

SAMEE

England & Wales · Charity number 1170328

Details

Status Registered

Legal form CIO

Registered 2016-11-23

Register [View on the Charity Commission register](#)

Contact

Address 36 Heather Road
Bournemouth
BH10 5EE

Phone 07967452558

Email sam@samee.co.uk

Website www.samee.co.uk

Activities

Objects: THE PREVENTION OR RELIEF OF POVERTY, OR FINANCIAL HARDSHIP, IN DORSET AND SURROUNDING COUNTIES FOR THE PUBLIC BENEFIT, BY PROVIDING AND ASSISTING WITH THE PROVISION OF EDUCATION, TRAINING AND ALL THE NECESSARY SUPPORT DESIGNED TO ENABLE INDIVIDUALS TO GENERATE A SUSTAINABLE INCOME AND BE SELF-SUFFICIENT BY:· PROVIDING AN EMPLOYMENT CENTRE IN BOSCOMBE TO SUPPLY UNEMPLOYED AND DISADVANTAGED PEOPLE WITH MENTORING SUPPORT, INTERVIEW TECHNIQUES, OFFICE FACILITIES, FREE INTERNET AND SUBSISTENCE.· PROVIDING INFORMATION AND GUIDANCE ABOUT THE DIFFERENT ENTRY ROUTES TO THE LABOUR MARKET;· PROVIDING OPPORTUNITIES FOR WORK EXPERIENCE, SHADOWING AND VOLUNTEERING OPPORTUNITIES THROUGH WORKING WITH LOCAL EMPLOYERS, CHARITIES AND EDUCATIONAL ESTABLISHMENTS.· PROVIDING INTERVIEW SKILLS AND PRACTICE, CV GUIDANCE AND OTHER GUIDANCE SUPPORT LOCAL PEOPLE BACK INTO EMPLOYMENT;· PROVIDING SUPPORT TO THE EDUCATIONAL ESTABLISHMENTS WITHIN THEIR CAREERS GUIDANCE PROGRAMMES; AND· TO PROVIDE LIFE SKILL TRAINING TO SUPPORT THE PUBLIC WITH TRANSFERABLE SKILLS.

Activities: Information, advice and guidance to enable disabled and disadvantaged beneficiaries to explore and create a sustainable income for themselves and their families. Provision of self employment skills and awareness to education establishments and other organisations.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-11-30	£763,396	£666,377	£316,214	1
2024-11-30	£588,209	£550,715	£219,195	2
2023-11-30	£355,994	£338,194	-	-
2022-11-30	£263,285	£190,490	-	-
2021-11-30	£156,453	£165,285	-	-

Trustees

Name	Role	Appointed
Carly Sidebottom		2025-07-01
Debbie Porter		2019-01-01
Elaine Collinson		2020-12-01
Jackie Shave		2018-12-01
MARK EVERARD		2016-12-30
SARA BROWN		2016-11-16
Sakib Awan		2022-12-01

SAMEE

England & Wales - Charity number 1170328

Accounts



SAMEE - Annual Report 2025

Annual Report and Independently Examined Financial Statements

For the Period Ending 30th November 2025

SAMEE

Charity Registration Number 1170328

SAMEE - Charity Registration Number 1170328
Report of the Trustees for the Year Ending 30th November 2025

The Board of Trustees have pleasure in presenting their Annual Report for the year ending 30th November 2025.

1. Chair of Trustees Report

Welcome to the SAMEE 2024/25 Annual Report reflecting on the year, highlighting significant achievements, challenges, and our vision moving forward.

SAMEE has enjoyed an extended period of increasing growth under the guidance of our new Chair and two Vice Chairs of Trustees. In September we welcomed a new member to the SAMEE Trustee Board with an extensive background and active expertise in training which will play a significant part in enhancing the training needs of the entire SAMEE team. The Board has continued to provide sage guidance to the Senior Leadership Team (SLT) as SAMEE charity has continued to scale operational delivery particularly in the area of youth provision which has resulted in significant team growth to support programme delivery.

Over the last year, SAMEE has continued its commitment to enable and support disabled people to explore self-employment by evolving our services, expanding our reach, and creating new meaningful stakeholder partnerships.

All of the Trustees are proud of the progress being made with our award-winning SAMEE Supported Self-Employment Internship programme. There is now a Year 1 and Year 2 cohort with both intern groups making excellent progress exploring their business ideas and further developing independent living skills. The Trustees are looking forward to seeing the Year 2 cohort businesses launch and thrive.

Over the last 12 months, the charity has started to co-create a new Level 2 qualification for its award-winning Steps Into Self-Employment qualification with the future ambition of progressing the Supported Self-Employment Internship programme to an additional two years of provision. This would mean that disabled young adults will be able to explore their self-employment ideas and receive quality careers guidance for an initial 12 months via our Getting Ready for Tomorrow programme; before progressing onto the 24-month Supported Self-Employment Internship programme.

In July 2025, SAMEE moved to a brand-new premises with two levels to accommodate the growing staff team plus classroom for the Year 2 interns. The Getting Ready for Tomorrow cohort and Year 1 learners of the Supported Self-Employment Internship programme start their journey with SAMEE based at the Marsham Court hotel, and then the Year 1 cohort progress to our new Richmond Gardens site to continue their learning as Year 2 interns.

Across all of our programmes the SAMEE team has delivered significant social impact results in ongoing challenging socio-economic times, making a transformational difference to the lives of disabled people throughout the South West region and beyond via successful self-employment start up support.

The SAMEE team and Trustees have started over the last 12 months to work in accordance to the new 3-year strategy with the following aims:

- Continue to promote self-employment as a viable alternative to traditional employment for disabled people
- Create geographical pockets of excellence for our bespoke Self-Employment programmes and Supported Self-Employment Internships

- Explore a regional volunteering programme to enhance the opportunities available to disabled people
- Develop a peer-mentoring programme for beneficiaries, their families and wider circles of support

The new 3-year strategy objectives are currently being worked towards in the following areas:

- **Awareness and Education** – focusing on raising awareness of the daily challenges disabled people face and how self-employment is an achievable option to help support independent living
- **Reach and Support** – focusing on meeting the bespoke needs of our beneficiaries through our delivery model, provision and increasing geographical reach
- **Advocacy and Enablement** – focusing on the daily delivery of high-quality services and our ability to influence, mentor and share best practice with others

2. Key Achievements in 2025

SAMEE team growth – operational delivery has expanded over the last 12 months particularly in the area of our Supported Self-Employment Internship, so the SAMEE team has grown accordingly. We have welcomed a new Wellbeing and Careers team to SAMEE, as well as a dedicated SENCO. Adult provision has also grown with two new mentors joining SAMEE which has grown the entire team to 43 staff members.

The 2025 Zero Project Award – The whole team are incredibly proud that our innovative practice was formally recognised as SAMEE won a Zero project 2025 award in the category of Innovative Solutions in Inclusive Employment and Information and Communication Technology. Our Supported Self-Employment Internship supports young people with disabilities to develop the skills needed to run their own self-employed ventures, combining training in all aspects of self-employment alongside rotating work placements, mentoring support and gaining our accredited Steps Into Self-Employment level 1 (and soon to be level 2) qualification. From 90 countries across the world, our programme was chosen from a total of 522 nominations. Our CEO was invited to Vienna and was presented the award at the United Nations building, met two British Ambassadors and also delivered a speech at the Austrian parliament in front of a packed house of Austrian M.P.s.

