

Annual Report 2023

Trustees' report
and consolidated
financial statements

Year ending
31 July 2023



www.teamdomenica.com





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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)	Registered office and principal address 5-7 Preston Road Brighton BN1 4QE
Company number 09862696	Auditor Galloways Accounting Atlas Chambers, 33 West Street, Brighton BN1 2RE
Charity number 1165494	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.

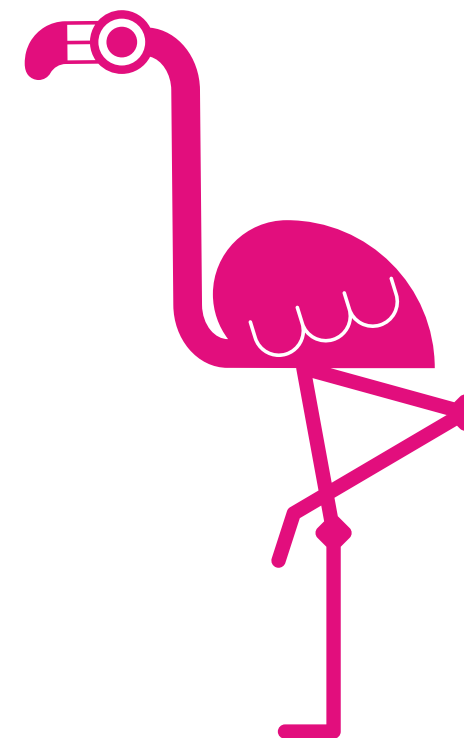
We were delighted to be invited to be keynote speakers at the Times Educational Supplement (Tes) SEND Show in London this year. Listening to Lisa's presentation made me realise and appreciate quite how far we have come in six years.

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.

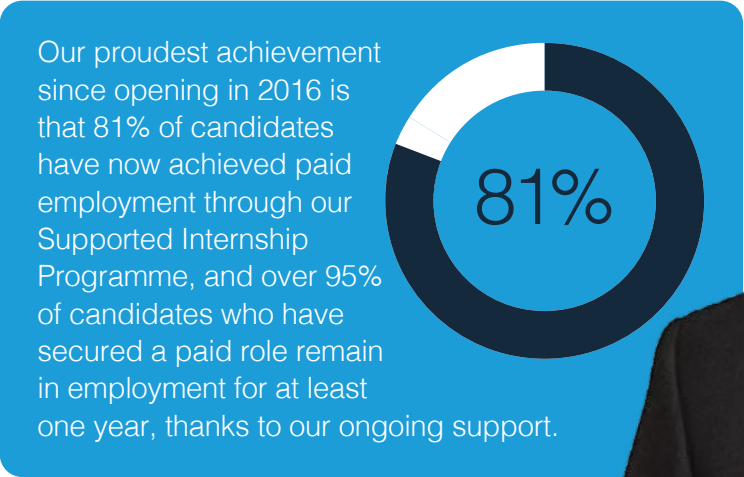
Café Domenica Ltd is the charity's sole subsidiary company.



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.



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).



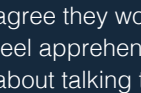
18%

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.

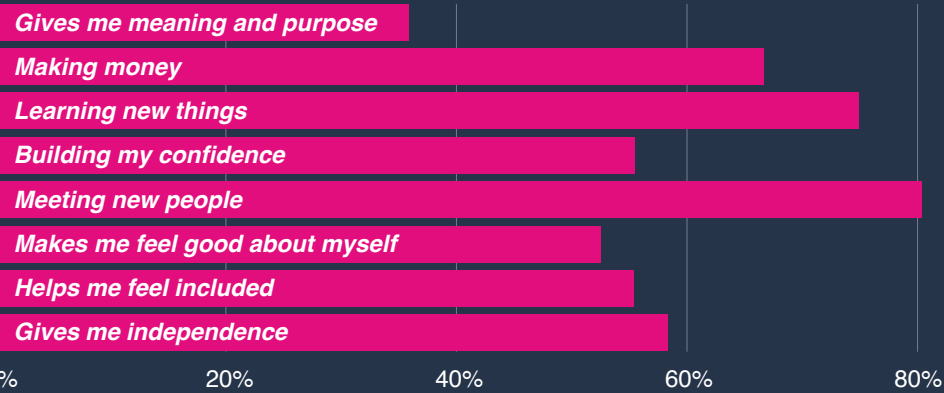
These challenges have only been exacerbated by the pandemic, which has disproportionately affected people with learning disabilities (ONS, 2021) who feel they are being left behind by national and local strategies (Learning Disability Today, 2022).

“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 won't 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.



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, Relationships, Sex and Health Education (RSHE), enrichment activities and work experience.

