidence

Year 1: Supported Employment Programme (continued)

Café Training

Our three cafés continued to provide supportive training environments where candidates develop practical workplace skills. During their first year, candidates complete more than 260 hours of hands-on training in the cafés. They learn food preparation, customer service and beverage production. Together they made 22,736 coffees during the year.

Seasonal menus and daily specials were introduced to expand training opportunities, while our external catering service supported 69 functions. Candidates helped prepare and deliver homemade food for each of these events.

Work Experience

Supported by a mentor, each candidate completes three work placements during their first year, providing around 30 hours of work experience.

This year we worked with 59 employer partners across 12 industries. Placements allow candidates to develop technical skills, experience different workplaces, and explore roles that match their interests and strengths.

74%

of candidates feel that work experience has helped them decide what they want to do in the future, and 95% feel more confident about working in general

Team Domenica is a wonderful place to learn about the working world and to learn about getting the job of your dreams. Everyone gets the right to have a go, even though we all have disabilities or autism, we are all intelligent. This place will change your life and make a difference inside you.

Brandon, Team Domenica candidate

Real Workplace Experience

Year 2: Supported Internship Programme

In their second year, candidates move into supported internships with our employer partners. Our Employer Partnerships Manager matches each candidate to a role based on their interests, skills and ambitions, while an experienced Job Coach provides onsite support to both the candidate and employer to help ensure a successful placement.

Employers are also offered training on learning disabilities to help create inclusive workplaces. Alongside their internships, candidates continue to receive wellbeing support from mentors and teachers while working towards accredited qualifications. Regular reviews and close collaboration ensure that candidates, families and employers are supported throughout the employment journey.

Sixteen candidates were enrolled on the Supported Internship Programme this year. We reviewed the structure of the placement year to ensure candidates spent at least 70 percent of their time in the workplace.

New employer partnerships were developed during the year, including internships in education and hospitality settings. Several candidates also extended their placements into the summer months to gain additional experience.

How was your experience of the internship?

I learned new skills[1]	100%
I felt supported by my Job Coach[1]	100%
I felt more confident doing my job[2]	85%
I felt my placement was the right role for me[2]	62%
I felt supported by my Training Mentor[2]	100%
I felt supported by my employer[2]	96%

1. Based on a survey of 13 candidates 2. Based on a survey of 26 candidates

76%

of candidates have secured paid employment through our Supported Internship programme, since opening in 2016

Team Domenica take your thoughts into their thoughts, and help you reach your dreams. My internship at Hilton makes me happy. My favourite part is when there's loads of messy plates and then you whiz it and it's clean!

June, Team Domenica candidate on her supported internship with DoubleTree by Hilton Brighton Metropole

Sustaining Employment

Wrap Around Programme

Our Wrap Around Programme remained a vital part of our employment pathway, providing long term personalised support once candidates move into paid work. It also supports candidates who are not yet ready to enter employment at the end of their supported internship, helping them continue their journey towards sustainable work.

Unlike many employment programmes, Team Domenica remains actively involved after a job offer is secured. Job Coaches continue to provide workplace support where needed, alongside mentoring, advocacy and practical problem solving.

During the year, 46 graduates accessed wrap around support, fifteen received weekly support while 31 accessed support on a drop-in basis. As part of this provision, our Post Internship Manager carried out 1,034 one-to-one meetings.

The programme also supported candidates who experienced redundancy, helping them regain confidence and return to employment with minimal disruption. A regular programme of social events was introduced, allowing graduates to stay connected, share experiences and support one another.

93%

of candidates who have secured a paid role remain in employment for at least one year, with 82% maintaining paid work for two years or more

Community and Independence

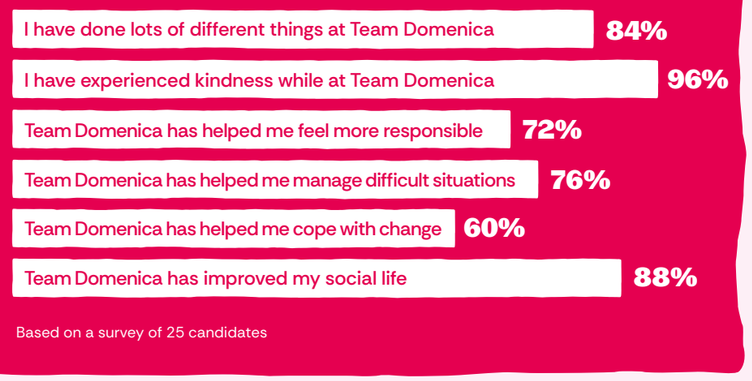
Day Opportunities

Our Day Opportunities provision continued to offer meaningful work-based and community-focused opportunities for 27 adults with learning disabilities and autism in Brighton and Hove.

During the year, the programme evolved to place greater emphasis on candidate voice and self-determination. A comprehensive candidate survey informed future planning and helped ensure the service reflects what individuals value and want from the programme.

Feedback highlighted a desire for more social and enrichment activities. In response, a termly Social Club was introduced to create opportunities for connection, friendship and experiences.

How has Day Opportunities helped you?



Based on a survey of 25 candidates

Celebrating Our Community

Team Domenica candidates at our Graduation Ceremony

Recognising Achievement

A highlight of the year was our first Graduation Ceremony at Brighton College. Candidates, families, staff and employer partners gathered to recognise those completing our Supported Internship Programme. It was a proud moment for everyone involved and a chance to reflect on the confidence, skills and independence each candidate had developed along the way. The ceremony also provided an opportunity to thank our community of employer partners whose commitment to inclusive hiring continues to open doors and reshape workplaces across the city.

Community Fundraising

Our wider community also showed extraordinary support throughout the year, raising vital funds to support our mission of helping young people with learning disabilities and autism into employment.

Graham Caldow is the father of one of our candidates, Betsy, who has graduated and is now employed at the Mercure Hotel in Brighton. Graham achieved an extraordinary feat by cycling the length of Spain – covering 1,000 miles in 30 days – all in aid of Team Domenica.

Team Domenica enjoyed strong support at the 2025 Brighton Marathon and Brighton 10K races, with a particularly inspiring performance from candidate, Patrick, who completed the marathon to raise funds for the organisation.

30 for 30

DJ Alex Foley marked her 30th birthday by completing an extraordinary 30-hour DJ set to raise funds for Team Domenica. As an NHS nursing assistant with autism, who benefits from job coach support herself, Alex understood first-hand the life-changing impact of employment opportunities for people with learning disabilities.

> Spain, the ride, the people; it's been amazing. But the reason why I cycled from Tarifa to Bilbao is to raise much needed funds for Team Domenica. Their programme has changed my daughter's life, and I want to support them to help other young people with additional needs into paid employment because this really does change their future lives.
>
> **Graham Caldow,** parent of a Team Domenica graduate

Recognition, Partnerships & Influence

National Recognition

Our Supported Internship Programme received national recognition from the British Association of Supported Employment (BASE), achieving an outstanding score of 84% in the Supported Internship Quality Assurance Framework (SIQAF).

Reviewers described Team Domenica as being “up there nationally”, highlighting our culture of respect and inclusion, strong employer partnerships, seamless integration of classroom learning and workplace experience, and our commitment to ongoing support.

Our work was also recognised through an invitation to the Education and Skills Royal Garden Party and a nomination at the Scottish Power Foundation Awards.

Power of Partnership

Strategic partnerships continue to strengthen both our provision and our reach. This year, we were proud to be selected as charity partner of WiHTL & DiR – a network of leading employers across hospitality, travel, leisure and retail committed to inclusive employment.

Alongside creating new opportunities for candidates and sharing expertise, the partnership has contributed more than £100,000 towards the renovation of our new home at Pavilion Buildings.

Together we are demonstrating how businesses and charities can collaborate to create lasting structural change.

Sector Influence

We continue to play an active role in shaping practice and policy across learning disability, education and employment. Through memberships including National Association of Specialist Colleges (NATSPEC), British Association of Supported Employment (BASE) and the Disability Confident Scheme, we contribute to national dialogue and collaborate closely with Local Authority and employer networks.

During the year our team participated in a Henry Smith Foundation roundtable alongside leading organisations, supported peer reviews across the specialist college sector, and featured in NATSPEC’s national campaign, The *Power of Specialist Further Education*.

Importantly, our candidates continue to shape the conversation themselves. They have spoken at employer forums and contributed to meetings hosted by Brighton & Hove City Council.

Our Founder and Chair, Rosa Monckton MBE, speaking at a WiHTL & DiR event

Organisational Development

Our New Home

In March 2025, Team Domenica took a major step forward in its long-term development by purchasing Pavilion Buildings as our new home. This milestone supports our strategic goal of bringing the charity’s operations together under one roof.

The move directly responds to the challenge highlighted in the 2024 Annual Report, when the organisation was operating across seven separate sites with limited capacity for growth despite a 60% increase in enquiries since 2020.

Located in central Brighton, Pavilion Buildings will provide improved accessibility and purpose designed spaces to support our expanding work. The building will include full sized classrooms for accredited learning, dedicated areas for creative and social development and improved workspace for staff collaboration.

By bringing key functions together in a single location, the new hub enables more efficient delivery while strengthening the support we provide to candidates and creating capacity for future growth.

This transformational step was made possible thanks to more than £2.3 million in capital funding from the Sigrid Rausing Trust, Medicor Foundation and other generous supporters. The phased relocation of teams has now begun, marking the start of a more sustainable and integrated future for Team Domenica.

The North Star Pub

Towards the end of 2025, Team Domenica opened The North Star*, a fully refurbished pub in the heart of Brighton and our most ambitious hospitality training environment to date.

Building on the success of our three cafés and coffee roastery, the pub offers candidates the opportunity to develop their skills in a larger and more complex workplace. Bar service, a busy kitchen and a high volume of customers create a realistic training setting where candidates will build confidence while working alongside experienced hospitality professionals.

Located next to Brighton’s Royal Pavilion, The North Star also brings inclusive employment into one of the city’s busiest social spaces. As a sustainable social enterprise, all profits generated by the pub support Team Domenica’s wider work helping young people with learning disabilities move into paid employment.

THE NORTH STAR
By Team Domenica

Investing in Our People

As we support more candidates each year, we are equally committed to investing in the people who make our work possible. This year we strengthened our Human Resources function and launched Staff Skills Academy, a dedicated training platform designed to build confidence, consistency and expertise across our whole team.

By equipping staff with the right skills and support, we ensure high-quality provision for every candidate while maintaining the strong standards recognised by Ofsted.

Governance

This year also saw the establishment of our Education Governance Board, which now meets termly and reports directly to Trustees. The Board provides focused oversight of our education provision against Ofsted standards, adding an additional layer of scrutiny and challenge.

This strengthened governance ensures we remain accountable, ambitious and committed to delivering the highest possible quality of education for every candidate.

* post year end

Looking Ahead to 2026

2026 will be an exciting year of transformation for Team Domenica, as we continue to strengthen our employment pathways and expand our presence in the heart of Brighton.

Our Central Hub

The refurbishment of Pavilion Buildings will create a new central hub for Team Domenica, bringing together education, training and hospitality experience in one vibrant space. Candidates will benefit from an integrated learning environment where classroom education sits alongside real-world hospitality training at the North Star pub.

The move will mark an important milestone for the organisation as we transition from our Preston Road centre to a location that reflects both the scale of our ambition and the impact of our programme.

Strengthening Our College

Team Domenica College continues to build its reputation as a leading provider of specialist further education. Following our positive Ofsted monitoring visit in 2024, we anticipate a full inspection in Spring 2026 and remain confident in the strength of our provision while continuing to learn and improve.

Our ambition is to become a National Centre of Excellence for supported employment and specialist education. Recognition from organisations such as the Tizard Centre and the British Association of Supported Employment has already highlighted the success of our model, and our team is increasingly invited to share learning across the sector.

Our WRAP programme will grow further in 2026, supporting 62 young people to sustain employment, develop within their roles and access ongoing support as their careers progress.

Strengthening Our Employer Network

Employer engagement will remain central to our work in 2026. We are building strong, long-lasting partnerships with both local and national employers who champion Equality, Diversity and Inclusion (EDI), helping them engage with inclusive employment in a meaningful and impactful way.

Through our Employer Partner Forum – a growing network of businesses committed to Team Domenica's mission – we will create more opportunities for collaboration, knowledge sharing and employer-led training. Many of these conversations will take place at the North Star, giving employers the chance to see our candidates developing their skills in a real hospitality environment.

Our partnerships are also helping organisations meet their wider EDI and social value commitments, with our work increasingly referenced in tender bids and national programmes.

Team Domenica candidates and training mentors at The North Star pub

A Pub With Purpose

In 2026 we will focus on establishing The North Star as one of Brighton's most welcoming pubs – a place known for great food, warm hospitality and a clear social purpose.

Alongside serving the community, the pub will play a central role in our employment model, providing candidates with hands-on experience in a busy city centre venue. It will also become a meeting point for local employers, offering opportunities to connect with businesses and showcase the talent of our candidates.

Leadership for the Next Chapter

As Team Domenica enters its next stage of development, recruitment is underway for a new Chief Executive Officer, with an anticipated start date in Summer 2026. This leadership transition will help guide the organisation through an exciting period of transition while keeping our mission at the centre of everything we do.

Refreshing Our Identity

Following the brand development work undertaken for the North Star, we will begin rolling out a refreshed Team Domenica brand across our cafés, coffee products, uniforms and communications. This will create a clearer and more consistent identity as the organisation continues to grow.

TEAM DOMENICA

10 Years of Opening Doors

In September 2026, Team Domenica will celebrate its 10th anniversary – an important milestone in our journey to transform employment opportunities for young people with learning disabilities and autism.

What began as a small initiative has grown into a nationally recognised model for supported employment, helping over a hundred young people gain skills, confidence and meaningful paid work. Over the past decade we have built strong employer partnerships, developed pioneering programmes and helped shift perceptions of what inclusive employment can achieve. We look forward to celebrating this milestone with our candidates, families, partners and supporters.

As we mark ten years of Team Domenica, our ambition remains clear: we will keep opening minds, opening doors and creating the pathways that allow every candidate we support the opportunity to thrive.

Funding Our Impact

Team Domenica is powered by the generosity of our community – donors, companies, trusts, foundations and patrons who make it possible for young people with learning disabilities and autism to achieve extraordinary outcomes.

This support underpins everything we do. It enables each candidate to access enrichment activities, develop workplace skills alongside experienced mentors and receive the tailored support they need on their journey into paid employment.

£850,000
required to sustain our programmes

Our Funding Landscape

Total annual cost

£2.44m

In 2026, it will cost around £2.44 million to support approximately 125 young people through our programmes.

£1.14m
is funded by the government

Funded by supporters

£850k

This leaves a gap of around £850,000 that we must raise to ensure every candidate can access the opportunities, support and experiences that enable them to thrive – both in the workplace and in their everyday lives.

£450k
is generated through our social enterprises including our cafés and coffee roastery

How Your Support Makes a Difference

Behind every candidate's journey into paid employment is a network of support that goes beyond the classroom and workplace. Made possible through the generosity of our supporters, these additional layers of provision build confidence, independence and the skills needed to thrive. They are essential to how candidates grow, succeed and sustain employment, and are what set our approach apart.

Enrichment and Development

Our enrichment programme builds confidence, independence and social connection beyond the workplace. Through travel training, life skills, creative and physical activities, candidates develop the foundations needed for work and everyday life. Each programme is tailored to the individual, linking personal development with learning and work experience to support long-term success.

Training Mentors and Job Coaches

Our Training Mentors and Job Coaches work alongside candidates in both training and workplace settings. They provide practical guidance, encouragement and structure, helping candidates apply skills, adapt to new environments and grow in confidence. This consistent support strengthens placements and internships, helping candidates move into paid roles with confidence.

Employer Partnerships

Our Employment Team builds partnerships with local and national employers, creating opportunities that reflect candidates' ambitions and strengths. Working closely with employers, the team helps shape inclusive workplaces and guide the transition into employment, placing candidates in suitable roles where they can develop and progress.

WRAP: Sustaining Employment

Support continues beyond the point of hire through WRAP (Workplace Review and Assessment Programme). We work alongside both the individual and their employer to help navigate challenges and build confidence in the role. This ongoing approach is a key reason why 94% of our candidates remain in paid employment for at least one year.

We are deeply grateful to everyone who supports our work. Together, we are creating opportunities, strengthening pathways into employment and enabling young people to build independent, fulfilling futures.

Financial Review

For the year ended 31 July 2025

The consolidated statement of financial activities is shown on page 38.

There was total income of
£3,643,234
(2024: £2,026,509)

The group expended
£2,479,080
(2024: £2,048,515)

resulting in a deficit/surplus of
£1,164,154
(2024: deficit £22,006)

Income

Team Domenica raised a total of £2,039,393 (2024: £782,996) through fundraising activities accounting for 56% of total income in the period.

30% of our income (£1,109,491) came from statutory sources (2024: £861,804) including from the Education and Skills Funding Agency (ESFA); various local authorities and DWP Access to Work funding. Additionally, £447,763(2024: £349,556) was generated through café sales and we received £46,587 (2024:£32,153) in interest.

Financial review

As disclosed elsewhere, the organisation's finances were significantly changed by the acquisition of our new headquarters in a prime location in the centre of Brighton on 31 March 2025.

The building was financed by a mix of cash reserves, generous donations from various donors and a mortgage secured on the building. The new building has a long-term tenant on one floor which will provide guaranteed income to help with the additional building costs.

Post purchase, further funds were raised to refurbish the building, with work starting before year end on developing a training pub on the ground floor and a new college facility on the second floor. These came to fruition post year end for the pub and it is planned that the college will open by summer 2026. At this point, the organisation will give up space in various offices and our Preston café, consolidating our operations. We will continue to operate cafés in Plus X, Jubilee Library and to roast our own coffee. We are also open to new opportunities for training cafés in the city.

Due to the nature of the business of the training pub, the organisation registered for VAT during the financial year.

Our ongoing work continued as previous years, our college, registered at Ofsted, obtains education funding, which is augmented by fundraised income, income from three training cafés across the city along with sales of our own coffee.

Reserves

In previous years, Team Domenica's reserves were held in cash and equivalent. It had been a long-term ambition of the charity to convert some of these cash reserves into a fixed asset and this was realised during the year with the purchase of the new headquarters. This will provide financial security in the long term, however the contribution of cash from reserves was higher than planned which has influenced the free cash available for working capital. Trustees are managing this risk and are confident that surpluses from the training pub will mitigate this risk.

At 31 July 2025, the total funds held by Team Domenica were £2,461,532 (2024: £1,297,378) of which, £522,316 (2024: £203,237) were restricted funds, and £1,500,000 in the designated 'New Building' reserves. At the balance sheet date, the charitable group's free reserves were £439,216 (2024: £1,094,141), the decrease being due to the small deficit in the year, along with the designation of funds toward a new building.

The Trustees determine the level of reserves needed by: forecasting the level of income and expenditure anticipated over the short and medium term, based on planned activities analysing future needs, opportunities, contingencies, or risks which cannot be met out of income, including an assessment of the likelihood of those needs arising, and the potential consequences of the charity not being able to meet them.

Fundraising

The support we receive through fundraising provides a vital income source to the charity, enabling us to make a transformational difference to the lives of young people with learning disabilities. Team Domenica conducts its own fundraising activities, without the involvement of a commercial fundraiser. Team Domenica is registered with the Fundraising Regulator. It is respectful in any approach for donation and does not place any pressure on a person or persons to donate money or property. Team Domenica has received no complaints about any fundraising activities and respects the privacy and details of donors in accordance with UK GDPR.

Public benefit

The Board has ongoing regard for the public benefit guidance published by the Charity Commission when reviewing the charity's activities and future plans. Team Domenica continues to make a significant impact in the education and work prospects of our beneficiaries. We regularly measure our impact via beneficiary surveys and employer partner feedback.

Risk Management

The Trustees have a detailed Risk Register showing the significant risks to the charity. Each significant risk has been carefully considered with controls put in place to mitigate the risk and contingency plans set out. The register is reviewed and updated at each board meeting.

Trustees' Responsibilities

The Trustees (who are also the directors of Team Domenica for the purposes of company law) are responsible for preparing the Annual Report of the Trustees 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 year. 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 charitable company, and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that year. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company special provisions

The report of the Directors has been prepared taking advantage of the small companies' exemption in the Companies Act 2006.

Auditors

The auditors, Chariot House Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 14/04/26 and signed on the Board's behalf by:

Rosa Monckton MBE
Trustee

Independent Auditor's Report

To the members and trustees of Team Domenica

Opinion

We have audited the financial statements of Team Domenica (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 July 2025 which comprise the consolidated statement of financial activities, consolidated statement of financial position, charity statement of financial position, consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and charitable company's affairs as at 31 July 2025 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; and
- 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 responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company 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 group and parent charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. 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.

Team Domenica candidate in training at one of our cafés

Independent Auditor's Report

To the members and trustees of Team Domenica (continued)

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustee's Report.

We have nothing to report in respect of the following matters where 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 parent charitable company's 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company 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 group and parent charitable company'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 group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and its activities, and through discussion with the trustees and management, we identified the principal risks of material misstatement both at the financial statement level and at the assertion level.

We considered these risks in the light of various factors including the level of complexity, subjectivity, uncertainty, potential management bias, fraud, materiality and any other relevant factors. We considered the extent to which these would have a material impact on the financial statements and designed our audit work accordingly.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud, and reviewed significant or unusual transactions to identify their underlying supporting rationale.
- We inspected the minutes of meetings of those charged with governance, and made direct enquiries of management and the Board of Trustees concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates were indicative of a potential bias and tested significant transactions that were unusual or those outside the normal course of business.

We also:

- Discussed and reviewed the charity's business model and forward planning to assess going concern;
- Communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit;
- Reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations;
- Carried out substantive testing on income and expenditure;
- Re-performed reconciliations of control accounts, and recalculated items such as depreciation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation.

This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, and the charitable company's trustees, for our audit work, for this report, or for the opinions we have formed.

Shona Wardrop C.A.
(Senior Statutory Auditor)
for and on behalf of
Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Date: 17/04/26

Consolidated Statement of Financial Activities

(Including Income and Expenditure Account)
For the year ended 31 July 2025

	Note	Unrestricted funds	Fixed asset reserve £	Restricted funds £	2025 Total funds £	2024 Total funds £
Income and endowments from						
Donations and legacies	2	504,091	1,000,000	535,302	**2,039,393**	782,996
Charitable activities	4					
Training Centre		1,109,491	-	-	**1,109,491**	861,804
Café		454,787	-	-	**454,787**	349,556
Investment income	3	46,587	-	-	**46,587**	32,153
Total		2,114,956	1,000,000	535,302	**3,650,268**	2,026,509
Expenditure on:						
Raising funds	5	228,230	-	-	**228,230**	176,985
Charitable activities	6					
Training Centre		1,024,981	-	216,223	**1,241,204**	896,998
Café		750,641	-	-	**750,641**	735,027
Employment Centre		259,005	-	-	**259,005**	239,510
Total		2,262,857	-	216,223	**2,479,080**	2,048,520
Net income/(expenditure)		(147,901)	1,000,000	319,079	**1,171,188**	(22,011)
Transfers between funds	21	(500,000)	500,000	-	**-**	-
Net movement in funds		(647,901)	1,500,000	319,079	**1,171,188**	(22,011)
Reconciliation of funds						
Total funds brought forward		1,087,142	-	203,237	**1,290,378**	1,312,389
Total funds carried forward		439,240	1,500,000	522,316	**2,461,566**	1,290,378

Balance Sheet

As at 31 July 2025

	Note	Unrestricted funds	Fixed asset reserve £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fixed assets						
Tangible assets	13	39,759	3,000,000	-	**3,039,759**	91,876
Investments	14	2	-	-	**2**	2
		39,761	3,000,000	-	**3,039,761**	91,878
Current assets						
Stocks	15	10,203	-	-	**10,203**	7,358
Debtors	16	235,055	-	-	**235,055**	139,023
Cash at bank and in hand		254,260	-	522,316	**776,576**	1,164,847
		499,518	-	522,316	**1,021,834**	1,311,228
Creditors						
Amounts falling due within one year	17	(100,063)	(13,398)	-	**(113,461)**	(105,728)
Net current assets		399,455	(13,398)	522,316	**908,373**	1,205,500
Total assets less current liabilities		439,216	2,986,602	522,316	**3,948,134**	1,297,378
Creditors						
Amounts falling due within one year	18	-	(1,486,602)	-	**(1,486,602)**	-
Net assets		439,216	1,500,000	522,316	**2,461,532**	1,297,378
Funds	21					
Unrestricted funds					**1,939,216**	1,094,142
Restricted funds					**522,316**	203,236
Total funds					**2,461,532**	1,297,378

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The financial statements were approved by the Board of Trustees and authorised for issue on 14/04/26 and were signed on its behalf by:

Rosa Monckton MBE
Trustee

Consolidated Balance Sheet

31 July 2025

	Note	Unrestricted funds	Fixed asset reserve £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fixed assets						
Tangible assets	13	39,759	3,000,000	-	**3,039,759**	91,876
Current assets						
Stocks	15	10,203	-	-	**10,203**	7,358
Debtors	16	235,055	-	-	**235,055**	127,542
Cash at bank and in hand		254,288	-	522,316	**776,604**	1,169,330
		499,546	-	522,316	**1,021,862**	1,304,230
Creditors						
Amounts falling due within one year	17	(100,063)	(13,398)	-	**(113,461)**	(105,728)
Net current assets		399,481	(13,398)	522,316	**908,399**	1,198,502
Total assets less current liabilities		439,240	2,986,602	522,316	**3,948,158**	1,290,378
Creditors						
Amounts falling due within one year	18	-	(1,486,602)	-	**(1,486,602)**	-
Net assets		439,240	1,500,000	522,316	**2,461,556**	1,290,378
Funds	21					
Unrestricted funds					**1,939,240**	1,087,142
Restricted funds					**522,316**	203,236
Total funds					**2,461,556**	1,297,378

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The financial statements were approved by the Board of Trustees and authorised for issue on 14/04/26 and were signed on its behalf by:

Rosa Monckton

Rosa Monckton MBE
Trustee

Consolidated Cash Flow Statement

For the year ended 31 July 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	**1,119,763**	308,059
Interest paid		**(36,279)**	
Net cash provided by operating activities		**1,083,484**	308,059
Cash flows from investing activities			
Purchase of tangible fixed assets		**(3,002,171)**	(30,966)
Interest received		**25,961**	32,153
Net cash (used in)/provided by investing activities		**(2,976,210)**	1,187
Cash flows from financing activities			
New loans in year		**1,500,000**	-
Net cash provided by financing activities		**1,500,000**	-
Change in cash and cash equivalents in the reporting period		**(392,726)**	309,246
Cash and cash equivalents at the beginning of the reporting period		**1,169,330**	860,084
Cash and cash equivalents at the end of the reporting period		**776,604**	1,169,330

Notes to the Cash Flow Statement

For the year ended 31 July 2025

1. Reconciliation of Net Income/(Expenditure) to Net Cash Flow from Operating Activities

	2025 £	2024 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	**1,171,188**	(22,011)
Adjustments for:		
Depreciation charges	**46,284**	33,895
Loss on disposal of fixed assets	**8,004**	-
Interest received	**(25,961)**	(32,153)
Interest paid	**36,279**	-
Increase in stocks	**(2,845)**	(387)
(Increase)/decrease in debtors	**(107,513)**	341,593
(Decrease)/increase in creditors	**(5,663)**	(12,876)
Net cash provided by operations	**1,119,763**	308,059

2. Analysis of Changes in Net Funds/(Debt)

	At 1/8/24 £	Cash flow £	At 31/7/25 £
Net cash			
Cash at bank and in hand	1,169,330	(392,726)	**776,604**
	1,169,330	(392,726)	**776,604**
Debt			
Debts falling due within 1 year	-	(13,398)	**(13,398)**
Debts falling due after 1 year	-	(1,486,602)	**(1,486,602)**
	-	(1,500,000)	**(1,500,000)**
Total	1,169,330	(1,892,726)	**(723,396)**

Notes to the Financial Statements

For the year ended 31 July 2025

1. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charitable group and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Basis of consolidation

The consolidated financial statements incorporate the financial statements of the charitable company and its group undertaking. These are adjusted, where appropriate, to conform to group accounting policies. As a consolidated group statement of financial activities is published, a separate income and expenditure account for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006.

Going concern

The Trustees consider that there are no material uncertainties regarding Team Domenica's ability to continue as a going concern. Therefore, the financial statements are prepared on a going concern basis.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the group's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The group has no areas of critical accounting estimates and judgements.

Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from fundraising events includes monies raised from various events throughout the year. This income is included in the accounts when the charity becomes aware of its entitlement to this income.

Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

1. Accounting Policies (continued)

Charitable activities

Income from service contracts is recognised when the service has taken place.

Ancillary trading income includes the income raised through the charity's café. This is considered to be primary purpose trading, as the café is staffed by Training Centre candidates and provides them with hands-on experience in many areas. The café income is generally received by cash or card and this is recognised when received.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Expenditure on raising funds is that incurred in seeking voluntary income.

Expenditure on charitable activities includes costs incurred to operate the training programmes and the cafés, along with associated support costs.

Support costs, such as general management, governance and financial management, are allocated across the categories of charitable activities and costs of raising funds. The basis of the cost allocation is explained in the notes.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	10% on cost
Plant and machinery	25% on cost
Fixtures and fittings	20% on cost
Website	25% on cost
Computer equipment	25% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Stocks are consistently valued at the lower of cost and estimated selling price less costs to sell. Cost is calculated using the first-in, first out formula. Provision is made for damaged, obsolete and slow-moving stock where appropriate.

Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly the Charity is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 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.

Taxation – Trading subsidiary

The trading subsidiary is liable to corporation tax. Taxation for the year comprises current and deferred tax.

Tax is recognised in the consolidated statement of financial activities. Current or deferred taxation assets and liabilities are not discounted. Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

Employee benefits

The cost of any holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Financial instruments

Financial instruments are recognised in the statement of financial position when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

2. Donations and Legacies

	2025 £	2024 £
Donations	**2,023,916**	771,452
Gift aid	**15,477**	11,544
	2,039,393	782,996

3. Investment Income

	2025 £	2024 £
Rents received	**20,626**	-
Deposit account interest	**25,961**	32,153
	46,587	32,153

4. Income from Charitable Activities

	Activity	2025 £	2024 £
Services provided under contract	Training Centre	**1,109,491**	861,804
Ancillary trading income (café sales)	Café	**454,787**	349,556
		1,564,278	1,211,360

5. Raising Funds

Raising donations and legacies

	2025 £	2024 £
Staff costs	**203,032**	153,204
Staging fundraising events	**3,456**	3,502
Advertising	**-**	8,577
Other fundraising costs	**21,742**	11,702
	228,230	176,985

6. Charitable Activities Costs

	Direct costs (see note 7) £	Support costs (see note 8) £	Totals £
Training Centre	801,258	439,974	**1,241,232**
Café	531,035	219,606	**750,641**
Employment Centre	253,860	5,145	**259,005**
	1,586,153	664,725	**2,250,878**

Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

7. Direct Costs of Charitable Activities

	2025 £	2024 £
Staff costs	**1,200,151**	1,104,534
Rates and water	**64,579**	65,102
Insurance	**677**	822
Light and heat	**7,164**	6,049
Telephone	**1,288**	2,598
Postage and stationery	**2,610**	2,095
Advertising	**-**	4,665
Sundries	**8,878**	9,128
Staff training	**3,870**	6,637
Café purchases	**158,135**	150,727
Enrichment	**28,495**	24,185
Freelance support	**31,962**	25,950
Repairs and renewals	**9,196**	13,375
Cleaning	**14,188**	15,976
Travel	**15,964**	14,599
Awarding body fees	**7,436**	2,806
Legal and professional	**7,850**	454
Subscriptions	**4,235**	5,465
Bank charges	**4,764**	4,225
Depreciation	**13,671**	12,684
Loss on sale of assets	**1,040**	-
	1,586,153	1,472,076

8. Support Costs

	Management	Finance £	Governance costs £	Totals £
Training Centre	394,054	36,279	9,641	**439,974**
Café	219,606	-	-	**219,606**
Employment Centre	5,145	-	-	**5,145**
	618,805	36,279	9,641	**664,725**

9. Net Income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Depreciation - owned assets	**46,284**	33,854
Deficit on disposal of fixed assets	**8,004**	-

10. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 July 2025 nor for the year ended 31 July 2024.

There were no trustees' expenses paid for the year ended 31 July 2025 nor for the year ended 31 July 2024.

Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

11. Staff Costs

	2025 £	2024 £
Wages and salaries	**1,377,487**	1,275,715
Social security costs	**126,047**	110,599
Other pension costs	**41,430**	39,221
	1,544,964	1,425,535

The average monthly number of employees during the year was as follows:

	2025	2024
Direct	**62**	65
General	**2**	4
	64	69

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

	2025	2024
£60,001 - £70,000	**-**	-

During the year, key management personnel received a total of £188,047 (2024: £194,509) in remuneration consisting of Gross Pay, Employers NI Contributions and Employers Pension Contributions.

12. Comparatives for the Statement of Financial Activities

	Unrestricted funds	Fixed asset reserve £	Restricted funds £	Total funds £
Income and endowments from				
Donations and legacies	225,932	-	557,064	**782,996**
Charitable activities				
Training Centre	861,804	-	-	**861,804**
Café	349,556	-	-	**349,556**
Investment income	32,153	-	-	**32,153**
Total	1,469,445	-	557,064	**2,026,509**
Expenditure on:				
Raising funds	176,985	-	-	**176,985**
Charitable activities				
Training Centre	665,344	-	439,367	**1,104,711**
Café	562,466	-	16,772	**579,238**
Employment Centre	187,581	-	-	**187,581**
Total	1,592,376	-	456,139	**2,048,515**
Net income/(expenditure)	(122,931)	-	100,925	**(22,006)**
Reconciliation of funds:				
Total funds brought forward	1,217,072	-	102,312	**1,319,384**
Total funds carried forward	1,094,141	-	203,237	**1,297,378**

Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

13. Tangible Fixed Assets

	Freehold property £	Improvements to property £	Plant and machinery £
Cost			
At 1 August 2024	-	106,373	52,319
Additions	3,000,000	-	548
Disposals	-	(20,970)	(1,958)
At 31 July 2025	3,000,000	85,403	50,909
Depreciation			
At 1 August 2024	-	68,587	33,309
Charge for year	10,000	10,637	5,883
Eliminated on disposal	-	(14,639)	(964)
At 31 July 2025	10,000	64,585	38,228
Net Book Value			
At 31 July 2025	2,990,000	20,818	12,681
At 31 July 2024	-	37,786	19,010

	Fixtures and fittings £	Website £	Computer equipment £	Totals £
Cost				
At 1 August 2024	68,354	7,344	59,732	**294,122**
Additions	-	-	1,623	**3,002,171**
Disposals	(405)	-	(3,948)	**(27,281)**
At 31 July 2025	67,949	7,344	57,407	**3,269,012**
Depreciation				
At 1 August 2024	55,145	2,654	42,553	**202,248**
Charge for year	8,109	3,060	8,595	**46,284**
Eliminated on disposal	(162)	-	(3,512)	**(19,277)**
At 31 July 2025	63,092	5,714	47,636	**229,255**
Net Book Value				
At 31 July 2025	4,859	1,630	9,771	**3,039,759**
Net Book Value At 31 July 2024	13,211	4,690	17,179	**91,876**

14. Fixed Asset Investments

	Shares in group undertakings £
Market Value	
At 1 August 2024 and 31 July 2025	2
Net Book Value	
At 31 July 2025	2
At 31 July 2024	2

These financial statements include the results for the charity's subsidiary, Café Domenica Limited. The financial statements of Café Domenica Limited are unaudited.

The details of the subsidiary are:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held
Café Domenica Limited	5-7 Preston Road, Brighton BN1 4QE	Dormant from operation of cafés	Ordinary	**100**

The subsidiary ceased trading on 31 July 2023 and the operation of the cafés was transferred to Team Domenica.

15. Stocks

	2025 £	2024 £
Stocks	**10,203**	7,358

Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

16. Debtors: Amounts falling due within one year – Group

	2025 £	2024 £
Trade debtors	**187,834**	52,294
Other debtors	**12,111**	9,500
Prepayments and accrued income	**35,110**	65,748
	235,055	127,542

17. Debtors: Amounts falling due within one year – Charity

	2025 £	2024 £
Trade debtors	**187,834**	52,294
Other debtors	**12,111**	20,980
Prepayments and accrued income	**35,110**	65,749
	235,055	139,023

17. Creditors: Amounts falling due within one year – Group

	2025 £	2024 £
Bank loans and overdrafts (see note 19)	**13,398**	-
Trade creditors	**38,005**	33,674
Social security and other taxes	**34,135**	24,387
VAT	**6,218**	-
Other creditors	**8,322**	8,596
Accruals and deferred income	**13,385**	39,071
	113,463	105,728

17. Creditors: Amounts falling due within one year – Charity

	2025 £	2024 £
Bank loans and overdrafts (see note 19)	**13,398**	-
Trade creditors	**38,005**	33,674
Social security and other taxes	**34,135**	24,387
VAT	**6,218**	-
Other creditors	**8,320**	8,596
Accruals and deferred income	**13,385**	39,071
	113,461	105,728

18. Creditors: Amounts falling due after more than one year

	2025 £	2024 £
Bank loans (see note 19)	**1,486,602**	

19. Loans

An analysis of the maturity of loans is given below:

	2025 £	2024 £
Amounts falling due within one year on demand: Bank loans	**13,398**	-
Amounts falling between one and two years: Bank loans - 1-2 years	**24,256**	-
Amounts falling due between two and five years: Bank loans - 2-5 years	**83,636**	-
Amounts falling due in more than five years: Repayable by instalments: Bank loans more 5 yr instal	**1,378,710**	-

The charity holds a 25 year mortgage with HSBC, secured on 2-3 Pavilion Buildings, Brighton which was taken out to facilitate the purchase of 2-3 Pavilion Buildings.

Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

20. Leasing Agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

Preston Road property:

	2025 £	2024 £
Within one year	**38,000**	61,446
Between one and five years	**72,833**	72,564
	110,833	134,010

In the year ended 31 July 2022, a licensing agreement was entered into with Jubilee Library for three years, whereby a contribution is due from the licensee of 7% of the quarterly net turnover from the Jubilee Library Café Domenica stall, with a review on this contribution after the first 12 months.

In the year ended 31 July 2023, an agreement was entered into with Plus X Brighton which included a revenue share fee of 10% for the following revenue sources: building events outside of daily schedule catered for by the Licensee from its events food and beverage menus, and member meeting catering provided by the Licensee from its meeting food and beverage menus.

21. Consolidated movement in funds

	At 1/8/24 £	Net movement in funds £	Transfers between funds £	At 31/7/25 £
Unrestricted funds				
General fund	1,094,141	(238,682)	(516,000)	**339,459**
Designated building fund	-	83,757	16,000	**99,757**
Fixed Asset Reserve	-	1,000,000	500,000	**1,500,000**
Trading Subsidiary	(7,000)	7,024	-	**24**
	1,087,141	852,009	-	**1,939,240**
Restricted funds				
Training Centre	174,786	27,530	-	**202,316**
Curriculum Enrichment	10,486	(10,486)	-	**-**
Staff Training	2,214	(2,214)	-	**-**
Office Fund	9,601	(9,601)	-	**-**
Preston Road	6,150	(6,150)	-	**-**
Restricted Building Funds	-	320,000	-	**320,000**
	203,237	319,079	-	**522,316**
Total Funds	1,290,378	1,171,178	-	**2,461,556**

Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

21. Consolidated movement in funds (continued)

Net movement in funds, included in the table on page 57 are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,009,831	(2,248,513)	(238,682)
Designated building fund	98,101	(14,344)	83,757
Fixed Asset Reserve	1,000,000	-	1,000,000
Trading Subsidiary	7,024	-	7,024
	3,114,956	(2,262,857)	852,099
Restricted funds			
Training Centre	215,302	(187,772)	27,530
Curriculum Enrichment	-	(10,486)	(10,486)
Staff Training	-	(2,214)	(2,214)
Office Fund	-	(9,601)	(9,601)
Preston Road	-	(6,150)	(6,150)
Restricted Building Funds	320,000	-	320,000
	535,302	(216,223)	319,079
Total Funds	3,650,268	(2,479,080)	1,171,178

21. Consolidated movement in funds (continued)

Comparatives for movement in funds

	At 1/8/23 £	Net movement in funds £	At 31/7/24 £
Unrestricted funds			
General fund	1,217,072	(122,931)	1,094,141
Trading Subsidiary	(6,994)	(6)	(7,000)
Restricted funds			
Training Centre	82,827	91,959	174,786
Curriculum Enrichment	-	10,486	10,486
Staff Training	2,214	-	2,214
Office Fund	13,508	(3,907)	9,601
Preston Road	3,000	3,150	6,150
Laptop/Camera	763	(763)	-
	102,312	100,925	203,237
Total Funds	1,312,390	(22,012)	1,290,378

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Notes to the Financial Statements

For the year ended 31 July 2025 (continued)

21. Consolidated movement in funds (continued)

Net movement in funds, included in the table on page 59 are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,469,445	(1,592,376)	(122,931)
Trading Subsidiary	-	(6)	(6)
Restricted funds			
Training Centre	300,771	(208,812)	91,959
Curriculum Enrichment	27,258	(16,772)	10,486
Office Fund	213,302	(217,209)	(3,907)
Preston Road	15,733	(12,583)	3,150
Laptop/Camera	-	(763)	(763)
	557,064	(456,139)	100,925
Total Funds	2,026,509	(2,048,521)	(22,012)

The Training Centre Fund relates to donations received towards funding salaries.

Designated funds represent amounts attributed to a New Building Reserve.

The Fixed Asset Reserve fund holds the owned property and mortgage thereon.

Unrestricted funds represent the free funds of the group that are not designated for particular purposes.

22. Employee Benefit Obligations

The group operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

The charge to the consolidated statement of financial activities in respect of defined contribution schemes was £41,430 (2024: £39,221).

The pension costs have been allocated between the different activities based on the member of staff that the pension cost relates to and where they work in the charity. Where staff have worked on projects which have received restricted funds, a proportion of those costs which relate to the restricted projects has been allocated to the restricted cost.

23. Related Party Disclosures

Income for Day Service attendance for the daughter of the Trustee, R Monckton amounted to £9,733 (2024: £6,770). At the year end, R Monckton owed Team Domenica £983 (2024: £758) for these services. These services were charged at the same rate as other candidate users of the service.

24. Post Balance Sheet Events

In November 2025, the group opened the North Star, a training pub operated by Café Domenica. This will provide varied hospitality training for candidates and be a high profile venue to promote Team Domenica's mission. This will be followed by a move of the college from its existing venue to a purpose built city centre building in early 2026.

Donations, Trusts & Charitable Sources

- 29th May 1961 Charity
- B&Q Foundation
- Bloom Foundation
- Charlotte Marshall Charitable Trust
- Co-Women
- Considered Ask Foundation
- David Solomons Charitable Trust
- Enjoolata Foundation
- Ennismore Charitable Trust
- Ernest Kleinwort Charitable Trust
- Focus Foundation
- Fonthill Foundation
- Garfield Weston Foundation
- Hannah Rothschild Trust
- Henry Smith Foundation
- Hilton Foundation
- Hosking Charitable Trust
- Il Portico & La Palombe
- Masonic Charitable Foundation
- Medicor Foundation
- Michael Bishop Foundation
- moynitrust
- OneFamily Foundation
- Penchant Foundation
- Peter Harrison Charitable Foundation
- Rosaz Charity
- Rudy's Pizza
- Sainsbury's Foundation
- Savoy Educational Trust
- Sigrid Rausing Trust
- Sophie Jane Tyler Trust
- St. James's Place Charitable Foundation
- Sussex Community Foundation
- This.Day Foundation
- Watches of Switzerland
- Wesleyan Foundation
- WiHTL & DiR

Stanley, Team Domenica candidate, completing his qualifications in our classroom

www.teamdomenica.com
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2-3 Pavilion Buildings, Brighton, BN1 1EE
Team Domenica is a company limited by guarantee
and a charity registered in England and Wales.
Registered charity no. 1165494.
Registered company no. 9862696.

Registered with
FUNDRAISING
REGULATOR

TEAM DOMENICA

England & Wales - Charity number 1165494

Accounts

Annual Report 2024

Trustees' report
and consolidated
financial statements

Year ending
31 July 2024

Team Domenica

www.teamdomenica.com

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Year ended 31 July 2024

Trustees
R Monckton MBE
C Noel FCA (retired 7 Jan 24)
A Polizzi di Sorrentino
L Howell
J Flanagan
J Smith
N Johnson (appointed 11 Jan 24)

Company number
09862696

Charity number
1165494

Registered office and principal address
5-7 Preston Road
Brighton BN1 4QE

Auditor
Galloways Accounting
15 West Street
Brighton BN1 2RL

Banker
Metrobank, 100 Kingsway
London WC1B 5HA

OFSTED URN
149147

Emily preparing cakes at Café Domenica on Preston Road

Introduction

It has been an extraordinary year for Team Domenica – a year of new beginnings, significant milestones, and tremendous growth.

The highlight, of course, has been our first year as a Specialist Further Education College. This is a step we have long aspired to take, and I am immensely proud of the team's hard work to meet the demanding standards required. It was wonderful to see OFSTED's positive recognition of our progress, affirming the impact of our tailored programmes on the lives of our candidates.

This year has seen many successes. From the achievements of our candidates in the classroom and cafés, to the connections made through enrichment activities and work placements, our candidates continue to inspire us with their talents, determination, and humour. They remind us daily of what is possible when the right support and opportunities are in place.

There have, of course, been challenges. The cost-of-living crisis has tested our social enterprises and, after the devastation of COVID, we made the difficult choice to close our Hove Library training café. But even in difficult times, our mission to deliver exceptional training and opportunities has never faltered.

We have achieved so much this year: 60 employer partners supporting work placements, our employment rate for candidates completing their supported internships remains over 80%, and record levels of support for our candidates after they enter paid employment. With over 94% of candidates remaining in their roles for more than a year, our holistic approach is making a tangible difference.

Yet, we know that our journey is only just beginning. Demand for our services continues to grow, and with it, the need to expand and improve our facilities. Our vision to create a single, central home for Team Domenica is now taking shape, and, with the support of our community, we are determined to realise this dream within the next two years.

As we look ahead, our focus remains on ensuring the highest quality of provision and becoming a true centre of excellence for young people with learning disabilities. This ambition is made possible by the exceptional people at the heart of Team Domenica: our candidates, whose strength and character drive everything we do; our staff, who go above and beyond each day; our Trustees, who guide us with wisdom and dedication; and our partners, who share our belief in a more inclusive society.

My thanks to you all for being part of our journey. Together, we are not only changing lives but also changing perceptions – one step at a time.

"My thanks to you all for being part of our journey. Together, we are not only changing lives but also changing perceptions – one step at a time."

Rosa Monckton MBE
Founder and Chairman

TeeJay completing his employment qualification in our Training Centre

Annual Report of the Trustees

The Trustees, who are also the directors for the purposes of company law, present their Annual Report and accounts for the year ending 31 July 2024. The accounts have been prepared in accordance with the accounting policies set out in notes to the accounts, and comply with the charity's governing document, the Charities Act 2011, and 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) published in October 2019.

Structure, governance and management

The charity is a company limited by guarantee having been incorporated on 9 November 2015 (number 09862696). It is also a registered charity (number 1165494) and is governed by its Memorandum and Articles of Association dated 9 November 2015.

The Trustees, who are also the Directors for the purpose of company law and who served during the year were:

- **R Monckton MBE**
- **C Noel FCA** (retired 7 Jan 2024)
- **A Polizzi di Sorrentino**
- **L Howell**
- **J Flanagan**
- **J Smith**
- **N Johnson** (appointed 11 Jan 2024)

The charity is run by the Board of Trustees, which sets and monitors strategy and policy. The Board receives monthly financial reports as well as quarterly reports of all the activities of the charity. A minimum of three board meetings are held each year. All Trustees are encouraged to visit Brighton to familiarise themselves with the charity and the context within which it operates.

The Board of Trustees comprises a mixture of individuals from a wide range of backgrounds with extensive business expertise. The Board considers the mix of skills and experience needed to run the charity effectively and recruits new Trustees to fill any gaps. New Trustees are recommendations of the Board and elected in accordance with the Memorandum and Articles of Association of the charity.

New Trustees are involved and encouraged to attend an induction, covering:

- The responsibilities of the Senior Leadership Team (SLT)
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles and the schedule of reserved powers
- Resourcing and the current financial position, as set out in the latest published accounts
- Safeguarding
- Future plans and objectives

None of the Trustees have any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All Trustees give their time voluntarily and receive no benefits from the charity. Details of Directors' expenses and related party transactions are disclosed to the accounts in notes 10 and 21.

The Trustees are responsible for the high-level strategic development and direction of the charity. They delegate authority to deliver the strategy and day-to-day management responsibility to the SLT.

During the reporting period the Trustees determined that the SLT comprises the following:

- Lisa Campbell-Squires – Co-CEO
- Timothy Drew – Co-CEO
- Jo Gracie – Director of Fundraising and Communications (returned from maternity leave 25 Sep 2023, resigned 9 Mar 2024)
- Greg van Heeswijk – Director of Fundraising and Communications (appointed 1 Mar 2024)

The pay relating to the Senior Leadership Team is reviewed annually and normally increased in accordance with average earnings. The Trustees benchmark against pay levels in other charities of a similar size.

Team Domenica has one dormant subsidiary company, Café Domenica Limited (Company No 9807415).

Deji serving customers in one of our training cafés

What we do

At Team Domenica, we create bright futures for people with learning disabilities and autism. We provide innovative and personalised employment programmes that develop the independence, confidence, communication and work skills of our candidates – so called to reflect their readiness for paid employment.

Based in Brighton & Hove, and working across Sussex, we support over 100 young people, empowering them to achieve their full potential and thrive in society.

Our proudest achievement since opening in 2016 is that 80% of candidates have achieved paid employment through our Supported Internship Programme

94%

of candidates in paid work remain in their positions for at least one year, thanks to our ongoing support

"Team Domenica has changed my life. It's given me lots of new friends; it's given me hope. In the cafés, I've been growing my confidence with baking and making drinks on the coffee machine. I feel ready for the future and like I can do anything!"

Laoisha, Team Domenica candidate, pictured below in our classroom

Drawing from the spirit of our name, our vision and values were co-created by our candidates, their parents and carers, our partners and our staff.

OUR VISION

*Our vision is for **all** people with learning disabilities to be valued in the workplace, **to thrive in life** and feel included as members of society.*

WE VALUE

Positive relationships

We know that **friendships, mutual support and a sense of belonging** are important for everyone – be that our candidates, their families, our team, employer partners or wider community.

Growing skills

We enjoy a **variety of training and interactions that build our work and social skills.** Most importantly, we don't give up when things are hard – we just find another way.

Building confidence

We experience **increased independence and a boost in confidence** by being able to try new things and being trusted to apply our learnings.

An inclusive community

We should feel safe to be ourselves. Our collective actions shape an **inclusive environment** at Team Domenica and within the community. We celebrate differences and show that with the right support, all of us can contribute and succeed.

Feeling happy

We have **fun while learning and feel happy** to be part of Team Domenica as well as the opportunities that we create together in the workplace and beyond.

A bright future

Team Domenica is a journey towards **believing in a bright future** – one where we all have the chance to feel welcomed and lead happy, fulfilled lives.

Why we do it

There are 1.5 million people with a learning disability in the UK *(Mencap, 2024).* Just 4.7% of adults with a learning disability in England are in paid work *(NHS Digital, 2024).* Far too many are missing out on the basic right to work, along with the wider social networks, better emotional and physical health, and increased independence that employment can provide.

Employment challenges stigma

- Six in ten people have seen someone act rudely towards a person with learning disabilities, and a third admit to engaging in such behaviour themselves *(Mencap, 2021)*
- 18% of people have never spoken to someone with a learning disability, and 27% feel apprehensive about doing so for the first time *(Mencap, 2021)*
- Discrimination can often lead to 'self-stigma' in those with learning disabilities, contributing to increased psychological distress and lower quality of life *(Ali et al., 2015; Pelleboer-Gunnink et al., 2019)*

Employment can place a person in the centre of society and challenge this picture.

Employment improves wellbeing and independence

People with learning disabilities are one of society's most marginalised groups. They are seven times more likely to experience chronic loneliness and community isolation, and twice as likely to face mental health issues *(Learning Disability Today, 2019).*

It is well documented that employment can help counteract these issues by:

- Improving quality of life *(Beyer et al., 2010; Voermans et al., 2019)*
- Supporting physical and mental health *(Robertson et al., 2019)*
- Giving financial independence and enhanced social status *(Jahoda et al., 2007)*
- Allowing for social integration and opportunities for flourishing friendships *(Chadsey & Beyer, 2001)*

> *"Team Domenica have opened up a new world of possibilities for [my daughter]. Without the support of this programme, I do not believe she would have been able to access work at all. I think she would be isolated and depressed. Not only has this positively impacted on her life, but I believe it positively impacts on the lives and cultures of the settings where the young people are employed."*

Jane, parent of a Team Domenica candidate

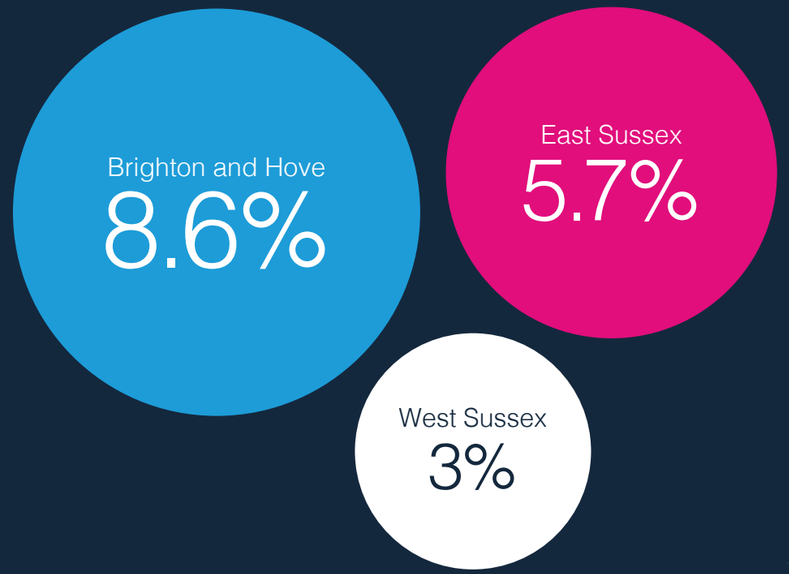
There isn't enough support out there

For people with learning disabilities, the transition to employment is hindered by insufficient support. Disabled young people face poorer educational outcomes, with a £2.1 billion shortfall in funding for specialist schools *(Think Work First, Authority of the House of Lords, 2024).*

Supported employment is considered the most effective model for ensuring success in the workforce for people with learning disabilities and autism *(Beyer & Beyer, 2017).* The government acknowledges supported internship programmes as effective in helping individuals with learning disabilities to gain employment, boost their confidence and improve their social lives, whilst also benefiting employers *(GOV.UK, 2023).*

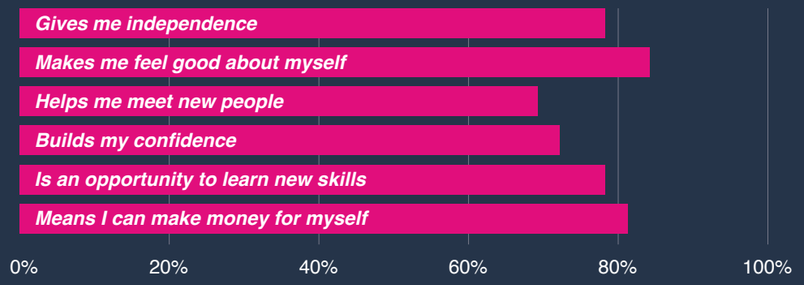
Knowing this, Team Domenica is here to change the status quo. Our programmes work, with 80% of our young people securing paid employment through our Supported Internship Programme since 2016.

Employment rates for people with a learning disability in our area (NHS Digital, 2024):



Why is getting paid work important to you?

89% of the young people we support said they want paid employment. They shared the following reasons why:



*Based on a survey of 32 candidates

June making drinks at Café Domenica in Plus X Innovation Brighton

The candidate journey

At Team Domenica, we understand that the road to success is unique to every young person and their individual journey. Our programmes are adapted to a candidate's needs and abilities, making each path to paid employment distinct. Every young person engages in education, training and mentoring, alongside wellbeing support, work experience and internships. Crucially, when a candidate secures paid work, we continue to support both the candidate and their employer, fostering long-term success.

1 2 3

Supported Employment Programme (SEP)

This is the first year in a candidate's journey towards employment. It includes: education in the classroom, training in our cafés, Relationships, Sex and Health Education, enrichment activities, work experience and 1-1 mentoring.

Supported Internship Programme (SIP)

In their second year, candidates move onto a supported internship in the workplace, whilst also finishing their accredited qualifications in the classroom. All placements are chosen based on the young person's interests, skills and ambitions, as well as the needs of our partnered employers.

Wrap Around Programme (WRAP)

When a candidate progresses into employment, we continue to offer flexible and tailored support to both the candidate and partnered employer. We are committed to sustaining meaningful employment, so we remain available for the long term.

Day Service

Our Day Service is open to any adult with learning disabilities who is over the age of 19 and wants to increase their skills, gain confidence and make connections in a supported work-based setting.

This programme develops employability skills through supported work experience and enrichment activities. Some candidates join the Day Service for a year's experience before progressing onto Team Domenica's employment programmes and paid work. For others, it is an inspiring and fun way to be at the heart of our community, build friendships and learn valuable skills.

Our objectives and impact

Team Domenica works towards six transformative objectives. At the end of every academic year, we collate information from across our programmes and survey our candidates, their parents and carers, and our employer partners. In 2024, we worked with the Tizard Centre at the University of Kent to improve our surveys and analysis. They also conducted their own independent evaluation of Team Domenica (see page 26).

Young people with learning disabilities will have improved workplace knowledge and employability skills.

- **100%** of our candidates have passed their Employability Qualifications.
- Every one of our candidates are able to demonstrate new employability behaviours and skills at home, in our training cafés, and at work.
- **98%** of our young people believe they are more skilled, and their parents and carers agree.
- Crucially, **95%** of candidates report improved communication skills – essential in both the workplace and day-to-day life.

"Team Domenica is a wonderful place to learn about the working world and to learn about getting the job of your dreams. It will change your life."

***Brandon,* Team Domenica candidate**

Figures based on survey return rate of 50-60%

Young people with learning disabilities will have increased opportunities to gain and sustain work.

- Since opening in 2016, **80%** of candidates have now achieved paid employment through our Supported Internship Programme.
- **94%** of candidates who have had the chance to work for over one year are still in employment. In fact, two thirds of candidates have stayed with the same employer for three years or more.
- **89%** of candidates feel more confident about gaining paid work.
- **85%** of candidates tell us they feel good about their future.

"If TD didn't exist I wouldn't have been able to find a job, especially not at the Theatre Royal (which I love)."

***Oskar,* Team Domenica candidate in paid work at Theatre Royal**

Figures based on survey return rate of 50-60%

Young people with learning disabilities will have increased independence, confidence and wellbeing.

- All of our candidates are showing varying degrees of increased independence in our cafés (tracked through café passports).
- Thanks to our programmes, **96%** of candidates report feeling more independent.
- **100%** of candidates say that they are happier.
- **96%** of candidates have increased confidence.

"This has been the best first year at Team Domenica. I've loved doing the work placements; they've really helped me discover my dream job role and boosted my morale and I've become more confident than I ever have been before."

First-year Team Domenica candidate

Figures based on survey return rate of 50-60%

Young people with learning disabilities will feel less isolated and better connected to their local community.

- **85%** of candidates feel less isolated.
- **100%** of candidates have made new friends.
- We are working with 19 different providers and voluntary organisations as part of our enrichment programme. This means that, when combined with their work placements, each candidate interacts with **over 25 different areas** of our community.

"I loved making friends at Team Domenica. I am now super good at cricket and I want to join a cricket club to become a better pro."

***Jared,* Team Domenica candidate**

Figures based on survey return rate of 50-60%

Partnered employers will feel more confident providing workplace opportunities to young people with learning disabilities.

- We now have 60 employer partners across Sussex.
- Before working with us, 35% of employer partners reported having confidence in hiring someone with a learning disability. After working with Team Domenica, **100%** of our partners feel confident in employing one of our candidates.
- **94%** would recommend working with Team Domenica.

"If you're apprehensive [as an employer], Team Domenica are there to help you.[…] Annie is incredible at her job; we are so pleased she is now a permanent member of the team."

***Harri,* Participation Manager at Wakehurst, Kew Gardens**

Figures based on survey return rate of 38%

Changing society's attitudes towards people with learning disabilities has always been central to our work and we have formally introduced this as a new objective.

Wider society will recognise the value of including people with learning disabilities in the workplace.

- **41%** of respondents from the Tizard Centre's community survey agreed that their perceptions of people with learning disabilities had been positively changed by Team Domenica.
- **78%** of our partners say that working with our candidates has benefitted their business.
- Informed by our work, Brighton i360 designed more accessible training.
- Pizza Pilgrims have made it a national KPI to hire more people with learning disabilities.

"Inclusive and diverse teams are more productive, they are happier, they are good for business… and [Team Domenica are]... giving the city a way of doing it."

***Sarah Springford,* CEO at Brighton Chamber of Commerce**

Figures based on survey return rate of 38%

Ella's story

Ella is a hard-working young woman, employed by Sodexo Live! at the Amex Stadium – the home of Brighton & Hove Albion. She got her job with the support of Team Domenica and has been there since 2023.

Previously, Ella lacked the confidence to fully showcase her abilities. At Team Domenica, we provided the space, time, and training she needed to believe in herself, find her voice, and thrive in the workplace.

In her first year with us, Ella completed our Supported Employment Programme. She built her confidence through our café training, class-based learning, enrichment activities and work placements. As her self-esteem grew, she began to express herself more freely, revealing her vibrant personality and making close friends.

"I felt happy to be at Team Domenica. I used to find it hard to speak to everyone, but Team Domenica helped me. I enjoyed seeing my friends and doing all the work."

Ella, Team Domenica candidate

When Ella started her internship at Sodexo Live!, she was initially nervous about meeting new staff. But, with the support of her Job Coach, Julie, she was able to apply the skills she had learned and bond with her team. Ella proved herself to be a hardworking and reliable employee, always eager to help and learn. Over time, Julie reduced her support, and, in 2023, Ella was offered a paid role. Today, she is blossoming in the workplace, taking on more responsibilities and bringing laughter to her team.

"Ella's come a long way since joining our team. Her confidence has really grown, and Julie was amazing at supporting her journey. Over a year later, Ella is such an asset to our team. She's quick to pick things up and a real pleasure to be around."

Debbie, Ella's manager at Sodexo Live!

What has happened in 2023-24

Our first year as a Specialist Further Education College

This year, we celebrated our first year as a Specialist Further Education (FE) College, a move that has enriched our training, strengthened our governance, and bolstered our financial stability.

It has pushed us to develop a more coherent curriculum for our candidates, including the introduction of baseline and monitoring assessments that check their progress against personal targets. OFSTED's positive monitoring visit in July 2024 affirmed that we are on the right path. These are their findings:

Providing tailored learning programmes that suit the individual needs of learners:

Reasonable Progress

"Leaders have developed a carefully planned curriculum which focuses effectively on helping learners with SEND move into employment."

Programmes develop independence, communication, skills and work-related goals:

Reasonable Progress

"Learners acquire relevant knowledge and useful skills which they learn in classrooms and the training cafés. Trainers help learners to understand, and remember, workplace tasks effectively. This prepares them for future work well."

Effective safeguarding:

Significant Progress

"Leaders have created a highly effective culture of safeguarding. They have acted swiftly and successfully to create, implement and embed a comprehensive range of new, age-appropriate policies and procedures which very positively contribute to keeping learners safe."

Supported Employment Programme

Training centre

In the classroom, candidates work towards employment, numeracy and literacy qualifications. They learn key skills such as money-handling, communication and customer service, which complements their training across the rest of our programmes. We also provide Relationships, Sex and Health Education (RSHE).

This year we enhanced our RSHE curriculum, which covers a range of subjects such as, Consent; LGBTQIA+; Drugs, Alcohol & Gambling; Peer Pressure, and more. When we asked candidates if RSHE help them make safer choices, **88%** felt that it did.

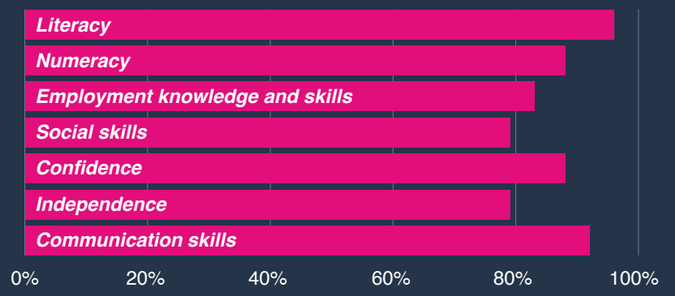
88%

of candidates felt that RSHE helped them make safer choices

We noticed a need for improved education on Online Safety and increased our provision in this area. **100%** of candidates felt this was valuable, so it will remain in our curriculum going forward.

This year, candidates spent an average of **231 hours** in the classroom. **100%** of first-year candidates passed their employment qualifications. Not only does the classroom support a candidate's learning, but it also influences their social skills.

Your time in the classroom has helped you improve which skills?



* Based on a survey of 24 candidates

Supported Employment Programme (continued)

Café Domenica

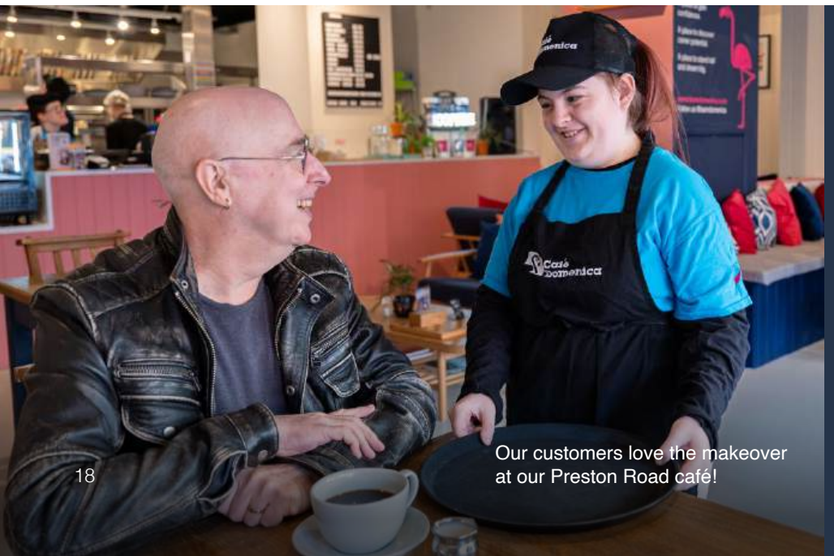
In their first year, a candidate completes over 300 hours of hands-on training within our enterprises. Our training cafés provide a supported environment where candidates can develop practical and transferable workplace skills at their own pace.

Beyond skills-building, these enterprises serve as a platform to highlight the incredible talents of our candidates, helping to challenge and change societal misconceptions about learning disabilities – something we take great pride in.

The cost-of-living crisis has touched every aspect of our work, and our cafés are no different. We have experienced rising product costs and the difficult closure of our Hove Library Café Domenica in November 2023, following the lingering effects of COVID-19. Despite this, our candidates have not experienced disruption to their training.

Our candidates also support our catering service. This year, they have delivered high-quality, homemade products to **over 60 different events**.

89% of our candidates feel that our café training is preparing them for work.



Our customers love the makeover at our Preston Road café!

Enrichment

Our enrichment programme offers a variety of activities designed to develop key employability skills such as confidence, wellbeing, resilience, and communication. Many candidates find it a valuable way to explore their passions, build friendships, and connect with the wider community.

Following a flood, our enrichment provision moved from its home in All Saints Hove, to One Church in Brighton, but that didn't stop our candidates from receiving an average of **127 hours** of enrichment activities with **19** different partners.

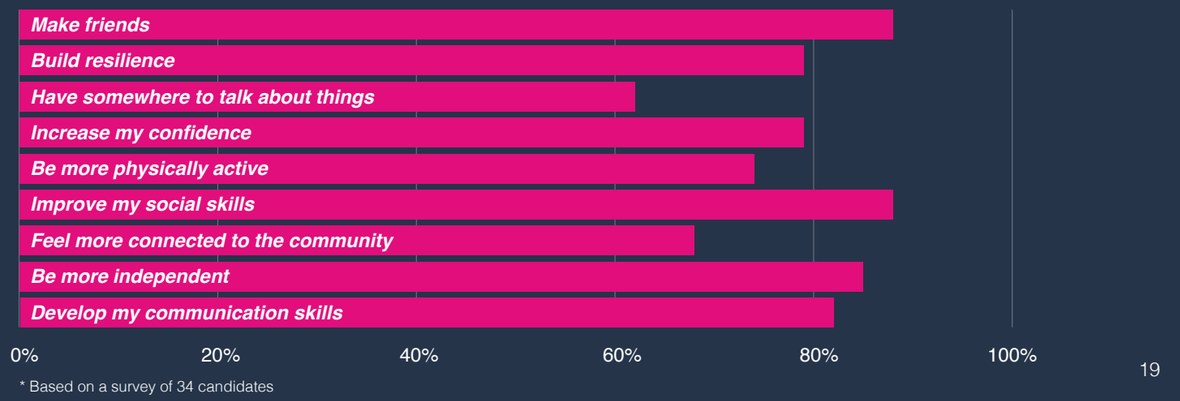
Work Experience

Supported by a mentor, candidates complete three, six-week placements with our employer partners across 12 industries. These placements allow candidates to build technical skills and gain valuable experience while exploring roles that suit their interests and abilities.

100% of our candidates feel that this work experience has helped them decide what they want to do in the future, and feel more confident about working in general.

> *"Social enterprises can combine some of the associated benefits of sheltered and open employment and expand the employment choices available to people in their local area."*
>
> ***Meltzer et al., 2018***

How has enrichment helped you?



* Based on a survey of 34 candidates

Supported Internship Programme

In their second year, candidates progress to a supported internship with one of our partnered employers. Our Employer Partnerships Manager works to understand a candidate's skills and ambitions, and finds the right employer and role for them. An experienced Job Coach provides on-site support, working closely with both the candidate and employer to ensure a positive and successful experience. We also offer employers and their teams training and advice on learning disabilities, to foster an inclusive workplace.

Meanwhile, our mentors and teachers provide ongoing wellbeing support outside the workplace, and candidates continue to work towards their accredited qualifications in the classroom. Through regular reviews and close collaboration, we dedicate significant time and effort to supporting candidates, their families, and employers every step of the way.

Our Employment Team navigated a challenging start to the year, initially struggling to secure new partnerships after a record-breaking number of internships in 2022-23. Working with such a large cohort – a legacy of the pandemic – put them on the backfoot in arranging placements for 2024. Moreover, the climate for many businesses continued to be challenging as they struggled with inflation and a stagnant economy. However, thanks to our staff's tenacity, the tide has turned. We've now expanded our network to an impressive **60 partners** across 12 diverse industries. In 2025, the fluctuations in cohort size will finally start to balance.

"I think more young people should do a supported internship because you are learning while you're working. You feel good, you feel more confident, and you have more skills. Everyone deserves a paid job so they can earn their own money, keep busy and make friends."

Issie, Team Domenica candidate

Since opening

80%

of candidates have achieved paid employment through this programme

How has your internship helped you?

* Based on a survey of 21 candidates

Wrap Around Programme

94%

of those candidates who have secured a paid role remain in employment for at least one year

Just one in four students with special educational needs remain in employment a year after their supported internship ends (FE Week, 2022).

Unlike most programmes, Team Domenica provides ongoing support to both the candidate and employer after a job offer is made. We believe that long-term contact with candidate and employer is crucial to long-term success. In the initial stages of employment, our Job Coaches continue to assist candidates at work. Our young people also receive 1-1 mentoring and access a drop-in service to stay connected with Team Domenica, ensuring we're available to address any challenges that arise. Whether it's offering guidance on appraisals, advocating for a candidate's needs, or providing additional training, we are always there to support both candidate and employer.

In 2024, **38** candidates accessed this provision in varying degrees. To manage this growth in numbers, and better support candidates in paid work, we appointed a Post-Internship Manager. This new role ensures personalised support and a strategic approach to future growth.

Across the year, over **1,200** 1-1s have been provided, with **97** in the workplace itself. Next year, this provision will expand again to support close to **50** candidates.

No other local organisation offers this level of support. Thanks to our dedication, **94%** of our candidates stay in their roles for at least a year, with **86%** remaining in paid work two years later.

"I really appreciate having Wrap Around support. It feels nice that TD doesn't just let us go. I'm confident at work but I feel more comfortable knowing there's someone to help if I have a problem."

Sam, Team Domenica candidate in paid work at Pizza Pilgrims

Day Service

Our Day Service provides work-based skills training and an enrichment programme which offers unique opportunities for adults with learning disabilities in Brighton & Hove.

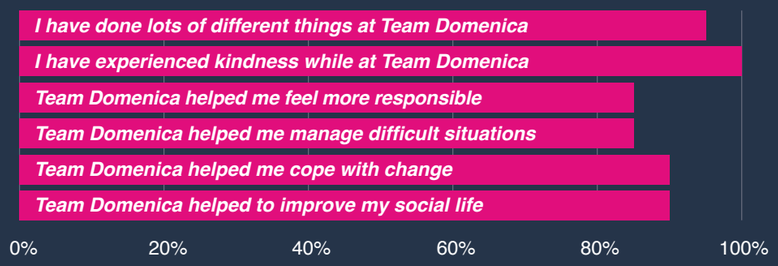
For some, the Day Service provision is a steppingstone, providing a year of experience before progressing onto our employment programmes and paid work. For others, it offers an inspiring and enjoyable way to engage with the Brighton community, build friendships, and develop valuable work skills as part of a team.

This year, our Day Service provision supported

29

people with learning disabilities

How has our Day Service provision helped you?



* Based on a survey of 20 candidates

Emily roasting delicious coffee at our roastery in Kemptown, Brighton

In the wider community

We've been visited by several education and training establishments this year, such as Treloar School and College, Orpheus Centre Trust, Hove Park School, and even Project Employ from New Zealand. We've been to seven employment fairs, as well as visiting Brighton MET and Hill Park School to speak to students about our programmes.

We were featured in the Local Skills Improvement Plan published by Future Skills Sussex and Sussex Chamber of Commerce. Our candidates also delivered training at University Hospitals Sussex and their old schools, inspiring the next generation of candidates, and showing them what they can achieve with the right support.