Lighthouse exhibition – for two weeks in October, the Year 1 and Year 2 interns of our Supported Self-Employment organised, set-up and exhibited their self-employed product/service ideas at the Lighthouse theatre in Poole, Dorset. The exhibition took up an entire floor of the theatre with all the interns attending the launch day event which was attended by the public and local M.P.

British Association of Supported Employment (BASE) UK – our CEO and CXO attended the annual BASE conference in November and presented a self-employment skills workshop to supported employment coaches from across the UK. During the rest of the conference, both CEO and CXO actively networked with delegates from a diverse range of backgrounds which helped SAMEE to gain recognition for our groundbreaking, innovative and impactful work supporting disabled people in a truly inclusive and accessible way.

Strategic Partnerships: SAMEE expanded its partnership working in the community with local charity the Crumbs project teaching food hygiene to our interns, and we continued to enhance our partnership with Marsham Court hotel who are offering valuable work experience opportunities for our interns

3. Advocacy and Policy Influence:

Our SLT continues to actively engage with policy-making bodies, contributing to legislation discussions on employment and disability rights, and our CEO continues in her voluntary role as Chair of the South West Regional Stakeholder Network within Disability Unit in the Cabinet office. This ongoing valuable work has enabled SAMEE to raise its profile, and being mentioned in Parliament in September has resulted in more invitations to take part in various discussion panels at a number of high-profile disability sector events.

4. Our Programmes and Impact

We are proud of the holistic impact our programmes are having on the lives of the disabled people we are supporting:

Disabled Entrepreneurs Business Start-Up Service (DEBSS) – Our core adult support programme has supported 372 new customers this year with 93 starting new self-employment. We have successfully received grant funding to deliver DEBSS beyond Dorset, enabling us to scale our adult support and impact higher numbers of disabled people across a wider geographical area.

Steps Into Self-Employment (SISE) – Our award-winning Level 1 programme that supports young disabled people to gain an accredited self-employment skills qualification continues to scale as a Level 2 is being co-produced and should be ready to launch in 2026.

Supported Self-Employment Internship – With a Year 1 and Year 2 cohort currently onboard, our groundbreaking programme, supporting neurodiverse young people to explore self-employment continues to thrive. The successful elements of the programme include business mentoring, relevant and relatable work-placements, education and holistic support; plus, work towards the accredited Steps Into Self-Employment Level 1 qualification currently impacts a cohort of 22 learners.

Since the charity started in 2016, we have had 1929 disabled adults referred to us for support with 26% working in sustainable self-employment. In addition, a further 10% of our disabled adults are now working in traditional employment roles. This demonstrates the lasting impact that support from SAMEE has on the lives of the disabled people that access our services.

We thank our dedicated staff, volunteers, funders, and partners who have been integral to our success.

5. Reference and Administrative Information

SAMEE was registered as a charity on the 23rd of November 2016, with the charity number 1170328. The registered office is 36 Heather Road, Bournemouth, BH10 5EE. The charity trades from 8 Richmond Gardens, Bournemouth, Dorset, BH1 1JE.

6. Trustees, SLT and Principal Adviser

Trustees:

Mr Mike Lammas – Chair

Mr Sak Awan – Vice Chair

Mrs Debbie Porter – Vice Chair

Mr Mark Everard

Ms Jacqueline Shave

Ms Elaine Collinson

Mrs Carly Sidebottom

Ms Sara Brown – Treasurer and Charity Accountant

SLT:

The Chief Executive of the Charity is Mrs Samantha Everard

The Chief Impact Officer of the Charity is Mr Wayne Ingram

The Chief Experience Officer of the Charity is Miss Sianell White

Principal Adviser:

Accountants – Clear Vision Accountancy Group, Mr Matthew Rogers

7. Governing Document

SAMEE is a registered charity and operates under a signed and agreed Constitution.

8. Trustee Recruitment, Induction and Training

Trustees are sought to bring in a variety of skills, specialisms and knowledge to support the management and governance of the charity. The Trustee board has the authority to co-opt members to its numbers at any time. Members of the board will be elected/re-elected at the AGM.

All new Trustees will be given a pack containing the constitution and policies/procedures of the charity along with the strategic plan, the Charity Commission guide “The Essential Trustee” and the latest statements pertaining to the charity.

9. Trustee Organisational Structure

SAMEE Board of Trustees must have a minimum of 3 members. Currently there are 8 Trustees. The Trustee board delegate the day to day running of the charity to the Chief Executive Officer and Senior Leadership Team and through them to the staff and volunteers. Budgetary control sits with the Chief Executive Officer and Accountant.

The Board of Trustees meets quarterly, or as often as is needed. Meetings take place on a hybrid basis with a mix of in-person and virtual.

10. Risk Management

The Chair of Trustees has supported the charity in a comprehensive review of the risk register which is regularly reviewed by the Senior Leadership Team to ensure risk is being mitigated and potential/actual emerging risks identified.

The charity has in place quality management systems that support timely policy review and updates. The charity has in place appropriate policies and procedures that safeguard our beneficiaries, staff, volunteers and Trustees.

11. Objectives

The Purpose and Objects of the CIO are:

The prevention or relief of poverty, or financial hardship, in Dorset and beyond for the public benefit, by providing and assisting with the provision of education, training and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient by:

- Providing a learning centre in Bournemouth to supply unemployed and disadvantaged people with mentoring support, interview techniques, office facilities, free internet and subsistence
- providing information and guidance about the different entry routes to the labour market
- providing opportunities for work experience, shadowing and volunteering opportunities through working with local employers, charities and educational establishments
- providing interview skills and practice, cv guidance and other guidance support local people back into employment
- providing support to the educational establishments within their career's guidance programmes
- to provide life skill training to support the public with transferable skills

12. Financial Review

The Statement of Financial Activities (SOFA) for SAMEE and the Balance sheet at 30th November 2025, together with the associated explanatory notes are given separate to this report.

13. Strategic Priorities for the Coming Year

Over the next 12 months the charity plans to develop a new innovative programme for disabled adults aged over 25 based on our Supported Self-Employment Internship model. The charity recognises that when EHCP support terminates when a young person reaches 25 years old, the support for them falls off of a cliff edge. We believe there is a need for a similar type of structured support that our current internship offers for those aged over 25. We will seek funding over the next 12 months to support the research, development, roll-out and ongoing delivery of this new proposed programme.

As per our strategic plan the charity intends over the next 12 months to:

- Continue to promote self-employment as a viable alternative to traditional employment for disabled people
- Create more geographical pockets of excellence for our bespoke Self-Employment programmes and Supported Self-Employment Internships
- Explore and secure corporate sponsorship, alongside a regional volunteer mentor programme, to enhance the opportunities available to disabled people
- Develop a peer-mentoring programme for beneficiaries, their families and wider circles of support

The overall vision for the SAMEE charity is to continue to expand the delivery of our bespoke programmes on a national level, reaching increasing numbers of disabled people, while using our leverage to influence and advocate on their behalf.

14. Public Benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes that are for the public benefit. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake. They do not consider that any of the charity's activities cause any significant detriment or harm and believe that any private benefit arising from the activities is incidental.

