

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



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.

Rosa Monckton

Rosa Monckton MBE
Founder and Chairman



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

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,



of candidates have secured paid employment through our Supported Internship Programme

Thanks to our ongoing support,



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

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.

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

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.

Our model bridges the support gap. Since 2016,



of our candidates have secured paid employment



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:

Gives me independence	72%
Makes me feel good about myself	72%
Helps me meet new people	66%
Builds my confidence	78%
Is an opportunity to learn new skills	76%
Means I can make money for myself	76%

Based on a survey of 50 candidates

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 skills¹

- 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 work¹

- 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 wellbeing¹

- 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



Young people with learning disabilities feel less isolated and better connected to their local community¹

- 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 disabilities²

- 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 workplace³

- 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

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.

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.

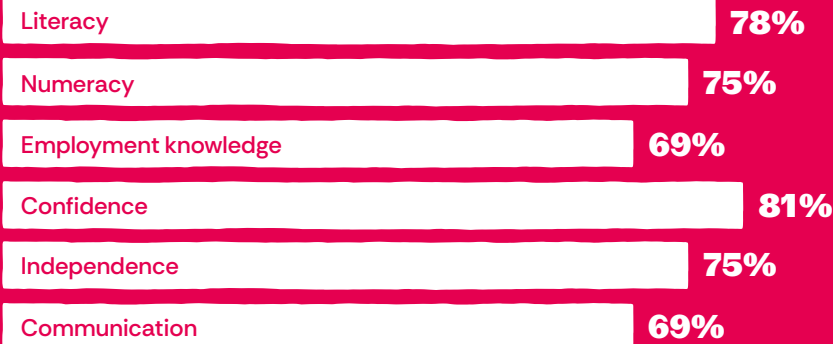
Enrichment Activities

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.

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



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

In what ways have your enrichment sessions helped you?



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.



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.



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

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



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.



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.

Graham Caldwell 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.

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.



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 Caldwell, 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.



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



Team Domenica candidates and training mentors at The North Star pub

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.

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.



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.

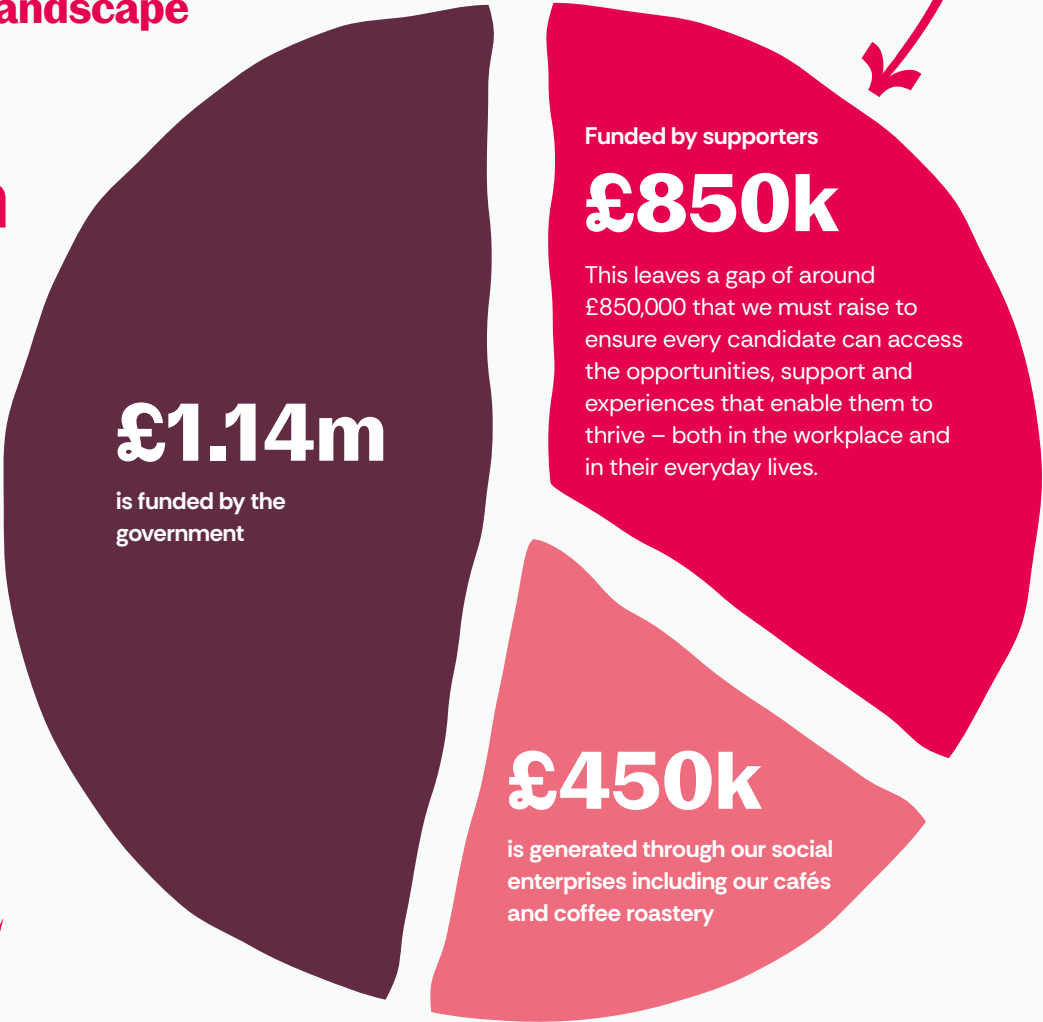
This support underpins everything we do. It enables each candidate to access enrichment activities, develop workplace skills alongside experienced mentors and receive the tailored support they need on their journey into paid employment.