Employer Partner Celebration

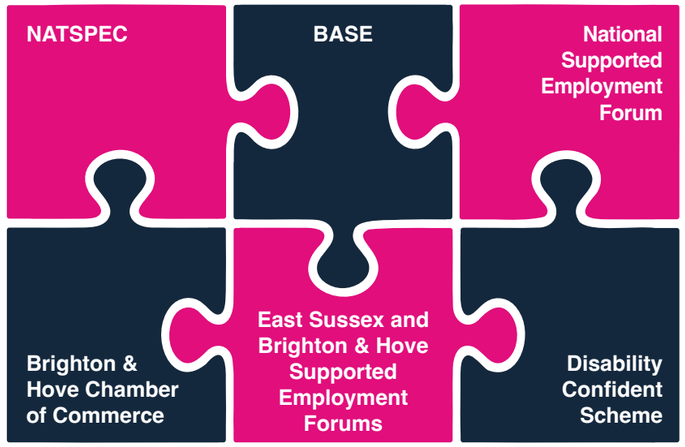
We were thrilled to hold our Employer Partner Celebration at Plus X Innovation Brighton in July 2024. The event was extremely well attended by companies from across our network. Not only was this a great way to say thank you to our partners for their commitment to our young people, but it was a wonderful opportunity to hear from them directly on how our candidates have positively influenced their businesses.

"An important benefit of our relationship with Team Domenica, and having people with learning disabilities working in our team, is the impact it has on our customers. For them to see themselves reflected in the people who are greeting them [and] for other young people who are visiting to maybe think about their future and see what may also be possible for them."

Katie, Head of Operations and HR at Brighton i360

Influencing change

We are members of:



As members of these groups, we continue to influence the worlds of learning disability, education and employment, as well as working with Local Authority partners in policy.

Senior staff at Team Domenica participated in an evaluation of supported internships commissioned by the Department for Education, and conducted by Cooper Gibson Research, with the aim of shaping future policy. Staff also contributed to a co-designed workshop with Kids Charity, looking at transition support for young people with disabilities.

Great Lengths

We saw tremendous success at our Great Lengths swim challenges in September 2023 and 2024. Our candidates, their families, staff, partners and the wider community joined together to raise over £40,000.

"Before seeing the event advertised I had never heard of Team Domenica. Now I have and I'm so glad I was able to support it by doing something I love."

Swimmer at Great Lengths 2023

Team Domenica candidates, supporters, partners and staff at various events in the Sussex community

Independent evaluation

The Tizard Centre

The Tizard Centre at the University of Kent are a leading research centre in learning disabilities and autism. This year, they not only delivered staff training on data collection and evaluation, but they completed a thorough independent evaluation of Team Domenica. They found that:

"Team Domenica is making a meaningful difference to lives of many young adults with learning disabilities and/or autism, with reported positive knock-on effects for parent carers, staff, employers and the wider local community... [We] call for more support to promote Team Domenica from partnering organisations, the local authorities and wider networks; as well as more investment in the organisation so that it can broaden its reach and scope to enable more young people to access meaningful and potentially life-changing employment opportunities."

Padden & Evans, An Independent Evaluation of Team Domenica: Final Report, 2024, p.39

Changing attitudes

In addition to creating supported employment opportunities, we work to change people's perceptions of people with learning disabilities. We want to demonstrate our candidates' talents and personalities, and to highlight the benefits of a more inclusive society.

In response to their survey, the Tizard Centre found that **41%** of respondents from the wider community agreed that their perceptions of people with learning disabilities had been positively changed by Team Domenica.

"It increases the visibility of people with learning disabilities in the local community. It has helped people see [their strengths] and that they are capable and deserving of paid work and have much to offer."

Anonymous respondent

"It has made me feel more confidence in myself than I have ever felt before and happier that I have made some new friends to chat to and associate with people who have been through the same thing as me."

Anonymous candidate

Scan to read the full report:

The big picture

Candidate Voice

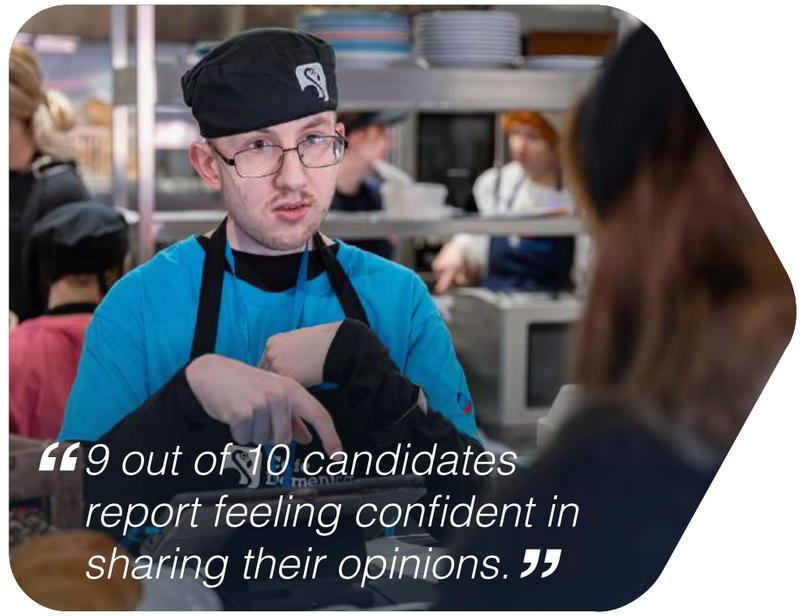
We are committed to meaningfully involving candidates in decisions that are made at Team Domenica. With the support of training from the Blagrave Trust and the Listening Fund, we have developed new approaches to involving our candidates in decision-making within the organisation.

One key initiative is involving our candidates in the recruitment process. Rather than bringing candidates into formal interviews, we take the interviewee to the classroom, where candidates can engage in the process. This approach has strengthened our recruitment practices, particularly by fostering connections between candidates and staff from day one.

We are providing Easy Read versions of key policies and reports to include and inform candidates. We give candidates the opportunity to shape what activities and social events are arranged, as well as the amount and types of support they receive.

We also create opportunities for candidates to advocate for themselves outside of Team Domenica, deliver and take part in training, or share their stories at events and with other people with learning disabilities. We ensure that candidates are included at the start of any new project or product launch.

We actively seek feedback from candidates about their programmes, and **9 out of 10** candidates report feeling confident in sharing their opinions. Additionally, **7 out of 10** candidates feel that their feedback is reflected in decisions made at Team Domenica. While this is a positive starting point, we are committed to improving this moving forward.



Senior Leadership Team

This year our founder and chair Rosa Monckton MBE was made a Baroness and joined the House of Lords. To make time for her new legislative duties, Rosa has taken a step back from her operational role at Team Domenica. She is retaining her position as Founder and Chairman, and her commitment to the work remains unshakable. Rosa will be entrusting the helm to Lisa Campbell-Squires and Timothy Drew, who have become Co-CEOs. Meanwhile, Greg van Heeswijk joins the SLT as Director of Fundraising and Communications.

Board of Governors

We have established an Education Governance Board, chaired by Ann Potterton, who brings a wealth of experience. We are already seeing significant benefits to this oversight.

Policy and regulation

Since 2022, we have introduced 16 new policies that are reshaping our culture. These guide our practice to give candidates greater agency, awareness of their rights and understanding of their progress. We have introduced a simple feedback mechanism to our website which can be utilised by candidates, staff and the public alike. We are now regulated by the Fundraising Regulator.

Communications

At the end of 2023, we launched our brand-new website with increased functionality and accessibility, which has now seen over **18,000** visitors. We are populating our website with a wealth of media – including news pieces, success stories and videos – all with our candidates at the heart.

Thank you to Hobson Charity for funding the development of this new digital tool.

Future plans

The coming two years will be about being a ‘centre of excellence’. This represents our focus on ensuring that the quality of our work is as high as it can be and moving into a new home.

Employment Team

The Employment Team will be launching our Employer Forum. We are keen for these meetings to be guided by the interests and needs of local employers, whether that be in training, sharing of information and experiences, or bringing in outside expertise.

The team will also be enhancing the training that our employers receive.

A key focus will be developing a careers guidance strategy that focuses on:

- Giving candidates more time and resources to make informed decisions about their careers.
- Providing more encounters with employers and employees via talks and workshops to enhance candidates’ knowledge of careers and industries they may not have previously considered.

To achieve these goals, we will be increasing the amount of permanent staffing resource in this team.

Wrap Around Programme

In 2025, this provision will grow to support roughly **50** young people, helping them sustain their positions, develop in their roles, and find further support from other organisations.

The guidance we offer to candidates will increasingly target sustaining employment and supporting progression, whilst retaining a level of flexibility to suit individual needs. We will consider recruiting an additional role to support the growing number of young people that complete their supported internships.

Education and training

We will establish a ‘golden thread’ across our curriculum so that a candidate’s overall learning better reflects their personal targets (outlined in their EHCPs). To complement this, we will build on our data collection and progress monitoring to ensure that candidates are co-producing meaningful targets and achieving the best outcomes possible.

Our RSHE curriculum will span a wider range of subjects across two years, including dedicated Online Safety training.

Team Domenica candidates outside our current centre on Preston Road

A new home

After several years of squeezing the best value that we can out of our main centre and other sites on the edges of the city, we have reached our capacity. We are operating at seven different locations and recognise that our facilities would benefit from improvement. Demand for our services is increasing, with a 60% rise in enquiries since 2020, but we currently have no room for growth.

Our vision is to consolidate our operation under one roof, creating a larger, prominent, more accessible space in the very centre of the city. This new premises will meet increasing needs, offer our excellent quality of training and education, and raise the profile of young people with learning disabilities in the workplace.

The ideal single facility will aim to:

- Establish a flagship, city centre café-restaurant which offers vital employment skills, breaks stereotypes, and showcases our candidates' abilities to wider society.
- Expand our classroom space and vocational training facilities, promote independence, and deliver our accredited qualifications.
- Provide a dedicated space for our employment team that will develop our network and enhance our careers guidance.
- Include calming sensory and social spaces, a hub for enrichment activities, and an events space, fostering community connections.
- Improve accessibility.
- Create a cohesive workspace for staff, with appropriate facilities, strengthening collaboration and efficiency.
- Reduce our operational costs and give us an excellent foundation for further growth and expansion.

"Our vision is to consolidate our operation under one roof, creating a larger, prominent, more accessible space in the very centre of the city."

In 2024 we commissioned a feasibility study to assess our opportunities and parameters for funding this new facility. We have also engaged a commercial property consultant to help us in our search for the perfect home. We have made excellent progress in both areas. To demonstrate our commitment to this project, the Board of Trustees have designated a significant amount of our free reserves towards acquiring and refitting the right property.

With the support of our community, we plan to move into a new home before 2027.

Financial review

The consolidated statement of financial activities is shown on page 38.

There was a total income of
£2,026,509
(2023 £1,789,748)

The group expended
£2,048,520
(2023 £1,961,557)

resulting in a deficit of
£22,011
(2023 deficit £171,809)

Income

Team Domenica raised a total of £782,996 (2023: £625,787) through fundraising activities, accounting for 39% of total income in the period.

43% of our income (£861,804) came from statutory sources (2023: 692,257), including from the Education and Skills Funding Agency (ESFA); various local authorities and DWP Access to Work funding. Additionally, £349,556 (2023: £467,477) was generated through café sales and we received £32,153 (£4,227) in interest.

Financial review

The Trustees are pleased that 2023/24 saw the organisation cut its deficit considerably whilst continuing to grow and provide high-quality services. As outlined elsewhere in this report, this year was a transitional one for Team Domenica; it was our first as a stand-alone college, which brought extra costs and risks, all of which were managed during the year and put us in a position to continue our growth in 24/25. At the year end, as well as during an OFSTED monitoring visit, we were audited by our new main funder (ESFA). The result of this showed that our investment in systems has paid off, and we are able to comply with the requirements of state education funding.

This turnaround has been achieved despite continuing cost challenges. Our position was strengthened due to a 25% increase in our fundraised income, and the increased income from expanding our Day Service to 48 weeks per annum. Finally, the financial situation of our cafés improved due to a project to improve sales and turnover. Unfortunately, due to low turnover, we had to close our Hove Library training café which supported those on our Day Service programme. By expanding Day Service to 48 weeks per year, the closure did not result in any decrease in the support we are able to provide. We also lost a contract to run the catering at St John's College, which was again absorbed without a loss of service provision.

Plans for 24/25 are for this improvement to continue, which will result in a sustainable surplus.

Reserves

Team Domenica's medium-term plans include finding a permanent home in Brighton & Hove. As part of this project, the Trustees designated £750,000 of cash reserves into a New Building reserve, which will be used to find and fit out a new building in the next 2-3 years. When doing this, they considered the necessary free reserves.

At 31 July 2024, the total funds held by Team Domenica were £1,290,378 (2023–£1,312,389) of which, £203,236 (2023 –£102,311) were restricted funds, and £750,000 were in the designated 'New Building' reserves. At the balance sheet date, the charitable group's free reserves were £337,142 (2023 £1,210,078), the decrease being due to the deficit in the year, along with the designation of funds toward a new building.

The Trustees determine the level of reserves needed by: forecasting the level of income and expenditure anticipated over the short and medium term, based on planned activities, analysing future needs, opportunities, contingencies, or risks which cannot be met out of income, including an assessment of the likelihood of those needs arising, and the potential consequences of the charity not being able to meet them.

Fundraising

The support we receive through fundraising provides a vital income source to the charity, enabling us to make a transformational difference to the lives of young people with learning disabilities. Team Domenica conducts its own fundraising activities, without the involvement of a commercial fundraiser. Team Domenica is registered with the Fundraising Regulator. It is respectful in any approach for donation, and does not place any pressure on a person or persons to donate money or property. Team Domenica has received no complaints about any fundraising activities and respects the privacy and details of donors in accordance with UK GDPR.

Public benefit

The Board has ongoing regard for the public benefit guidance published by the Charity Commission when reviewing the charity's activities and future plans. Team Domenica continues to make a significant impact in the education and work prospects of our beneficiaries. We regularly measure our impact via beneficiary surveys and employer partner feedback.

Risk management

The Trustees have a detailed Risk Register showing the significant risks to the charity. Each significant risk has been carefully considered with controls put in place to mitigate the risk and contingency plans set out. The register is reviewed and updated at each board meeting.

Trustees' responsibilities

The Trustees (who are also the Directors of Team Domenica for the purposes of company law) are responsible for preparing the Annual Report of the Trustees 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 year. 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 charitable company, and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that year. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company special provisions

The report of the Directors has been prepared taking advantage of the small companies' exemption in the Companies Act 2006.

This report was approved by the Board on 29/01/2025.

On behalf of the board:

Rosa Monckton MBE
Trustee

Team Domenica candidates on a walk in the community with our Enrichment Coordinator.

Independent Auditor's Report

to the Members and Trustees of Team Domenica

Opinion

We have audited the financial statements of Team Domenica (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 July 2024 which comprise the consolidated statement of financial activities, consolidated statement of financial position, charity statement of financial position, consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and parent charitable company's affairs as at 31 July 2024, and of the group's 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; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company 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 group and parent charitable company'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 Trustees Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Independent Auditor's Report

to the Members and Trustees of Team Domenica (continued)

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 (incorporating the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Directors' 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 set out on page 33, the Trustees (who are also the Directors of the parent charitable company 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 group and parent charitable company'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 group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and Section 151 of the Charities Act 2011 and report in accordance with those Acts.

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:

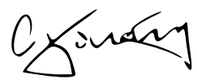
- Discussion with management, including consideration of known or suspected instances of fraud and non-compliance with laws and regulations;
- Review of minutes of Trustees' meetings for discussion of instances of fraud and non-compliance with laws and regulations;
- Review of legal expenses for evidences of fees related to non-compliance;
- Substantive testing of income, including consideration of recognition in accordance with grant conditions; and
- Review of journal entries for indicators of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: **www.frc.org.uk/library/standards-codes-policy/audit-assurance-and-ethics/auditors-responsibilities-for-the-audit**. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its Trustees 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 charitable company and the charitable company's members as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Colin Young BA FCA
(Senior Statutory Auditor)

For and behalf of Galloways Accounting

Statutory Auditor
15 West Street
Brighton
East Sussex
BN1 2RL

Date: 29/01/2025

Consolidated Statement of Financial Activities

(Including Income and Expenditure Account)
Year ended 31 July 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Income from:							
Donations and legacies	3	225,932	557,064	782,996	220,009	405,778	625,787
Charitable activities	4	1,211,360	-	1,211,360	1,159,734	-	1,159,734
Investments	5	32,153	-	32,153	4,227	-	4,227
Total income		1,469,445	557,064	2,026,509	1,383,970	405,778	1,789,748
Expenditure on:							
Raising funds	6	176,985	-	176,985	84,397	-	84,397
Charitable activities	7	1,415,396	456,139	1,871,535	1,465,002	412,158	1,877,160
Total expenditure		1,592,381	456,139	2,048,520	1,549,399	412,158	1,961,557
Net income/expenditure		(122,936)	100,925	(22,011)	(165,429)	(6,380)	(171,809)
Gross transfers between funds		-	-	-	-	-	-
Net movement in funds		(122,936)	100,925	(22,011)	(165,429)	(6,380)	(171,809)
Reconciliation of funds:							
Fund balances at 01 August 2023		1,210,078	102,311	1,312,389	1,375,507	108,691	1,484,198
Fund balances at 31 July 2024		1,087,142	203,236	1,290,378	1,210,078	102,311	1,312,389

Consolidated Statement of Financial Position

Year ended 31 July 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible fixed assets	11		91,876		94,803
			91,876		94,803
Current assets					
Stocks	13	7,358		6,971	
Debtors	14	127,542		469,135	
Cash at bank and in hand		1,169,330		860,084	
		1,304,230		1,336,190	
Creditors: Amounts falling due within one year	15	(105,728)		(118,604)	
Net current assets			1,198,502		1,217,586
Net assets			1,290,378		1,312,389
Charity funds:					
Restricted funds	17		203,236		102,311
Unrestricted funds	18		1,087,142		1,210,078
Total funds			1,290,378		1,312,389

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 29/01/2025.

Signed on behalf of the board of Trustees

Rosa Monckton MBE
Trustee

Charity Statement of Financial Position

Year ended 31 July 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible fixed assets	11		91,876		94,803
Investments	12		2		2
			91,878		94,805
Current assets					
Stocks	13	7,358		6,971	
Debtors	14	139,023		465,245	
Cash at bank and in hand		1,164,847		835,037	
		1,311,228		1,307,253	
Creditors: Amounts falling due within one year	15	(105,728)		(82,676)	
Net current assets			1,205,500		1,224,578
Net assets			1,297,378		1,319,383
Charity funds:					
Restricted funds	17		203,236		102,311
Unrestricted funds – general	18		1,094,142		1,217,072
Total funds			1,297,378		1,319,383

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 29/01/2025.

Signed on behalf of the board of Trustees

Rosa Monckton MBE
Trustee

As permitted by Section 408 of the Companies Act 2006, the Income and Expenditure Account of the parent charitable company is not presented as part of these financial statements.

Consolidated Statement of Cash Flows

Year ended 31 July 2024

	Note	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	23		308,059		231,161
Investing activities					
Purchase of property, plant and equipment		(30,966)		(23,177)	
Interest received		32,153		4,227	
Net cash (used in) / generated from investing activities			1,187		(18,950)
Net decrease/(increase) in cash and cash equivalents			309,246		212,211
Cash and cash equivalents at beginning of year			860,084		647,873
Cash and cash equivalents at end of year			1,169,330		860,084
Cash and cash equivalents consists of:					
Cash in bank and in hand			1,169,330		860,084
Cash and cash equivalents at end of year			1,169,330		860,084

Notes to the Financial Statements

Year ended 31 July 2024

1. Accounting Policies

1.1 Basis of preparation

Team Domenica is a private limited by guarantee charitable company registered in England and Wales. The registered office of the charity is 5-7 Preston Road, Brighton, East Sussex BN1 4QE. The nature of the charitable group's operations and principal activities are the provision of employment training for young people with learning disabilities and the operation of cafés to provide a training environment.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charitable group and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below.

These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Basis of consolidation

The consolidated financial statements incorporate the financial statements of the charitable company and its group undertaking. These are adjusted, where appropriate, to conform to group accounting policies. As a consolidated group statement of financial activities is published, a separate income and expenditure account for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006.

1.3 Going concern

The Trustees consider that there are no material uncertainties regarding Team Domenica's ability to continue as a going concern. Therefore, the financial statements are prepared on a going concern basis.

1.4 Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have 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 group for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from fundraising events includes monies raised from various events throughout the year. This income is included in the accounts when the charity becomes aware of its entitlement to this income.

Charitable activities

Income from service contracts is recognised when the service has taken place.

Ancillary trading income includes the income raised through the charity's café. This is considered to be primary purpose trading, as the café is staffed by Training Centre candidates and provides them with hands-on experience in many areas. The café income is generally received by cash or card and this is recognised when received.

1.6 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Expenditure on raising funds is that incurred in seeking voluntary income.

Expenditure on charitable activities includes costs incurred to operate the training programmes and the cafés, along with associated support costs.

Support costs, such as general management, governance and financial management, are allocated across the categories of charitable activities and costs of raising funds. The basis of the cost allocation is explained in the notes.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property improvements	10 years straight line
Plant and machinery	4 years straight line
Fixtures and equipment	5 years straight line
Computers	4 years straight line
Website	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Investments

Investments in subsidiaries are measured at cost less impairment.

1.9 Stocks

Stocks are consistently valued at the lower of cost and estimated selling price less costs to sell. Cost is calculated using the first-in, first out formula. Provision is made for damaged, obsolete and slow-moving stock where appropriate.

1.10 Financial instruments

Financial instruments are recognised in the statement of financial position when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

1. Accounting Policies (continued)

1.11 Employee benefits

The cost of any holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable and receivable under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the period of the lease.

1.14 Taxation

The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

The trading subsidiary is liable to corporation tax. Taxation for the year comprises current and deferred tax. Tax is recognised in the consolidated statement of financial activities. Current or deferred taxation assets and liabilities are not discounted. Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2. Critical Accounting Estimates and Judgements

In the application of the group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The group has no areas of critical accounting estimates and judgements.

3. Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Donations	214,388	557,064	771,452	614,352
Gift Aid	11,544	-	11,544	11,435
For the year ended 31 July 2024	225,932	557,064	**782,996**	625,787
For the year ended 31 July 2023	220,009	405,778		625,787

4. Charitable Activities

	Training Centre £	Café £	2024 £	2023 £
Services provided under contract	861,804	-	861,804	692,257
Ancillary trading income (café sales)	-	349,556	349,556	467,477
For the year ended 31 July 2024	861,804	349,556	**1,211,360**	1,159,734
For the year ended 31 July 2023	692,257	467,477		1,159,734

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

5. Investments

	2024 £	2023 £
Interest receivable	32,153	4,227

6. Expenditure on Raising Funds

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Fundraising and publicity				
Staging fundraising events	3,502	-	3,502	-
Advertising	8,577	-	8,577	146
Other fundraising costs	11,702	-	11,702	2,500
Staff costs	153,204	-	153,204	81,751
Total for the year ended 31 July 2024	176,985	-	**176,985**	84,397
Total for the year ended 31 July 2023	84,397	-		84,397

7. Charitable Activities

	Training Centre £	Café £	Employment Centre £	Total 2024 £	Total 2023 £
Staff costs	624,618	305,500	174,420	1,104,537	1,094,710
Advertising	1,921	1,222	1,522	4,665	6,458
Depreciation and impairment	7,303	5,381	-	12,684	8,132
Staff training	6,340	297	-	6,637	3,650
Café purchases	-	150,727	-	150,727	189,158
Enrichment	24,185	-	-	24,185	23,899
Rent and rates	-	64,997	105	65,102	82,269
Freelance support	25,950	-	-	25,950	27,379
Light and heat	-	6,049	-	6,049	2,547
Partner college fees	-	-	-	-	40,285
Repairs and renewals	267	12,805	303	13,375	14,300
Cleaning	40	15,936	-	15,976	5,405
Telephone	-	2,553	45	2,598	2,352
PPS and computer	1,096	885	114	2,095	5,802
Insurance	-	822	-	822	6,785
Travel	3,537	3,182	7,880	14,599	3,568
Awarding body fees	2,806	-	-	2,806	670
Legal and professional	454	-	-	454	-
Sundry expenses	3,994	1,942	3,192	9,129	2,588
Subscriptions	2,675	2,790	-	5,465	4,365
Bank charges	75	4,150	-	4,226	-
	705,259	579,240	187,581	**1,472,081**	1,524,323
Share of support costs (see note 8)	166,559	135,329	45,110	346,999	304,188
Share of governance costs (see note 8)	25,179	20,458	6,819	52,455	48,649
	896,997	735,027	239,510	**1,871,535**	1,877,160
Analysis by fund					
Unrestricted funds – general	457,630	718,255	239,510	1,415,396	1,465,002
Restricted funds	439,367	16,772	-	456,139	412,158
For the year ended 31 July 2024	896,997	735,027	239,510	**1,871,535**	1,877,160
For the year ended 31 July 2023	977,740	694,124	205,296		1,877,160

The support costs have been allocated to activities based on the proportion of costs and time spent on activities. The split is 48% Training centre, 39% Café and 13% Employment Centre.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

8. Support Costs

	Support costs £	Governance costs £	Total 2024 £	Total 2023 £
Staff costs	167,797	-	167,797	164,822
Depreciation and impairment	21,209	-	21,209	24,148
Marketing	7,248	-	7,248	13,169
Enrichment activities	-	-	-	470
Rent and rates	43,212	-	43,212	9,313
Insurance	7,858	-	7,858	818
Light and heat	3,249	-	3,249	196
Repairs and renewals	15,887	-	15,887	4,074
Cleaning	9,455	-	9,455	4,603
Staff training	2,691	-	2,691	2,003
Staff welfare	7,954	-	7,954	6,388
Telephone	1,654	-	1,654	1,132
PPS and computer	11,026	-	11,026	15,431
Freelance support	-	-	-	2,642
Subscriptions	3,820	-	3,820	4,778
Recruitment fees	2,689	-	2,689	3,400
Travel	947	-	947	5,468
Awarding body fees	2,150	-	2,150	1,593
Sundry costs	698	-	698	4,022
Bookkeeping	34,059	-	34,059	30,342
Accountancy	-	28,883	28,883	31,540
Legal and professional	-	23,572	23,572	19,122
Bank charges	3,395	-	3,395	3,362
	346,999	52,455	**399,454**	352,837

Governance costs includes payments of £12,000 (2023: 10,758) for audit fees, and £10,980 (2023: 13,380) for other accounting services provided by the auditor.

9. Employees and Trustees

Number of employees	2024 Number	2023 Number
The average monthly number employees during the year was:		
Direct	65	65
General	4	3
	69	68

Employment costs	2024 £	2023 £
Wages and salaries	1,275,718	1,216,512
Social security costs	110,599	91,302
Other pension costs	39,221	33,468
	1,425,538	1,341,282

There were no employees whose annual remuneration was £60,000 or more.

10. Trustee Remuneration and Benefits

No Trustees were paid remuneration (2023: £nil).

During the year, no Trustees were reimbursed expenses (2023: £nil).

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

11. Tangible Fixed Assets

Group	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Website costs £	Totals £
Cost:						
At 1 August 2023	102,373	44,983	64,608	51,234	-	263,199
Additions	4,000	7,379	3,746	8,497	7,344	30,966
Disposals	-	(43)	-	-	-	(43)
At 31 July 2024	106,373	52,319	68,354	59,731	7,344	294,122
Depreciation:						
At 1 August 2023	58,138	28,478	47,468	34,311	-	168,395
Charge for the year	10,448	4,835	7,677	8,240	2,654	33,854
Eliminated on disposal	-	(4)	-	-	-	(4)
At 31 July 2024	68,586	33,309	55,145	42,551	2,654	202,245
Net book amount:						
At 31 July 2024	37,787	19,010	13,209	17,180	4,690	91,876
At 31 July 2023	44,235	16,505	17,140	16,923	-	94,803

Charity	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Website costs £	Totals £
Cost:						
At 1 August 2023	102,373	36,921	61,510	51,234	-	252,039
Additions	4,000	7,379	3,746	8,497	7,344	30,966
Disposals	-	(43)	-	-	-	(43)
At 31 July 2024	106,373	44,257	65,256	59,731	7,344	282,962
Depreciation:						
At 1 August 2023	58,138	20,418	44,368	34,311	-	157,235
Charge for the year	10,448	4,835	7,677	8,240	2,654	33,854
Eliminated on disposal	-	(4)	-	-	-	(4)
At 31 July 2024	68,586	25,249	52,045	42,551	2,654	191,085
Net book amount:						
At 31 July 2024	37,787	19,008	13,211	17,180	4,690	91,876
At 31 July 2023	44,235	16,503	17,142	16,923	-	94,803

12. Fixed Asset Investments

Charity	Investment in subsidiary £
Cost or valuation	
At 1 August 2023 and 31 July 2024	2
Carrying amount	
At 31 July 2024	2
At 31 July 2023	2

These financial statements include the results for the charity's subsidiary, Café Domenica Limited. The financial statements of Café Domenica Limited are unaudited. The details of the subsidiary are:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held
Café Domenica Limited	5-7 Preston Road, Brighton BN1 4QE	Dormant from operation of cafés	Ordinary	100

The subsidiary ceased trading on 31 July 2023 and the operation of the cafés was transferred to Team Domenica.

13. Stocks

Group	2024 £	2023 £
Café inventories	7,358	6,971

Charity	2024 £	2023 £
Café inventories	7,358	6,971

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

14. Debtors

Group	2024 £	2023 £
Trade debtors	52,294	97,427
Prepayments and accrued income	65,748	359,366
Other debtors	9,500	12,342
	127,542	469,135

Charity	2024 £	2023 £
Trade debtors	52,294	96,379
Prepayments and accrued income	65,748	359,366
Intercompany balance	11,481	-
Other debtors	9,500	9,500
	139,023	465,245

15. Creditors: Amounts Falling Due Within One Year

Group	2024 £	2023 £
Trade creditors	33,674	19,113
Accruals and deferred income	39,879	47,414
Other creditors	818	12,042
Other taxation and social security	31,357	40,035
	105,728	118,604

Charity	2024 £	2023 £
Trade creditors	33,674	8,488
Other creditors	818	7,971
Other taxation and social security	31,357	20,963
	105,728	82,676

16. Retirement Benefit Schemes

Defined contribution schemes

The group operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

The charge to the consolidated statement of financial activities in respect of defined contribution schemes was £39,221 (2023: £33,468).

The pension costs have been allocated between the different activities based on the member of staff that the pension cost relates to and where they work in the charity. Where staff have worked on projects which have received restricted funds, a proportion of those costs which relate to the restricted projects has been allocated to the restricted cost.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

17. Restricted Funds

Group and charity

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2024 £
Training Centre	82,827	300,771	(208,812)	-	174,786
Staff Parties	-	-	-	-	-
Curriculum Enrichment	-	27,258	(16,772)	-	10,486
Staff Training	2,214	-	-	-	2,214
Café Running Costs	-	-	-	-	-
Laptop/Camera	763	-	(763)	-	-
Office	13,508	213,302	(217,209)	-	9,601
Preston Road	3,000	15,733	(12,583)	-	6,150
	102,311	557,064	(456,139)	-	203,236

The Training Centre Fund relates to donations received towards funding salaries.

The Staff Parties Fund includes a donation given to contribute towards a summer party and Christmas party for staff.

The Curriculum Enrichment Fund includes a donation to cover the costs associated with the charity's enrichment delivery, provider and hire fees.

The Staff Training fund relates to income for the training of staff.

The Café Running Costs fund relates to a grant to assist with café running costs.

The Laptop/Camera Fund relates to a donation provided for the purpose of a purchase of a laptop & camera.

The Office Fund relates to a grant received for new office costs.

The Preston Road Fund relates to a donation towards the purchasing of new equipment for Café Domenica.

18. Unrestricted Funds

Group	Movement in funds				
	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2024 £
Unrestricted reserve	1,210,078	1,469,445	(1,592,381)	(750,000)	337,142
Designated funds	-		-	750,000	750,000
	1,210,078	1,469,445	(1,592,381)	-	1,087,142

Charity	Movement in funds				
	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2024 £
Unrestricted reserve	1,217,072	1,469,445	(1,592,375)	(750,000)	344,142
Designated funds	-		-	750,000	750,000
	1,217,072	1,469,445	(1,592,375)	-	1,094,142

Unrestricted funds represent the free funds of the group that are not designated for particular purposes.

Designated funds represent amounts attributed to a New Building Reserve.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

19. Analysis of Net Assets Between Funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2024 are represented by:			
Property, plant and equipment	91,876	-	91,876
Current assets/liabilities	995,266	203,236	1,198,502
Total Net Assets	1,087,142	203,236	1,290,378

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2024 are represented by:			
Property, plant and equipment	91,876	-	91,876
Investments	2	-	2
Current assets/liabilities	1,002,264	203,236	1,205,500
Total Net Assets	1,094,142	203,236	1,297,378

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2023 are represented by:			
Property, plant and equipment	94,803	-	94,803
Current assets/liabilities	1,115,275	102,311	1,217,586
Total Net Assets	1,210,078	102,311	1,312,389

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2023 are represented by:			
Property, plant and equipment	94,803	-	94,803
Investments	2	-	2
Current assets/liabilities	1,122,267	102,311	1,224,578
Total Net Assets	1,217,072	102,311	1,319,383

20. Operating Lease Commitments

	Land and buildings 2024 £	Other operating leases 2024 £	Land and buildings 2023 £	Other operating leases 2023 £
Future minimum lease payments for non-cancellable operating leases payable in:				
Less than one year	61,446	-	69,100	-
Between one and five years	72,564	-	134,010	-
Over five years	-	-	-	-
	134,010	-	203,110	-

In the year ended 31 July 2022, a licensing agreement was entered into with Jubilee Library for three years, whereby a contribution is due from the licensee of 7% of the quarterly net turnover from the Jubilee Library Café Domenica stall, with a review on this contribution after the first 12 months.

In the year ended 31 July 2023, an agreement was entered into with Plus X Brighton which included a revenue share fee of 10% for the following revenue sources: building events outside of daily schedule catered for by the licensee from its events food and beverage menus, and member meeting catering provided by the licensee from its meeting food and beverage menus.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

21. Related Party Transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2024 £	2023 £
Aggregate compensation	194,509	128,440

During the year, donations receivable from the trustee, A Polizzi di Sorrentino, amounted to £nil (2023: A Polizzi di Sorrentino, trustee, £220) and from key management personnel, J Cook amounted to £33 (2023: J Cook, £132). Income for Day Service attendance for the daughter of the trustee, R Monckton amounted to £6,770 (2023: £4,149). At the year end, R Monckton owed Team Domenica £758 (2023: £292) for these services. These services were charged at the same rate as other candidate users of the service.

22. Limited by Guarantee

The charitable company is limited by guarantee and does not have share capital. It is incorporated in England and Wales.

In the event of the charitable company being wound up, each member has undertaken to contribute to the assets of the charitable company such amounts as may be required not exceeding £1.

The number of members at 31 July 2024 was 6 (2023: 6).

23. Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2024 £	2023 £
Net income for the year	(22,011)	(171,809)
Adjustments for:		
Investment income recognised in statement of financial activities	(32,153)	(4,227)
Depreciation and impairment of property, plant and equipment	33,854	32,284
Loss on disposal	39	-
Movements in working capital:		
Decrease in trade and other receivables	341,593	331,469
(Increase) in stocks	(387)	3,640
(Decrease) in trade and other payables	(12,876)	39,804
Net cash flow from operations	308,059	231,161

24. Analysis of Changes in Net Funds

	At 1 August 2023 £	Cash flow £	At 31 July 2024 £
Net cash			
Cash at bank and in hand	860,084	309,246	1,169,330
	860,084	309,246	1,169,330

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

25. Donations, Trusts and Charitable Sources

- 29th May 1961 Charitable Trust
- Albert Gubay Charitable Foundation
- Baily Thomas Charitable Fund
- Blagrave Trust
- Bryan Guinness Charitable Trust
- Charles Plater Trust
- Charlotte Marshall Charitable Trust
- Considered Ask Foundation
- Co-op Community Fund
- Chapman Charitable Trust
- Cow Corner Ltd
- David Family Foundation
- Drapers' Charitable Fund
- Enjoolata Foundation
- Ennismore Charitable Trust
- Ernest Kleinwort Charitable Trust
- Focus Foundation
- Fonthill Foundation
- Garfield Weston Foundation
- Gosling Foundation
- Hedley Foundation
- Henry Smith Charity
- Hobson Charity
- Ian Askew Charitable Trust
- Hosking Charitable Trust
- Waitrose Hove Community Matters
- MariaMarina Foundation
- Masonic Charitable Trust
- Monday Charitable Trust
- Morrisons Foundation
- National Lottery Community Fund
- OneFamily Foundation
- Rosaz Charity
- Rothschild Family Trust
- Savoy Educational Trust
- Screwfix Foundation
- Sir Jules Thorn Trust
- S.H.E.D.
- Sophie Jane Tyler Trust
- Southover Manor Trust
- St James's Place Foundation
- Sussex Community Foundation
- The de Laszlo Foundation
- Trusthouse Foundation
- W. O. Street Charitable Foundation

Gemma in our training café on Preston Road

www.teamdomenica.com
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5-7 Preston Road, Brighton, BN1 4QE

Team Domenica is a company limited by guarantee and a charity registered in England and Wales. Registered charity no: 1165494. Registered company no: 09862696

Registered with FUNDRAISING REGULATOR

Team Domenica

TEAM DOMENICA

England & Wales - Charity number 1165494

Accounts

Annual Report 2023

Trustees' report
and consolidated
financial statements

Year ending
31 July 2023

www.teamdomenica.com

Team Domenica

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Legal and administrative information
Year ended 31 July 2023

Trustees
Baroness Monckton
C Noel FCA (resigned 7 Jan 2024)
A Polizzi di Sorrentino
L Howell
J Flanagan
J Smith (Appointed 15 November 2022)
N Johnson (appointed 11 Jan 2024)

Company number
09862696

Charity number
1165494

Registered office and principal address
5-7 Preston Road
Brighton BN1 4QE

Auditor
Galloways Accounting
Atlas Chambers, 33 West Street,
Brighton BN1 2RE

Banker
Metrobank
1 Southampton Row
London WC1B 5HA

Introduction

It has been another year of growth and opportunity, balanced by the inevitable challenges associated with nationwide changes resulting from the COVID-19 pandemic. Inflation has impacted the day-to-day costs in our cafés, and the trend for working from home means that we have seen reduced footfall. We have therefore developed our external catering business, which means lower costs, and new work experience opportunities for our candidates. This has got off to a terrific start.