This report was approved by the Board on 1st December 2025.

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Prior Year Funds
Incoming Resources					
Income and endowments from:					
Donations & Legacies	£26,642.17	£293,278.41	£0.00	£319,920.58	£298,238.96
Charitable Activities	£0.00	£439,040.22	£0.00	£439,040.22	£286,084.95
Other Trading Activities	£0.00	£0.00	£0.00	£0.00	£0.00
Investments	£0.00	£0.00	£0.00	£0.00	£0.00
Separate Material Item of Income	£0.00	£0.00	£0.00	£0.00	£0.00
Other	£4,435.47	£0.00	£0.00	£4,435.47	£3,885.38
Total	£31,077.64	£732,318.63	£0.00	£763,396.27	£588,209.29
Resources Expended					
Expenditure on:					
Raising Funds	£0.00	£0.00	£0.00	£0.00	£0.00
Charitable Activities	£14,731.11	£649,395.06	£0.00	£664,126.17	£548,789.96
Separate Material Item of Expense	£528.50	£1,722.46	£0.00	£2,250.96	£1,924.69
Other	£0.00	£0.00	£0.00	£0.00	£0.00
Total	£15,259.61	£651,117.52	£0.00	£666,377.13	£550,714.65
Net income (expenditure)	£15,818.03	£81,201.11	£0.00	£97,019.14	£37,494.64
Net gain (losses)	£0.00	£0.00	£0.00	£0.00	£0.00
Net income (expenditure)	£15,818.03	£81,201.11	£0.00	£97,019.14	£37,494.64
Extraordinary Items	£0.00	£0.00	£0.00	£0.00	£0.00
Transfers between funds	£0.00	£0.00	£0.00	£0.00	£0.00
Other recognised gains (losses)	£0.00	£0.00	£0.00	£0.00	£0.00
Gains and losses on revaluation of fixed assets for the charity's own use	£0.00	£0.00	£0.00	£0.00	£0.00
Other gains (losses)	£0.00	£0.00	£0.00	£0.00	£0.00
Net movement in funds	£15,818.03	£81,201.11	£0.00	£97,019.14	£37,494.64
Reconciliation of funds					
Total funds brought forward	£44,099.83	£175,094.92	£0.00	£219,194.75	£0.00
Total funds carried forward	£59,917.86	£256,296.03	£0.00	£316,213.89	£219,194.75

Main Grants	Incoming Resources	Resources Expended	Carry into 25/26
Albert Gubay	£17,500.00	£17,500.00	£0.00
Awards for All	£19,548.00	£6,516.00	£13,032.00
CABWI	£14,195.00	£11,830.00	£2,365.00
Claire Milne Trust	£10,000.00	£3,000.00	£7,000.00
Peoples Postcode Lottery	£23,208.00	£13,538.00	£9,670.00
Powell Family Trust	£13,270.00	£2,211.66	£11,058.34
The Fore	£15,000.00	£15,000.00	£0.00
The National Lottery	£115,613.00	£86,709.75	£28,903.25
Womble Bond Dickinson Foundation	£4,967.00	£3,320.00	£1,647.00

ASSETS

Fixed Assets	Total Fixed Assets	£0.00
Current Assets	Bank Account	£278,525.63
	Paypal	£12.57
	Total Assets	£278,538.20

LIABILITIES

Smallwood Grant Trust Fund	£5,693.23
PAYE Payable	-£157.24
Pension Payable	£122.32
Total Liabilities	£5,658.31

DEBTORS

Account Receivable	£43,334.00
Total Due	£43,334.00

Total Net Assets **£316,213.89**

EQUITY

Net Profit / Loss (prior year(s))	£37,494.64
Net Profit / Loss (current year)	£97,019.14

Accounting Policies

Charity Information

SAMEE is a Charitable Incorporated Organisation (CIO), registered with the Charities Commission under number 1170328. The registered office is 36 Heather Road, Bournemouth, Dorset, BH10 5EE.

Accounting Convention

The financial statements have been prepared in accordance with the Charity's constitution 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) * (as amended for accounting periods commencing from 1 January 2016). SAMEE is a Public Benefit Entity as defined by FRS 102.

SAMEE has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that SAMEE has adequate resources to continue in operational existence for the foreseeable future. The Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements where necessary.

Incoming Resources

Income is recognised when SAMEE 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 are recognised on receipt. Other donations are recognised once SAMEE has been notified of the donation unless performance conditions require deferral of the amount.

Resources Expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing SAMEE 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 headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Costs of charitable activities comprise the costs of providing facilities for self-employment support, employment support, workshops, and education, together with its associated support costs.

Other costs, noted as "Separate Material Item of Expense," are those functions that assist the work of SAMEE but do not directly undertake charitable activities. These include back-office costs, repairs and maintenance costs, finance, etc., which support the charity's activities.

Trustees

None of the Trustees personally received any remuneration or benefits from SAMEE during the year.

Reserves Policy

The reserves of the SAMEE charity fall into two different categories: Unrestricted Funds; Restricted Funds.

Unrestricted Funds represent those balances that can be used for any purpose that allows the SAMEE charity to achieve its stated objectives. The income is received with no restrictions placed by the giver as to how it may be used.

Restricted Funds show income awarded to the SAMEE charity for specific projects and purposes, as stated by the funder.

The SAMEE charity Trustees believe the reserves are more than adequate to maintain the charity through a month period. There are enough reserves to support the ongoing costs of the two admin employees and head office, should all projects cease and no further income be received. The Trustees are aware that the

charity currently runs on a project-by-project basis and the costs associated with those are covered by the restricted grants coming in.

The Trustees keep the situation under review and will act to implement any changes that become necessary to ensure the continuation of the Charity.



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
The Samee Charity

On accounts for the year
ended

30 November 2025

Charity no
(if any) 1170328

Set out on pages

9 to 12

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/11/2025

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Association of Chartered Certified Accountants.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

* Please delete the words in the brackets if they do not apply.

Signed:

Date: 16.3.26

Name:

Matthew Rogers

Relevant professional
qualification(s) or body

FCCA

(if any):

--

Address:

1 Abacus House

Newlands Road

Coraham, Wiltshire, SN13 0BH

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

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SAMEE

England & Wales - Charity number 1170328

Accounts

SAMEE - Annual Report 2024



Annual Report and Independently Examined Financial Statements

For the Period Ending 30th November 2024

SAMEE

Charity Registration Number 1170328

SAMEE - Charity Registration Number 1170328
Report of the Trustees for the Year Ending 30th November 2024

The Board of Trustees have pleasure in presenting their Annual Report for the year ending 30th November 2024.

1. Chair of Trustees Report

Welcome to the SAMEE 2023/24 Annual Report reflecting on the year, highlighting significant achievements, challenges, and our vision moving forward.

SAMEE has enjoyed a year of innovation and growth which has seen a new Chair of Trustees and Vice Chair of Trustees appointed as the terms of office for both previous post holders came to a natural conclusion. I would like to take this opportunity to thank them for their dedicated years of service to the charity. SAMEE has also started to scale operational delivery which has resulted in significant team growth to support programme delivery.