2

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.

3

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

IMPACT



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

- 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, whilst 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.



Café Domenica

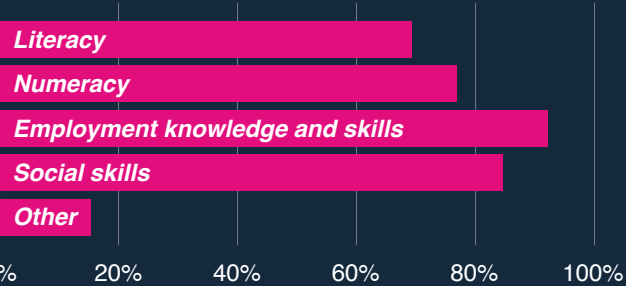
A first year candidate completes over 400 hours of training in our enterprises. Our training cafés and coffee roastery are where candidates have the space, time and support to gain practical and transferable workplace skills. Not only that, but these training enterprises also showcase our candidates' 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.



How have your lessons in the classroom helped you?



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.



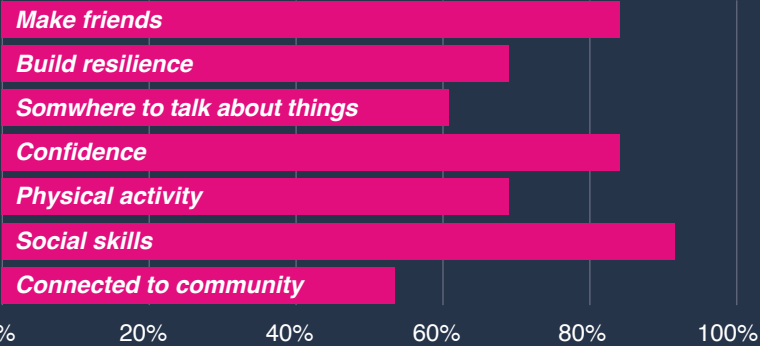
Work experience

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

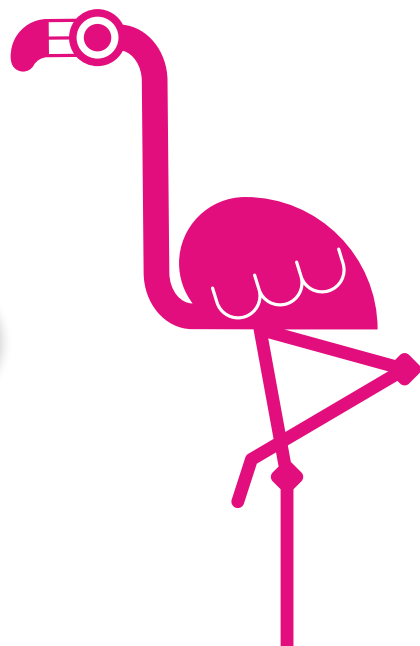
party. In 2022 we introduced a new role to help manage this programme effectively, delivering over 500 1-1s and 28 workplace visits

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

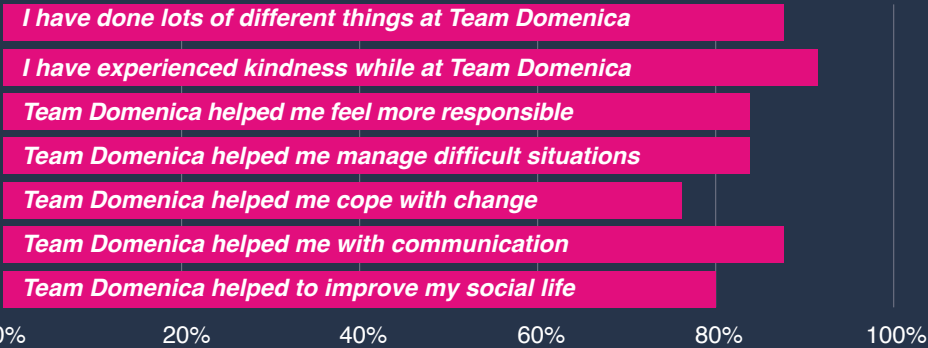
Our Day Service provision offers work-based skills and an enrichment programme which provides unique opportunities for young adults with learning disabilities in Brighton and Hove.

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.

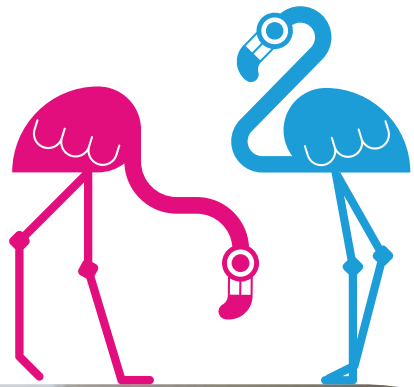
We have re-designed our organisation-wide internal evaluation processes so that they are more robust, providing stronger data, and from 2023 onwards we will be able to judge the impact of our programmes and the progress of our candidates more effectively.