After six years we decided that the time was right to become a Specialist Further Education College, recognised by the Department of Education. After an inspection visit in March, we were notified in May that we had successfully completed the final stage of the due diligence process. This is an exciting moment for us, and is testament to all the work that Lisa Campbell-Squires, our Programme and Strategy Director and her team, have done to bring us to this point. It will also mean a significant increase in running costs, as new core staffing positions will be needed to comply with the statutory legislation.

I am delighted to welcome Tim Drew to the team as Chief Operating Officer. Tim has a wealth of experience in the charitable sector and is bringing much needed rigour, as well as putting new systems in place to ensure that we operate as efficiently as possible.

Our Supported Internship Programme is successful and expanding, therefore we have recruited new employer partners and Job Coaches to ensure that we give our candidates the best chance of getting into paid work. We have also broadened our range of employer partners beyond the hospitality industry to better reflect the needs of our candidates.

Some of our candidates are still struggling with changes to the work environment, and a few have ongoing mental health problems as a result of the COVID-19 lockdowns. This means that the growing number of candidates in paid employment need our exclusive Wrap Around Programme more than ever before. This regular check-in on candidates and employers is crucial to job retention.

We also recognise that our candidates need to have fun, and have organised more social events for them, including very popular discos in our Preston Road café. These events, including various outdoor activities, aim to combat the isolation that is so often felt by people with learning disabilities, and which was exacerbated by lockdowns.

We were delighted to be invited to be keynote speakers at the Times Educational Supplement (Tes) SEND Show in London this year. Listening to Lisa's presentation made me realise and appreciate quite how far we have come in six years.

But, as ever, there is much more to do, and many more families and people who need our help. In the year ahead we will be preparing a strategic plan to map out the way forward.

I am enormously grateful to our Board of Trustees for all their expertise and support, to every single member of staff for their endless dedication, and – of course – to our candidates, without whom our lives would be much the poorer.

Rosa Monckton

Baroness Monckton
Founder and Chair

Annual Report of the Trustees

The Trustees, who are also the directors for the purposes of company law, present their Annual Report and accounts for the year ending 31 July 2023. The accounts have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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) published in October 2019.

Structure, governance and management

The charity is a company limited by guarantee having been incorporated on 9 November 2015. It is also a registered charity (number 1165494) and is governed by its Memorandum and Articles of Association dated 9 November 2015.

The Trustees – who are also the directors for the purpose of company law – who served during the year, and since year-end:

– **Baroness Monckton**
– **C Noel FCA** (resigned 7 Jan 2024)
– **A Polizzi di Sorrentino**
– **L Howell**
– **J Flanagan**
– **J Smith** (appointed 15 Nov 2022)
– **N Johnson** (appointed 11 Jan 2024)

The charity is run by the board of Trustees, which sets and monitors strategy and policy. The board receives monthly financial reports as well as quarterly reports of all the activities of the charity. A minimum of three board meetings are held each year. All Trustees are encouraged to visit the charity to familiarise themselves with its work and the context within which it operates.

The board of Trustees comprises a mixture of individuals from a wide range of backgrounds with extensive business expertise. The board considers the mix of skills and experience needed to run the charity effectively and will recruit new Trustees to fill any gaps. New Trustees are recommendations of the board and elected in accordance with the Memorandum and Articles of Association of the charity.

Additionally, new Trustees are involved and encouraged to attend an induction to familiarise themselves with the charity and the context within which it operates, covering:

- The responsibilities of the Senior Leadership Team (SLT)
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Safeguarding
- Future plans and objectives

None of the Trustees have any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All Trustees give their time voluntarily and receive no benefits from the charity. Details of directors' expenses and related party transactions are disclosed to the accounts in notes 10 and 21.

The Trustees are responsible for the high-level strategic development and direction of the charity. They delegate authority to deliver the strategy and day-to-day management responsibility to the key Senior Leadership Team (SLT).

During the reporting period the Trustees determined that the SLT comprises the Programme & Strategy Director – Lisa Campbell-Squires, and Chief Operating Officer Timothy Drew. Executive Director, Jo Gracie, was on maternity leave throughout the reporting period.

The pay relating to the Senior Leadership Team is reviewed annually and normally increased in accordance with average earnings. The Trustees benchmark against pay levels in other charities of a similar size.

During the reporting period we were in partnership with a specialist SEN provider, St John's College and School, who provide valuable expertise and support to our operation. After the reporting period, the charity registered with the Department for Education as a stand-alone specialist SEN provider.

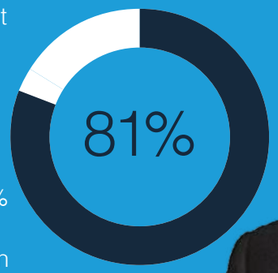
Café Domenica Ltd is the charity's sole subsidiary company.

What we do

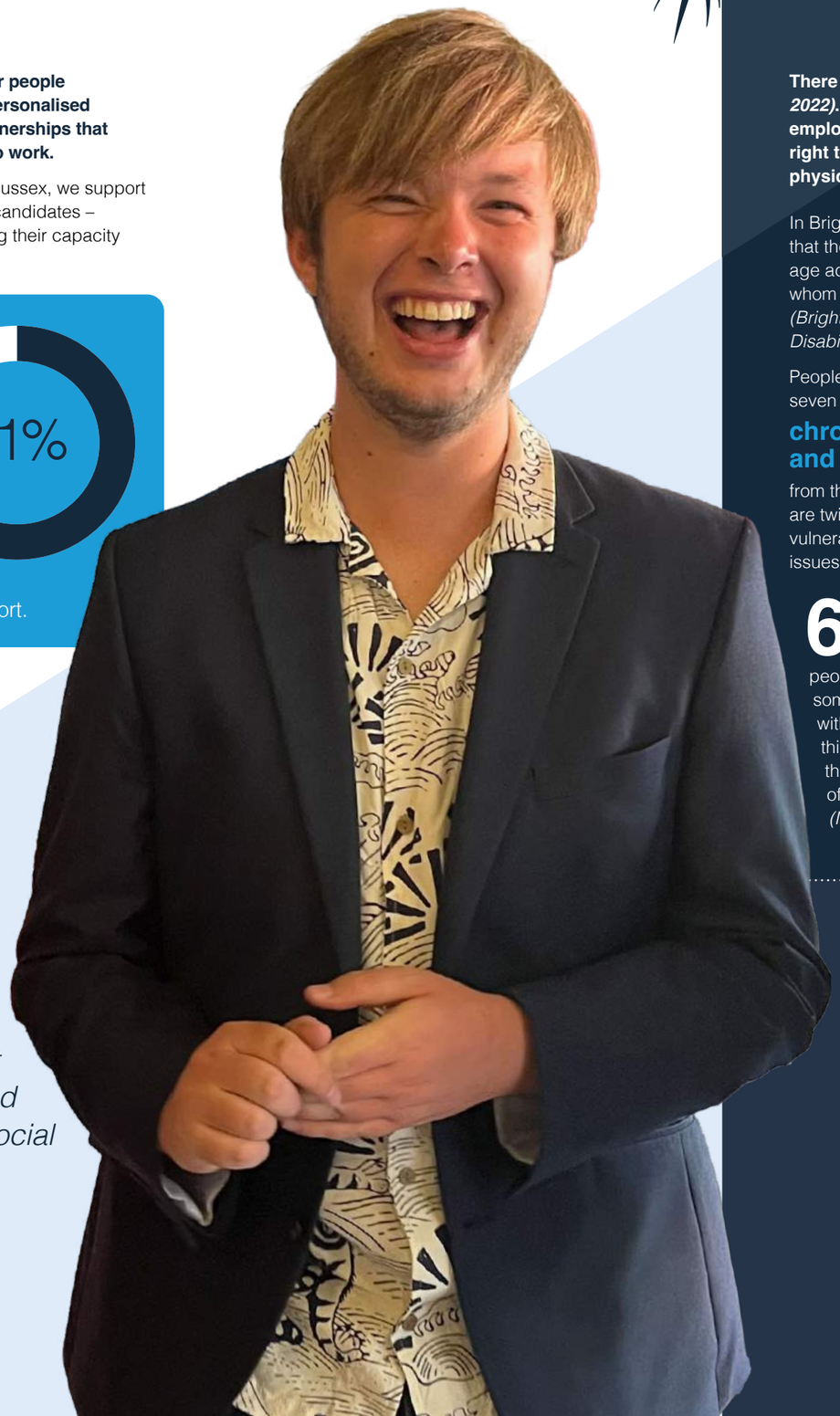
At Team Domenica, we create bright futures for people with learning disabilities through education, personalised employment programmes and community partnerships that increase independence and create pathways to work.

Based in Brighton & Hove, and working across Sussex, we support 90 young people with learning disabilities – our candidates – preparing them for the workplace and developing their capacity to lead happy, fulfilled lives.

Our proudest achievement since opening in 2016 is that 81% of candidates have now achieved paid employment through our Supported Internship Programme, and over 95% of candidates who have secured a paid role remain in employment for at least one year, thanks to our ongoing support.



This success is the result of the dedication and hard work of our young people, our rich and varied programmes, our transformative partnerships; and, of course, our keystone: the inspiring team who support our candidates in their journeys.



"Team Domenica has offered many opportunities to me which I may have not got otherwise, but at the end of the day it boils down to social interaction and confidence building in enrichment and the classroom."

***Jacob,* Team Domenica candidate**

Why we do it

There are 1.5 million people with a learning disability in the UK *(Mencap 2022).* Just 5.1% of adults with a learning disability in England are in paid employment *(NHS Digital, 2021).* Far too many are missing out on the basic right to work, as well as the wider social networks, better emotional and physical health, and increased independence that employment can provide.

In Brighton & Hove, it is estimated that there are around 5,000 working age adults with a learning disability, of whom just 8.8% are in paid employment *(Brighton & Hove Adult Learning Disability Strategy 2021-2026).*

People with learning disabilities are seven times more likely to suffer from **chronic loneliness and isolation** from their community. They are twice as likely to be vulnerable to mental health issues *(Learning Disability Today, 2019).*

6 in 10 people witnessed someone being rude to a person with learning disabilities and a third of people admitted that they themselves have engaged in offensive or disrespectful behaviour *(Mencap, 2021).*

18% of people say they have never spoken to someone with a learning disability and

27% agree they would feel apprehensive about talking to someone with a learning disability for the first time *(Learning Disability Today, 2021).*

Unemployment compounds the isolation and vulnerability of those with a learning disability, but for most, gaining any kind of work experience without assistance is near-impossible.

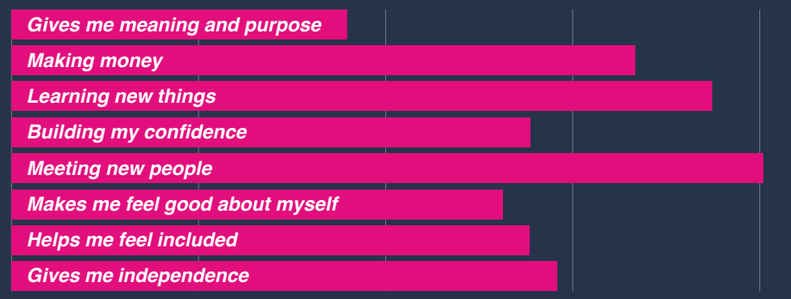
These challenges have only been exacerbated by the pandemic, which has disproportionately affected people with learning disabilities *(ONS, 2021)* who feel they are being left behind by national and local strategies *(Learning Disability Today, 2022).*

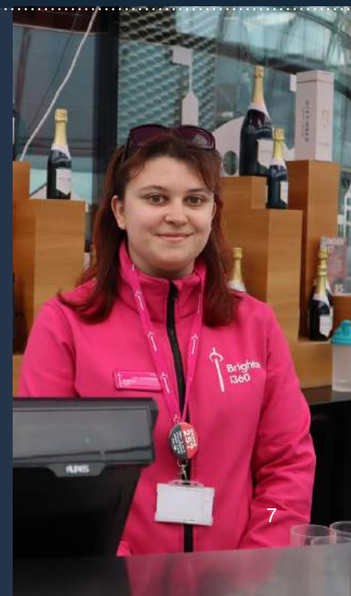
"If you are fortunate enough to be given the opportunity for a young adult in your care to be part of this wonderful organisation, seize it. They will thrive and you will see them so happy. Their confidence grows so quickly, as they achieve something new every day because they are given so many opportunities to try new things. It is a totally inclusive environment which extends to the whole family. You wont look back!"

***Paula,* parent of a Team Domenica candidate**

Why is getting paid work important to you?

89% of the young people we support said they want paid employment. When asked why, these are the reasons they gave:





Our vision and values

After seven years of work in our growing community, we have established ourselves as a leading provider of support and employment opportunities for people with learning disabilities in Sussex. We felt that the time had come to revisit our vision and values. Drawing on the spirit of our name, we knew that teamwork would be key to uncovering our lived values.

Beginning with our candidates, we then approached all of our beneficiaries, partners and staff to find out what they considered our values to be based on their experiences. After several exercises we are delighted to say that our revised vision and values are…

VISION

Our vision is for all people with learning disabilities to be valued in the workplace, to thrive in life and feel included as members of society.

HOW WE GET THERE

We create bright futures for people with learning disabilities through education, personalised employment programmes and community partnerships that increase independence and create pathways to work.

Our organisational values are the common threads that everyone involved with Team Domenica experiences day-to-day. They are also our strengths, helping us to fulfil transformative objectives *(see pages 10-11).*

WE VALUE

Positive relationships

We know that friendships, mutual support and a sense of belonging are important for everyone, be that our candidates, their families, our team, employer partners or wider community.

Building confidence

We experience increased independence and a boost in confidence by being able to try new things and being trusted to apply our learnings.

Feeling happy

We have fun while learning and feel happy to be part of Team Domenica as well as the opportunities that we create together in the workplace and beyond.

Growing skills

We enjoy a variety of training and interactions that build our work and social skills. Most importantly, we don't give up when things are hard – we just find another way.

An inclusive community

We should feel safe to be ourselves. Our collective actions shape an inclusive environment at Team Domenica and within the community. We celebrate differences and show that, with the right support, all of us can contribute and succeed.

A bright future

Team Domenica is a journey towards a bright future, where we all have the chance to feel welcomed and lead happy, fulfilled lives.

The candidate journey

In life, the path to reaching your potential is rarely a straight line from A to B. At Team Domenica, we view every young person's journey as unique to them, shaping and reshaping our programmes around their needs and ability. As a result, it's not always easy to define a standard journey to paid employment, but universally, all candidates travel through extensive and tailored programmes of education, training and mentoring; wellbeing support, work experience, and internships. When they find paid work, both candidate and employer receive ongoing support from our team, ensuring long-term success.

Supported Employment Programme (SEP)

This is the first year in a candidate's journey towards employment and includes: education in the classroom, training in our cafés, Relationships, Sex and Health Education (RSHE), enrichment activities and work experience.

Supported Internship Programme (SIP)

This is the second stage of a young person's journey with us. Candidates move onto a supported internship in the workplace of their choosing with a view to gaining paid work with one of our partnered employers.

Wrap Around Programme (WAP)

When a candidate progresses into employment, we continue to offer tailored support to both the candidate and partnered employer. We are committed to sustaining meaningful employment and remain available for the long term.

Day Service

Our Day Service is open to any person with learning disabilities who is over the age of 19 and wants to increase their skills, gain confidence and make connections in a supported work-based setting. The programme develops employability skills through supported work experience and enrichment activities. Some candidates join our Day Service for a year's experience before progressing onto Team Domenica's employment programmes and paid work. For others, it is an inspiring and fun way to be at the heart of our community, building friendships and learning valuable skills.

Our objectives and impact

Team Domenica works towards five transformative objectives. At the end of our academic year, we collate information from across our programmes and survey our candidates, their families, and our employer partners. We combine all of this information, and measure our success against our objectives, to see the impact we are having within our whole community.

OBJECTIVES

Young people with learning disabilities will have improved workplace knowledge and employability skills.

IMPACT

- 100% of our candidates have passed their Employment Qualifications.
- Every one of our candidates is demonstrating new employability behaviours and skills, tracked in their café passports.
- 95% of candidates believe they are more skilled, and their parents and carers agree.

"I felt shy and nervous when I joined Team Domenica, but now I feel much more confident. I have really liked making coffees with the mentors and doing the lessons in class. I'm happy I passed my first aid certificate."

***Jolie,* Team Domenica candidate in paid work at The Queens Hotel Brighton**

Young people with learning disabilities will have increased opportunities to gain and sustain work.

- Since opening in 2016, 81% of candidates have now achieved paid employment through our Supported Internship Programme.
- 95% of candidates who have had the chance to work for over one year are still in employment. In fact, two thirds of candidates have stayed with the same employer for three years or more.
- 92% of candidates feel more confident about gaining paid work and 89% of those in work feel that their job is right for them.
- 91% of candidates feel good about their future.

"Having a paid job feels really rewarding. I get a lot out of being in work, I feel like I have potential."

***Sam,* Team Domenica candidate in paid work at Pizza Pilgrims**

Partnered employers will feel more confident in providing work experience, supported internships and paid employment to young people with learning disabilities.

- We have over 50 employer partners across Sussex.
- 94% of our employer partners say they now feel confident in employing a person with a learning disability – with 67% showing low levels of confidence prior to working with Team Domenica.*
- 100% of employer partners felt having a candidate had benefited their business.*
- 88% are interested in taking on more young people with learning disabilities and 100% would recommend working with us.

"Kieren brings to the workplace that energy and drive to want to do really well, which I feel he is naturally bringing to the rest of the team."

***Ollie,* Kieren's Manager at Premier Inn**

*based on a survey return rate of 32%

Young people with learning disabilities will have increased independence, confidence and wellbeing.

- All of our candidates are showing varying degrees of increased independence in our cafés (tracked through café passports).
- 98% of candidates feel more independent.
- 92% of candidates say that they are happier.
- 98% of candidates say they felt more confident.

"I've achieved lots of things in my first year at Team Domenica. I've improved my timekeeping, completed three work placements and done lots of work in class. I'm much better at trying to do stuff on my own now too. It feels really good and I see myself as much more independent."

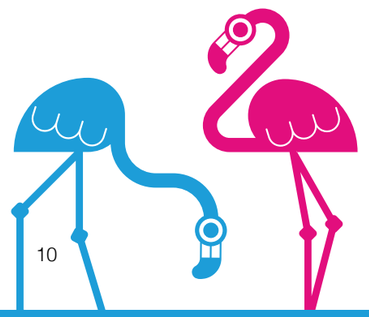
***Lillie,* Team Domenica candidate during work experience at Hobby Craft**

Young people with learning disabilities will feel less isolated and better connected to their local community.

- 86% of candidates feel less isolated.
- 98% of candidates have made friends.
- We are working with 15 different providers and voluntary organisations as part of our enrichment programme. This means that, when combined with their work experiences, one candidate interacts with over 20 different segments of our community.

"Having a paid job makes me happy and feel like everyone else."

***Florence,* Team Domenica Day Service candidate**



Challenges in 2022-23

The backdrop of this year can be characterised by the lasting echoes of COVID-19 and the cost of living crisis which has surreptitiously been undermining recovery from the pandemic. The effects of these two forces have been significant; on our candidates, our organisation, our staff, our employer partners, and the wider setting of education and statutory support for people with learning disabilities.

For our alumni already in paid work, some have continued to struggle with mental health issues instigated by the pandemic. Some have been challenged by the new ways of working, particularly in the ever-squeezed hospitality industry.

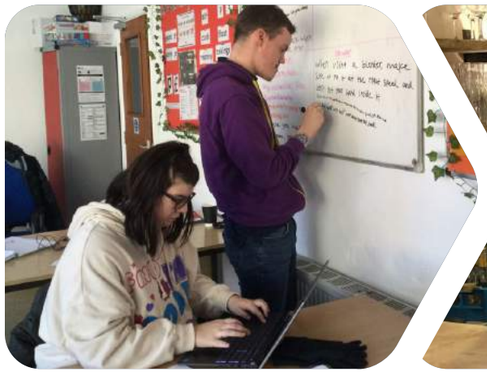
Our Wrap Around and Day Service Programmes have supported these candidates, helping them to stay connected to their community, feel valued and look for new employment opportunities where they want it.

For a few candidates looking to find paid work in a threatening economic climate, the rug has been pulled from under their feet. Whilst there is a UK-wide labour shortage, we are finding that there is also some trepidation around offering paid positions. Where a year ago, a job might have been easily guaranteed, financial positions have quickly changed thanks to inflation, and that job no longer exists.

This trend has meant that our Employment Team has been faced with the most challenging year they've ever had. Not only have they had these external pressures, but the number of candidates seeking paid work more than doubled in size (20 vs 9 last year) after COVID-19 caused a whole year group to repeat their first year.

The team worked relentlessly to find all of these candidates suitable internships that would result in paid work. It wasn't easy, but by the end of the year all 20 candidates completed their internships and 15 have been offered paid work (at time of writing). They won't stop there and are working to get the rest into employment.

Finally, our cafés continue to struggle in this threatening climate as consumer confidence remains low in the areas that we operate. We have been taking measures to increase profitability and popularity, whist remembering that they are training facilities first and foremost.



What has happened in 2022-23

Becoming a Specialist Further Education College

Our most significant development this year has been our move to becoming an Specialist Further Education College – an independent education provider in our own right.

This move has required a great deal of effort and new resources, to both manage the process and begin the initiatives that demonstrate our suitability. Following an inspection visit from the Department for Education, Team Domenica has successfully completed the final stage of the Education and Skills Funding Agency (ESFA) HNS Special Post-16 Institutions Due Diligence process.

From September 2023, Team Domenica is operating as an independent Specialist Further Education College.

Team Domenica's education provision will be inspected by Ofsted under the Education and Inspection Framework.

This transition has encouraged us to re-evaluate the importance of our culture being at the heart of what we do, resulting in a large piece of stakeholder engagement to update our vision and values.

After identifying areas for improvement, we have carefully reworked and introduced a number of new policies and procedures that better reflect our culture and values. These have all been written to suit the focus of our work, putting the young adults we support at the centre.

We have recognised skills gaps in our organisation and our structure, investing heavily to bring in more experience and expertise into Team Domenica. This will allow us to do our best work and make the greatest impact in our community.

Team Domenica is operating as an independent Specialist Further Education College.

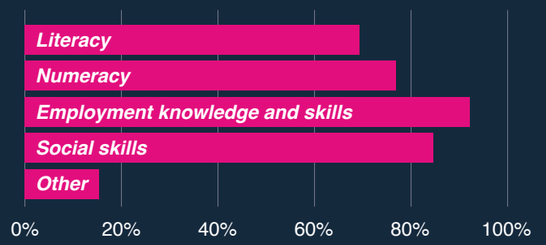
Supported Employment Programme

Training centre

Candidates spend one day a week in the classroom working towards their employment, numeracy and literacy qualifications. They learn key skills such as money-handling, communication, and customer service which complements their training across the rest of our programmes.

This year candidates spent 190 hours in the classroom and 100% of first year candidates passed their employment qualifications. Not only does the classroom support a candidate's learning, but it also improves their social skills.

How have your lessons in the classroom helped you?



Café Domenica

A first year candidate completes over 400 hours of training in our enterprises. Our training cafés and coffee roastery are where candidates have the space, time and support to gain practical and transferable workplace skills. Not only that, but these training enterprises also showcase our candidates' talents, challenging society's misconceptions about learning disabilities – something we feel very proud of.

We are always on the look out for new learning and business opportunities that demonstrate the ability of people with learning disabilities, and we have been expanding our catering business. This year, our catering arm delivered over 100 functions or events.

95% of our candidates feel that this training is preparing them for work.

Supported Employment Programme

Enrichment

Our enrichment programme utilises team-based activities to build a candidate's softer employability skills such as confidence, wellbeing, resilience and communication. Many candidates find enrichment useful in exploring their passions and building friendships. It's also a great way for them to connect to their wider community.

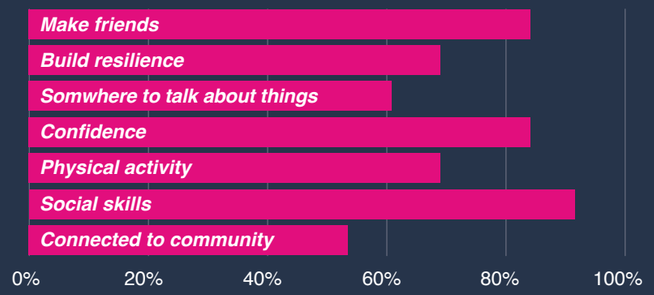
In 2022, our enrichment provision moved into its own dedicated space at All Saints Hove. We introduced a host of new activities, such as pottery and martial arts. Our candidates have been able to get outside, spending a day at Blackland Farm and have even helping with plans for our own functioning allotment.

Work experience

With the support of a mentor, candidates participate in three, seven-week placements with our employer partners, based across different industries. This helps candidates to develop their technical abilities and experience, whilst also discovering what roles are right for them.

92% of our candidates feel that their work experience helped them decide what they wanted to do in the future.

How has enrichment helped you?



Supported Internship Programme

Candidates build on their learning from year one through a supported internship with one of our partnered employers.

Our Employer Partnerships Manager works to understand a candidate's interests and ambitions, to help find the right employer and role for them. Each young person is supported by an experienced and dedicated Job Coach who works on-site with both the candidate and the employer to ensure their mutual success. We also support our employers and their wider teams with advice and training about learning disabilities. Meanwhile, our Training Mentors and Teachers continue to offer wellbeing support outside of work. Through regular work reviews and collaboration, a lot of time and energy goes into making things work for the candidate, their families and the employer.

2022-23 has been the biggest ever year for supported internships at Team Domenica, with 20 candidates passing their employment, numeracy and literacy qualifications and 15 have been offered paid work at the time of writing this report, making our employment rate 81%.

*We asked our candidates how they felt about their time on this programme. **94%** of candidates felt supported by their employer partner and **100%** felt supported by their job coach and their mentor.*

Since opening

81%

of candidates have achieved paid employment through this programme

Wrap Around Programme

One of the reasons Team Domenica exists is to remove the cliff edge that many people with learning disabilities face when they finish formal education.

Just one in four special educational needs students remain in employment a year after their supported internship has ended (FE Week, 2023).

Unlike most supported internship programmes, we continue to offer a high level of support to the candidate and the employer after a job is offered and accepted. In the early stages of employment, our Job Coaches continue to support candidates in work.

Candidates then access 1-1 mentoring and a drop-in service to stay connected with Team Domenica. We are always on hand to navigate any challenges for either the employer or the candidate. This could be help with an appraisal, advocating for a candidate's needs or supplying extra training for either party. In 2022 we introduced a new role to help manage this programme effectively, delivering over 500 1-1s and 28 workplace visits

No one in our area offers this level of support. It is because of this commitment to our candidates and employers that over 95% of our candidates retain their position for at least one year. In fact, two thirds of candidates stay in their job for three years or longer.

We have recently seen some candidates leave our registers. Some young people have moved out of our area, but several others have become wholly independent to the point of no longer needing the involvement of Team Domenica – something to really celebrate! As a result, our Wrap Around Programme this year had 24 candidates actively receiving support, increasing to 39 next year.

95%

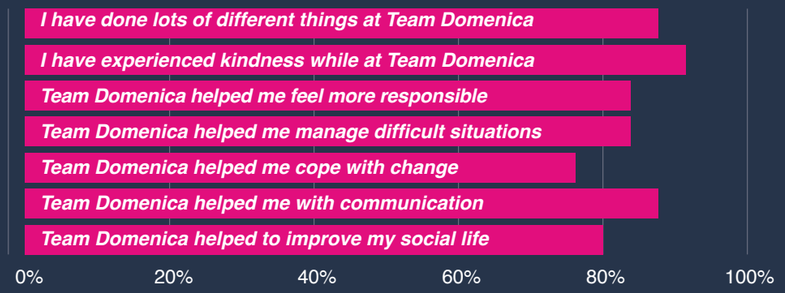
of candidates who have secured a paid role remain in employment for at least one year

Day Service

Our Day Service provision offers work-based skills and an enrichment programme which provides unique opportunities for young adults with learning disabilities in Brighton and Hove.

Some candidates come to Day Service for a year's experience before progressing on to our Supported Internship Programme and paid work. For others, it is an inspiring and fun way to be at the heart of our Brighton community, building friendships, becoming part of a team and learning valuable workplace skills.

Through our Day Service provision, in 2022-23 we supported 32 young adults with learning disabilities. When asked how the programme had helped them they said:



In the wider community

Team Domenica is rapidly becoming a significant part of the Brighton & Hove community in a way that reaches beyond employment.

We were local charity partners at the 2023's Brighton Marathon Weekend, with over 30 people signing up to raise funds for our work. We've had people from all over Sussex, inside and outside the learning disability community, taking on challenges to support us – even as far as Toronto!

As part of a partnership with the Mayor of Brighton & Hove, we were also involved in a string of events, including Love Fest in All Saints Hove.

Our candidates have delivered awareness-raising events, like our coffee morning in Plus X Innovation, and have worked at numerous community events like Ditchling Ball and Ceilidh.

We have hosted several events at our own cafés, including A Slice of Pride – a supported meet up for LGBTQ+ members of the learning disability community – and friends from Carousel are using our spaces again for meet-ups.

In May 2023, we welcomed some of our Employer Partners to an evening in our Preston Road café to celebrate and thank them for their commitment. It was an affirming evening not just for our partners, but also for our team.

Outside of Brighton & Hove we're busy too. In October 2022, our Founder and Chairman, Baroness Monckton and Programme & Strategy Director Lisa Campbell Squires were the key note speakers at the Times Educational Supplement SEND show in London, outlining the importance of the holistic approach in our work. And we are now active and leading members of a range of SEND associations, such as Natspec, the British Association for Supported Employment (BASE), and the National Supported Employment Forum.

"We are running in the Brighton Marathon and 10K so that more young people and families like us can benefit from the programmes at Team Domenica."

Lottie, parent of Team Domenica candidates

Governance and finance

Behind the scenes, we've been making some significant changes at Team Domenica. Our move to become a Specialist Further Education College has not only triggered development in our curriculum and policies, but also to our organisational structure and governance practices.

We have appointed two new trustees, Jane Smith and Nick Johnson to bring finance and legal experience to our board. Charles Noel retired from the board in January 2024 and the board wish to thank him for his work in helping build Team Domenica. We will be recruiting new Trustees to bolster our Board as we grow, and as of June 2023, all Trustees will serve no more than two three-year terms. We have formed an education sub-committee to maintain oversight on our programme delivery and scrutiny of our progress towards receiving a 'Good' or 'Outstanding' rating from Ofsted when we are eventually inspected. We have also formed a finance sub-committee to oversee good financial and risk management.

We have appointed our first Chief Operating Officer, Timothy Drew, to join our Senior Leadership Team. He is responsible for the operational running of Team Domenica and, as a qualified Chartered Accountant, his financial acumen is an asset as we establish ourselves as a college.

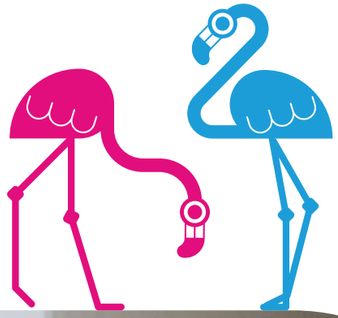
Our HR team has grown to better oversee our staff wellbeing, manage recruitment, professional development and training.

We have re-designed our organisation-wide internal evaluation processes so that they are more robust, providing stronger data, and from 2023 onwards we will be able to judge the impact of our programmes and the progress of our candidates more effectively.

We have been deliberately making sure that the voices of our candidates are influencing our actions. At the beginning, middle and end of any project that we have, new or old, our candidates are consulted and their views inform the choices we make.

Thank you to the Blagrave Trust and the Listening Fund for providing new insight in this area.

Alex's story



"I've always wanted a job, so it feels really good to finally be in the workplace. I especially like being a part of the team at Hoogly tea, I now go to lots of socials and it's really fun!"

***Alex,* Team Domenica candidate**

Alex has always dreamed of getting a job. However, due to his physical and learning disabilities, he felt that the workplace wasn't accessible to him. He didn't know where to turn, or how to achieve his potential, but then he joined Team Domenica…

Here, Alex found people who understood him and his needs. He was able to show off his upbeat and sociable nature, whilst also learning new skills in the classroom and on his work placements. His favourite part of the programme was when he got to work in Café Domenica, speaking to customers and working on the coffee machine.

"I feel really good about Team Domenica. I liked working in the café, going to my internship, making coffee and making friends."

***Alex,* Team Domenica candidate**

Despite enjoying a variety of roles, Alex found that many positions involved standing or reading for long periods of time – something that he finds difficult. Knowing this, and his love of people, Team Domenica found him work experience weighing and packing stock with the friendly team at Hoogly Tea.

Alex and his colleagues enjoyed working together so much that their partnership transitioned into a supported internship the following year. Then, this September, Alex was offered a paid position within their ranks. He is a fantastic addition to the Hoogly team, attending all their social events, be that playing board games or taking part in their quiz night.

"Alex has fitted in so well, we are all very fond of him and enjoy working together. Team Domenica have been so supportive and helpful throughout and we would highly recommend any business to work with them."

***Tina,* Alex's manager at Hoogly Tea**

Future plans

Our next year will be characterised by both consolidation and preparation to make our next big steps beyond Sussex.

Strategy

In the early stages of the year our Board of Trustees will be determining our latest 3-5 year strategy. Throughout 2023-24 we will be working towards passing our initial monitoring visit from Ofsted. To do so we will be:

- Recruiting a new Trustee with post-16 SEND experience
- Continuing to improve and introduce new policies and procedures
- Encouraging a culture shift that treats our candidates as the young independent adults they are
- Enhancing our baseline and on-going evaluation techniques

Alongside this we will continue our work on enhancing Candidate Voice and co-production in the organisation.

Website

In December 2023, we launched a new website that fits the needs of our organisation and better suits the audiences that use it. The central themes driving the design are accessibility and functionality. We will be working with our friends at Grace Eyre to make our website and organisation more accessible through Easy Read literature.

Programme development

Our Wrap Around Programme continues to expand, doubling in size in the last year thanks to so many candidates successfully moving into paid work. As a result, we will also be doubling our provision to help keep pace with the number of alumni needing support in paid work. We are currently working collaboratively with those candidates to design the structure of support they will want and need.

Some of our candidates have been in their roles for over six years and naturally want the opportunity to find new paid work. Our Wrap Around Programme will be expanding to include a job club where alumni candidates can come together, and with our support, explore new job opportunities.

We will also be introducing employability sessions for Day Service candidates to support with CV writing, applying for jobs and interviews.

We have been extremely conscious of the impact of the cost of living crisis on our staff and we are pleased to say that we now pay a real living wage (at time of writing).

"I feel very special to be in Team D, because everyone is there and helping me – feels like a big family to me!"

***Domenica,** Team Domenica candidate in paid work at The Grand Brighton and Pavilion Gardens Café*

Future plans

Business model

We expect to streamline our café training model and reduce some of our operating costs; as well as increasing the number of weeks in a year that candidates can access our Day Service. To increase income generation opportunities we have launched our first ever fundraising challenge event: **Great Lengths.** This inclusive, accessible event sees swimmers from across our community, challenging themselves and fundraising at Sea Lanes Brighton – the national open water swimming centre.

Wider influence

As part of a wider three-year evaluation the Department for Education (DfE) has commissioned a feasibility study around the costs of delivering a Supported Internship (SI). We will be taking part in focus group workshops to inform this study and will be engaging with further research. We will also be working with the Tizard Centre of the University of Kent who will be performing an independent evaluation of our impact.

A new centre

Finally, we are formally starting our capital appeal for a new centre in Brighton & Hove – the need for which has been long apparent and outlined in earlier reports. We welcome contact from any interested parties and will be releasing details on request.

Financial review

The consolidated statement of financial activities is shown on page 34.

There was a total income of

£1,789,748

(2022 £1,689,880)

The group expended

£1,961,557

(2022 £1,524,387)

resulting in a deficit of

£171,809

(2022 surplus £165,493)

Fundraising

The support we receive through fundraising provides a vital income source to the charity, enabling us to make a transformational difference to the lives of young people with learning disabilities. Team Domenica conducts its own fundraising activities without the involvement of a commercial fundraiser.

Team Domenica is respectful in any approach for donation and does not place any pressure on a person or persons to donate money or property. Team Domenica has received no complaints about any fundraising activities and respects the privacy and details of donors in accordance with UK GDPR.