Over the last 12 months, SAMEE has continued its commitment to empower and support disabled people to explore self-employment by evolving our services, expanding our reach, and creating new meaningful stakeholder partnerships. The charity has developed a new 12-month Supported Self-Employment Internship, supporting neurodiverse young people achieve our accredited Steps Into Self-Employment qualification and gain the skills needed to fully explore self-employment career pathways that meet their unique additional needs. Across all of our programmes the SAMEE team has delivered significant social impact results in a challenging socio-economic environment, making a profound difference to the lives of disabled people across the South West region and beyond through successful self-employment start up.

The SAMEE team and Trustees have collaborated over the last 12 months to develop an exciting 3-year strategy with the following aims:

- Continue to promote self-employment as a viable alternative to traditional employment for disabled people
- Create geographical pockets of excellence for our bespoke Self-Employment programmes and Supported Self-Employment Internships
- Explore a regional volunteering programme to enhance the opportunities available to disabled people
- Develop a peer-mentoring programme for beneficiaries, their families and wider circles of support

Our new 3-year strategy details our objectives in the following areas:

- **Awareness and Education** – focusing on raising awareness of the daily challenges disabled people face and how self-employment is an achievable option to help support independent living
- **Reach and Support** – focusing on meeting the bespoke needs of our beneficiaries through our delivery model, provision and increasing geographical reach
- **Advocacy and Enablement** – focusing on the daily delivery of high-quality services and our ability to influence, mentor and share best practice with others

All of the Trustees are proud of the new award-winning SAMEE Supported Self-Employment Internship programme. The first cohort of interns are making excellent progress exploring their business ideas and further developing holistic independent living skills. The Trustees are looking forward to seeing their businesses launch and thrive.

2. Our Vision, Mission and Ethos

As part of our new 3-year strategy and through collaboration with the full SAMEE team we revisited and updated our vision, mission and ethos.

Our Vision – Every disabled person can access the self-employment and holistic support they require to meet their individual needs through the co-creation of activities and bespoke resources.

Our Mission – To influence societal change through mentoring, advocacy and best practice, alongside innovative programme co-creation, development and delivery, enabling disabled people to access self-employment support to positively impact the reduction of the disability employment gap.

Our Ethos – The SAMEE team believe that every disabled person accessing our services deserves to lead a fulfilling life and achieve success on a journey that is as unique as they are.

3. Our Values

We also revised our SAMEE values:

We are Daring – When a disabled person wants to explore self-employment, our mentors have the confidence to encourage our participants to pursue their aspirations and dreams.

We are Honest – When exploring self-employment with our participants, we have the courage to discuss potential challenges openly with them to ensure that they are able to make independent and informed decisions.

We are Always Listening – We follow best practise and always actively listen to our beneficiaries and ensure that we deliver a bespoke package of co-created support and resources which fully meets the individual and holistic needs of each participant.

3. Key Achievements in 2024

There have been many notable milestones achieved throughout the year that the Trustees and SAMEE team are proud of such as: -

The development and launch of a new 12-month Supported Self-Employment Internship, supporting neurodiverse young people alongside the accredited Steps Into Self-Employment qualification. This innovative programme is currently supporting a first cohort of 8 young people to explore self-employment as their chosen career pathway.

Our CEO successfully featured on the 2024 Disability Power 100 as one of the most influential people within the disability community, which recognizes her significant advocacy work and the impactful skills-development work of our teams with their customers.

Awards

The 2024 Zero Project Awards – The whole SAMEE team are incredibly proud that our innovative practice has been recognised through being shortlisted for a Zero project 2025 award. The awards focus this year is in Innovative Solutions in Inclusive Employment and Information and Communication Technology. Our Supported Self-Employment Internship supports people with disabilities to develop the skills needed to run their own self-employed ventures, combining training in all aspects of self-employment alongside rotating work placements, mentoring support and gaining our accredited Steps Into Self-Employment level one qualification. From 90 countries across the world, our programme has been shortlisted from a total of 522

nominations. The Zero Project Awards stated “By addressing the needs and rights of persons with disabilities, you are contributing to the global effort to create a more just, equitable, and inclusive society – a world with zero barriers.” We will know if we are an awardee on the 3rd December 2024.

British Association of Supported Employment (BASE) UK Award – our Supported Self-Employment Internship was nominated for a BASE UK award, and we were shortlisted and runners up for the Innovations Award category.

Both of these award nominations and short-listing outcomes have helped SAMEE to gain recognition for our groundbreaking, innovative and impactful work supporting disabled people in a truly inclusive and accessible way.

Strategic Partnerships: SAMEE expanded its reach through newly formed partnerships with local authorities, government bodies, educational establishments and specialist providers, taking SAMEE delivery into new geographical areas, across the UK.

4. Advocacy and Policy Influence:

Our CEO continues to actively engage with policy-making bodies, contributing to legislation discussions on employment and disability rights. She continues in her voluntary role as Chair of the South West Regional Stakeholder Network within Disability Unit in the Cabinet office. Our CEO also continues to sit on the Department for Work and Pensions Autism Review Board, and has been invited to input into policy conversations with the new Government on the changes planned to the Universal Support programme, now to be called Connect to Work. This work has enabled SAMEE to raise its profile and as such we have been invited to deliver more workshops and take part in various discussion panels at a number of high-profile disability sector events:

SAMEE delivered a workshop at the 2024 BASE UK conference, with our CEO also being a panel member. The workshop focussed on how to co-develop and deliver truly bespoke support which fully meets the individual needs of disabled learners. The workshop was well received with positive feedback, and resulted in a significant number of new SEND-related organisations making contact to explore SAMEE support for their customers.

The Employment Related Services Association (ERSA) invited SAMEE to deliver a virtual workshop to their Youth Services Network. The session was well received and provided SAMEE with an opportunity to advocate for the unique needs of disabled young people within a self-employed context, providing advice on how organisations can better engage and support young disabled people whilst raising the profile of the charity and its work.

SAMEE has been invited to deliver an interactive workshop at the 2024 ERSA Conference taking place in December. This is a key event with the majority of the sector organisations attending as well as government policy decision makers. This is a significant opportunity for SAMEE to advocate for disabled people, while raising the charity's profile.

SAMEE also delivered workshops for The Royal Foundation – Homewards and at the 2024 Talentino conference.

Our CEO was invited to be a panel member at the SEND Summit for Policy Reform and Practice Impact debating the topic of re-imagining assessment in education. The lively discussion also explored alternative approaches to assessment, how these could work in practice and the difference this would make to young people with SEND.

SAMEE also delivered a workshop with our CEO also being a panel member at the 2024 Career Development Institute conference.

5. Our Programmes and Impact

We are proud of the holistic impact our programmes are having on the lives of the disabled people we are supporting:

Disabled Entrepreneurs Business Start-Up Service (DEBSS) – Our core adult support programme has supported 372 new customers this year with 93 starting new self-employment. We have successfully received grant funding to deliver DEBSS beyond Dorset, enabling us to scale our adult support and impact higher numbers of disabled people across a wider geographical area.

Steps Into Self-Employment (SISE) – Our award-winning level one programme that supports young disabled people to gain an accredited self-employment skills qualification continues to scale, and has become an integral part of our new Internship programme.

Supported Self-Employment Internship – Our groundbreaking programme, supporting neurodiverse young people to explore self-employment through business mentoring, relevant and relatable work-placements, education and holistic support; plus, work towards the accredited Steps Into Self-Employment level one qualification currently impacts a first cohort of 8 learners.