£850,000
required to sustain our programmes

Our Funding Landscape

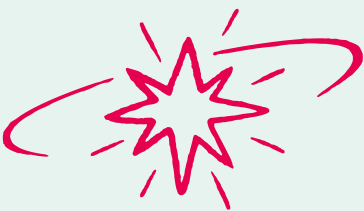
Total annual cost
£2.44m

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



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.

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						
Training Centre	4	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						
Training Centre	6	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						
Unrestricted funds	21				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

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 by 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

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

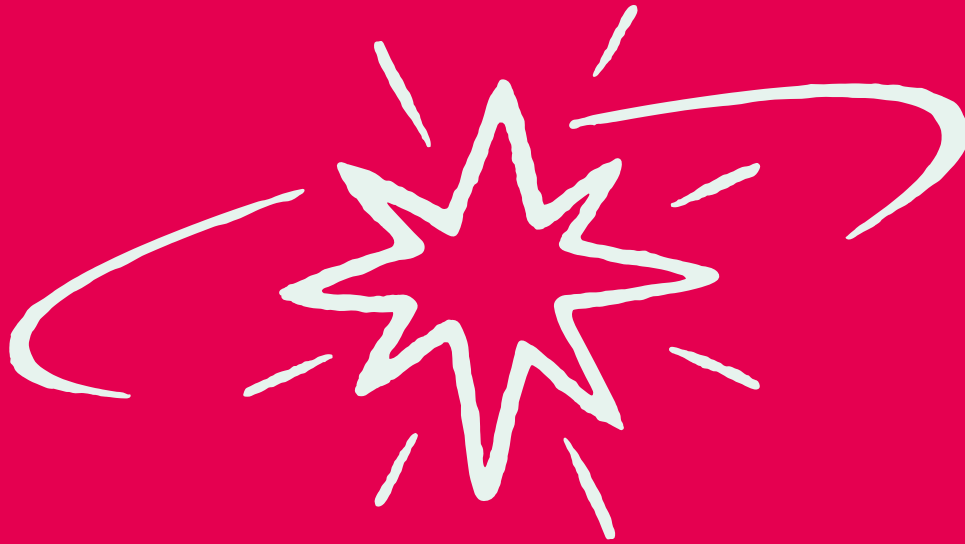
In November 2025, the group opened the North Star, a training pub operated by Café Domenica. This will provide varied hospitality training for candidates and be a high profile venue to promote Team Domenica’s mission. This will be followed by a move of the college from its existing venue to a purpose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

Donations, Trusts & Charitable Sources

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



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



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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. 9862696.



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