Team Domenica is not a member of the fundraising regulator

Income

Team Domenica raised a total of £625,787 (2022: £550,578) through fundraising activities accounting for 35% of total income in the period.

38% of our income £692,257 came from statutory sources (2022: £765,833) including education funding through our partnership with St John's College, Brighton; local authority Direct Payments and DWP Access to Work funding.

Finally, 26% of our income £467,477 (2022: £372,835) was generated through café sales. Post year end, on 1 August 2023, the work of Café Domenica Limited was transferred to Team Domenica and as such from this date all income will be through Team Domenica.

Financial review

The charity continues to grow, and the Trustees are pleased at how the business is developing and maturing. Our increased spend, and subsequent deficit have arisen from a deliberate effort to make the charity's operations more systematic and sustainable. Much of this was in preparation for becoming a Specialist Post 16 Institution (SPI), regulated by OFSTED, which required a lot of new work on systems and policies. We are proud that we became a standalone SPI in time for the new school year in September 2023.

We are a people-based business and payroll will always constitute our major cost. We have been affected by the tight local labour market, but have managed to provide all services and fill all posts. We have also seen food and drink costs rise in our training cafés. Overall, due to the extra costs outlined above, we budgeted for a deficit and the Trustees are pleased that the deficit was lower than planned and that our strategic goal for the year was achieved.

In the short term, we plan to continue to develop the business and build strong institutional foundations, investing in growth to facilitate the long-term success of the organisation.

Public benefit

The Board has ongoing regard for the public benefit guidance published by the Charity Commission when reviewing the charity's activities and future plans.

Team Domenica continues to make a significant impact in the education and work prospects of our beneficiaries. We regularly measure our impact via beneficiary surveys and employer partner feedback.

Reserves

At 31 July 2023, the total funds held by Team Domenica were £1,312,389 (2022 – £1,484,198) of which £102,311 (2022 – £108,691) were restricted funds.

At the balance sheet date, the charitable group's free reserves were £1,115,275 (2022 £1,342,589).

The Trustees determine the level of reserves needed by:

- forecasting the level of income anticipated over the short and medium term
- forecasting the level of expenditure in the short-to-medium term, based on planned activities
- analysing future needs, opportunities, contingencies, or risks which cannot be met out of income, including an assessment of the likelihood of those needs arising, and the potential consequences of the charity not being able to meet them.

The Board aims to hold six months of forecast operating costs.

Based on the 2023/24 budget, this is estimated to be £950,000. The current free reserves of the charity are slightly above this.

Excess free reserves have been built through unrestricted fundraising activity. In the current financial year (2023-24), a significant amount of these excess funds will be designated with the express purpose of the acquisition and refurbishment of a new centre, including the associated professional fees.

Risk management

The Trustees have a detailed Risk Register showing the significant risks to the charity. Each significant risk has been carefully considered with controls put in place to mitigate the risk and contingency plans set out. The register is reviewed and updated at each board meeting.

Trustees' responsibilities

The Trustees (who are also the directors of Team Domenica for the purposes of company law) are responsible for preparing the Annual Report of the Trustees 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 year. 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company special provisions

The report of the directors has been prepared taking advantage of the small companies' exemption in the Companies Act 2006.

This report was approved by the Board on 26/3/24.

On behalf of the board:

Rosa Monckton

Baroness Monckton
Trustee

Independent Auditor's Report

to the Members and Trustees of Team Domenica

Opinion

We have audited the financial statements of Team Domenica (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2023 which comprise the consolidated statement of financial activities, consolidated statement of financial position, charity statement of financial position, consolidated statement of cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and parent charitable company's affairs as at 31 July 2023, and of the group's 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company 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 group and parent charitable company's ability to continue as a going concern for a period of at least 12 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 Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

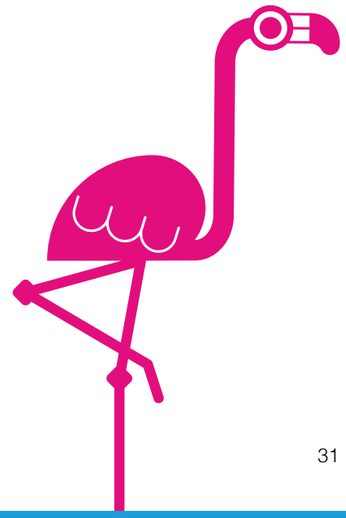
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 set out on page 29, the Trustees (who are also the directors of the parent charitable company 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 group and parent charitable company'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 group or parent charitable company or to cease operations, or have no realistic alternative but to do so.



Independent Auditor's Report

to the Members and Trustees of Team Domenica (continued)

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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:

- Discussion with management, including consideration of known or suspected instances of fraud and non-compliance with laws and regulations;
- Review of minutes of Trustees' meetings for discussion of instances of fraud and non-compliance with laws and regulations;
- Review of legal expenses for evidences of fees related to non-compliance;
- Review of journal entries for indicators of fraud; and
- Substantive testing of income, including consideration of recognition in according with grant conditions.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its Trustees 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 charitable company and the charitable company's members as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Colin Young BA FCA
(Senior Statutory Auditor)

For and behalf of Galloways Accounting

Statutory Auditor
Atlas Chambers
33 West Street
Brighton
East Sussex
BN1 2RE

Date: 26/3/24

Consolidated Statement of Financial Activities

(Including Income and Expenditure Account)
Year ended 31 July 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Income from:							
Donations and legacies	3	220,009	405,778	625,787	176,134	374,444	550,578
Charitable activities	4	1,159,734	-	1,159,734	1,138,668	-	1,138,668
Investments	5	4,227	-	4,227	634	-	634
Total income		1,383,970	405,778	1,789,748	1,315,436	374,444	1,689,880
Expenditure on:							
Raising funds	6	84,397	-	84,397	75,646	-	75,646
Charitable activities	7	1,465,002	412,158	1,877,160	1,116,323	332,418	1,448,741
Total expenditure		1,549,400	412,158	1,961,557	1,191,979	332,418	1,524,387
Net income/expenditure		(165,429)	(6,380)	(171,809)	123,467	42,026	165,493
Gross transfers between funds		-	-	-	-	-	-
Net movement in funds		(165,429)	(6,380)	(171,809)	123,467	42,026	165,493
Reconciliation of funds:							
Fund balances at 01 August 2022		1,375,507	108,691	1,484,198	1,252,040	66,665	1,318,705
Fund balances at 31 July 2023		1,210,078	102,311	1,312,389	1,375,507	108,691	1,484,198

Consolidated Statement of Financial Position

Year ended 31 July 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible fixed assets	11		94,803		103,910
			94,803		103,910
Current assets					
Stocks	13	6,971		10,611	
Debtors	14	469,135		800,607	
Cash at bank and in hand		860,084		647,873	
		1,336,190		1,459,091	
Creditors: Amounts falling due within one year	15	(118,604)		(78,803)	
Net current assets			1,217,586		1,380,288
Net assets			1,312,389		1,484,198
Charity funds:					
Restricted funds	17		102,311		108,691
Unrestricted funds – general	18		1,210,078		1,375,507
Total funds			1,312,389		1,484,198

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 26/3/24.

Signed on behalf of the board of Trustees

Baroness Monckton
Trustee

Charity Statement of Financial Position

Year ended 31 July 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible fixed assets	11		94,803		80,604
Investments	12		2		2
			94,805		80,606
Current assets					
Stocks	13	6,971		1,730	
Debtors	14	465,245		795,952	
Cash at bank and in hand		835,037		623,261	
		1,307,253		1,420,943	
Creditors: Amounts falling due within one year	15	(82,676)		(50,269)	
Net current assets			1,245,578		1,370,674
Net assets			1,319,383		1,451,280
Charity funds:					
Restricted funds	17		102,311		108,691
Unrestricted funds – General	18		1,217,072		1,342,589
Total funds			1,319,383		1,451,280

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 26/3/24.

Signed on behalf of the board of Trustees

Baroness Monckton
Trustee

As permitted by Section 408 of the Companies Act 2006, the Income and Expenditure Account of the parent charitable company is not presented as part of these financial statements.

Consolidated Statement of Cash Flows

Year ended 31 July 2023

	Note	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash generated from operations	23		231,161		(178,691)
Investing activities					
Purchase of property, plant and equipment		(23,177)		(35,006)	
Interest received		4,227		634	
Net cash (used in) / generated from investing activities			(18,950)		(34,372)
Net decrease/(increase) in cash and cash equivalents			212,211		(213,063)
Cash and cash equivalents at beginning of year			647,873		860,936
Cash and cash equivalents at end of year			860,084		647,873
Cash and cash equivalents consists of:					
Cash in bank and in hand			860,084		647,873
Cash and cash equivalents at end of year			860,084		647,873

Notes to the Financial Statements

Year ended 31 July 2023

1. Accounting Policies

1.1 Basis of preparation

Team Domenica is a private limited by guarantee charitable company registered in England and Wales. The registered office of the charity is 5-7 Preston Road, Brighton, East Sussex BN1 4QE. The nature of the charitable group's operations and principal activities are the provision of employment training for young people with learning disabilities and the operation of cafés to provide a training environment.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below.

These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Basis of consolidation

The consolidated financial statements incorporate the financial statements of the charitable company and its group undertaking. These are adjusted, where appropriate, to conform to group accounting policies. As a consolidated group statement of financial activities is published, a separate income and expenditure account for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006.

1.3 Going concern

The Trustees consider that there are no material uncertainties regarding Team Domenica's ability to continue as a going concern. Therefore, the financial statements are prepared on a going concern basis.

1.4 Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have 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 group for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from fundraising events includes monies raised from various events throughout the year. This income is included in the accounts when the charity becomes aware of its entitlement to this income.

Charitable activities

Income from service contracts is recognised at the point the service takes place.

Ancillary trading income includes the income raised through the group's cafés. This is considered to be primary purpose trading, as the cafés are staffed by Training Centre candidates and provides them with hands-on experience in many areas. The café income is generally received by cash or card and this is recognised when received.

1.6 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Expenditure on raising funds is that incurred in seeking voluntary income.

Expenditure on charitable activities includes costs incurred to operate the training programmes and the cafés, along with associated support costs.

Support costs, such as general management, governance and financial management, are allocated across the categories of charitable activities and costs of raising funds. The basis of the cost allocation is explained in the notes.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property improvements	10 years straight line
Plant and machinery	4 years straight line
Fixtures and equipment	5 years straight line
Computers	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Investments

Investments in subsidiaries are measured at cost less impairment.

1.9 Stocks

Stocks are consistently valued at the lower of cost and estimated selling price less costs to sell. Cost is calculated using the first-in, first-out formula. Provision is made for damaged, obsolete and slow-moving stock where appropriate.

1.10 Financial instruments

Financial instruments are recognised in the statement of financial position when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

1. Accounting Policies (continued)

1.11 Employee benefits

The cost of any holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable and receivable under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the period of the lease.

1.14 Taxation

The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

The trading subsidiary is liable to corporation tax. Taxation for the year comprises current and deferred tax. Tax is recognised in the consolidated statement of financial activities. Current or deferred taxation assets and liabilities are not discounted. Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2. Critical Accounting Estimates and Judgements

In the application of the group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The group has no areas of critical accounting estimates and judgements.

3. Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Donations	208,574	405,778	614,352	540,518
Gift aid	11,435	-	11,435	10,060
For the year ended 31 July 2023	220,009	405,778	**625,787**	550,578
For the year ended 31 July 2022	176,134	374,444		550,578

4. Charitable Activities

	Training Centre £	Café £	2023 £	2022 £
Services provided under contract	692,257	-	692,257	765,833
Ancillary trading income (café sales)	-	467,477	467,477	372,835
For the year ended 31 July 2023	692,257	467,477	**1,159,734**	1,138,668
For the year ended 31 July 2022	761,833	376,835		1,138,668

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

5. Investments

	2023 £	2022 £
Interest receivable	4,227	634

6. Expenditure on Raising Funds

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Fundraising and publicity				
Staging fundraising events	-	-	-	231
Advertising	146	-	146	2,208
Other fundraising costs	2,500	-	2,500	4,648
Staff costs	81,751	-	81,751	68,559
Total for the year ended 31 July 2023	84,397	-	**84,397**	75,646
Total for the year ended 31 July 2022	75,646	-		75,646

7. Charitable Activities

	Training Centre £	Café £	Employment Centre £	Total 2023 £	Total 2022 £
Staff costs	655,432	288,005	151,273	1,094,710	883,180
Advertising	320	6,138	-	6,458	5,879
Depreciation and impairment	1,560	6,572	-	8,132	13,228
Staff training	3,650	-	-	3,650	4,047
Café purchases	-	189,158	-	189,158	136,522
Enrichment	23,621	-	278	23,899	20
Rent and rates	21,732	55,613	4,924	82,269	69,867
Freelance support	27,379	-	-	27,379	22,677
Light and heat	1,093	1,454	-	2,547	2,024
Partner college fees	40,285	-	-	40,285	25,466
Repairs and renewals	4,844	8,472	984	14,300	14,305
Health and safety	-	-	-	-	79
Cleaning	1,169	-	4,236	5,405	18,504
Telephone	658	1,684	10	2,352	2,409
PPS and computer	3,287	1,311	1,204	5,802	4,481
Insurance	6,056	729	-	6,785	1,349
Travel	48	84	3,436	3,568	4,426
Awarding body fees	670	-	-	670	2,200
Legal and professional	-	-	-	-	307
Sundry expenses	595	1,855	138	2,588	7,478
Subscriptions	1,866	2,499	-	4,365	-
Entertainment	-	-	-	-	193
	794,265	563,574	166,483	**1,524,323**	1,218,641
Share of support costs (see note 8)	158,177	112,550	33,461	304,188	189,592
Share of governance costs (see note 8)	25,298	18,000	5,351	48,649	40,508
	977,740	694,124	205,296	**1,877,160**	1,448,741
Analysis by fund					
Unrestricted funds – general	629,092	630,614	205,296	1,465,002	1,116,323
Restricted funds	348,649	63,509	-	412,158	332,418
For the year ended 31 July 2023	977,740	694,124	205,296	**1,877,160**	1,448,741
For the year ended 31 July 2022	757,609	602,437	88,695		1,448,741

The support costs have been allocated to activities based on the proportion of costs and time spent on activities. The split is 52% Training Centre, 37% Café and 11% Employment Centre.

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

8. Support Costs

	Support costs £	Governance costs £	Total 2023 £	Total 2022 £
Staff costs	164,822	-	164,822	81,470
Depreciation and impairment	24,148	-	24,148	18,765
Marketing	13,169	-	13,169	-
Enrichment activities	470	-	470	16,249
Rent and rates	9,313	-	9,313	7,922
Insurance	818	-	818	-
Light and heat	196	-	196	-
Health and safety	-	-	-	130
Repairs and renewals	4,074	-	4,074	825
Cleaning	4,603	-	4,603	480
Staff training	2,003	-	2,003	3,639
Staff welfare	6,388	-	6,388	-
Telephone	1,132	-	1,132	581
PPS and computer	15,431	-	15,431	6,880
Freelance support	2,642	-	2,642	11,073
Subscriptions	4,778	-	4,778	1,124
Recruitment fees	3,400	-	3,400	896
Travel	5,468	-	5,468	5,310
Awarding body fees	1,593	-	1,593	968
Bad debts	-	-	-	626
Sundry costs	4,022	-	4,022	5,769
Bookkeeping	30,342	-	30,342	26,885
Accountancy	-	31,540	31,540	23,161
Legal and professional	2,015	17,109	19,122	17,347
Bank charges	3,362	-	3,362	-
	304,188	48,649	**352,837**	230,100

Governance costs includes payments of £10,758 (2022: £10,249) for audit fees, and £13,380 (2022: £10,249) for other accounting services provided by the auditor.

9. Employees and Trustees

Number of employees	2023 Number	2022 Number
The average monthly number employees during the year was:		
Direct	65	56
General	3	2
	68	58

Employment costs	2023 £	2022 £
Wages and salaries	1,216,512	940,156
Social security costs	91,302	65,449
Other pension costs	33,468	27,604
	1,341,282	1,033,209

There were no employees whose annual remuneration was £60,000 or more.

10. Trustee Remuneration and Benefits

No Trustees were paid remuneration (2022: £nil).

During the year, no Trustees were reimbursed expenses (2022: £nil).

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

11. Tangible Fixed Assets

Group	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 1 August 2022	102,373	38,417	55,716	43,516	240,022
Additions	-	6,566	8,892	7,719	23,177
Disposals	-	-	-	-	-
At 31 July 2023	102,373	44,983	64,608	51,234	263,199
Depreciation:					
At 1 August 2022	47,901	23,106	39,463	25,641	136,111
Charge for the year	10,237	5,372	8,005	8,671	32,284
Eliminated on disposal	-	-	-	-	-
At 31 July 2023	58,138	28,478	47,468	34,311	168,395
Net book amount:					
At 31 July 2023	44,235	16,505	17,140	16,923	94,803
At 31 July 2022	54,471	15,311	16,253	17,875	103,910

Charity	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 1 August 2022	102,373	21,591	44,662	43,516	212,142
Additions	-	15,331	16,848	7,719	39,898
Disposals	-	-	-	-	-
At 31 July 2023	102,373	36,921	61,510	51,234	252,039
Depreciation:					
At 1 August 2022	47,901	19,431	38,564	25,641	131,537
Charge for the year	10,237	987	5,804	8,671	25,699
Eliminated on disposal	-	-	-	-	-
At 31 July 2023	58,138	20,418	44,368	34,311	157,235
Net book amount:					
At 31 July 2023	44,235	16,503	17,142	16,923	94,803
At 31 July 2022	54,471	2,160	6,097	17,875	80,604

12. Fixed Asset Investments

Charity	Investment in subsidiary £
Cost or Valuation	
At 1 August 2022 and 31 July 2023	2
Carrying Amount	
At 31 July 2023	2
At 31 July 2022	2

These financial statements include the results for the charity's subsidiary, Café Domenica Limited. The financial statements of Café Domenica Limited are unaudited. The details of the subsidiary are:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held
Café Domenica Limited	5-7 Preston Road, Brighton BN1 4QE	Operation of cafés	Ordinary	100

The subsidiary ceased trading on 31 July 2023 and the operation of the cafés was transferred to Team Domenica.

13. Stocks

Group	2023 £	2022 £
Café inventories	6,971	10,611

Charity	2023 £	2022 £
Café inventories	6,971	1,730

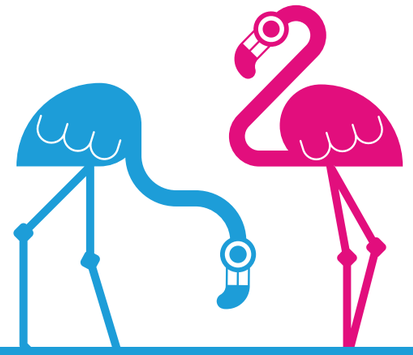
Notes to the Financial Statements

Year ended 31 July 2023 (continued)

14. Debtors

Group	2023 £	2022 £
Trade debtors	97,427	274,586
Prepayments and accrued income	359,366	515,201
Other debtors	12,342	10,820
	469,135	800,607

Charity	2023 £	2022 £
Trade debtors	96,379	273,552
Prepayments and accrued income	359,366	512,900
Other debtors	9,500	9,500
	465,245	795,952



15. Creditors: Amounts Falling Due Within One Year

Group	2023 £	2022 £
Trade creditors	19,113	24,197
Accruals and deferred income	47,414	23,112
Other creditors	12,042	6,465
Other taxation and social security	40,035	25,029
	118,604	78,803

Charity	2023 £	2022 £
Trade creditors	8,488	10,774
Accruals and deferred income	45,254	21,061
Other creditors	7,971	4,274
Other taxation and social security	20,963	14,160
	82,676	50,269

16. Retirement Benefit Schemes

Defined contribution schemes

The group operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

The charge to the consolidated statement of financial activities in respect of defined contribution schemes was £33,468 (2022: £27,604).

The pension costs have been allocated between the different activities based on the member of staff that the pension cost relates to and where they work in the charity. Where staff have worked on projects which have received restricted funds, a proportion of those costs which relate to the restricted projects has been allocated to the restricted cost.

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

17. Restricted Funds

Group and charity

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 01 August 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2023 £
Training Centre	88,191	331,265	(336,629)	-	82,827
Staff Parties	1,506	1,333	(2,839)	-	-
Curriculum Enrichment	3,000	6,453	(9,453)	-	-
Staff Training	2,214	-	-	-	2,214
Café Running Costs	13,240	37,977	(51,217)	-	-
Laptop/Camera	541	750	(528)	-	763
Office Fund	-	25,000	(11,492)	-	13,508
Preston Road	-	3,000	-	-	3,000
	108,691	405,778	(412,158)	-	102,311

The Training Centre fund relates to donations received towards funding trainer mentors' salaries.

The Staff Parties Fund includes a donation given to contribute towards a summer party and Christmas party for staff.

The Curriculum Enrichment Fund includes a donation to cover the costs associated with the charity's enrichment delivery, provider and hire fees.

The Staff Training fund relates to income for the training of staff.

The Café Running Costs fund relates to a grant to assist with café running costs.

The Laptop/Camera Fund relates to a donation provided for the purpose of a purchase of a laptop & camera.

The Office Fund relates to a grant received for new office costs.

The Preston Road Fund relates to a donation towards the purchasing of new equipment for Café Domenica.

18. Unrestricted Funds

Group	Movement in funds				
	Balance at 01 August 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2023 £
Unrestricted reserve	1,375,507	1,383,970	(1,549,400)	-	1,210,078
	1,375,507	1,383,970	(1,549,400)	-	1,210,078

Charity	Movement in funds				
	Balance at 01 August 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2023 £
Unrestricted reserve	1,342,589	1,084,207	(1,209,724)	-	1,217,072
	1,342,589	1,084,207	(1,209,724)	-	1,217,072

Unrestricted funds represent the free funds of the group that are not designated for particular purposes.

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

19. Analysis of Net Assets Between Funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2023 are represented by:			
Property, plant and equipment	94,803	-	94,803
Current assets/liabilities	1,115,275	102,311	1,217,586
Total Net Assets	1,210,078	102,311	1,312,389

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2023 are represented by:			
Property, plant and equipment	94,803	-	94,803
Investments	2	-	2
Current assets/liabilities	1,122,267	102,311	1,224,578
Total Net Assets	1,217,072	102,311	1,319,383

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2022 are represented by:			
Property, plant and equipment	103,910	-	103,910
Current assets/liabilities	1,271,597	108,691	1,380,288
Total Net Assets	1,375,507	108,691	1,484,198

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2022 are represented by:			
Property, plant and equipment	80,604	-	80,604
Investments	2	-	2
Current assets/liabilities	1,261,983	108,691	1,370,674
Total Net Assets	1,342,589	108,691	1,451,280

20. Operating Lease Commitments

	Land and buildings 2023 £	Other operating leases 2023 £	Land and buildings 2022 £	Other operating leases 2022 £
Future minimum lease payments for non-cancellable operating leases payable in:				
Less than one year	50,000	-	65,750	652
Between one and five years	109,519	-	159,519	-
Over five years	-	-	-	-
	159,519	-	225,269	652

Since July 2022, Team Domenica has had a licencing agreement with Brighton & Hove City Council for use of the café at Jubilee Library, whereby a contribution is due from the licensee of 7% of the net turnover of the cafe.

21. Related Party Transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2023 £	2022 £
Aggregate compensation	128,440	89,185

During the year, donations receivable from the Trustee, A Polizzi di Sorrentino, amounted to £220 (2022: A Polizzi di Sorrentino, Trustee, £198) and from key management personnel, J Gracie amounted to £132 (2022: J Gracie, key management personnel, £110). Income for day service attendence for the daughter of the Trustee, Baroness Monckton amounted to £4,149 (2022: £2,090). At the year end, Baroness Monckton owed Team Domenica £292 (2022: £110) for these services. These services were charged at the same rate as other candidate users of the service.

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

22. Limited by Guarantee

The charitable company is limited by guarantee and does not have share capital. It is incorporated in England and Wales.

In the event of the charitable company being wound up, each member has undertaken to contribute to the assets of the charitable company such amounts as may be required not exceeding £1.

The number of members at 31 July 2023 was 6 (2022: 5).

23. Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2023 £	2022 £
Net income for the year	(171,809)	165,493
Adjustments for:		
Investment income recognised in statement of financial activities	(4,227)	(634)
Depreciation and impairment of property, plant and equipment	32,284	30,104
Loss on disposal	-	1,889
Movements in working capital:		
(Increase) in trade and other receivables	331,469	(375,815)
(Increase) in stocks	3,640	(6,264)
Increase in trade and other payables	39,804	6,536
Net cash flow from operations	231,161	(178,691)

24. Analysis of Changes in Net Funds

	At 1 August 2022 £	Cash flow £	At 31 July 2023 £
Net cash			
Cash at bank and in hand	647,873	212,211	860,084
	647,873	212,211	860,084

25. Post Balance Sheet Events

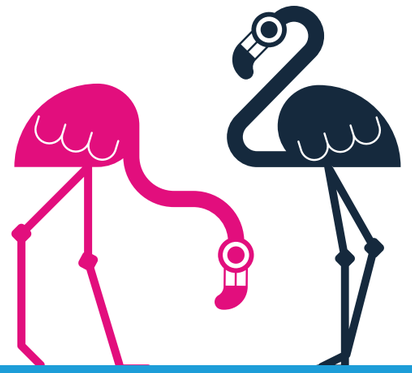
After the year end the trustees made the decision to close the Hove Library café operated under license from Brighton & Hove City Council. The café closed on 30 November 2023

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

26. Donations, Trusts and Charitable Sources

- 29th May 1961 Charitable Trust
- AM Charitable Trust
- Belfry Trust
- Blagrave Trust
- Brighton & Hove County Council
- Bryan Guiness Charitable Trust
- Carter Foundation
- Chapman Charitable Trust
- Charlotte Marshall Charitable Trust
- Co-op Community Fund
- Considered Ask Foundation
- Cow Corner Ltd
- Cresent Trust
- Ditchling Community Dance
- Draper's Charitable Fund
- Ennismore Charitable Trust
- Ernest Kleinwort Charitable Trust
- Gannett Foundation
- Garfield Weston Foundation
- Hannah Rothschild Trust
- Henry Smith Charity
- Hosking Charitable Trust
- Lawson Trust
- MariaMarina Foundation
- OneFamily Foundation
- Percy Bilton Charity
- RS Brownless Trust
- Savoy Educational Trust
- Sophie Jane Tyle Trust
- Street Foundation
- Sussex Community Foundation
- The National Lottery Community Fund
- W O Street Charitable Trust



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5-7 Preston Road, Brighton, BN1 4QE

Team Domenica is a company limited by guarantee and a charity registered in England and Wales. Registered charity no: 1165494. Registered company no: 09862696

Team Domenica

TEAM DOMENICA

England & Wales - Charity number 1165494

Accounts

Annual Report 2022

Trustees' report
and consolidated
financial statements

Year ending
31 July 2022

www.teamdomenica.com

Team Domenica

Legal and administrative information
Year ended 31 July 2022

Trustees
R Monckton MBE
C Noel FCA
A Polizzi di Sorrentino
L Howell
J Flanagan
J Smith (Appointed 15 Nov 2022)

Company number
09862696

Charity number
1165494

Registered office and principal address
5-7 Preston Road
Brighton BN1 4QE

Auditor
Galloways Accounting
Atlas Chambers, 33 West Street,
Brighton BN1 2RE

Banker
C. Hoare & Co
37 Fleet Street,
London EC4P 4DQ

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Introduction

It has been another engaging and interesting year, with a combination of successes, challenges and opportunities. We have discovered what we are capable of doing and have the foundations in place to be able to look to the future.

The successes, and the way in which we faced the challenges, were all down to the extraordinary dedication of our staff and the resilience of our candidates.

The main challenge was the continued COVID-19 restrictions, and these – combined with the new variant, Omicron, which emerged in December – resulted in lower footfall in our cafés and also meant that several of our candidates most affected by COVID-19 had to repeat their Supported Employment Programme year; we offered intense one-to-one support for these candidates and their families to help them get back on track. In addition, we had new starters and therefore had the largest number of work experience placements to date. The challenge, therefore, changed to an opportunity to reach more employers and, thanks to the continued generosity of businesses in Brighton & Hove, we were able to place everyone. Candidates who had their Supported Internship Programmes halted by COVID-19 were able to complete them and were offered paid employment, increasing our employment rate to 84%.

We expanded our Day Service numbers, and were delighted when one of this cohort was offered a chef apprenticeship position at The Grand Brighton.

Our enrichment programme continues to flourish, and we have a partnership with All Saints Church in Hove which helps us to be more embedded in the local community.

We closed our café in the Dome at the end of August '21 and opened in Plus X on the Lewes Road which has a thriving business and student community. Another Café Domenica opened in the Jubilee Library in May 2022. We are delighted to have such a prominent presence in the centre of the city.

Our aim is now to become a Special Post-16 Institution (SPI), and we are planning to expand our teaching and administrative staff accordingly. We will also strengthen our Board of Trustees to comply with the necessary governance. This is an exciting opportunity for us, and one for which we are more than ready. At the same time we are doing a feasibility study on acquiring a new centre which would give us a headquarters, embed us more in the community and – most important of all – offer a space where our candidates and alumni can get together, socialise and drop by for advice.

We have come a long way since we started in 2016, and our plans for the next few years are more ambitious still. I am confident that we are ready for the next stage in our development.

None of this would be possible without our magnificent staff, our committed Trustees and, at the centre of what we do – the beating heart of Team Domenica – our candidates, who have shown us what is possible to achieve with commitment, humour, fortitude and perseverance. My thanks and appreciation to you all.

Rosa Monckton MBE
Founder and Chair

Annual Report of the Trustees

The Trustees, who are also the directors for the purposes of company law, present their Annual Report and accounts for the year ending 31 July 2022. The accounts have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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) published in October 2019.

Structure, governance and management

The charity is a company limited by guarantee having been incorporated on 9 November 2015. It is also a registered charity (number 1165494) and is governed by its Memorandum and Articles of Association dated 9 November 2015.

The Trustees, who are also the directors for the purpose of company law and who served during the year were:

- **R Monckton MBE**
- **C Noel FCA**
- **A Polizzi di Sorrentino**
- **L Howell**
- **J Flanagan**
- **J Smith** (appointed 15 Nov 2022)

The charity is run by the board of Trustees, which sets and monitors strategy and policy. The board receives monthly financial reports as well as quarterly reports of all the activities of the charity. A minimum of three board meetings are held each year. All Trustees are encouraged to visit the Centre to familiarise themselves with the charity and the context within which it operates.

The board of Trustees comprises a mixture of individuals from a wide range of backgrounds with extensive business expertise. The board considers the mix of skills and experience needed to run the charity effectively and will recruit new Trustees to fill any gaps. New Trustees are recommendations of the board and elected in accordance with the Memorandum and Articles of Association of the charity.

Additionally, new Trustees attend an induction to familiarise themselves with the charity and the context within which it operates, covering:

- The responsibilities of the Senior Management Team
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Safeguarding
- Future plans and objectives

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All Trustees give their time voluntarily and receive no benefits from the charity. Details of directors' expenses and related party transactions are disclosed to the accounts in notes 11 and 23.

The Trustees are responsible for the high-level strategic development and direction of the charity. They delegate authority to deliver the strategy and day-to-day management responsibility to the key Senior Management Team (SMT).

During the reporting period the Trustees determined that the SMT comprises the Programme & Strategy Director – Lisa Campbell-Squires, and Executive Director – Jo Gracie (who started maternity leave on 11 July 2022). After the reporting period, Timothy Drew (Chief Operating Officer) joined the SMT on 12 September 2022.

The pay relating to the Senior Management Team is reviewed annually and normally increased in accordance with average earnings. The Trustees benchmark against pay levels in other charities of a similar size.

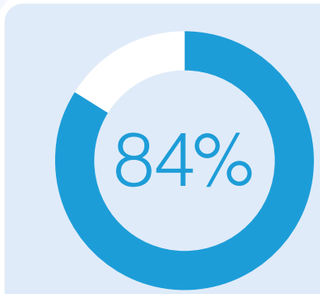
We remain in partnership with a specialist SEN provider, St John's College and School, who provide valuable expertise and support to our operation. After the reporting period, the charity registered with the Department for Education as a standalone specialist SEN provider.

Café Domenica Ltd is the charity's sole subsidiary company.

What we do

Based in Brighton & Hove and working across Sussex, Team Domenica supports young people with learning disabilities and autism, to acquire the skills, confidence and independence they need to gain meaningful paid employment; to reach their full potential, and find their place in society.

Since our beginnings in 2016, with 20 young people – our candidates – and a handful of dedicated staff, we have grown year on year to create a rippling impact in Brighton & Hove and Sussex. That ripple is growing. This year, we supported 82 young people with learning disabilities to build a brighter future for themselves. In 2022-23, that number will rise to 100 candidates.



Our proudest achievement since opening in 2016 is that 84% of candidates have now achieved paid employment through our Supported Internship Programme, and over 90% retain their roles for over one year, thanks to our ongoing support.

This remarkable achievement is no small feat. This success is the result of the dedication and hard work of our young people, our rich and varied programmes, our transformative partnerships and, of course, our keystone: the inspiring team who support our candidates along the way.

"Before I started at Team Domenica, I didn't know what I wanted to do with my life but now I do."

***Charles,* Team Domenica candidate**

Why we do it

There are 1.5 million people with a learning disability in the UK *(Mencap 2022).* Just 5.1% of adults with a learning disability in England are in paid work *(NHS Digital, 2021).* Far too many are missing out on the basic right to work, along with the wider social networks, better emotional and physical health, and increased independence that employment can provide.

In Brighton & Hove, it is estimated that there are around 5,000 working age adults with a learning disability, of whom just 8.8% are in paid employment *(Brighton and Hove Adult Learning Disability Strategy 2021-2026).*

People with learning disabilities are seven times more likely to suffer from **chronic loneliness and isolation** from their community. They are twice as likely to be vulnerable to mental health issues (Learning Disability Today, 2019).

6 in 10

people witnessed someone being rude to a person with learning disabilities and a third of people admitted that they themselves have engaged in offensive or disrespectful behaviour *(Mencap, 2021).*

18%

of people say they have never spoken to someone with a learning disability and

27%

agree they would feel apprehensive about talking to someone with a learning disability for the first time *(Learning Disability Today, 2021).*

Unemployment compounds the isolation and vulnerability of those with a learning disability, but for most, gaining any kind of work experience without assistance is near-impossible.

These challenges have only been exacerbated by the pandemic, which has disproportionately affected people with learning disabilities *(ONS, 2021),* who feel they are being left behind by national and local strategies *(Learning Disability Today, 2022).*

"My experiences helped me get my job at The Grand… It was good [working with my job coach]. She helped me to do the saucers and cups and a few weeks later, she stepped back a bit and let me be independent… My hope in the future is to be a barman working all over the world."

***Bradley,* Team Domenica candidate**

How we work

To reach their potential, candidates journey through an extensive and tailored programme of education, training and mentoring; wellbeing support, work experience, and internships. When they find paid work, both candidate and employer receive ongoing support from our team, ensuring long-term success.

"Team Domenica plays such a vital part in so many people's lives, not just for disabilities, for the jobs it creates, and the connection it creates with the wider community, showing the world, we all have the same needs. I feel so blessed to have this amazing, inspiring place on my doorstep, for my son to access, I hope that one day Team Domenica will be all over the UK. My son is more confident and for the first time in his life, he has a sense of belonging and acceptance. The future outlook is definitely brighter, for me, my son, and family."

***Adele,** parent of a Team Domenica candidate*

Our programmes

1

Supported Employment Programme (SEP)

This is the first year in a candidate's journey towards employment and includes: education in the classroom, training in our cafés, enrichment activities and work experience.

2

Supported Internship Programme (SIP)

In their second year, candidates move onto a supported internship in the workplace of their choosing with a view to gaining paid work with one of our partnered employers.

3

Wrap Around Programme

When a candidate progresses into employment, we continue to offer a high level of support. Gradually, we reduce our contact, but we are committed to sustaining meaningful employment and remain available for the long term.

Day Service

We always fully support our candidates' choices. Many young people with learning disabilities over the age of 25 (or without an EHCP) want to participate in highly supportive work experience so that they can continue to develop and connect with their community, without the pressure of being in paid work. Our Day Service is that place, providing a range of activities and work-based training in a supported environment.

Objectives and impact

Team Domenica works towards five transformative objectives. At the end of our academic year, in June and July, we collate information from across our programmes; we survey our candidates, their families, and our employer partners. We combine all of this information against our objectives to see the impact we are having on our community, the difference we make to the lives of our candidates; their parents and carers, and our employer partners.

1 Young people with learning disabilities have improved workplace knowledge and employability skills.

OUR IMPACT

- 100% of our candidates have passed their employment qualifications.
- Every one of our candidates is demonstrating new employability behaviours and skills, tracked in their café passports.
- 98% of candidates believe they are more skilled, and their parents and carers agree.

"I like learning English because I have to learn how to read the recipes and instructions. Maths is good because it helps me with money skills. Working in the café helps me with my time keeping, how to work with other people and staff. I get to try out lots of different jobs. I would like to work in a restaurant or a hotel, maybe working in the kitchen. That would be a dream."

***Kieren,* Team Domenica candidate**

2 Young people with learning disabilities have increased opportunities to gain and sustain work.

OUR IMPACT

- Since opening in 2016, 84% of candidates have now achieved paid employment through our Supported Internship Programme.
- 90% of candidates who have had the chance to work for over one year are still in employment. Of those that have left employment, the primary reason has been due to the pressures of COVID-19.