Since the charity started in 2016, we have had 1929 disabled adults referred to us for support with 26% working in sustainable self-employment. In addition, a further 10% of our disabled adults are now working in traditional employment roles. This demonstrates the lasting impact that support from SAMEE has on the lives of the disabled people that access our services.

We thank our dedicated staff, volunteers, funders, and partners who have been integral to our success.

5. Reference and Administrative Information

SAMEE was registered as a charity on the 23rd of November 2016, with the charity number 1170328. The registered office is 36 Heather Road, Bournemouth, BH10 5EE. The charity trades from 881 Christchurch Road, Bournemouth, BH7 6AU.

6. Trustees, SLT and Principal Adviser

Trustees:

Mr Sak Awan – Chair

Mr Mike Lammas – Vice Chair

Mrs Debbie Porter – Vice Chair

Mr Mark Everard

Ms Jacqueline Shave

Ms Elaine Collinson

Mr Christopher Martin

Ms Sara Brown – Treasurer and Charity Accountant

SLT:

The Chief Executive of the Charity is Mrs Samantha Everard

The Chief Operating Officer of the Charity is Mrs Tara Fisher

The Chief Impact Officer of the Charity is Mr Wayne Ingram

The Executive Officer of the Charity is Ms Sianell White

Principal Adviser:

Accountants – Clear Vision Accountancy Group, Mr Matthew Rogers

7. Governing Document

SAMEE is a registered charity and operates under a signed and agreed Constitution.

8. Trustee Recruitment, Induction and Training

Trustees are sought to bring in a variety of skills, specialisms and knowledge to support the management and governance of the charity. The Trustee board has the authority to co-opt members to its numbers at any time. Members of the board will be elected/re-elected at the AGM.

All new Trustees will be given a pack containing the constitution and policies/procedures of the charity along with the strategic plan, the Charity Commission guide “The Essential Trustee” and the latest statements pertaining to the charity.

9. Trustee Organisational Structure

SAMEE Board of Trustees must have a minimum of 3 members. Currently there are 8 Trustees. The Trustee board delegate the day to day running of the charity to the Chief Executive Officer and through her to the staff and volunteers. Budgetary control sits with the Chief Executive Officer and Accountant.

The Board of Trustees meets quarterly, or as often as is needed. Meetings take place on a hybrid basis with a mix of in-person and virtual.

10. Risk Management

The Chair of Trustees has supported the charity in a comprehensive review of the risk register which is regularly reviewed by the Senior Leadership Team to ensure risk is being mitigated and potential/actual emerging risks identified.

The charity has in place quality management systems that support timely policy review and updates. The charity has in place appropriate policies and procedures that safeguard our beneficiaries, staff, volunteers and Trustees.

11. Objectives

The Purpose and Objects of the CIO are:

The prevention or relief of poverty, or financial hardship, in Dorset and surrounding counties for the public benefit, by providing and assisting with the provision of education, training and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient by:

- Providing an employment centre in Boscombe to supply unemployed and disadvantaged people with mentoring support, interview techniques, office facilities, free internet and subsistence
- providing information and guidance about the different entry routes to the labour market
- providing opportunities for work experience, shadowing and volunteering opportunities through working with local employers, charities and educational establishments
- providing interview skills and practice, cv guidance and other guidance support local people back into employment
- providing support to the educational establishments within their career’s guidance programmes
- to provide life skill training to support the public with transferable skills

12. Financial Review

The Statement of Financial Activities (SOFA) for SAMEE and the Balance sheet at 30th November 2024, together with the associated explanatory notes are given separate to this report.

13. Strategic Priorities for the Coming Year

Over the next 12 months the Charity plans to develop a new innovative programme for disabled adults aged over 25 based on our Supported Self-Employment Internship model. The charity recognises that when EHCP support ceases when a young person reaches 25 the support for them falls off of a cliff. We believe there is a need for the type of structured support our internship offers for those aged over 25. We will seek funding over the next 12 months to support the research, development, roll-out and ongoing delivery of this programme.

As per our strategic plan the Charity intends over the next 12 months to:

- Continue to promote self-employment as a viable alternative to traditional employment for disabled people
- Create geographical pockets of excellence for our bespoke Self-Employment programmes and Supported Self-Employment Internships
- Explore and secure corporate sponsorship, alongside a regional volunteer mentor programme, to enhance the opportunities available to disabled people
- Develop a peer-mentoring programme for beneficiaries, their families and wider circles of support

The overall vision for the SAMEE Charity is to continue to expand the delivery of our bespoke programmes on a national level, reaching higher numbers of disabled people, while using our leverage to influence and advocate on their behalf.

14. Stories of Impact

The Trustees and teams are incredibly proud of the thousands of customers that have been supported by the charity to explore and start self-employment. The impact for them and their customers is immeasurable.

Here is a focus on just a few:

Lavish 4 Me by Clair Lawrence

A Dorset based business run by SAMEE beneficiary Clair Lawrence. The business began from Clair being diagnosed with Trigeminal Neuralgia and Fibromyalgia. Clair wanted to find a more natural solution to hers and many other conditions. Clair found that using the powerful properties of essential oils was a great way to help. Claire wanted to make these benefits more accessible to others by making them useable outside of the home. Clair developed Lavish4me Nasal wands, which are an effective way of having the essential oils available to use anytime anywhere.

Those Thoughts by Amy Ellen

Dream big, achieve bigger. Those Thoughts. Cheerleading neurodivergent entrepreneurs who want to level up their business. Amy is a freelance designer based in Bournemouth who through SAMEE support has built a business that supports neurodivergent self-employed people to level up their business. Supporting with marketing and branding from logo to website design, social media graphics to print design. Amy says that as a neurodivergent entrepreneur she understands the struggles that come with trying to set up your own visual identity that truly reflects you and your business's values when you are neurodivergent.

Tornados and Trinkets by Emily Braz

Emily has ADHD and finds having a less traditional styled fidget spinner in the form of a ring was more discreet and really helped her concentration. Emily's goal is to help those who are struggling internally to

have a point of reference externally that is personal and beautiful. Her business Tornos and Trinkets sells fidget ring style jewellery, hand crafted, bespoke designed to each customer to help those struggling with the same problems she did. Her designs help with ADHD, Anxiety, calming the mind and more.

15. Public Benefit

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or that are for the public benefit. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the Charity should undertake. They do not consider that any of the charity's activities cause any significant detriment or harm and believe that any private benefit arising from the activities is incidental.

This report was approved by the Board on 1st December 2024.