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).



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



Future plans

- Business model
- Wider influence
- A new centre

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.

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.

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 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:

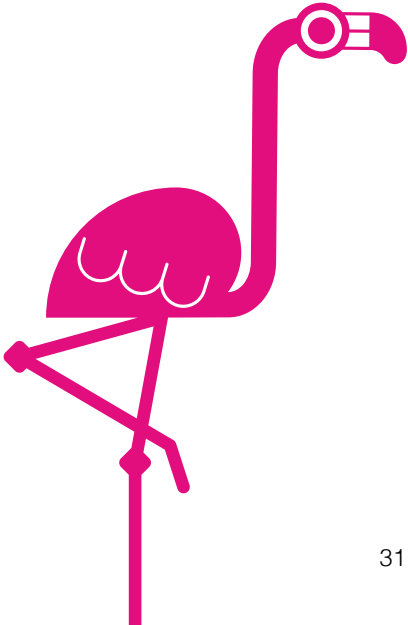
- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or

- 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

Rosa Monckton

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.

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

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.



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

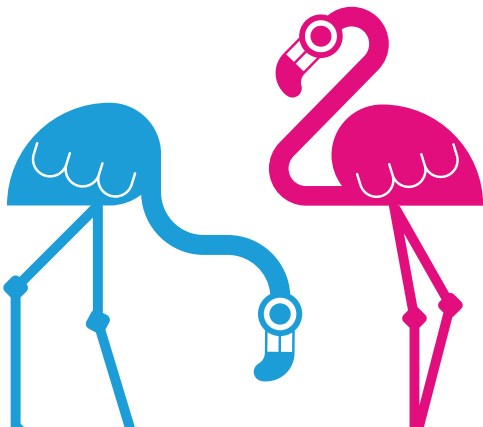
Notes to the Financial Statements

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 31 July 2023 £
	Balance at 01 August 2022 £	Incoming resources £	Resources expended £	Transfers £	
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 31 July 2023 £
	Balance at 01 August 2022 £	Incoming resources £	Resources expended £	Transfers £	
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 31 July 2023 £
	Balance at 01 August 2022 £	Incoming resources £	Resources expended £	Transfers £	
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 attendance 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

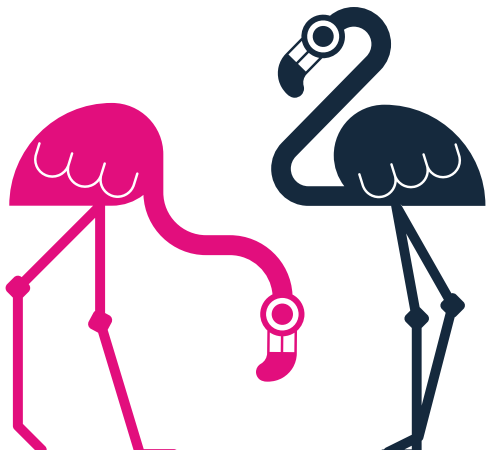
After the year end the trustees made the decision to close the Hove Library café operated under license from Brighton & Hove City Council. The café closed on 30 November 2023

Notes to the Financial Statements

Year ended 31 July 2023 (continued)

26. Donations, Trusts and Charitable Sources

↗ 29th May 1961 Charitable Trust	↗ Hosking Charitable Trust
↗ AM Charitable Trust	↗ Lawson Trust
↗ Belfry Trust	↗ MariaMarina Foundation
↗ Blagrove Trust	↗ OneFamily Foundation
↗ Brighton & Hove County Council	↗ Percy Bilton Charity
↗ Bryan Guinness Charitable Trust	↗ RS Brownless Trust
↗ Carter Foundation	↗ Savoy Educational Trust
↗ Chapman Charitable Trust	↗ Sophie Jane Tyle Trust
↗ Charlotte Marshall Charitable Trust	↗ Street Foundation
↗ Co-op Community Fund	↗ Sussex Community Foundation
↗ Considered Ask Foundation	↗ The National Lottery Community Fund
↗ Cow Corner Ltd	↗ W O Street Charitable Trust
↗ 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	



“ I have made more friends, which has helped grow my confidence. I feel less isolated because I have been able to open up to people. ”

Bella, Team Domenica candidate



www.teamdomenica.com
info@teamdomenica.com
01273 681111

5-7 Preston Road, Brighton, BN1 4QE

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



**Team
Domenica**