"I started at Team Domenica in 2018. At first I didn't really speak to people because it was all new to me but the staff helped me come out of my shell. I completed the Supported Employment Programme during COVID-19, but it was really working at the coffee roastery that was the final stepping stone to finding paid employment as it got me my internship placement at The Edge Tea and Coffee in October 2021."

***Michael,* Team Domenica candidate**
in paid work at The Edge Tea and Coffee

3 Partnered employers report feeling more confident in providing work experience, supported internships and paid employment to young people with a learning disability.

OUR IMPACT

- We have 50 employer partners across Sussex, with 17 new employer partners recruited in the last year.

"Just as he has grown in his four years with us, we have benefitted from gaining a better understanding and appreciation of the challenges he faces. With the truly fantastic support of Team Domenica, Ewan and his fellow candidates are being given the very best opportunities to thrive in the workplace environment."

***David,* Director, The Record Album**

Objectives and impact

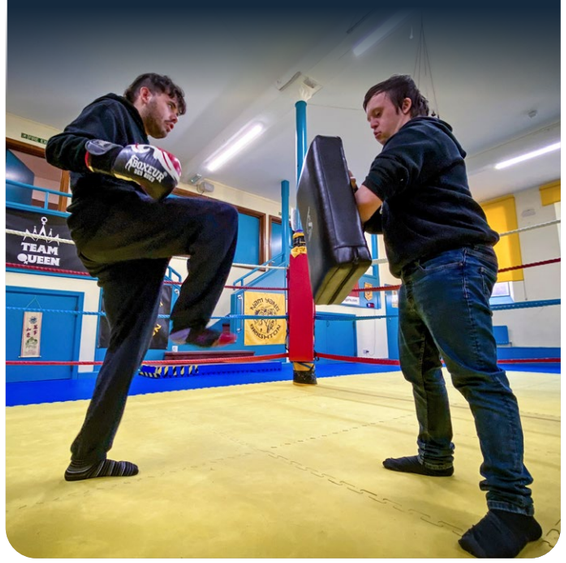
4 Young people with a learning disability have increased independence, confidence and wellbeing.

OUR IMPACT

- All of our candidates are showing varying degrees of increased independence in our cafés (tracked through café passports) and 98% report feeling more independent
- 93% of candidates say that they are happier
- 100% of candidates say they felt more confident
- 90% of candidates feel that Team Domenica has helped them manage their anxiety

"I feel less lonely and less isolated at Team Domenica; I've made more friends here than I ever have."

***Charlie,* Team Domenica candidate**



5 Young people with a learning disability feel less isolated and better connected to their local community.

OUR IMPACT

- 86% of candidates feel less isolated
- 98% of candidates have made friends
- We are working with 13 different providers and voluntary organisations as part of our enrichment programme. This means that, when combined with their work experiences, one candidate interacts with over 20 different segments of our community.

"Team Domenica feels like one big family. I like working with my friends and feel like part of a team."

***Domenica,* Team Domenica candidate**
in paid employment at The Grand Brighton

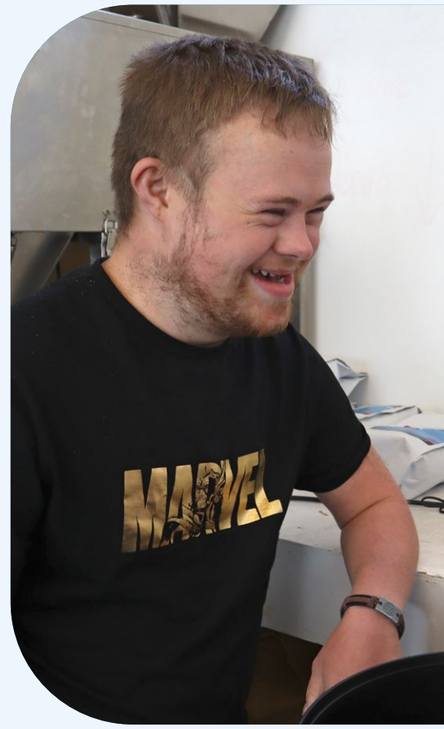
Challenges in 2021-22

During the winter of 2021-22, COVID-19 was still impacting on our day-to-day, restricting some of our activities, but in a much more manageable way than in previous years. By spring, it felt as if the pandemic might be behind us, along with much of the restriction we'd lived with. Unfortunately, it looks as though a new challenge is hot on the pandemic's heels – the cost of living crisis. These external pressures continue to have a detrimental impact on our organisation.

Much of our model is grounded in hospitality: the bulk of training that candidates receive is in our training cafés, and many of our employer partners (though not all) are based in this sector too. The result has been that we have lost some of our historic employer partners.

The largest echo from COVID-19 has been the cohort of 12 candidates that had been denied the time and opportunity they needed to properly develop the skills and confidence for future employment. This group has repeated their first year again to give them the best chance at finding work, but true to our commitment to increase the number of young people we support, we also took on a new intake of 11 additional candidates, almost doubling the number of young people moving through our programmes at one time.

Several members of our alumni have been experiencing fatigue or anxiety in their positions on returning to work, whilst some are interested in further development or finding new work altogether. Post-COVID environments across all industries are evolving constantly – with old, familiar colleagues leaving and new faces replacing them, new ways of working being introduced, and extra pressures added by the challenges of the job market and recruitment. We have stepped in whenever a candidate has experienced difficulties, but inevitably some have chosen to move on from their positions and we are supporting them to find new roles where needed.



"We wanted to make sure no candidate was left behind post-COVID – against the odds we have expanded our employer networks, staff team and created a record number of work opportunities. We are so proud of how our candidates have adapted to new ways of working and take great joy in celebrating their big and little wins daily. At Team Domenica, we never give up, we just find another way!"

***Lisa Campbell-Squires,* Team Domenica Programme & Strategy Director**

Supported Employment Programme

Training centre

Candidates spend one day a week in the classroom at our Training Centre working towards employment qualifications. They learn key skills such as money-handling, communication, and customer service to serve as a foundation for future learning.

The number of candidates on our Supported Employment Programme doubled in this year, so we introduced additional teaching staff to the classroom, meaning that every candidate received over 162 hours of tailored education with a ratio of 4:1. We also introduced maths and English qualifications alongside their usual employment qualifications. These are two-year qualifications designed to support the training in our cafés and enhance a candidate's chance of gaining employment.

100%

of our candidates have passed their employment qualifications

"Team Domenica helps people like me transition from teenagers to independent adults. Since starting on their programmes, change feels less scary; I now see a future and understand the steps I need to take to progress in the workplace and achieve my dreams."

***Asa,* Team Domenica candidate**

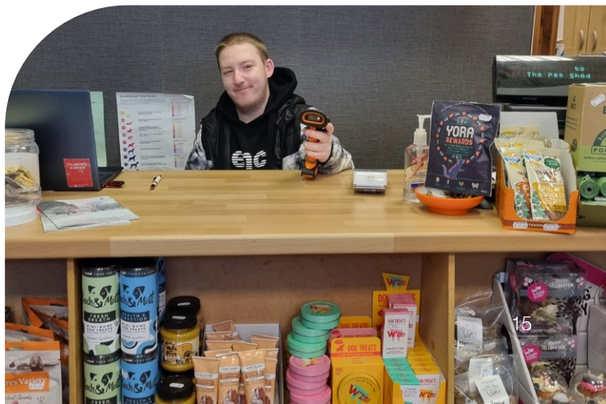
Work experience

Each candidate undertakes three separate placements with our partnered employers for seven weeks at a time – exploring what is right for them and what is not – whilst providing the soft skills, technical ability, and confidence to take the next step towards employment.

This year saw the largest number of work experience sessions ever organised – over 450 individual sessions, equating to 45 hours of practical work experience for each candidate.

"Today was my last day at Wigwam Toy Shop, as part of my work experience. I've really enjoyed learning new things like how to price toys and tidying shelves. My colleague Claire was proud of me working hard and helping her. I'm really proud of myself and I think my parents will be too. I'm really looking forward to my next work experience."

***Lara,* Team Domenica candidate**



Supported Employment Programme

Enrichment

Enrichment is a crucial part of a candidate's first year, underpinning their social development. Sessions, including drama, yoga, martial arts and creative arts. All are aimed at building self-confidence, resilience, teamwork, and other skills transferable to the workplace.

One of our major learnings from the pandemic was the importance of maintaining the wellbeing and life skills of our young people. Our Enrichment programme restarted 'in-person' in the second half of this year, meaning that every candidate received 137 hours of activity and support, with the addition of 37 hours of Personal Social Health and Economic education for each candidate.

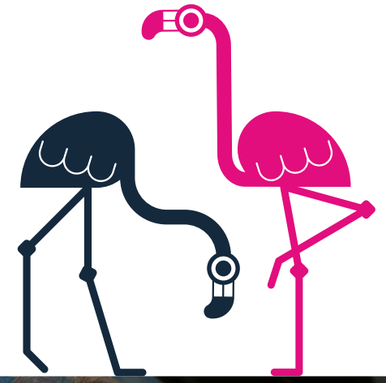
"I enjoy it [Enrichment], it's definitely more fun than not seeing people and being bored. Getting to see my friends and to use some energy, just makes me happy and more smiley."

***Oskar,* Team Domenica candidate**

"It is a great honour for Sussex Cricket to be part of the Team Domenica enrichment curriculum. Cricket is a complex sport and our Wednesday lunchtime sessions are really special because we get to see the candidates use teamwork, communication, decision-making and leadership to play the game. Also, most importantly, we have loads of fun!"

***Aroop,* Disability Cricket Manager** *Sussex Cricket Foundation*

Training cafés



Our young people couldn't achieve all that they do without our five training cafés and our coffee roastery, where candidates build their skills and confidence, learning how to work in supported environments. These training enterprises not only provide brighter futures and training for our candidates, but they also showcase their ability and talent, challenging society's misconceptions about learning disabilities – something we feel very proud of.

With the effect of the pandemic receding, every candidate was able to receive a huge 462 hours of café training, vastly improving their work-based skills and increasing their chances of employment.

"I really enjoy being at Team Domenica. My favourite job in the cafés is working on the tills as I love talking to people. It has really helped improve my confidence."

***Theo,* Team Domenica candidate**

Supported Internship Programme

In their second year, candidates build on their learning from year one through a supported internship with one of our partnered employers. Each internship is chosen based on the candidate's interests and ambitions, and each young person is supported by an experienced and dedicated job coach who works on-site with both the candidate and the employer to ensure their mutual success.

We support our employers with advice and training on learning disabilities. Our training mentors and teachers also continue to offer wellbeing support outside of work. Through regular work reviews and collaboration, a lot of time and energy goes into making things work for the candidate, their families and the employer.

We are thrilled that six candidates who had their supported internships halted by COVID-19 were able to complete them and were offered paid employment. A further 10 candidates completed their supported internship years, with nine of them achieving paid employment by July 2022. This means that the employment rate for our Supported Internship Programme programme is now an amazing 84% since 2016.

"I'm very grateful to Team Domenica for offering me the opportunity to gain work and teaching me what I know now. We're a real team at Café Rust; they're really inclusive of me being there and really accommodating to my needs. On shift, I work front of house and in food prep, and I'm currently working towards learning even more tricks of the trade."

***Jacob,* Team Domenica candidate**
on a Supported Internship at Café Rust

Since opening

84%

of candidates have achieved paid employment through this programme

Wrap Around Programme

One of the reasons Team Domenica exists is to remove the cliff edge that many people with learning disabilities face when they finish formal education.

Just one in four special educational needs students remain in employment a year after their supported internship has ended (FE Week, 2023). Unlike most Supported Internship Programmes, we continue to offer a high level of support to both the candidate and the employer, after they progress into employment. In the early stages of employment, our job coaches continue to support candidates in work. Candidates access 1-1 mentoring and a drop-in service to stay connected with Team Domenica. We are always on hand to navigate any challenges for either the employer or the candidate. This could be help with an appraisal, advocating for a candidate's needs or supplying extra training for either party.

No one in our area offers this level of support. It is because of this commitment to our candidates and employers that over 90% of our candidates retain their position for over one year and, in most cases, much, much longer. As the year closes, 29 young people are accessing the Wrap Around Programme. As this number increases, we will be investing more resources to develop this essential element of our work.

90%

of our young people maintain employment for over one year or more

"As a team, we feel supported by Team Domenica's Wrap Around Programme. There is a clear flow of communication that gives us reassurance – we always know that they are there, but never feel overtaken. It also means that Charles is supported by both sides of his network."

***Charles' team* at The Grand Brighton**

Day Service

Our Day Service provision offers work-based skills and enrichment, giving unique opportunities to young adults with a learning disability in Brighton & Hove. Some candidates come onto the Day Service at Team Domenica for a year's experience before progressing onto our Supported Internship Programme and paid work. For others, it is an inspiring and fun way to be at the heart of our Brighton community, building friendships, becoming part of a team and learning valuable work skills.

Tim is one of our many success stories from the Day Service. At the tail end of the COVID-19 pandemic, he did some training in our cafés and with the support of our employment team he started an apprenticeship at The Grand Brighton.

"I would like to give Team Domenica a massive thank you! Before I started with them, my dad and I were hunting all over for a job for me and people kept turning me down. That obviously knocked my confidence. When I arrived at Team Domenica, I learnt how to make barista-style coffee, perfected my baking and preparation of food – it has been said that I make the best shortcrust pastry! Since then, because of my training and the partnership with The Grand Brighton, I am now an apprentice chef at the hotel! Without Team Domenica this would have never happened."

***Tim, Team Domenica candidate,** now an Apprentice Chef with the aim of getting paid employment*

Partnerships and events

One Family

Lara at Ditchling Charity Ball

Our work is, in-part, delivered through our network of partnerships with over 50 pioneering businesses – our treasured partnered employers – who we are working with to change workplaces to be more inclusive of people with different abilities. Together, we are showing society that people with learning disabilities have ambition to lead fulfilling and purposeful lives, to have their individual gifts and talents recognised, and to feel included as valued members of society.

This year has been all about new partnerships. Knowing that we needed to rebuild our employer network after the pandemic, we invested in our employment team and were pleased to welcome a new Employer Partnerships Manager, working alongside our Head of Employment. As the year closes, this team has already seen considerable success in recruiting new businesses to our network. In October 2021, we held a lunch event in Hotel Du Vin, as a way of thanking some of our existing partners and forging new relationships with others. One such new relationship was with the Theatre Royal who took on a candidate in an internship and has since offered them paid employment.

We're seeing the support from our business community in many other ways, with long-term partners **Bird & Blend** running a tea tasting fundraiser for our benefit. We were invited to crash the party too, with candidate Ewan and Training Mentor Charlie running a tasting of our very own coffee, roasted by our candidates.

Ditchling charity events selected us as a primary beneficiary for their charity ball in July, raising thousands for our candidates' training and providing fantastic paid work experience opportunities for them on the day too.

"It's been a dream having a candidate here with us. We love the work Team Domenica does. The passion behind the people who run the organisation is amazing and is something we couldn't be prouder to be a part of. The work ethic of our candidate gives us high hopes for their future and the whole experience has been nothing but a joy and pleasure."

John, Theatre Royal Director

We work with over

50

partnered employers across Sussex

Our Charity Partners **One Family** came and redecorated our main centre, and many of their staff took part in various challenge events to raise money for us throughout the year.

With the pandemic over, our wider community has been able to support us again in multiple events, including not one, but two, **Brighton Marathon** Weekends, leading to Team Domenica being selected as a Brighton Marathon Weekend Local Charity Partner for 2023.

Josh at the Brighton Marathon

Training enterprises

Our footprint in Brighton & Hove continues to grow. To increase the number of in-house work experience opportunities available to our candidates, and enhance the visibility of young people with learning disabilities working in the public realm, we have opened two new cafés and are exploring new enterprises.

Plus X

Located on Lewes Road, Plus X is an impressive seven-storey co-working and innovation hub for all sizes of businesses. It offers tailored business innovation programmes, specialist prototyping workshops, high-spec media suites, wellbeing benefits such as weekly yoga classes to its members and, since August 2021, has boasted a Café Domenica too. The space, culture and pace of this environment is perfect for candidates to build their technical and social skills as they build long-lasting relationships with the members there.

Jubilee Library

We have been working with Brighton & Hove Libraries for several years and in May 2022 we opened our latest café in the central Jubilee Library. We are already connecting with hundreds of new people from many different cross sections of our community, highlighting the benefits that young people with learning disabilities bring to society and the workplace.

Our candidates are trained in six enterprises across Brighton & Hove, serving between

6,000-7,000

people every month

Catering and online shop

During the pandemic, one entrepreneurial candidate, Callum, helped us launch our online baked goods service to rave reviews as we sold brownies across the country from Scotland to Cornwall. Since then, our online shop has expanded to include a wider range of edible products, designed and made by our candidates, as well as other items.

Since COVID-related restrictions were scaled back, the appetite for in-person meetings in business and the community has returned. We jumped on the chance to add a catering arm to our business model, to maximise the use of our kitchen space and to provide yet more training opportunities for our candidates. This part of our business has been growing organically through word of mouth. It is becoming rapidly known for its excellent quality and service, and is yet another way that we are demonstrating the talents of our candidates.

"All the staff are so friendly and it's a joy watching them learn the ropes of hospitality. All the tables down here are full, the quiche and soup have been excellent and the staff are thoroughly attentive to all the tables. Having Café Domenica here is such a fantastic addition to our building."

Plus X customer

"Thrilled to be welcoming Team Domenica into our community. The variety of forward thinking, innovation-driven companies within our building require plenty of brain fuel and who better to provide that than Café Domenica? A core business principle at Plus X is a desire to create positive social impact at each of our sites. I am thrilled that through this partnership with the amazing Team Domenica, we are helping to provide opportunities for those that are all too often marginalised."

***Ross,* Plus X Location Director** *Plus X Brighton*

Wider influence

We have contributed to two local strategies and one national research project.

This year, our candidates contributed to Brighton & Hove Council's Five-Year Plans for both adults and young people with learning disabilities. We have participated in an independent study, commissioned by *BBC Children In Need*, that is looking at the challenges faced by the SEND community and advising on policy changes. We have advised the Centre for Social Justice on the perspective of people with learning disabilities and their families on several occasions. Our team also spoke at the Henry Smith Charity National Conference in June 2022 on how we overcame the challenges of COVID-19.

We also take part in several supported employment, supported internship and learning disability forums across Brighton & Hove and East Sussex.

Growing numbers, growing team, growing up

We are moving from infancy to adolescence, and with that growing-up we are embarking on a new journey to becoming a Specialist Post-16 Institution (SPI) – simply put, a standalone education provider. This move will give Team Domenica a new level of independence, improve financial stability, and amplify our credibility. It will deepen the quality of our provision for our candidates, make us significantly stronger in the long term and enable us to reach more young people than ever before.

This year, in preparation for this move, we have begun making the necessary changes to strengthen our organisation so that we are ready to be directly accountable to Ofsted. We have restructured our existing teams to support the management of the growing number of staff; recruited a new Chief Operating Officer to improve financial and operational management; and introduced new roles in HR, fundraising and communications. We have appointed a Quality Improvement Lead to guide this process and we look forward to the bolstering impact this will have on our organisation.

We have over

50

staff members delivering our programmes

"Working as a job coach for Team Domenica is a truly rewarding experience. It's fantastic to see the growth and development of the candidate I support."

***Allison,* Team Domenica Job Coach**

Charles' story

Before Team Domenica, Charles tried tirelessly to find the right path for himself, only to be met with a lack of support, misunderstanding and no encouragement. Charles feared that his dyslexia was an impassable barrier.

"I was in a really bad place at college and made to feel like a complete and utter failure."

***Charles,* Team Domenica candidate**

Charles left college, fearing he would never be accepted for who he is and had no chance at a future. But, after working closely with Team Domenica's teachers and training mentors, his outlook took a turn for the better as he gained the work skills he needed and developed self-confidence in a supportive environment.

"We have always sought to show Charles that he has many fantastic qualities – his communication skills, his inclusivity towards others, his resilience and his excellent work ethic. We have provided strategies in class to help him to work independently and build his confidence."

***Diana,* Charles' Teacher and Personal Mentor at Team Domenica**

Charles soon achieved his employment qualification and moved onto his Supported Internship at The Grand Brighton; he fitted into the team seamlessly. He was accepted with open arms, impressed the staff with his ability and has recently been offered paid work as a Hall Porter!

"I'm really proud of myself and what I've achieved. The Grand staff have accepted me and they really see me as a hard worker."

***Charles,* Team Domenica candidate**

Not only has there been an evident progression in his skills, but Charles' happiness and friendly demeanour is infectious. Once claiming to only find comfort in his hobby of acting, Charles now has the tools and confidence to know that he can be successful. He has a renewed faith in his capabilities and is able to see the numerous prospects he has before him.

"Charles is absolutely brilliant at what he does."

***Jade,* Duty Manager at The Grand Brighton**

"He's absolutely flourishing."

***Linda,* Charles' Job Coach**

"I feel a lot happier in myself and feel there is a path in life I can take. I feel part of a great community. I feel like I'm able to be a lot more open about my learning disabilities and feel accepted. I feel like I have a future ahead of me"

***Charles,* Team Domenica candidate**

Future plans

Increasing employment opportunities

As the number of candidates in their first year doubled in 2021 and our network of employer partners shrank during the pandemic, the gauntlet is emphatically laid down for our Employment Centre team, who will be working hard to find double the number of work experience, internship and employment opportunities for candidates. This will primarily involve recruiting a swathe of new employer partners, organising over 70 work placements, and securing up to 20 new supported internships. They will also need to recruit new job coaches to deliver 1-1 support for our candidates. A tall order, but they are already well on their way and we have built in additional resources to support this team.

Strengthening candidate voice

The voice of our young people is at the heart of everything we do and always has been. Our programmes are designed around their ambitions and the way they access our services is determined by their individual needs and what they want for themselves. That's one reason that no two journeys to employment are the same. When it comes to identifying placements, internships and work opportunities, we start with the individual, and find them the work they want, rather than the other way around. They are consulted by our team, every week and at every step of their journey, ensuring the best chances for success.

However, during the pandemic and all the challenges that brought, the formal mechanism for candidate feedback on programme design and organisational development – candidate steering groups – fell by the wayside in favour of more practical support. Now that the worst of the pandemic has passed, we will be reintroducing a candidate voice initiative, designed by the candidates themselves and aligned with our values, that ensures they are able to influence the development of our programmes.

Expanding ongoing support and improving wellbeing

Our commitment to ongoing support and improving wellbeing for our young people is paramount to their success and so our Enrichment Programme and Wrap Around Programme will undergo transitions.

In September 2022, we opened a new enrichment hub in a local church, and we will be introducing Personal Social Health and Economic sessions to support the wellbeing and personal learning of our candidates. We will be relaunching a rich and varied selection of new activities with our partners in the community (most of which were put on hold during the pandemic), all with the aim of building candidates' soft skills, confidence and resilience.

With the number of candidates finding paid work doubling at the end of 2022, we welcomed a new teacher to the team who will also be co-ordinating our Wrap Around Programme (WAP). Not only will candidates new to work be supported in their positions but, just as importantly, those who have been in work for multiple years will be able to access the help they need.

Next year we will be supporting

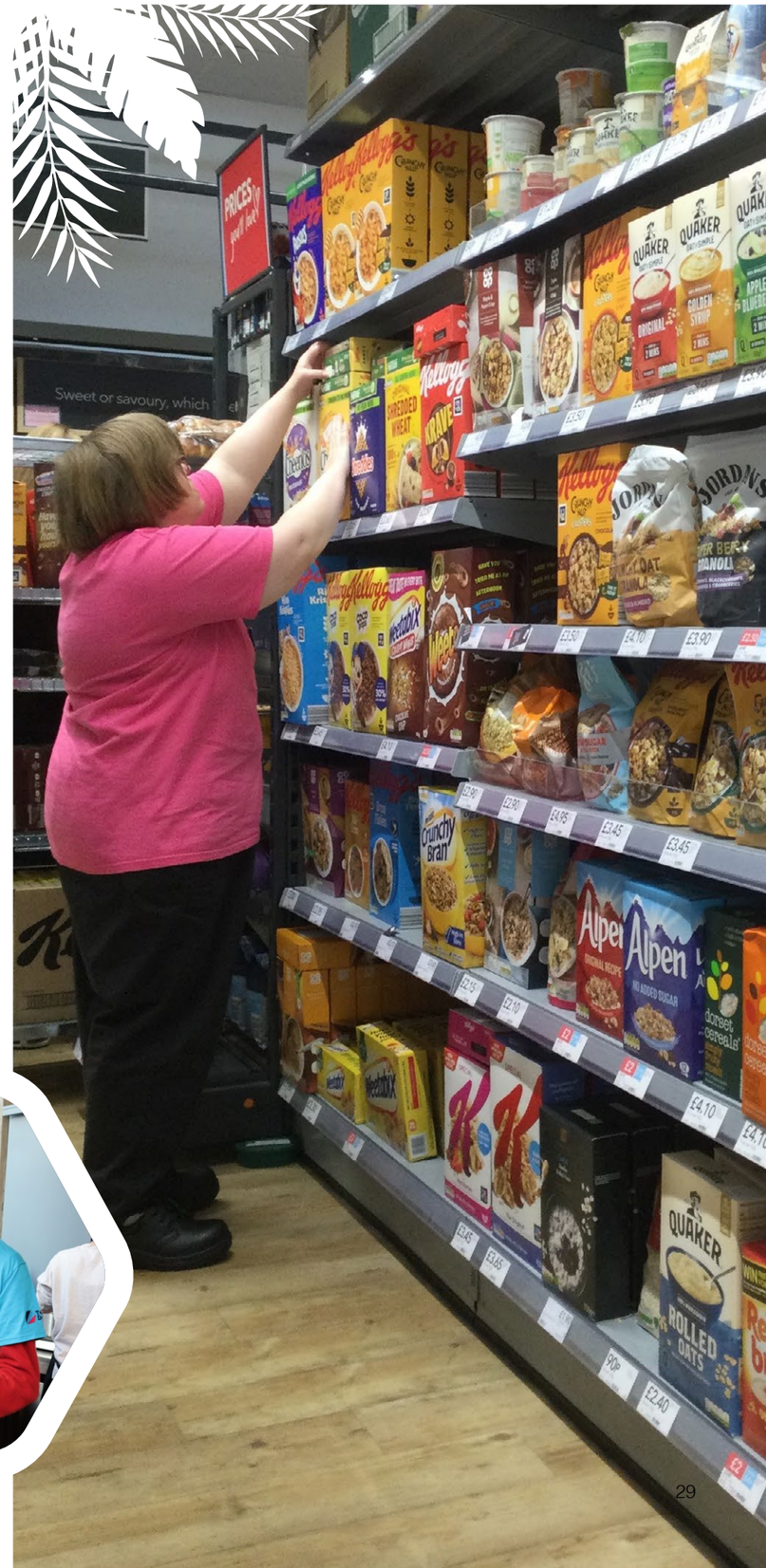
100

young people with learning disabilities across Sussex

We recognise that more could be done to help these candidates to develop within their roles, or find new work for them when desired. For this reason, we will be starting a drop-in job club at the beginning of our 2023-24 year, run by our WAP co-ordinator who will be responsible for giving careers advice.

Funding

As our organisation expands, inevitably, so do the costs. Our move to become a Specialist Post-16 Institution will assure our organisational and financial stability in the long term, but in the short term, the Board of Trustees have agreed that this increase of expenditure will be covered by our reserves. Our financial challenge will be finding the funding that we need to bridge the gap between being governed and becoming self-governing, as well as rebuilding our reserves. The bulk of our funding will continue to come from statutory contributions, but we must also explore new opportunities for traded and voluntary income as both landscapes have changed significantly. We will be investing time into diversifying and strengthening both of these income streams.



Future plans

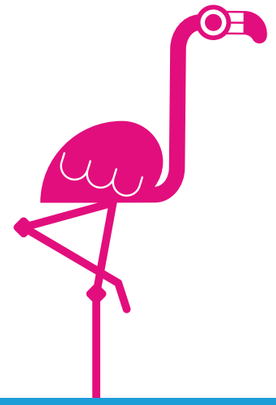
Organisational development

After six years of transforming lives, we are at a pivotal point in Team Domenica's organisational development. In 2023 we will be revisiting our organisation's values, vision and mission; guided by our candidates at the centre of the process and including all of our beneficiaries and staff. We will be reflecting these changes in a new website and communications plan.

We will also be commissioning Tizard Centre from the University of Kent to perform an external evaluation of our direct and wider impact, and will be internally assessing the quality of our provision along British Association of Supported Employment guidelines. From this standpoint we will be creating a new theory of change and three-year strategy to guide us through the coming chapter in our history as an emerging leader in the world of learning disabilities and supported employment.

We will be investing heavily in the training of all our staff, using online and in-person training across multiple areas, including safeguarding and emotional coaching; and every one of our staff involved in the direct delivery of training, education and support of candidates will be receiving or renewing their Training in Systematic Instruction from the British Association of Supported Employment.

Becoming a stand-alone education provider, will be a tremendous opportunity to strengthen our governance and determine our own policies and procedures in a way that reflects our organisation and sits firmly at the leading edge of best practice. We will be improving our governance by creating an education sub-committee at board level for greater scrutiny and will be appointing new Trustees, including a treasurer and a new education governor with experience in post-16 Special Education Needs and Disability (SEND).



Building plans for a new centre

We have achieved exceptional growth and impact in our first six years, but we are still based in the same small centre, on the edge of the city, which we have outgrown. We have had to open additional offices in a separate building for our growing staff team, and provide a separate hub for enrichment programme activities. This growth is spreading our teams and young people across the city which is fracturing our family. We are heavily reliant on partnerships and vulnerable to changes in their business models. Urgency is added by the fact that our current centre building lease ends in 2027.

We have always been a beacon of hope to all people with learning disabilities and their families. We don't just want to continue our work, we want to increase the number of young people and families we support, and maximise our impact across the community. We want to enhance the breadth and depth of the training and support we offer, to bring real transformative change to more young people's lives and more employer partners' workplaces.

To do this, we need to concentrate our energies on delivering our services, rather than on overcoming the challenges of our limited spaces. We need a larger space to bring our people and programmes together. There is also an opportunity now to put ourselves in the very heart of Brighton & Hove, visible to everyone in our city, so that they can see that people with learning disabilities can work and be part of society. We need a space where the community can come together to discover the unique talents of our young people and celebrate the value they can bring to the workplace.

By consolidating three of our sites in one place, we would be able to provide a better service to our existing young people, expand to new activities and cohorts, and build stronger staff teams.

We have started the process of searching for our new home in earnest, identifying our needs and specifications, performing a feasibility study and will begin raising the necessary capital in 2023.

"We have come a long way since we opened our doors in 2016, and our plans for the next few years are more ambitious still. The future holds big things for our organisation, our candidates and our community – a future we are all ready for."

Rosa Monckton MBE, Founder and Chair of Team Domenica

Financial review

The consolidated statement of financial activities is shown on page 38.

There was a total income of

£1,689,880

(2021 £1,182,927)

The group expended

£1,524,388

(2021 £945,518)

resulting in a surplus of

£165,492

(2021 £237,409)

Fundraising

The support we receive through fundraising provides a vital income source to the charity, enabling us to make a transformational difference to the lives of young people with learning disabilities. Team Domenica conducts its own fundraising activities without the involvement of a commercial fundraiser. Team Domenica is respectful in any approach for donation and does not place any pressure on a person or persons to donate money or property. Team Domenica has received no complaints about any fundraising activities and respects the privacy and details of donors in accordance with UK GDPR.

Income

Team Domenica raised a total of £550,578 (2021: £401,035) through fundraising activities accounting for 33% of overall income in the period.

45% of our income received (£765,833) came from statutory income sources (2021: £602,684) including education funding through our partnership with St John's College, Brighton; local authority Direct Payments and DWP Access to Work funding.

Finally, 22% of our income £372,835 (2021: £144,792) was generated through our training café subsidiary Café Domenica Limited.

Financial review

The charity continues to grow and the Trustees are pleased at how the business has recovered from the pandemic. This is especially true in the cafés, where sales recovered well after re-opening.

We are a people-based business and payroll will always constitute our major cost. We have been effected by the tight local labour market, but have managed to provide all services and fill all posts. We have also seen food and drink costs rise in our training cafés. Overall, we are very pleased to report another surplus which is added to reserves, recognising that as we grow, our reserves will need to increase proportionally to comply with the reserves policy.

In the short term, we plan to continue to grow, investing in growth to facilitate the long-term success of the organisation.

Public benefit

The Board has ongoing regard for the public benefit guidance published by the Charity Commission when reviewing the charity's activities and future plans. Team Domenica continues to make a significant impact in the education and work prospects of our beneficiaries. We regularly measure our impact via beneficiary surveys and employer partner feedback.

Reserves

The Trustees are satisfied that reserves continue to grow. This has allowed them to invest in growth in the financial year ending July 2023 and to ensure that the charity can survive any downturn in funding. At the balance sheet date, the charitable group's free reserves were £656,246 (2021 £721,890). These have been determined on the following basis:

Total fund balance	£1,484,197
Less restricted funds	(£108,691)
Less fixed assets	(£103,910)
Less EFSA accrued income	(£390,082)
Less future rent commitments	(£225,269)
Free reserves	**£656,245**

The Trustees determine the level of reserves needed by:

- forecasting the level of income anticipated over the short and medium term
- forecasting the level of expenditure in the short-to-medium term, based on planned activities
- analysing future needs, opportunities, contingencies, or risks which cannot be met out of income, including an assessment of the likelihood of those needs arising, and the potential consequences of the charity not being able to meet them.

The Board aims to hold six months of forecast operating costs.

Based on the forecast financial information this is estimated to be £988,586. The current free reserves of the charity as detailed above are £656,246, which represents four months of operating costs. The Trustees continue to aim for six months of free reserves, and note that the ESFA accrued income was higher than planned at the balance sheet date due to a one-off event. If the accrued income had been converted to cash as planned, the free reserves would have been sufficient to comply with the reserves policy.

Risk management

The Trustees have a detailed Risk Register showing the significant risks to the charity including Reputational, Operational, Financial and Governance Risks. Each type of risk has been carefully considered with controls put in place to mitigate the risk and contingency plans set out. The register is reviewed and updated at each board meeting.

Trustees' responsibilities

The Trustees (who are also the directors of Team Domenica for the purposes of company law) are responsible for preparing the Annual Report of the Trustees 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 year. 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company special provisions

The report of the directors has been prepared taking advantage of the small companies' exemption in the Companies Act 2006.

This report was approved by the Board on 26/04/23.

On behalf of the board:

Rosa Monckton MBE
Trustee

Independent Auditor's Report

to the Members and Trustees of Team Domenica

Opinion

We have audited the financial statements of Team Domenica (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2022 which comprise the consolidated statement of financial activities, consolidated statement of financial position, charity statement of financial position, consolidated statement of cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and parent charitable company's affairs as at 31 July 2022, and of the group's 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company 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 group and parent charitable company's ability to continue as a going concern for a period of at least 12 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 Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

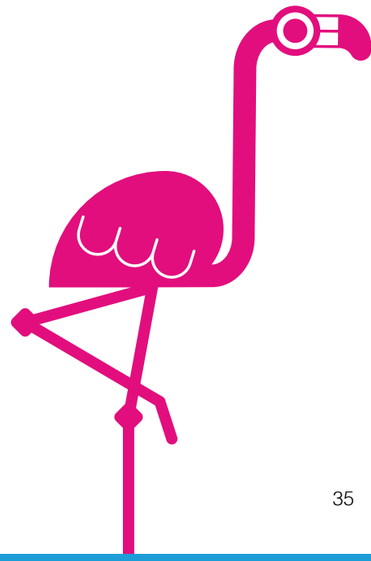
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 set out on page 33, the Trustees (who are also the directors of the parent charitable company 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 group and parent charitable company'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 group or parent charitable company or to cease operations, or have no realistic alternative but to do so.



Independent Auditor's Report

to the Members and Trustees of Team Domenica (continued)

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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:

- Discussion with management, including consideration of known or suspected instances of fraud and non-compliance with laws and regulations;
- Review of minutes of Trustees' meetings for discussion of instances of fraud and non-compliance with laws and regulations;
- Review of legal expenses for evidences of fees related to non-compliance;
- Review of journal entries for indicators of fraud; and
- Challenge of management as to why certain items are excluded or included from net incoming resources.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its Trustees 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 charitable company and the charitable company's members as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Colin Young BA FCA
(Senior Statutory Auditor)

For and behalf of Galloways Accounting

Statutory Auditor
Atlas Chambers
33 West Street
Brighton
East Sussex
BN1 2RE

Date: 26/04/23

Consolidated Statement of Financial Activities

(Including Income and Expenditure Account)
Year ended 31 July 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Income from:							
Donations and legacies	3	176,134	374,444	550,578	160,485	240,550	401,035
Charitable activities	4	1,138,668	-	1,138,668	747,476	-	747,476
Investments	5	634	-	634	178	-	178
Other	6	-	-	-	34,238	-	34,238
Total income		1,315,436	374,444	1,689,880	942,377	240,550	1,182,927
Expenditure on:							
Raising funds	7	75,647	-	75,647	40,465	-	40,465
Charitable activities	8	1,116,323	332,418	1,448,741	709,408	195,645	905,053
Total expenditure		1,191,970	332,418	1,524,388	749,873	195,645	945,518
Net income/expenditure		123,466	42,026	165,492	192,504	44,905	237,409
Gross transfers between funds		-	-	-	-	-	-
Net movement in funds		123,466	42,026	165,492	307,002	6,731	237,409
Reconciliation of funds:							
Fund balances at 01 August 2021		1,252,040	66,665	1,318,705	1,059,536	21,760	1,081,296
Fund balances at 31 July 2022		1,375,506	108,691	1,484,197	1,252,040	66,665	1,318,705

Consolidated Statement of Financial Position

Year ended 31 July 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible fixed assets	13		103,910		100,897
			103,910		100,897
Current assets					
Stocks	14	10,611		4,347	
Debtors	15	800,607		424,792	
Cash at bank and in hand		647,873		860,936	
		1,459,091		1,290,075	
Creditors: Amounts falling due within one year	16	(78,804)		(72,267)	
Net current assets			1,380,287		1,217,808
Net assets			1,484,197		1,318,705
Charity funds:					
Restricted funds	18		108,691		66,665
Unrestricted funds – general	19		1,375,506		1,252,040
Total funds			1,484,197		1,318,705

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 26/04/23.