Financial Statement

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Prior Year Funds
Incoming Resources					
Income and endowments from:					
Donations & Legacies	£26,271.96	£271,967.00	£0.00	£298,238.96	£234,173.82
Charitable Activities	£0.00	£286,084.95	£0.00	£286,084.95	£119,624.29
Other Trading Activities	£0.00	£0.00	£0.00	£0.00	£0.00
Investments	£0.00	£0.00	£0.00	£0.00	£0.00
Separate Material Item of Income	£0.00	£0.00	£0.00	£0.00	£0.00
Other	£3,885.38	£0.00	£0.00	£3,885.38	£2,196.23
Total	£30,157.34	£558,051.95	£0.00	£588,209.29	£355,994.34
Resources Expended					
Expenditure on:					
Raising Funds	£0.00	£0.00	£0.00	£0.00	£3.49
Charitable Activities	£0.00	£548,789.96	£0.00	£548,789.96	£335,078.07
Separate Material Item of Expense	£451.09	£1,473.60	£0.00	£1,924.69	£3,112.49
Other	£0.00	£0.00	£0.00	£0.00	£0.00
Total	£451.09	£550,263.56	£0.00	£550,714.65	£338,194.05
Net income (expenditure)	£29,706.25	£7,788.39	£0.00	£37,494.64	£17,800.29
Net gain (losses)	£0.00	£0.00	£0.00	£0.00	£0.00
Net income (expenditure)	£29,706.25	£7,788.39	£0.00	£37,494.64	£17,800.29
Extraordinary Items	£0.00	£0.00	£0.00	£0.00	£0.00
Transfers between funds	£0.00	£0.00	£0.00	£0.00	£0.00
Other recognised gains (losses)	£0.00	£0.00	£0.00	£0.00	£0.00
Gains and losses on revaluation of fixed assets for the charity's own use	£0.00	£0.00	£0.00	£0.00	£0.00
Other gains (losses)	£0.00	£0.00	£0.00	£0.00	£0.00
Net movement in funds	£29,706.25	£7,788.39	£0.00	£37,494.64	£17,800.29
Reconcilliation of funds					
Total funds brought forward	£14,393.58	£167,306.53	£0.00	£181,700.11	£0.00
Total funds carried forward	£44,099.83	£175,094.92	£0.00	£219,194.75	£181,700.11

Balance Sheet

30th November 2024

ASSETS

Fixed Assets	Total Fixed Assets	£0.00
Current Assets	Bank Account	£206,024.09
	Paypal	£7.57
	Total Assets	£206,031.66

LIABILITIES

Smallwood Grant Trust Fund	£1,615.85
PAYE Payable	£459.16
Pension Payable	£89.90
Total Liabilities	£2,164.91

DEBTORS

Account Receivable	£15,328.00
Total Due	£15,328.00
Total Net Assets	£219,194.75

EQUITY

Net Profit / Loss (prior year(s))	£17,800.29
Net Profit / Loss (current year)	£37,494.64

Accounting Policies

Charity Information

SAMEE is a Charitable Incorporated Organisation (CIO), registered with the Charities Commission under number 1170328. The registered office is 36 Heather Road, Bournemouth, Dorset, BH10 5EE.

Accounting Convention

The financial statements have been prepared in accordance with the Charity's constitution 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) * (as amended for accounting periods commencing from 1 January 2016). SAMEE is a Public Benefit Entity as defined by FRS 102.

SAMEE has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that SAMEE has adequate resources to continue in operational existence for the foreseeable future. The Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements where necessary.

Incoming Resources

Income is recognised when SAMEE 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 are recognised on receipt. Other donations are recognised once SAMEE has been notified of the donation unless performance conditions require deferral of the amount.

Resources Expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing SAMEE 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 headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Costs of charitable activities comprise the costs of providing facilities for self-employment support, employment support, workshops, and education, together with its associated support costs.

Other costs, noted as "Separate Material Item of Expense," are those functions that assist the work of SAMEE but do not directly undertake charitable activities. These include back-office costs, repairs and maintenance costs, finance, etc., which support the charity's activities.

Trustees

None of the Trustees personally received any remuneration or benefits from SAMEE during the year.

Reserves Policy

The reserves of the SAMEE charity fall into two different categories: Unrestricted Funds; Restricted Funds.

Unrestricted Funds represent those balances that can be used for any purpose that allows the SAMEE charity to achieve its stated objectives. The income is received with no restrictions placed by the giver as to how it may be used.

Restricted Funds show income awarded to the SAMEE charity for specific projects and purposes, as stated by the funder.

The SAMEE charity Trustees believe the reserves are more than adequate to maintain the charity through a month period. There are enough reserves to support the ongoing costs of the two admin employees and head office, should all projects cease and no further income be received. The Trustees are aware that the charity currently runs on a project-by-project basis and the costs associated with those are covered by the restricted grants coming in.

The Trustees keep the situation under review and will act to implement any changes that become necessary to ensure the continuation of the Charity.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the
trustees/directors/
members of

Charity Name

THE SAMEE CHARITY

On accounts for the year
ended

30 November 2024

Charity no.:

1170328

Company no.:

Set out on pages

9 to 12

(remember to include the page numbers of additional sheets)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30/11/2024

Responsibilities and
basis of report

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent
examiner's statement

[The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [*Association of Chartered Certified Accountants* body]]. I

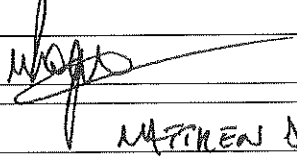
I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

** Please delete the words in the brackets if they do not apply.*

Signed:



Date:

11.3.25

Name:

MATTHEW DAVIS ROGERS

Relevant professional qualification(s) or body (if any):

FCCA

Address:

1 ABRAHAM THORPE
NEWLANDS ROAD
CONSUMM, VIGORUE, SN13 0RN.

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

SAMEE

England & Wales - Charity number 1170328

Accounts



**Annual Report and Independently Examined
Financial Statements**

For the Period Ending 30th November 2023

SAMEE

Charity Registration Number 1170328

SAMEE – Charity Number 1170328
Report of the Trustees for the Year Ended 30th November 2023

The Board of Trustees have pleasure in presenting their Annual Report for the year ended 30th November 2023.

Chairman's Report

Welcome to the SAMEE 2022/23 Annual report following a year of continuing growth as the demand for our charitable services continues to surge, and a new innovative service is launched winning a prestigious award.

The Trustees have diligently overseen the finances of the Charity and I am pleased to report that we have raised over £350,000 through grant funding and charitable activity. The financial results reflect the dedication and input from the management, team and volunteers. The Charity has focussed on maintaining the quality of service whilst demand for our support increases. The Cost-of-Living crisis has continued to cause untold financial strife and misery for a large section of the disabled community, and the jobs market continues to be a highly competitive place causing significant barriers to opportunity for disabled applicants. All this has caused continuing unprecedented demand for our services. To meet this surge in demand, the Charity has successfully secured 16 grant-funded projects and several ongoing partnerships. SAMEE has continued to build on strategic relationships with local agencies, grant-giving organisations and educational establishments to expand the awareness of the work we do throughout the South West region and beyond.

The annual report and accounts are the primary means through which our Trustees will report on their stewardship and show public accountability. The Charity has continued its growth and scaled its impact with the Trustee Board carefully monitoring its usage of resources and limiting overheads in terms of use of utility services. The Charity continues to innovate and has officially launched its groundbreaking level 1 Steps Into Self-Employment programme which won the 2023 Career Development Industry award for best Post-16 Education Programme. It has been officially accredited by awarding body NCFE as an official level 1 qualification, and the first cohort of 6 neurodiverse Learners have successfully completed the programme with 100% positive outcomes. Five are sustainably self-employed, and 1 is traditionally employed. All 6 Learners continue to receive ongoing support from our dedicated team of volunteer peer mentors. The programme also reflects the continuing ethos behind SAMEE's approach to delivery which is the 2...4...WITH principle. We don't do things TO the disabled community, or even FOR them, but WITH them! We ensure that our beneficiaries truly have a voice at all levels of SAMEE from Board level to every project via active steering groups. The Charity is able to offer a comprehensive support system that brings a diverse range of services to our clients which are not available from other sources. The Charity has recently restructured in order to build resilience in preparation for growth with an additional member of the Senior Leadership Team, and key existing team members being promoted to team leadership roles. SAMEE also celebrated issuing the 200th small grant award to a vulnerable female in the community as part of our ongoing Charity Grants Partnership with Smallwood Trust.

Going forward, the Charity is looking to further develop the award-winning Steps Into Self-Employment programme by scaling its impact from increasing the enrolment number of neurodiverse Learners. The continuing success of the charity can only happen with the continued support of the Chief Executive Officer, her strong team, the trustees, our friends and valued partners, and may I extend a thank you for the continued assistance we have received.

Review of Activities

Since 2016, the Support And Mentoring Enabling Entrepreneurship (SAMEE) charity has taught self-employment skills to enable disabled adults in Dorset and beyond to escape poverty, boost their wellbeing and gain further independence through successful self-employment start-up.

Our continuing mission is to narrow the disability employment gap and help make our local disabled community stronger. We achieve this by co-producing self-employment skills-building projects directly with disabled community members designed to support them to explore non-traditional forms of employment that will fit around their health challenges and reduce the barriers they face to employment opportunities. And, as Disability Confident Leaders, we ensure that our work is delivered in a flexible mix of personalised 1:1 guidance and peer mentoring support with bespoke resources tailored to each individual beneficiary.

This past year has been one of great significance as we continued receiving National Lottery support from their "Reaching Communities" Community Fund which has helped us build long term resilience for impacting our disabled adult beneficiaries.

We have also received funding in order to support a second cohort of 6 Learners through our award-winning Steps Into Self-Employment level 1 programme. The MSE charity supported our Learners through the finance themed units of the programme, and 4 Tesco stores Blue Tokens scheme also supported the project costs.

We successfully received grant awards for our core vulnerable adult holistic provision targeting vulnerable adults living in the socio-economically deprived Somerford Estate area via the SNG World Mental Health Day fund, Wessex Water Community Fund and the Winter Crisis Fund.

Our core self-employment support programme for disabled adults also received a welcome boost in funding from the RSA Fellows Fund, Abbvie and the Alice Ellen Cooper Dean Charitable Trust which has enabled us to continue our significant impact from our core disabled adult self-employment support projects throughout Dorset. The Charity, under the leadership of our Chief Executive Officer, has continually pushed forward to build a positive reputation which is supported by solid foundations and a hardworking team.

DEBSS

Our core adult provision programme DEBSS - Disabled Entrepreneurs Business Start-up Service, and feedback from beneficiaries over 6 years has enabled us to continue evolving it to ensure that more Dorset-based disabled adults can access our support and develop skills to get into self-employment and away from dependence on benefits. Our three-step programme teaches self-employment skills with disabled people with each step leading towards successful self-employment start-up plus additional support throughout from volunteer business mentors.

ENGAGE – 3 hours of holistic support and exploration of self-employment goals

PREPARE – 6 hours of flexible support to get beneficiary ready for trading

THRIVE – 3 hours of in-trade guidance and peer mentoring support

Our online networking club The SAMEE DEN has grown rapidly to almost 125 members with many disabled entrepreneurs actively supporting each other.

Steps Into Self-Employment

For young adults, we offer our award-winning Steps Into Self-Employment level 1 qualification programme as described above. The Steps Into Self-Employment programme consists of 4 distinct modules:

- Sharing with You
- Knowing What to Do
- Seeing it Through
- Reflect and Review

During the year from the 1st of December 2022 to the 30th November 2023, the SAMEE team had 383 new referrals and worked with 719 clients. Of the 383 new referrals, 48 are now trading, 111 are test marketing/beginning to trade with a further 28 in a form of employment. The remaining clients are currently receiving ongoing mentoring support with us or have been signposted to appropriate organisations that can help with their specific needs, e.g. debt management or counselling support.

The Trustees, Staff and Volunteers would like to extend a huge thank you to its supporters and advisers that help to maintain and contribute towards the cohesive service and support network for our clients.

Campaign and Advocacy work

Our CEO continues in her voluntary role as the South West Regional Chair for the Disability Unit in Cabinet Office and is now currently studying towards a Doctorate qualification to better understand how neurodivergent people engage and experience formal business support.

As part of the Disability Unit role, we have been involved with the accessibility panel for the King's Coronation; shared information and case studies at round table events for the Disability Action Plan; attended an oral inquiry for the education into employment House of Lords inquiry; gave evidence for the Buckland Autism review and attended other Government meetings.

Reference and Administrative Information

SAMEE was registered as a charity on the 23rd of November 2016 with the Charity Number of 1170328. The registered office is 36 Heather Road, Bournemouth, Dorset, although it trades from 881 Christchurch Road, Boscombe, Bournemouth, Dorset, BH7 6AU.

Trustees

Mr Simon Tucker – Chairman of the Board
Mr Derek Hawley – Vice-Chair
Mr Sak Awan – Vice-Chair
Mr Mark Everard
Mrs Lea Hampton
Mrs Debbie Porter
Ms Jacqueline Shave
Ms Elaine Collinson
Mrs Sara Brown – Treasurer and Charity Accountant

The Chief Executive Officer of the Charity is Mrs Samantha Everard
The Deputy Chief Executive of the Charity is Mr Wayne Ingram
The Chief Operating Officer of the Charity is Mrs Tara Fisher

Principal Advisers

Accountants Clear Vision Accountancy Group, Mr Matthew Rogers
Structure, Governance and Management

Governing Document

SAMEE is a registered charity and operates under a signed and agreed Constitution.

Recruitment and Appointment of a Board of Trustees

The Trustee Board has the authority to co-opt members to its numbers at any time. Members of the Board will be elected or re-elected at each AGM.

Trustee Induction and Training

Trustees are sought to bring a variety of skills and knowledge to the Charity.

All new trustees will be given a pack containing the constitution and policies / procedures of the Charity, including the published SAMEE Charity Strategic Plan 2021-2026, the Charity Commission guide "The Essential Trustee" and the latest statements pertaining to the charity.

Organisational Structure

SAMEE Board of Trustees must have a minimum of three members. At present there are nine trustees. Responsibility for the day to day running of SAMEE is delegated to the Chief Executive Officer and through her to the volunteers. Budgetary control rests with the Chief Executive Officer and Accountant.

The Board of Trustees meet four times a year, or as often as is necessary. Current meetings have resumed in-person, but are flexible to ensure that all members can attend via remote means if necessary.

Risk Management

The Trustees actively encourage the Chief Executive Officer to review the major risks which the charity faces on a regular basis.

During the year the Policies have been extensively reviewed. They are written and published with a view to protecting the beneficiaries of the charity, as well as the volunteers, trustees and paid staff. The policies lay

down the principles for the interaction between paid staff, volunteers and beneficiaries, reducing risk to an acceptable level, thus protecting the Charity.