Signed on behalf of the board of Trustees

R Monckton MBE
Trustee

Charity Statement of Financial Position

Year ended 31 July 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible fixed assets	12		80,604		93,158
Investments	13		2		2
			80,606		93,160
Current assets					
Stocks	14	1,730		990	
Debtors	15	795,952		409,743	
Cash at bank and in hand		623,261		838,360	
		1,420,943		1,249,093	
Creditors: Amounts falling due within one year	16	(50,269)		(38,666)	
Net current assets			1,370,674		1,209,437
Net assets			1,451,280		1,302,597
Charity funds:					
Restricted funds	18		108,691		66,665
Unrestricted funds – General	19		1,342,589		1,235,932
Total funds			1,451,280		1,302,597

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 26/04/23.

Signed on behalf of the board of Trustees

R Monckton MBE
Trustee

As permitted by Section 408 of the Companies Act 2006, the Income and Expenditure Account of the parent charitable company is not presented as part of these financial statements.

Consolidated Statement of Cash Flows

Year ended 31 July 2022

	Note	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from operations	24		(178,691)		195,277
Investing activities					
Purchase of property, plant and equipment		(35,006)		(17,406)	
Interest received		634		178	
Net cash (used in) / generated from investing activities			(34,372)		(17,228)
Net decrease/(increase) in cash and cash equivalents			(213,063)		178,049
Cash and cash equivalents at beginning of year			860,936		682,887
Cash and cash equivalents at end of year			647,873		860,936
Cash and cash equivalents consists of:					
Cash in bank and in hand			647,873		860,936
Cash and cash equivalents at end of year			647,873		860,936

Notes to the Financial Statements

Year ended 31 July 2022

1. Accounting Policies

1.1 Basis of preparation

Team Domenica is a private limited by guarantee charitable company registered in England and Wales. The registered office of the charity 5-7 Preston Road, Brighton, East Sussex BN1 4QE.
The nature of the charitable group's operations and principal activities are the provision of employment training for young people with learning disabilities and the operation of cafés to provide a training environment.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charitable group and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Basis of consolidation

The consolidated financial statements incorporate the financial statements of the charitable company and its group undertaking. These are adjusted, where appropriate, to conform to group accounting policies. As a consolidated group statement of financial activities is published, a separate income and expenditure account for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006.

1.3 Going concern

The Trustees consider that there are no material uncertainties regarding Team Domenica's ability to continue as a going concern. Therefore, the financial statements are prepared on a going concern basis.

1.4 Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have 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 group for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies
Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected.
If the amount is not known, the legacy is treated as a contingent asset.

Income from fundraising events includes monies raised from various events throughout the year. This income is included in the accounts when the charity becomes aware of its entitlement to this income.

Charitable activities

Income from service contracts is recognised when the service has taken place.

Ancillary trading income includes the income raised through the charity's café. This is considered to be primary purpose trading, as the café is staffed by Training Centre candidates and provides them with hands-on experience in many areas. The café income is generally received by cash or card and this is recognised when received.

Other
Income from Government grants is recognised in the period to which the underlying costs relate.

1.6 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Expenditure on raising funds is that incurred in seeking voluntary income.

Expenditure on charitable activities includes costs incurred to operate the training programmes and the cafés, along with associated support costs.

Support costs, such as general management, governance and financial management, are allocated across the categories of charitable activities and costs of raising funds. The basis of the cost allocation is explained in the notes.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property improvements	10 years straight line
Plant and machinery	4 years straight line
Fixtures and equipment	5 years straight line
Computers	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/ (expenditure) for the year.

1.8 Investments

Investments in subsidiaries are measured at cost less impairment.

1.9 Stocks

Stocks are consistently valued at the lower of cost and estimated selling price less costs to sell. Cost is calculated using the first-in, first-out formula. Provision is made for damaged, obsolete and slow-moving stock where appropriate.

1.10 Financial instruments

Financial instruments are recognised in the statement of financial position when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

1. Accounting Policies (continued)

1.11 Employee benefits

The cost of any holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable and receivable under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the period of the lease.

1.14 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

The trading subsidiary is liable to corporation tax. Taxation for the year comprises current and deferred tax. Tax is recognised in the consolidated statement of financial activities. Current or deferred taxation assets and liabilities are not discounted. Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2. Critical Accounting Estimates and Judgements

In the application of the group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The group has no areas of critical accounting estimates and judgements.

3. Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Donations	166,074	374,444	540,518	397,394
Gift aid	10,060	-	10,060	3,641
For the year ended 31 July 2022	176,134	374,444	**550,578**	401,035
For the year ended 31 July 2021	160,485	240,550		401,035

4. Charitable Activities

	Training Centre £	Café £	2022 £	2021 £
Services provided under contract	761,833	4,000	765,833	602,684
Ancillary trading income (café sales)	-	372,835	372,835	144,792
For the year ended 31 July 2022	761,833	376,835	**1,138,668**	747,476
For the year ended 31 July 2021	602,684	144,792		747,476

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

5. Investments

	2022 £	2021 £
Fundraising events (rendering of services)	634	178

6. Other

	2022 £	2021 £
Government grants	-	34,138
Rent received	-	100
	-	34,238

£nil (2021: £34,138) of the above Government grants was receivable in respect of the Coronavirus Job Retention Scheme.

7. Expenditure on Raising Funds

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Fundraising and publicity				
Staging fundraising events	232	-	232	-
Advertising	2,208	-	2,208	1,429
Other fundraising costs	4,648	-	4,648	2,949
Staff costs	68,559	-	68,559	36,087
Total for the year ended 31 July 2022	75,647	-	**75,647**	40,465
Total for the year ended 31 July 2021	40,465	-		40,465

8. Charitable Activities

	Training Centre £	Café £	Employment Centre £	Total 2022 £	Total 2021 £
Staff costs	527,895	291,008	64,276	883,180	519,154
Advertising	226	5,653	-	5,879	77
Depreciation and impairment	9,247	3,981	-	13,228	2,889
Staff training	3,777	270	-	4,047	1,248
Café purchases	-	136,522	-	136,522	77,675
Enrichment	-	-	20	20	304
Rent and rates	23,361	46,506	-	69,867	37,454
Freelance support	20,377	-	2,300	22,677	7,235
Light and heat	1,313	711	-	2,024	2,015
Partner college fees	25,466	-	-	25,466	2,647
Repairs and renewals	4,179	9,459	667	14,305	10,758
Health and safety	79	-	-	79	3,198
Cleaning	6,474	11,994	36	18,504	-
Telephone	581	1,828	-	2,409	2,005
PPS and computer	2,735	1,742	4	4,481	4,802
Insurance	599	750	-	1,349	600
Travel	1,291	287	2,847	4,426	517
Awarding body fees	2,200	-	-	2,200	425
Legal and professional	-	307	-	307	628
Sundry expenses	1,254	6,088	138	7,480	3,661
Entertainment	-	193		193	67
	631,054	517,300	70,288	**1,218,641**	677,359
Share of support costs (see note 9)	104,276	70,149	15,167	189,592	193,225
Share of governance costs (see note 9)	22,279	14,988	3,241	40,508	34,469
	757,609	602,437	88,696	**1,448,741**	905,053
Analysis by fund					
Unrestricted funds – general	461,314	566,314	88,696	1,116,323	709,408
Restricted funds	296,295	36,123	-	332,418	195,645
For the year ended 31 July 2022	757,609	602,437	88,696	**1,448,741**	905,053
For the year ended 31 July 2021	502,024	356,084	46,945		905,053

The support costs have been allocated to activities based on the proportion of costs and time spent on activities. The split is 52% Training Centre, 42% Café and 6% Employment Centre.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

9. Support Costs

	Support costs £	Governance costs £	Total 2022 £	Total 2021 £
Staff costs	81,470		81,470	116,683
Depreciation and impairment	18,765		18,765	23,826
Enrichment activities	16,249		16,249	7,319
Rent and rates	7,922		7,922	1,236
Health and safety	130		130	597
Repairs and renewals	825		825	1,509
Cleaning	480		480	0
Staff training	3,639		3,639	857
Telephone	581		581	602
PPS and computer	6,880		6,880	6,779
Freelance support	11,073		11,073	10,290
Subscriptions	1,124		1,124	979
Recruitment fees	896		896	456
Travel	5,310		5,310	159
Awarding body fees	968		968	-
Bad debts	626		626	689
Sundry costs	5,769		5,769	4,254
Bookkeeping	26,885		26,885	16,990
Accountancy		23,161	23,161	29,443
Legal and professional		17,347	17,347	5,026
	189,592	40,508	230,100	227,694

Governance costs includes payments of £10,249 (2021: £9,000) for audit fees, and £10,249 (2021: £9,600) for other accounting services provided by the auditor.

10. Employees and Trustees

Number of employees	2022 Number	2021 Number
The average monthly number employees during the year was:		
Direct	56	31
General	2	3
	58	34

Employment costs	2022 £	2021 £
Wages and salaries	940,156	610,279
Social security costs	65,449	43,115
Other pension costs	27,604	18,530
	1,033,209	671,924

There were no employees whose annual remuneration was £60,000 or more.

11. Trustee Remuneration and Benefits

No Trustees were paid remuneration (2021: £nil).

During the year a Trustee was reimbursed expenses totalling £25 (2021: £nil) for safeguarding training.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

12. Tangible Fixed Assets

Group	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 1 August 2021	102,373	29,226	44,911	32,639	209,150
Additions	-	9,191	10,804	15,010	35,006
Disposals				(4,134)	
At 31 July 2022	102,373	38,417	55,716	43,516	244,156
Depreciation:					
At 1 August 2021	37,664	17,423	30,051	23,114	108,252
Charge for the year	10,237	5,683	9,412	4,771	30,104
Eliminated on disposal				(2,244)	
At 31 July 2022	47,901	23,106	39,463	25,641	138,356
Net book amount:					
At 31 July 2022	54,471	15,311	16,252	17,875	103,910
At 31 July 2021	64,709	11,803	14,860	9,525	100,897

Charity	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 1 August 2021	102,373	21,591	44,213	32,639	200,817
Additions	-		448	15,010	15,459
Disposals				(4,134)	(4,134)
At 31 July 2022	102,373	21,591	44,662	43,516	212,142
Depreciation:					
At 1 August 2021	37,664	16,845	30,036	23,114	107,659
Charge for the year	10,237	2,586	8,528	4,771	26,123
Eliminated on disposal				(2,244)	(2,244)
At 31 July 2022	47,901	19,431	38,564	25,641	131,538
Net book amount:					
At 31 July 2022	54,471	2,160	6,097	17,875	80,604
At 31 July 2021	64,709	4,747	14,177	9,525	93,158

13. Fixed Asset Investments

Charity	Investment in subsidiary £
Cost or Valuation	
At 1 August 2021 and 31 July 2022	2
Carrying Amount	
At 31 July 2022	2
At 31 July 2021	2

These financial statements include the results for the charity's subsidiary, Café Domenica Limited. The financial statements of Café Domenica Limited are unaudited. The details of the subsidiary are:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held
Café Domenica Limited	5-7 Preston Road, Brighton BN1 4QE	Operation of cafés	Ordinary	100

14. Stocks

Group	2022 £	2021 £
Café inventories	10,611	4,347

Charity	2022 £	2021 £
Café inventories	1,730	990

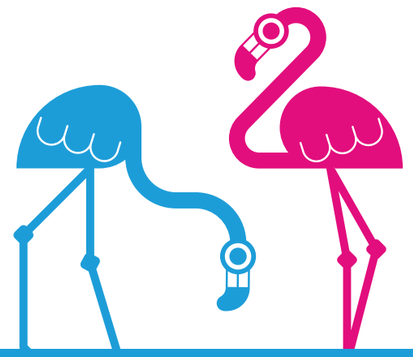
Notes to the Financial Statements

Year ended 31 July 2022 (continued)

15. Debtors

Group	2022 £	2021 £
Trade debtors	274,586	75,103
Prepayments and accrued income	515,201	334,650
Other debtors	10,820	15,039
	800,607	424,792

Charity	2022 £	2021 £
Trade debtors	273,552	73,337
Prepayments and accrued income	512,900	326,906
Other debtors	9,500	9,500
Amounts due from group undertakings	-	-
	795,952	409,743



16. Creditors: Amounts Falling Due Within One Year

Group	2022 £	2021 £
Trade creditors	24,197	20,683
Accruals and deferred income	23,112	26,756
Other creditors	6,466	10,169
Other taxation and social security	25,029	14,659
	78,804	72,267

Charity	2022 £	2021 £
Trade creditors	10,774	2,922
Accruals and deferred income	21,061	19,394
Other creditors	4,274	5,458
Other taxation and social security	14,160	10,892
	50,269	38,666

17. Retirement Benefit Schemes

Defined contribution schemes

The group operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

The charge to the consolidated statement of financial activities in respect of defined contribution schemes was £27,604 (2021: £18,530).

The pension costs have been allocated between the different activities based on the member of staff that the pension cost relates to and where they work in the charity. Where staff have worked on projects which have received restricted funds, a proportion of those costs which relate to the restricted projects has been allocated to the restricted cost.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

18. Restricted Funds

Group and charity

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 01 August 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2022 £
Red Roaster	1,950	-	(1,950)	-	-
Training Centre	59,743	301,998	(269,321)	(4,229)	88,191
Staff Parties	2,758	1,000	(2,252)	-	1,506
Curriculum Enrichment	-	13,000	(10,000)	-	3,000
Staff Training	2,214	25,000	(25,000)	-	2,214
Café Running Costs	-	32,882	(23,871)	4,229	13,240
Laptop	-	565	(24)	-	541
	66,665	374,444	(332,418)	-	108,691

The Red Roaster fund covers the expenditure for areas such as coffee, rent and salaries to provide work experience to their candidates.

The Training Centre fund relates to donations received towards funding trainer mentors' salaries.

The Staff Parties Fund includes a donation given to contribute towards a summer party and Christmas party for staff.

The Curriculum Enrichment Fund includes a donation to cover the costs associated with the charity's enrichment delivery, provider and hire fees.

The Staff Training fund relates to income for the training of staff.

The Café Running Costs fund relates to a grant to assist with café running costs.

The Laptop Fund relates to a donation provided for the purpose of a purchase of a laptop.

19. Unrestricted Funds

Group	Movement in funds				
	Balance at 01 August 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2022 £
Unrestricted reserve	1,252,040	1,315,436	(1,191,970)	-	1,375,506
	1,252,040	1,315,436	(1,191,970)	-	1,375,506

Charity	Movement in funds				
	Balance at 01 August 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2022 £
Unrestricted reserve	1,235,932	1,080,171	(973,514)	-	1,342,589
	1,235,932	1,080,171	(973,514)	-	1,342,589

Unrestricted funds represent the free funds of the group that are not designated for particular purposes.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

20. Analysis of Net Assets Between Funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2022 are represented by:			
Property, plant and equipment	103,910	-	103,910
Current assets/liabilities	1,271,596	108,691	1,380,287
Total Net Assets	1,375,506	108,691	1,484,197

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2022 are represented by:			
Property, plant and equipment	80,604	-	80,604
Investments	2	-	2
Current assets/liabilities	1,261,983	108,691	1,370,674
Total Net Assets	1,342,589	108,691	1,451,280

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2021 are represented by:			
Property, plant and equipment	100,897	-	100,897
Current assets/liabilities	1,151,143	66,665	1,217,808
Total Net Assets	1,252,040	66,665	1,318,705

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2021 are represented by:			
Property, plant and equipment	93,158	-	93,158
Investments	2	-	2
Current assets/liabilities	1,142,772	66,665	1,209,437
Total Net Assets	1,235,932	66,665	1,302,597

21. Operating Lease Commitments

	Land and buildings 2022 £	Other operating leases 2022 £	Land and buildings 2021 £	Other operating leases 2021 £
Future minimum lease payments for non-cancellable operating leases payable in:				
Less than one year	65,750	652	66,075	2,800
Between one and five years	159,519	-	185,229	700
Over five years	-	-	31,540	-
	225,269	652	282,844	3,500

During the year, a licensing agreement was entered into with Jubilee library for three years, whereby a contribution is due from the licensee of 7% of the quarterly net turnover from the Jubilee Library Café Domenica stall, with a review on this contribution after the first 12 months.

22. Related Party Transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2022 £	2021 £
Aggregate compensation	89,185	85,459

During the year, donations receivable from the Trustee, A Polizzi di Sorrentino, amounted to £198 (2021: A Polizzi di Sorrentino, Trustee, £154) and from key management personnel, J Cook amounted to £110 (2021: J Cook, key management personnel, £110). Income for day service attendance for the daughter of the Trustee, R Monckton amounted to £2,090 (2021: £8,305). At the year end, R Monckton owed Team Domenica £110 (2021: £495) for these services. These services were charged at the same rate as other candidate users of the service.

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

23. Limited by Guarantee

The charitable company is limited by guarantee and does not have share capital. It is incorporated in England and Wales.

In the event of the charitable company being wound up, each member has undertaken to contribute to the assets of the charitable company such amounts as may be required not exceeding £1.

The number of members at 31 July 2022 was 5 (2021: 5).

24. Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2022 £	2021 £
Net income for the year	165,493	237,409
Adjustments for:		
Investment income recognised in statement of financial activities	(634)	(178)
Depreciation and impairment of property, plant and equipment	30,104	26,714
Loss on disposal	1,889	-
Movements in working capital:		
(Increase) in trade and other receivables	(375,815)	(106,953)
(Increase) in stocks	(6,264)	(2,844)
Increase in trade and other payables	6,536	41,129
Net cash flow from operations	(178,691)	195,277

25. Analysis of Changes in Net Funds

	At 1 August 2021 £	Cash flow £	At 31 July 2022 £
Net cash			
Cash at bank and in hand	860,936	(213,063)	647,873
	860,936	(213,063)	647,873

Notes to the Financial Statements

Year ended 31 July 2022 (continued)

26. Donations, Trusts and Charitable Sources

- Aviva Community Fund
- BBC Children In Need/Youth Futures Foundation
- Blagrave Trust
- Bryan Guinness Charitable Trust
- The Chalk Cliff Trust
- Charlotte Marshall Charitable Trust
- Co-op Community Fund
- Cow Corner
- David Solomons Charitable Trust
- Edward Gostling Foundation
- The Ennismore Charitable Trust
- Ernest Kleinwort Charitable Trust
- Fonthill Foundation
- Garfield Weston Foundation
- Hannah Rothschild Trust
- Henry Smith Charity
- Hosking Charitable Trust
- Invest for Children
- The Lawson Trust
- MariaMarina Foundation
- National Lottery Community Fund
- OneFamily
- Rayne Foundation
- Rockefeller Philanthropy Advisors
- The Sigrid Rausing Trust
- Southover Manor Trust

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Team Domenica is a company limited by guarantee and a charity registered in England and Wales. Registered charity no: 1165494. Registered company no: 09862696

Team Domenica

TEAM DOMENICA

England & Wales - Charity number 1165494

Accounts

Annual Report 2021

Trustees' report
and consolidated
financial statements
Year ending
31 July 2021

www.teamdomenica.com

Registered charity no: 1165494

Team Domenica

Removing barriers to work for people with learning disabilities

Legal and administrative information
Year ended 31 July 2021

Trustees
R Monckton MBE
C Noel FCA
A Polizzi di Sorrentino
L Howell
J Flanagan

Company number
09862696

Charity number
1165494

Registered office and principal address
5-7 Preston Road, Brighton,
East Sussex BN1 4QE

Auditor
Galloways Accounting
Atlas Chambers, 33 West Street,
Brighton BN1 2RE

Banker
C. Hoare & Co
37 Fleet Street, London EC4P 4DQ

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Introduction

This has been a year of resilience, patience and recovery: resilience shown by the team in dealing with the logistical problems across several sites caused by ongoing COVID-19 restrictions, patience and dedication in easing our candidates back to their various programmes after the trauma of lockdowns, and the recovery of our collective spirit as we emerged into a semblance of normality.

Several of our candidates were unable to attend their work experience placements due to COVID-19 and so, whilst it might seem counterintuitive, we expanded to keep them on track.

We started a 12-month partnership with Brighton Dome, which enabled our team to deliver work-based training whilst maintaining the required social distancing.

We entered a partnership with Redroaster – a Brighton-based coffee company – to give our candidates the experience of roasting, packaging and labelling coffee. This was such a success that in January we launched our own Café Domenica single estate coffee.

In November we established an online shop, the highlight being 'Baked Goods by Callum' – one of our truly gifted bakers and a budding entrepreneur. This enterprise helped replace lost income due to the closure of our cafés intermittently throughout the year.

Our growth will not stop there. In the new academic year, we can look forward to opening a new café in partnership with Plus X, on Lewes Road. Plus X is a modern, shared workspace initiative, and our café will be providing even more invaluable work experience for our candidates.

Day Service is becoming an increasingly important part of Team Domenica. When our candidates reach 25 there is no longer any educational funding – and precious little provision. We do not want to leave anyone behind. A lifelong learning disability is exactly that… life long, and needs don't change just because someone is over 25. Continued care and effort are needed for this cohort, to make them as independent as it is possible to be, to give them purpose, and ensure that they are included in their local communities.

This has been another year of achievement in the face of adversity. Our candidate numbers increased by 20%, and despite our supported internships being delayed by COVID-19, we anticipate that our employment rate will rise above 75% as our candidates move into paid work over the summer holidays. We are working with 50 businesses in Brighton & Hove and aim to expand this number in the year ahead. We worked closely with parents, and I am pleased to note that 100% of parents felt supported by us in this difficult year, and that 95% of our candidates feel good about their future. With a mixture of online and face-to-face teaching when possible, 100% of our candidates passed their employment qualifications – a huge achievement.

In short, we have faced multiple challenges creatively and with courage, driven by the needs of our candidates. Ensuring their mental wellbeing in troubling and uncertain times has been our priority, and I am in awe of the dedication, compassion, and professionalism of the team. As always, I want to thank them for their ferocious work ethos, their empathy and concern. A thank you also to our Trustees for their support and understanding, and to the grant-making trusts, foundations and individuals who have enabled us to continue to deliver our multiple programmes.

Lastly a huge thank you to our candidates, who give us meaning and purpose to our days, just as much as we do to theirs.

Rosa Monckton

Rosa Monckton MBE
Founder and Chair

Annual Report of the Trustees

The Trustees, who are also the directors for the purposes of company law, present their Annual Report and accounts for the year ending 31 July 2021. The accounts have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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) published in October 2019.

Structure, governance and management

The charity is a company limited by guarantee having been incorporated on 9 November 2015. It is also a registered charity (number 1165494) and is governed by its Memorandum and Articles of Association dated 9 November 2015.

The Trustees, who are also the directors for the purpose of company law and who served during the year were:

- **R Monckton MBE**
- **C Noel FCA**
- **A Polizzi di Sorrentino**
- **L Howell**
- **J Flanagan** (appointed 29 December 2020)

The charity is run by the board of Trustees, which sets and monitors strategy and policy. The board receives quarterly reports of all the activities of the charity. A minimum of three strategy meetings are held each year, with one on-site at the charity's Centre in Brighton. All Trustees are encouraged to visit the Centre to familiarise themselves with the charity and the context within which it operates.

The board of Trustees comprises a mixture of individuals from a wide range of backgrounds with extensive business expertise. The board considers the mix of skills and experience needed to run the charity effectively and will recruit new Trustees to fill any gaps. New Trustees are recommended by the board and elected in accordance with the Memorandum and Articles of Association of the charity.

Additionally, new Trustees are involved and encouraged to attend an introductory training session at Team Domenica's Centre to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Founder & Chairman, and Senior Management and cover:

- The responsibilities of the Senior Management Team.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing and the current financial position as set out in the latest published accounts.
- Future plans and objectives.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All Trustees give their time voluntarily and receive no benefits from the charity. Details of directors' expenses and related party transactions are disclosed in note 23 to the accounts.

The Trustees are responsible for the high-level strategic development and direction of the charity. They delegate authority to deliver the strategy and day-to-day management responsibility to the key Senior Management Team (SMT).

During the reporting period, the Trustees determined that the SMT comprises the Programme & Strategy Director – Lisa Campbell-Squires, and Operations Director – Danielle Dodd (who left 31 October 2020) and Executive Director – Jo Gracie (who returned from maternity leave 6 July 2021).

The pay relating to the Senior Management Team is reviewed annually and normally increased in accordance with average earnings. The Trustees benchmark against pay levels in other charities of a similar size.

We remain in partnership with a specialist SEN provider, St John's College and School, who provide valuable expertise and support to our operation.

Café Domenica Ltd is a subsidiary company to the charity.

About us

Young people with learning disabilities are often unemployed and marginalised in their communities, with little or no opportunity to reach their full potential. Team Domenica is here to change that.

We believe that everyone should have the opportunity to feel valued, be included as members of society, and reach their full potential.

Founded in 2016, Team Domenica supports young people with learning disabilities across Sussex to gain the necessary skills to find paid work, and benefit from the self-worth that comes with employment.

This year, Team Domenica has provided an extensive and varied programme of education, training and employment opportunities to

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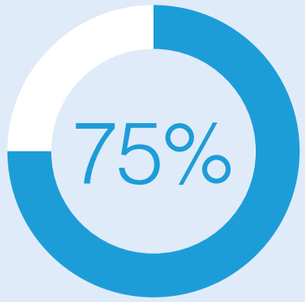
young people with learning disabilities – referred to as our 'candidates' to more accurately reflect their readiness for employment.

No other organisation in our area offers the same level of bespoke training, experience, and lifelong support to young people with learning disabilities and their employers. We're having a huge impact.

"I love having a paid job so that I can earn money and feel part of a team. I don't think I would have got a job without the support of Team Domenica. They have helped my confidence and made me feel that I could do my job."

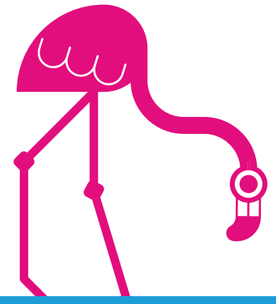
*Team Domenica candidate **Katie***



of our candidates find work through our Supported Internship Programme

This is the same as the UK's national employment rate and almost 13 times higher than the average for people with learning disabilities in England.

(Office of National Statistics, 2021, and NHS Digital, 2018)



Our objectives

Team Domenica continues to work towards five transformative outcomes. Through our work:

01

Young people with learning disabilities will have improved workplace knowledge and employability skills.

02

Partnered employers will feel more confident in providing work experience, supported internships and paid employment to young people with learning disabilities.

03

Young people with learning disabilities will have increased opportunities to gain and sustain work.

04

Young people with learning disabilities will have increased independence, confidence, and wellbeing.

05

Young people with learning disabilities will feel less isolated and better connected to their local community.

The need

The need for Team Domenica has never been greater. Nationally, just **6%** of people with learning disabilities are in employment.

(NHS Digital, 2018)

People with learning disabilities are seven times more likely to suffer from **chronic loneliness and isolation** from their community, and they are twice as likely to be vulnerable to mental health issues

(Learning Disability Today, 2019)

18% of people say they have never spoken to someone with a learning disability and **27%** agree they would feel apprehensive about talking to someone with a learning disability for the first time.

(Learning Disability Today, 2021)

There is a lack of understanding and a sense of apprehension about learning disabilities in the UK, with **6 in 10** people witnessing someone being rude to a person with learning disabilities and a **third of people** admitted that they themselves have engaged in offensive or disrespectful behaviour

(Mencap, 2021)

These challenges have only been exacerbated by the pandemic, which has disproportionately affected people with learning disabilities (ONS, 2021) who feel they are being left behind by national and local strategies.

(Learning Disability Today, 2022)

Our family is stronger than ever

Team Domenica is leading a sea change in Brighton & Hove, East Sussex, and West Sussex. Through our training enterprises; with the help of our employer partners across the region; and as young people with learning disabilities enter paid work, our community is making itself known. We are building confidence and self-worth. We are fighting isolation and loneliness. We are developing skills that last a lifetime, and we are challenging misconceptions of what it means to have a learning disability. We are growing every year, as is our waiting list – a testament to the need in our area.

"I really like it at Team Domenica because it's like a family."

*Team Domenica candidate **Issie***

Our programmes

1

Supported Employment Programme (SEP)

This is the first year in a candidate's journey towards employment and includes: education in the classroom, training in our cafés, enrichment activities and work experience.

2

Supported Internship Programme (SIP)

In their second year, candidates move onto a supported internship in the workplace of their choosing with a view to gaining paid work with one of our partnered employers.

3

Wrap Around Programme

When a candidate progresses into employment, we continue to offer a high level of support. Gradually, we reduce our contact, but we are committed to sustaining employment and remain available for life.

4

Day Service

Not all our candidates move into paid work. Many young people with learning disabilities over the age of 25 want highly supportive work experience so that they can continue to develop and connect with their community, without the pressure of being in paid work. Our day service is that place, providing a range of activities and work-based training in a supported environment.

Supported Employment Programme

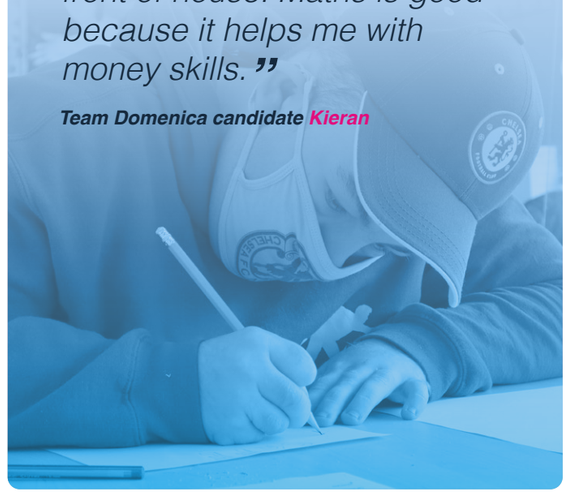
A candidate's first year is all about preparing them for the world of work by building their skills, confidence, resilience, and the flexibility needed for real life situations. Our varied and dynamic programme ordinarily includes:

01 Training Centre

Candidates spend one day a week in the classroom at our Training Centre working towards numeracy, literacy and employment qualifications. They learn key skills such as money-handling, communication, and customer service to serve as a foundation for future learning.

"I like learning English because I have to learn how to read the recipes and instructions. We have written a script for what to say to customers when we are working on the till and working front of house. Maths is good because it helps me with money skills."

Team Domenica candidate Kieran

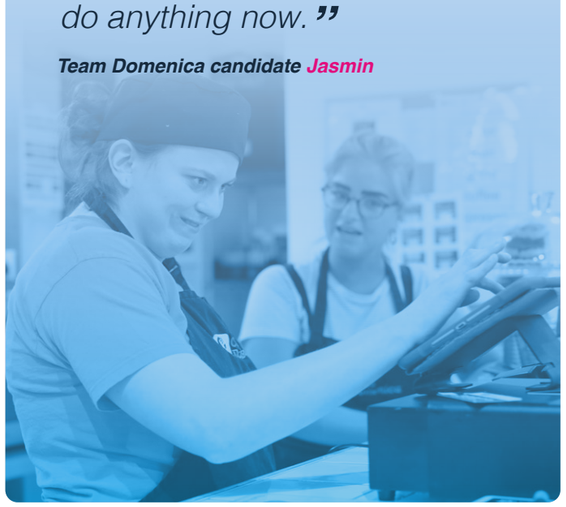


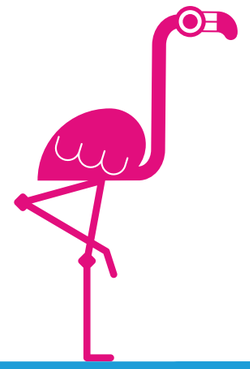
02 Training Cafés

Each candidate receives 240 hours of practical training in one of our four Training Cafés. Weekly training provides an opportunity to build on a candidate's confidence, increase their independence, and continually develop new technical skills in a supported, real-work environment. Without this training, the leap straight into paid work would be near-impossible. Our cafés are the focal point of our community, introducing many more people to the value gained by interacting with young people with learning disabilities.

"I enjoy working with new people and I am very proud of the new café skills I am learning. I can do anything now."

Team Domenica candidate Jasmin



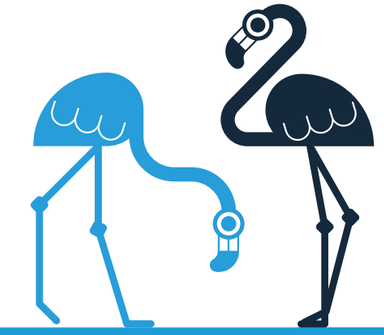


03 Enrichment

Throughout this year much of our enrichment programme had to move online due to COVID-19, but we have still worked with voluntary groups and community activity providers to provide a variety of engaging sessions, including drama, yoga, and creative arts – all aimed at building self-confidence, resilience, teamwork, and other skills transferable to the workplace. PSHE sessions teach candidates about personal wellbeing and keeping safe in the world around them.

"Enrichment is good for me. 1-1 mentor time is helpful because I can speak to my mentor about how I am feeling and what is happening at Team Domenica."

Team Domenica candidate Marina



04 Work Experience

Before COVID-19, each candidate would complete up to 18 weeks of external work experience – exploring what is right for them and what is not – whilst providing the soft skills, technical ability, and confidence to take the next step towards employment.

"My placement has let me use the skills I have learnt at Team Domenica, but mostly it makes me feel more independent. I feel more ready for paid work."

Team Domenica candidate Josephine

Supported Internship Programme

In their second year, candidates build on their learning from year one with a supported internship with one of our 50 partnered employers.

Each internship is chosen based on the candidate's interests and ambitions. Each candidate is supported by an experienced and dedicated job coach, who works on-site with both the candidate and the employer to ensure the candidate's success. We support our employers with advice and training on learning disabilities. Our training mentors also continue to offer wellbeing support outside of work. A lot of time and energy goes into making things work for the candidate, their families, and the employer.

of our candidates find work through our Supported Internship Programme

"We are thrilled that Team Domenica candidate Jack is a permanent paid member of our team. He is a true asset to the company, and a joy to work with. He is very able and a positive influence on the team. I would recommend working with Team Domenica to anyone."

***Simon Haffenden,* Head of Guest Experience at British Airways i360**

Wrap Around Programme

When a candidate progresses into employment, we don't cut ties. We continue to offer a high level of support to them and the employer.

In the early stages of employment, our job coaches continue to support candidates in work. Candidates access 1-1 mentoring and a weekly drop-in service to stay connected with Team Domenica. We are always on hand to help navigate any challenges for either the employer or the candidate. This could be help with an appraisal, advocating for a candidate's needs, or supplying extra training for either party.

We remain available to our candidates and employers for life. No one in our area offers this level of support. It is because of this commitment to our candidates and employers that over 90% of our candidates retain their position for over one year.

"The mentoring at Team Domenica is very important to me, especially when I have a problem, I can ask Team Domenica for help. When I recently wanted to progress in my role at Morrisons and get till training, Team Domenica had a meeting with my managers to help me say this and will give me support to do it."

Team Domenica candidate Frankie

Day Service

Candidates over the age of 25 can access our day service, which offers engaging and meaningful activities across our cafés, coffee roastery and enrichment programme. This means that they can keep developing new skills and access their support network, see their friends, and remain an active part of the community.

"Team Domenica has given Jake a real purpose. He is extremely proud to be a part of the coffee roasting team... He has made genuine friendships. It's a wonderful example of what can be achieved by nurturing and encouraging people of different abilities to reach their full potential. I cannot speak more highly of this fabulous organisation."

***Clare,* mother of Jake – a Team Domenica day service candidate**

"When I look back two years to when she first joined Team Domenica, I see a very different Alex to the one I see today."

Jonathan, Alexandra's father

Alexandra's story

Alex has not had a particularly easy life. Quite apart from her learning disability, she has had to face some major struggles.

For a long time, Alex often found it difficult to understand and articulate the feelings that she had – like anxiety, embarrassment, worry and anger. Consequently, she would often become upset and cry, detaching herself from group activities.

Since joining Team Domenica, both Alex's father and our staff have seen a huge turn around in Alex's outlook on life. Our holistic approach was the key to bringing about this change and helping Alex. Rather than insisting on 100% engagement on her training course, Team Domenica focused on helping Alex reach a point where she was happy again.

When she isolated herself, we appealed to her generous nature by suggesting that she help another candidate; we developed her communication skills by asking her to explain what she was thinking and feeling. From these conversations, Alex began to understand herself and her own needs.

With the support of staff and the kindness of her fellow candidates, Alex began to find the courage and confidence to become involved in Team Domenica's activities, and now actively participates and enjoys them.

"Challenges that she would have shrunk from 18 months ago she now embraces! I have witnessed Alex becoming an increasingly self-confident, articulate, independent and happy young woman – so much so that by her second year, Alex's 1-1 support was not felt to be necessary."

Jonathan, Alexandra's father

Alex has experienced such an incredible transformation. With the support of our friends at Grace Eyre, Alex has even become an independent traveller, able to get from home to each of our projects – something that would have been hard to imagine when she first arrived at Team Domenica. She is a ray of light, projecting and lifting everyone's mood with her infectious attitude – we cannot imagine Team Domenica now without her.

"I love coming to Team Domenica. Seeing my friends and the lovely staff is my favourite time of week. They are like family. Team Domenica has made me happy."

Team Domenica candidate Alex

COVID-19

COVID-19 has left its mark on our community. Candidates on SEP and SIP were unable to access work experience and internship opportunities with employers, most of whom are in the hospitality industry and had to close throughout lockdowns. Our candidates' support networks have been put under significant strain and, for many, their mental health has suffered.

In response, we adapted our services greatly to give candidates the best chance of finding work. We reintroduced a virtual programme over the winter, blending it with in-person support when restrictions allowed. We expanded our training capacity by taking on additional enterprises: first to allow for safe social distancing measures; second, to provide internal training opportunities to replace those lost with partnered employers; and third to replace lost income opportunities as our own cafés closed.

These actions are paying off, most of our candidates have stayed on track with their training and are now showing promise in finding employment – despite all odds.

- All candidates on supported internships before COVID-19 are now back at work.
- We continued to hold annual reviews for all our candidates.
- 11/11 furloughed candidates are now back at work with our support.
- We have had amazing attendance – over 90%.
- One candidate has even been offered paid employment just a few weeks after restarting his SIP placement in June.
- Each candidate has received 120 hours of virtual sessions, 170 hours of classroom time, 170 hours of enrichment and wellbeing support and 170 hours of café training.
- 3 candidates have been essential workers throughout the pandemic.

"It has been an interesting year – all the stuff we have had to deal with – lockdowns, new 2m measurements. Team Domenica has helped keep us connected and to understand this new world order."

Team Domenica candidate Charles

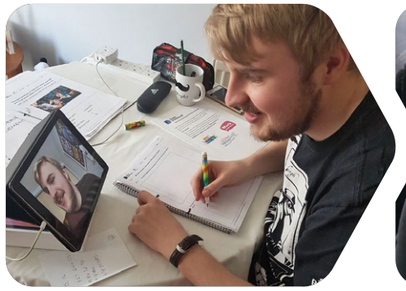
"COVID-19 took away our freedom and caused anxiety, fear, and doubt for the future. Team Domenica continued to provide a purpose, hope and invaluable contact with candidates throughout. Thank you."

Anonymous parent of a Team Domenica candidate

"It has felt amazing to be an essential worker throughout this pandemic and working with my colleagues has been amazing, they have been so supportive. My work gives me more confidence and gives me something to focus on."

***Team Domenica candidate Frankie** (pictured)*

How we've changed



Our virtual and blended programme

Our support to candidates has taken several forms over the year, with a focus on education and wellbeing at the forefront of our provision. This was delivered online, in person, and as a blend of in-person and online. In response to changing restrictions we provided:

- Education sessions comprised classroom activities allowing candidates to continue working towards their accredited qualification and to develop their practical skills at home, including money-handling and café skills.
- Group wellbeing and friendship sessions offered a chance to meet friends and focus on health and wellbeing and included activities such as yoga and mindfulness.
- Journal sessions allowed candidates to record and share their feelings.
- 1-1 mentoring provided much needed routine meetings with a mentor to tailor support for specific needs with the frequency of meetings matched to a candidate's individual needs.
- Walks and talks provided face-to-face pastoral support, teaching candidates about social distancing, whilst gently easing them back into the community.
- Online café training gave candidates the opportunity to continue learning practical skills from home.

Our training enterprises

In a dramatic pivot, working with both our community and our candidates, we made some significant changes to our training enterprise model.

Our training cafés were experiencing closures due to the threat of COVID-19. Social distancing was limiting the number of candidates that could benefit from training. The pandemic was also having a significant impact on our partnered employers (many of whom are in the hard-hit hospitality industry), preventing candidates from the benefit of work experience in the wider community.

We acted swiftly and decisively, working in partnership with different local businesses to provide alternative training and work experience opportunities. Instead of reducing our activity, we expanded, launching several new initiatives in addition to our Café Domenicas on Preston Road and in Hove library. Team Domenica is stronger and our profile has grown significantly as a result.

Our coffee roastery

In September 2020, our candidates benefitted from a new range of socially distanced learning opportunities at Brighton coffee roasters Redroaster, where they began packaging and roasting their products.

The collaboration worked so well that in February 2021, with the support of Redroaster, our candidates started roasting and packaging our very own Café Domenica single estate coffee, which went on sale in our cafés and around Sussex.

This adaptation has added a new and exciting dimension to our programme. The tasks involved in roasting and packaging coffee are diverse and lend themselves to different candidates' abilities and interests.

Our candidates are now able to make and serve coffee in our cafés that they have roasted themselves and their coffee is making its way into homes and businesses all over Sussex.

"I love working with the coffee, I always try my best and enjoy learning all about our coffee and where it comes from. I really enjoy the social side and have loved making new friendships whilst learning."

Team Domenica candidate, Alison

Brighton Dome

A new Café Domenica was launched in September 2020 at Brighton Dome – an arts venue in the centre of Brighton.

This year-long partnership enabled us to supply hundreds of hours of socially distanced training to our candidates. The high-profile location of this café provided a great opportunity for young people with learning disabilities to engage with the central Brighton community, showing that they are skilled, capable, and confident young people with an appetite for work.

“Doing tasks in the Dome café helped get my level of anxiety from 9/10 to 2/10. The Dome café helped me focus on my work and not my anxiety.”

Team Domenica candidate Liv

Scrummies café

We began running the St John’s School and College cafeteria, Scrummies, in February 2021 – serving between 200 and 300 meals a day to students and staff.

This enormous job has required our candidates to quickly adapt to a change of pace and working style – a welcome challenge and a great new learning opportunity in a professional kitchen.

“My favourite thing is working in Scrummies because they are nice staff, and they are very helpful. They teach us new stuff we haven’t done. They teach us how to use the ovens and where to put all the food in the freezers and cupboards.”

Team Domenica candidate Kieran, who wishes to work in a hotel kitchen one day

Baked Goods by Callum

In response to the closure of our cafés, we launched an online baked goods delivery service, designed entirely by one of our candidates – Callum.

Already a talented baker, Callum developed a business model that could provide our candidates with work experience unaffected by COVID-19 restrictions, as well as combating the negative financial impact of our cafés closing. He researched the best ingredients and cost-effective packaging options, carried out necessary market research, and projected a return on investment for each product.

Baked Goods By Callum launched just ahead of Christmas 2020 to great success; was reviewed with gusto in the Guardian newspaper; and has sparked a full range of seasonally themed products, all made and packaged in house by our candidates.

“I knew that this year would be a challenge... so using my computing, baking and business skills I put together a project that would help candidates learn new things and keep them busy. To see it become so successful has helped my confidence and self-esteem grow.”

Team Domenica candidate Callum

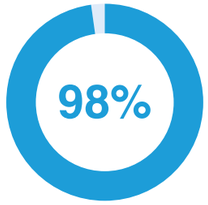
“Just opened a parcel and was literally reduced to tears by its contents. What a lovely surprise and what a talent Callum has for baking.”

Baked Goods by Callum customer

Our impact

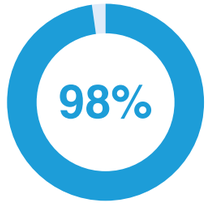
The landscape this year has been everchanging and characterised by the need for resilience – something our candidates have shown us they have plenty of. We have consciously placed pastoral support at the centre of our delivery, and we have worked with our candidates on the difficult transitions back to 'normal' life. We are starting to see the benefit of our approach as candidates return to work and to our programmes.

At the end of each year Team Domenica conducts impact-measuring surveys with our candidates, their parents and carers. Our latest results are from June 2021 and are based on a strong response rate of over 95% in our candidates and approximately 50% from parents and carers. When combined with other data we collect, we found that:

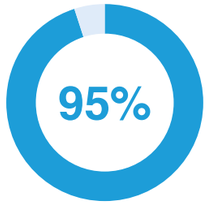


of candidates have more friends

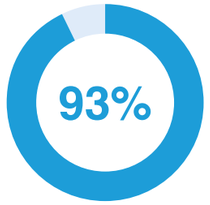
of parents feel supported by us



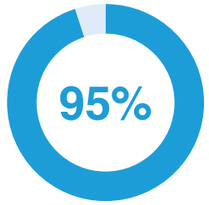
of candidates are more confident



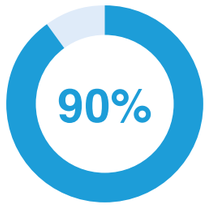
of candidates feel happier



of candidates feel less isolated



of candidates feel good about their future



of candidates have maintained work for over 1 year

of candidates passed accredited employment qualification

This success is testament to the exceptional hard work of our staff, the quality of our relationships with our partners, and of course, our candidates themselves. It clearly demonstrates Team Domenica's adaptability, ingenuity, and commitment to giving young people with learning disabilities the best start in life.

There are so many individual stories in our community where Team Domenica is playing a central part in change, from our candidates and their families, to the changing world of employment and policy in our area.

It has been a very challenging year for all, but Team Domenica is poised to increase our impact and reach in 2021-22.

"I cannot give enough praise and thanks for all the support given, especially through such a difficult year. The way my son has grown in confidence is so lovely to see. He has made a friend; feels he is supported and has fun."

A Team Domenica parent

Future plans

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning its future activities.

To meet the ever-increasing demand for our services, we plan to grow by 25% over the next two years to support over 120 people with learning disabilities. We aim to expand the size of our team to deliver this increase, as well as taking on new premises.

Our candidates have lost training opportunities due to COVID-19, and so we must create more to replace them. We are actively seeking partnership opportunities with local businesses and will also look at running our own small enterprise as another source of earned income, alongside our cafés. In August 2021 we will open a new café in a co-working space in Brighton to provide more real work for our candidates. These initiatives will provide stability and socially distanced training opportunities, whilst connecting our young people with new and different groups within our community. This will have the added benefit of increasing the visibility of people with learning disabilities.

We have strong relationships with the many employers with whom we work in Brighton, and 90% of them are happy to partner with us again this year. This is both encouraging and necessary as, due to job opportunities lost in lockdown, twice as many of our candidates need internships and employment experience.

We are seeking more employers who share our vision, as we plan to extend our network and therefore increase the variety of opportunities available to our candidates. We are also hiring additional permanent and part-time job coaches so that our candidates have the support they need when on a placement or in work. We plan to create a library of digital resources to be made available to our employers so that they too have the assistance they need.

Within the next two years we will be at the edge of our capacity. We need a permanent headquarters in the heart of our community – visible to all and large enough for us to continue our planned growth. We don't just want to increase the number of young people we help, but also need to be able to offer more facilities such as a sensory room, a space for occupational therapy, and for speech and language therapy. We also need a large room for our enrichment activities – and – mundane but necessary – more room for storage.

> We plan to grow by 25% over the next two years to support over 120 young people with learning disabilities.

Finally, and most significantly, we will explore the possibility of becoming a standalone special educational provider, with the aim of delivering our own tailor-made and accredited course.

Financial Review

The consolidated statement of financial activities is shown on page 34.

There was a total income of

£1,182,927

(2020 £1,191,996)

The charity expended

£945,518

(2020 £878,263)

resulting in a surplus of

£237,409

(2020 £313,733)

Fundraising

The support we receive through fundraising provides a vital income source to the charity, enabling us to make a transformational difference to the lives of young people with learning disabilities.

Team Domenica conducts its own fundraising activities without the involvement of a commercial fundraiser. Team Domenica is respectful in any approach for donation and does not place any pressure on a person or persons to donate money or property. Team Domenica has received no complaints about any fundraising activities and respects the privacy and details of donors in accordance with GDPR.

Team Domenica raised a total of £401,035 (2020: £512,512) through fundraising activities accounting for 34% of overall income in the period. Due to COVID-19, there were no fundraising events which accounted for £182,473 of the previous year's fundraising income.

Voluntary income streams were more diversified, and the main sources came through awarded grant funding from trust and foundations (£348,932) and individual and community donations (£51,765). Corporate donations amounted to £171 (2020: £36,322 however, this included a one-off donation of £32,000 from a local company).

Charitable activities

This year 46% of our income received (£539,096) came from statutory income sources (2020: £533,947) including education funding through our partnership with St John's College, Brighton; local authority Direct Payments and DWP Access to Work funding.

12% of social enterprise earned income £144,792 (2020: £59,197) was generated through Café Domenica.

Reserves

At the balance sheet date, the charitable group's free reserves were £721,890. These have been determined on the following basis:

Total fund balance	£1,318,705
Less restricted funds	(£66,665)
Less fixed assets	(£100,897)
Less EFSA	(£304,503
Less Brighton & Hove rent commitment	(£95,000)
Less Hove Library rent commitment	(£29,750)
Free reserves	**£721,890**

The commitments are in connection with the lease agreements and represent half the remaining leases on Hove and Brighton.

The Trustees determine the level of reserves needed by:

- forecasting the level of income anticipated over the short and medium term.
- forecasting the level of expenditure in the short to medium term, based on planned activities.
- analysing future needs, opportunities, contingencies, or risks which cannot be met out of income, including an assessment of the likelihood of those needs arising, and the potential consequences of the charity not being able to meet them.

The board aims to hold six months forecast operating costs. Based on the forecast financial information this is estimated to be £722,332. The current free reserves of the charity as detailed below are £721,890, which represents six months' operating costs.

Risk management

The Trustees have a detailed Risk Register showing the potential risks to the charity including Reputational, Operational, Financial and Governance Risks. Each type of risk has been carefully considered with controls put in place to mitigate the risk and contingency plans set out.

During the reporting year, the charity continued to respond to the worldwide COVID-19 pandemic. Our focus was to maintain candidate wellbeing by continuing to deliver a virtual learning programme blended with in-person training where restrictions allowed until May 2021.

Some candidates were unable to complete their Supported Internships with our employer partners, and two candidates lost their jobs. We quickly identified and set up new 'in-house' training opportunities to replace those lost. These included the opening of the Dome café in Sep 2020, a coffee roastery partnership with Red Roaster in Sep 2020, and a new Café at Scrummies in Feb 2021.

One of the largest and continuing risks identified across the reporting year was the financial sustainability of the charity. COVID-19 continued to pose a significant impact on our voluntary and earned income.

With no major fundraising events our overall voluntary income dropped, but we continued to target trusts and foundation appeal funding and major donors. Our trust and foundation income grew, and we are proud to be working in partnership with a number of multi-year supporters.

Our cafés are considered to be additional 'training classrooms' providing very specialist and essential training opportunities for our young people. The number of training staff required within our cafés to deliver this training significantly increases the operational cost of our cafés. They have therefore needed financial support from the charity entity, and we plan to grow, develop and diversify our earned income to reduce this financial support.

Our education partnership with specialist provider St John's College has provided the vital statutory education lagged funding from the prior year and will continue to drawdown the eligible funding towards our next academic year.

Trustees' responsibilities

The Trustees (who are also the directors of Team Domenica for the purposes of company law) are responsible for preparing the Annual Report of the Trustees 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 year. 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards 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 charitable company will continue in operation.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small Company Special Provisions

The report of the directors has been prepared taking advantage of the small companies' exemption in the Companies Act 2006.

This report was approved by the Board on 29/04/22.

On behalf of the board:

Rosa Monckton

Rosa Monckton MBE
Trustee

Independent Auditor's Report

to the Members and Trustees of Team Domenica

Opinion

We have audited the financial statements of Team Domenica (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2021 which comprise the consolidated statement of financial activities, consolidated statement of financial position, charity statement of financial position, consolidated statement of cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and parent charitable company's affairs as at 31 July 2021, and of the group's 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company 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 group and parent charitable company's ability to continue as a going concern for a period of at least 12 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 Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

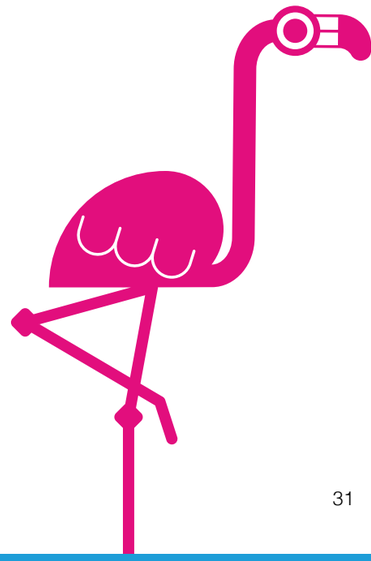
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 set out on page 28, the Trustees (who are also the directors of the parent charitable company 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 group and parent charitable company'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 group or parent charitable company or to cease operations, or have no realistic alternative but to do so.



Independent Auditor's Report

to the Members and Trustees of Team Domenica (continued)

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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:

- Discussion with management, including consideration of known or suspected instances of fraud and non-compliance with laws and regulations;
- Review of minutes of Trustees' meetings for discussion of instances of fraud and non-compliance with laws and regulations;
- Review of legal expenses for evidences of fees related to non-compliance;
- Review of journal entries for indicators of fraud; and
- Challenge of management as to why certain items are excluded or included from net incoming resources.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its Trustees 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 charitable company and the charitable company's members as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Colin Young BA FCA
(Senior Statutory Auditor)

For and behalf of Galloways Accounting

Statutory Auditor
Atlas Chambers
33 West Street
Brighton
East Sussex
BN1 2RE

Date: 29/04/22

Consolidated Statement of Financial Activities

(Including Income and Expenditure Account)
Year ended 31 July 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Income from:							
Donations and legacies	3	160,318	240,550	400,868	221,069	108,970	330,039
Charitable activities	4	747,476	-	747,476	613,904	-	613,904
Other trading activities	5	167	-	167	182,473	-	182,473
Investments	6	178	-	178	399	-	399
Other	7	34,238	-	34,238	65,181	-	65,181
Total Income		942,377	240,550	1,182,927	1,083,026	108,970	1,191,996
Expenditure on:							
Raising funds	8	40,465	-	40,465	64,861	-	64,861
Charitable activities	9	709,408	195,645	905,053	711,163	102,239	813,402
Total Expenditure		749,873	195,645	945,518	776,024	102,239	878,263
Net Income/Expenditure		192,504	44,905	237,409	307,002	6,731	313,733
Gross transfers between funds		-	-	-	-	-	-
Net Movement in Funds		192,504	44,905	237,409	307,002	6,731	313,733
Reconciliation of funds:							
Fund Balances at 01 August 2020		1,059,536	21,760	1,081,296	752,534	15,029	767,563
Fund Balances at 31 July 2021		1,252,040	66,665	1,318,705	1,059,536	21,760	1,081,296

Consolidated Statement of Financial Position

Year ended 31 July 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible fixed assets	12		100,897		110,205
			100,897		110,205
Current Assets					
Stocks	14	4,347		1,503	
Debtors	16	424,792		317,839	
Cash at bank and in hand		860,936		682,887	
		1,290,075		1,002,229	
Creditors: Amounts Falling Due Within One Year	17	(72,267)		(31,138)	
Net Current Assets			1,217,808		971,091
Net Assets			1,318,705		1,081,296
Charity Funds:				192,504	
Restricted funds	19		66,665		21,760
Unrestricted funds – general	20		1,252,040		1,059,536
Total Funds			1,318,705		1,081,296

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 29/04/22.

Signed on behalf of the board of Trustees

Rosa Monckton

R Monckton MBE
Trustee

Charity Statement of Financial Position

Year ended 31 July 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible fixed assets	12		93,158		109,157
Investments	13		2		2
			93,160		109,159
Current Assets					
Debtors	16	409,743		311,429	
Cash at bank and in hand		838,360		680,418	
		1,248,103		991,847	
Creditors: Amounts Falling Due Within One Year	17	(38,666)		(26,168)	
Net Current Assets			1,209,437		965,679
Net Assets			1,302,597		1,074,838
Charity Funds:					
Restricted funds	19		66,665		21,760
Unrestricted funds – General	20		1,235,932		1,053,078
Total Funds			1,302,597		1,074,838

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 29/04/22.

Signed on behalf of the board of Trustees

R Monckton MBE
Trustee

As permitted by Section 408 of the Companies Act 2006, the Income and Expenditure Account of the parent charitable company is not presented as part of these financial statements.The notes form part of these financial statements.

Consolidated Statement of Cash Flows

Year ended 31 July 2021

	Note	2021 £	2021 £	2020 £	2020 £
Cash Flows from Operating Activities					
Cash generated from operations	25		195,277		147,665
Investing Activities					
Purchase of property, plant and equipment		(17,406)		(15,434)	
Interest received		178		399	
Net Cash (used in) / generated from investing activities			(17,228)		(15,035)
Net Increase in Cash and Cash Equivalents			178,049		132,630
Cash and cash equivalents at beginning of year			682,887		550,257
Cash and Cash Equivalents at End of Year			860,936		682,887
Cash and Cash Equivalents Consists of:					
Cash in bank and in hand			860,936		682,887
Cash and Cash Equivalents at End of Year			860,936		682,887

Notes to the Financial Statements

Year ended 31 July 2021

1. Accounting Policies

1.1 Basis of preparation

Team Domenica is a private limited by guarantee charitable company registered in England and Wales. The address of the charity is given in the charity information on the first page of this annual report. The nature of the charitable group's operations and principal activities are the provision of employment training for young people with learning disabilities and the operation of cafés to provide a training environment.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charitable group and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Basis of consolidation

The consolidated financial statements incorporate the financial statements of the charitable company and its group undertaking. These are adjusted, where appropriate, to conform to group accounting policies. As a consolidated group statement of financial activities is published, a separate income and expenditure account for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006.

1.3 Going concern

The Trustees have taken steps to mitigate the impact of COVID-19 measures as much as possible, at the date of approval of these accounts the charity has sufficient resources to continue for the foreseeable future and therefore continues to adopt the going concern basis in preparing its financial statements.

1.4 Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Designated funds represent monies set aside for various purposes. Further details regarding these are provided in the financial review on page 24.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the group for particular purposes. The aim and use of each restricted fund is set out in note 19 to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from fundraising events includes monies raised from various events throughout the year. This income is included in the accounts when the charity becomes aware of its entitlement to this income.

Charitable activities

Income from service contracts is recognised when the service has taken place.

Ancillary trading income includes the income raised through the charity's café. This is considered to be primary purpose trading, as the café is staffed by Training Centre candidates and provides them with hands-on experience in many areas. The café income is generally received by cash or card and this is recognised when received.

Other

Income from Government grants is recognised in the period to which the underlying costs relate.

1.6 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Expenditure on raising funds is that incurred in seeking voluntary income.

Expenditure on charitable activities includes costs incurred to operate the training programmes and the cafés, along with associated support costs.

Support costs, such as general management, governance and financial management, are allocated across the categories of charitable activities and costs of raising funds. The basis of the cost allocation is explained in the notes.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property improvements	10 years straight line
Plant and machinery	4 years straight line
Fixtures and equipment	5 years straight line
Computers	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Investments

Investments in subsidiaries are measured at cost less impairment.

1.9 Stocks

Stocks are consistently valued at the lower of cost and estimated selling price less costs to sell. Cost is calculated using the first-in, first out formula. Provision is made for damaged, obsolete and slow-moving stock where appropriate.

1.10 Financial instruments

Financial instruments are recognised in the statement of financial position when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

1. Accounting Policies (continued)

1.11 Employee benefits

The cost of any holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable and receivable under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the period of the lease.

1.14 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

The trading subsidiary is liable to corporation tax. Taxation for the year comprises current and deferred tax. Tax is recognised in the consolidated statement of financial activities. Current or deferred taxation assets and liabilities are not discounted. Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2. Critical Accounting Estimates and Judgements

In the application of the group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The group has no areas of critical accounting estimates and judgements.

3. Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations	156,677	240,550	397,227	318,866
Gift aid	3,641		3,641	11,173
For the year ended 31 July 2021	160,318	240,550	**400,868**	330,039
For the year ended 31 July 2020	221,069	108,970		330,039

4. Charitable Activities

	Training Centre £	Café £	2021 £	2020 £
Services provided under contract	602,684	-	602,684	554,707
Ancillary trading income (café sales)	-	144,792	144,792	59,197
For the year ended 31 July 2021	602,684	144,792	**747,476**	613,904
For the year ended 31 July 2020	554,707	59,197		613,904

5. Other Trading Activities

	2021 £	2020 £
Fundraising events (rendering of services)	167	182,473

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

6. Investments

	2021 £	2020 £
Interest receivable	178	399

7. Other

	2021 £	2020 £
Government grants	34,138	65,181
Rent received	100	-
	34,238	65,181

£34,138 (2020: £40,181) of the above Government grants was receivable in respect of the Coronavirus Job Retention Scheme and £nil (2020: £25,000) was receivable in respect of the Retail, Hospitality and Leisure Grant Fund.

8. Expenditure on Raising Funds

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Fundraising and Publicity				
Staging fundraising events	-	-	-	35,353
Advertising	1,429	-	1,429	3,316
Other fundraising costs	2,949	-	2,949	306
Staff costs	36,087	-	36,087	25,886
Total for the year ended 31 July 2021	40,465	-	**40,465**	64,861
Total for the year ended 31 July 2020	64,861	-		64,861

9. Charitable Activities

	Training Centre £	Café £	Employment Centre £	Total 2021 £	Total 2020 £
Staff costs	326,517	164,157	28,480	519,154	429,230
Advertising	77	-	-	77	-
Depreciation and impairment	2,408	481	-	2,889	29,701
Staff training	1,123	125	-	1,248	828
Café purchases	-	77,675	-	77,675	33,223
Enrichment	304	-	-	304	-
Rent and rates	18,978	18,476	-	37,454	48,434
Freelance support	7,235	-	-	7,235	-
Light and heat	1,378	637	-	2,015	1,513
Partner college fees	2,647	-	-	2,647	5,021
Repairs and renewals	7,702	3,003	53	10,758	6,791
Health and safety	3,198	-	-	3,198	1,297
Telephone	581	1,424	-	2,005	2,367
PPS and computer	2,793	2,009	-	4,802	2,080
Insurance	300	300	-	600	1,288
Travel	329	21	167	517	2,613
Awarding body fees	425	-	-	425	-
Legal and professional	-	628	-	628	263
Sundry expenses	797	2,834	30	3,661	1,250
Entertainment	-	67	-	67	-
	376,792	271,837	28,730	**677,359**	565,899
Share of support costs (see note 10)	106,274	71,493	15,458	193,225	214,074
Share of governance costs (see note 10)	18,958	12,754	2,758	34,469	33,429
	502,024	356,084	46,946	**905,053**	813,402
Analysis by fund					
Unrestricted funds – general	312,408	350,055	46,946	709,408	711,163
Restricted funds	189,616	6,029	-	195,645	102,239
For the year ended 31 July 2021	502,024	356,084	46,946	**905,053**	813,402
For the year ended 31 July 2020	472,036	267,706	73,660		813,402

The support costs have been allocated to activities based on the proportion of costs and time spent on activities. The split is 55% Training Centre, 37% Café and 8% Employment Centre.

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

10. Support Costs

	Support costs £	Governance costs £	Total 2021 £	Total 2020 £
Staff costs	116,683	-	116,683	171,333
Depreciation and impairment	23,826	-	23,826	-
Enrichment activities	7,319	-	7,319	4,093
Rent and repairs	1,236	-	1,236	-
Health and safety	597	-	597	-
Repairs and renewals	1,509	-	1,509	1,014
Staff training	857	-	857	991
Telephone	602	-	602	634
PPS and computer	6,779	-	6,779	5,643
Freelance support	10,290	-	10,290	7,330
Subscriptions	979	-	979	1,094
Recruitment fees	456	-	456	1,725
Travel	159	-	159	983
Awarding body fees	-	-	-	1,146
Bad debts	689	-	689	4,386
Sundry costs	4,254	-	4,254	3,022
Bookkeeping	16,990	-	16,990	10,680
Accountancy governance	-	29,443	29,443	28,398
Legal and professional governance	-	5,026	5,026	5,031
	193,225	34,469	227,694	247,503

Governance costs includes payments of £9,000 (2020: £7,580) for audit fees, and £9,600 (2020: £7,660) for other accounting services provided by the auditor.

11. Employees

Number of employees	Number 2021	Number 2020
The average monthly number employees during the year was:		
Direct	31	33
General	3	4
	34	37

Employment costs	2021 £	2020 £
Wages and salaries	610,279	567,686
Social security costs	43,115	38,330
Other pension costs	18,530	20,433
	671,924	626,449

There were no employees whose annual remuneration was £60,000 or more.

No Trustees were paid remuneration (2020: £nil).

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

12. Tangible Fixed Assets

Group	Leasehold property improve £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 01 August 2020	102,373	19,487	44,213	25,670	191,743
Additions	-	9,739	698	6,969	17,406
At 31 July 2021	102,373	29,226	44,911	32,639	209,149
Depreciation:					
At 01 August 2020	27,427	13,573	21,208	19,330	81,538
Charge for the year	10,237	3,850	8,843	3,784	26,714
At 31 July 2021	37,664	17,423	30,051	23,114	108,252
Net Book Amount:					
At 31 July 2021	64,709	11,803	14,860	9,525	100,897
At 31 July 2020	74,946	5,914	23,005	6,340	110,205

Charity	Leasehold property improve £	Plant & machinery £	Fixtures & equipment £	Computers £	Totals £
Cost:					
At 01 August 2020	102,373	18,327	44,213	25,670	190,583
Additions	-	3,265	-	6,969	10,234
At 31 July 2021	102,373	21,592	44,213	32,639	200,817
Depreciation:					
At 01 August 2020	27,427	13,461	21,208	19,330	81,426
Charge for the year	10,237	3,384	8,828	3,784	26,233
At 31 July 2021	37,664	16,845	30,036	23,114	107,659
Net Book Amount:					
At 31 July 2021	64,709	4,747	14,177	9,525	93,158
At 31 July 2020	74,946	4,866	23,005	6,340	109,157

13. Fixed Asset Investments

Charity	Investment in subsidiary £
Cost or Valuation	
At 01 August 2020 and 31 July 2021	2
Carrying Amount	
At 31 July 2021	2
At 31 July 2020	2

These financial statements include the results for the charity's subsidiary, Café Domenica Limited. The financial statements of Café Domenica Limited are unaudited. The details of the subsidiary are:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held
Café Domenica Limited	5-7 Preston Road, Brighton BN1 4QE	Operation of cafés	Ordinary	100

14. Stocks

Group	2021 £	2020 £
Café inventories	4,347	1,503

During the year inventories to the value of £53,679 (2020: £26,812) were expensed.

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

15. Financial Instruments

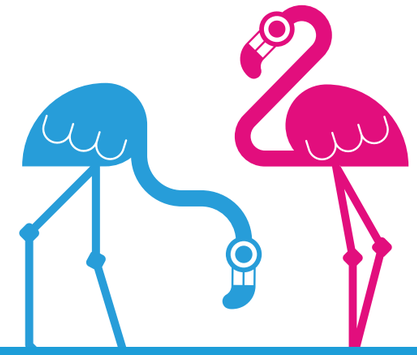
Group	2021 £	2020 £
Carrying Amount of Financial Assets		
Debt instruments measured at amortised cost	90,142	30,485
Carrying Amount of Financial Liabilities		
Debt instruments measured at amortised cost	30,852	3,922

Charity	2021 £	2020 £
Carrying Amount of Financial Assets		
Equity instruments measured at cost less impairment	2	2
Debt instruments measured at amortised cost	82,837	30,107
Carrying Amount of Financial Liabilities		
Measured at amortised cost	8,380	2,679

16. Debtors

Group	2021 £	2020 £
Trade debtors	75,103	9,664
Prepayments and accrued income	334,650	287,354
Other debtors	15,039	20,821
	424,792	317,839

Charity	2021 £	2020 £
Trade debtors	73,337	9,634
Prepayments and accrued income	326,906	281,322
Other debtors	9,500	20,473
	409,743	311,429



Notes to the Financial Statements

Year ended 31 July 2021 (continued)

17. Creditors: Amounts Falling Due Within One Year

Group	2021 £	2020 £
Trade creditors	20,683	1,353
Accruals and deferred income	26,756	16,290
Other creditors	10,169	2,569
Other taxation and social security	14,659	10,926
	72,267	31,138

Charity	2021 £	2020 £
Trade creditors	2,922	481
Accruals and deferred income	19,394	14,425
Other creditors	5,458	2,198
Other taxation and social security	10,892	9,064
	38,666	26,168

18. Retirement Benefit Schemes

Defined contribution schemes

The group operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

The charge to the consolidated statement of financial activities in respect of defined contribution schemes was £18,530 (2020: £20,433).

The pension costs have been allocated between the different activities based on the member of staff that the pension cost relates to and where they work in the charity. Where staff have worked on projects which have received restricted funds, a proportion of those costs which relate to the restricted projects has been allocated to the restricted cost.

19. Restricted Funds

Group and charity

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 01 August 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2021 £
Red Roaster	-	10,900	(8,950)	-	1,950
Training Centre	13,170	222,239	(175,666)	-	59,743
Staff parties	3,876	2,000	(3,118)	-	2,758
Curriculum enrichment	-	411	(411)	-	-
Staff training	2,214	5,000	(5,000)	-	2,214
Café running costs	2,500	-	(2,500)	-	-
	21,760	240,550	(195,645)	-	66,665

The Red Roaster fund covers the expenditure for areas such as coffee, rent and salaries to provide work experience to their candidates.

The Training Centre fund relates to donations received towards funding training mentors' salaries.

The staff parties fund includes a donation given to contribute towards a summer party and Christmas party for staff.

The curriculum enrichment fund includes a donation to cover the costs associated with the charity's enrichment delivery, provider and hire fees.

The staff training fund relates to income for the training of staff.

The café running costs fund relates to a grant to assist with café running costs.

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

20. Unrestricted Funds

Group	Movement in funds				
	Balance at 01 August 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2021 £
Unrestricted reserve	1,059,536	942,377	(749,873)	-	1,252,040
	1,059,536	942,377	(749,873)	-	1,252,040

Charity	Movement in funds				
	Balance at 01 August 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2021 £
Unrestricted reserve	1,053,078	724,013	(541,159)	-	1,235,932
	1,053,078	724,013	(541,159)	-	1,235,932

Unrestricted funds represent the free funds of the group that are not designated for particular purposes.

21. Analysis of Net Assets Between Funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund Balances at 31 July 2021 are Represented by:			
Property, plant and equipment	100,897	-	100,897
Current assets/liabilities	1,151,143	66,665	1,217,808
Total Net Assets	1,252,040	66,665	1,318,705

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund Balances at 31 July 2021 are Represented by:			
Property, plant and equipment	93,158	-	93,158
Investments	2	-	2
Current assets/liabilities	1,142,772	66,665	1,209,437
Total Net Assets	1,235,932	66,665	1,302,597

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund Balances at 31 July 2020 are Represented by:			
Property, plant and equipment	110,205	-	110,205
Current assets/liabilities	949,331	21,760	971,091
Total Net Assets	1,059,536	21,760	1,081,296

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund Balances at 31 July 2020 are Represented by:			
Property, plant and equipment	109,157	-	109,157
Investments	2	-	2
Current assets/liabilities	943,919	21,760	965,679
Total Net Assets	1,053,078	21,760	1,074,838

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

22. Operating Lease Commitments

	Land and buildings 2021 £	Other operating leases 2021 £	Land and buildings 2020 £	Other operating leases 2020 £
Future minimum lease payments for non-cancellable operating leases payable in:				
Less than one year	66,075	2,800	46,500	2,800
Between one and five years	185,229	700	170,979	3,500
Over five years	31,540	-	69,540	-
	282,844	3,500	287,019	6,300

23. Related Party Transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2021 £	2020 £
Aggregate compensation	85,459	127,758

Total income received from the Trustee, A Polizzi di Sorrentino amounted to £nil (2020: A Polizzi di Sorrentino, Trustee, £2,500) during the year.

During the year, no Trustee was reimbursed expenses (2020: £nil).

24. Limited by Guarantee

The charitable company is limited by guarantee and does not have share capital. It is incorporated in England and Wales.

In the event of the charitable company being wound up, each member has undertaken to contribute to the assets of the charitable company such amounts as may be required not exceeding £1.

The number of members at 31 July 2021 was 5 (2020: 4).

25. Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2021 £	2020 £
Net income for the year	237,409	313,733
Adjustments for:		
Investment income recognised in statement of financial activities	(178)	(399)
Depreciation and impairment of property, plant and equipment	26,714	29,703
Movements in working capital:		
(Increase) in trade and other receivables	(106,953)	(183,547)
(Increase) in stocks	(2,844)	449
Increase in trade and other payables	41,129	(12,274)
Net cash flow from operations	195,277	147,665

Notes to the Financial Statements

Year ended 31 July 2021 (continued)

26. Donations, Trusts and Charitable Sources

- The Sigrid Rausing Trust
- The Sir Jules Thorn Charitable Trust
- Big Lottery Fund
- The Margaret Dobson Further Education Trust
- The Rayne Foundation
- Sussex Community Foundation
- Postcode Neighbourhood Trust
- Garfield Weston Foundation
- The Blagrave Trust
- The Polonsky Foundation
- Children in Need
- The Ennismore Charitable Trust
- The De Laszo Foundation
- The Crescent Trust
- Rothschild Foundation
- The Bryan Guinness Charitable Trust
- The Hosking Charitable Trust
- Ernest Kleinwort Charitable Trust
- Joseph Fattorini Charitable Trust
- Charlotte Marshall Charitable Trust
- Peter Harrison Foundation
- Savoy Educational Trust
- The Hedley Foundation

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Registered charity no: 1165494

Team Domenica