Objectives

The Purpose and Objects of the CIO are:

The prevention or relief of poverty, or financial hardship, in Dorset and surrounding counties for the public benefit, by providing and assisting with the provision of education, training and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient by:

- *Providing an employment centre in Boscombe to supply unemployed and disadvantaged people with mentoring support, interview techniques, office facilities, free internet and subsistence.*
- *Providing information and guidance about the different entry routes to the labour market;*
- *Providing opportunities for work experience, shadowing and volunteering opportunities through working with local employers, charities and educational establishments.*
- *Providing interview skills and practice, cv guidance and other guidance support local people back into employment;*
- *Providing support to the educational establishments within their careers guidance programmes; and*
- *To provide life skill training to support the public with transferable skills.*

Achievements and Performance

Reports on the achievements and activities of SAMEE for the period to 30th November 2023 are contained in this report.

Financial Review

The Statement of Financial Activities (SOFA) for SAMEE and the Balance Sheet at 30th November 2023, together with associated explanatory notes, are given separate to this report.

Plans for Future Periods

The Charity, has developed and plans to launch a new 12-month supported internship specifically for neurodiverse learners alongside the accredited Steps into Self-Employment qualification. Over the next 12 months, the Charity will be fundraising in order to scale the new provision by increasing the uptake and geographical reach of the programme. The Charity will continue providing outreach support to those disadvantaged by the current Cost-of-Living crisis and deliver a variety of services to help disabled beneficiaries to escape poverty, with an emphasis on reaching those that are the hardest to reach due to their socio-economic position or personal circumstances.

The overall vision for the SAMEE Charity is to continue expanding delivery of our tailored services and individually designed support for our clients as per our 5-year plan.

Public Benefit

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the Charity has achieved this are provided earlier in this report, under the heading "Review of Activities". The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the Charity should undertake. They do not consider that any of the charity's activities cause any significant detriment or harm and believe that any private benefit arising from the activities is incidental.

This report was approved by the Board on 1st December 2022.



CHARITY COMMISSION
FOR ENGLAND AND WALES

SAMEE			Charity No	1170328
Annual accounts for the period				
Period start date	01/12/2022	To	Period end date	30/11/2023

Section A Statement of financial activities

Recommended categories by activity	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
Incoming resources (Note 3)					
Income and endowments from:					
Donations and legacies	£1,325.32	£232,848.50	£0.00	£234,173.82	£247,299.81
Charitable activities	£0.00	£119,624.29	£0.00	£119,624.29	£15,830.00
Other trading activities	£0.00	£0.00	£0.00	£0.00	£0.00
Investments	£0.00	£0.00		£0.00	£0.00
Separate material item of income	£0.00	£0.00	£0.00	£0.00	£0.00
Other	£2,196.23	£0.00	£0.00	£2,196.23	£155.07
Total	£3,521.55	£352,472.79	£0.00	£355,994.34	£263,284.88
Resources expended (Note 6)					
Expenditure on:					
Raising funds	£0.00	£3.49	£0.00	£3.49	£305.40
Charitable activities	£0.00	£335,078.07	£0.00	£335,078.07	£185,780.60
Separate material item of expense	£120.80	£2,991.69	£0.00	£3,112.49	£4,404.21
Other	£0.00	£0.00	£0.00	£0.00	£0.00
Total	£120.80	£338,073.25	£0.00	£338,194.05	£190,490.21
Net income/(expenditure) before investment gains/(losses)	£3,400.75	£14,399.54	£0.00	£17,800.29	£72,794.67
Net gains/(losses) on investments	£0.00	£0.00	£0.00	£0.00	£0.00
Net income/(expenditure)	£3,400.75	£14,399.54	£0.00	£17,800.29	£72,794.67
Extraordinary items	£0.00	£0.00	£0.00	£0.00	£0.00
Transfers between funds	£0.00	£0.00	£0.00	£0.00	£0.00
Other recognised gains/(losses):					
Gains and losses on revaluation of fixed assets for the charity's own use	£0.00	£0.00	£0.00	£0.00	£0.00
Other gains/(losses)	£0.00	£0.00	£0.00	£0.00	£0.00
Net movement in funds	£3,400.75	£14,399.54	£0.00	£17,800.29	£72,794.67
Reconciliation of funds:					
Total funds brought forward	£10,992.83	£152,906.99	£0.00	£163,899.82	£0.00
Total funds carried forward	£14,393.58	£167,306.53	£0.00	£181,700.11	£163,899.82

BALANCE SHEET30th November 2023**ASSETS**

Fixed Assets	Total Fixed Assets	£0.00
Current Assets	Bank Account	£166,787.64
	Paypal	£ 145.95
	Total Assets	£166,933.59

LIABILITIES

LIABILITIES	
Smallwood Grant Trust Fund	£776.30
PAYE Payable	£316.72
Pensions Payable	£ 84.30
Total Liabilities	£1,177.32

DEBTORS

DEBTORS	
Accounts Receivable	£15,943.84
Total Due	£15,943.84
TOTAL NET ASSETS	£181,700.11

EQUITY

Net Profit / Loss (prior year(s))	£72,794.67	
Net Profit / Loss (current year)	£17,800.29	
	TOTAL EQUITY	£181,700.11

Accounting Policies**Charity Information**

SAMEE is a Charitable Incorporated Organisation (CIO), registered with the Charities Commission under number 1170328. The registered office is 36 Heather Road, Bournemouth, Dorset, BH10 5EE.

Accounting Convention

The financial statements have been prepared in accordance with the Charity's constitution 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)" (as amended for accounting periods commencing from 1 January 2016). SAMEE is a Public Benefit Entity as defined by FRS 102.

SAMEE has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that SAMEE has

adequate resources to continue in operational existence for the foreseeable future. The Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements where necessary.

Incoming Resources

Income is recognised when SAMEE 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 are recognised on receipt. Other donations are recognised once SAMEE has been notified of the donation, unless performance conditions require deferral of the amount.

Resources Expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing SAMEE 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 headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Costs of charitable activities comprise the costs of providing facilities for self-employment support, employment support, workshops and education, together with its associated support costs.

Other costs, noted as "Separate Material Item of Expense", are those functions that assist the work of SAMEE but do not directly undertake charitable activities. These include back-office costs, repairs and maintenance costs, finance etc which supports the charity's activities.

Trustees

None of the Trustees personally received any remuneration or benefits from SAMEE during the year.

Reserves Policy

The reserves of the SAMEE charity fall into two different categories: Unrestricted Funds; Restricted Funds.

Unrestricted Funds represent those balances that can be used for any purpose that allows the SAMEE charity to achieve its stated objectives. The income is received with no restrictions placed by the giver as to how it may be used.

Restricted Funds shows income awarded to the SAMEE charity for specific projects and purposes, stated by the funder.

The SAMEE charity Trustees believe the reserves are more than adequate to maintain the charity through a 3-month period. There are enough reserves to support the ongoing costs of the 2 admin employees and head office, should all projects cease and no further income received. The Trustees are aware that the charity runs, currently, on a project-by-project basis and the costs associated with those are covered by the restricted grants coming in.

The Trustees keep the situation under review and will act to implement any changes that become necessary to ensure the continuation of the Charity.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Charity Name

THE SAMEE CHARITY

On accounts for the year
ended

30 November 2023

Charity no
(if any)

1170328.

Set out on pages

5 to 8

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/11/2023

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

* Please delete the words in the brackets if they do not apply.

Signed:

M. Rogers

Date:

6.3.24.

Name:

MATTHEW ROGERS FCCA.

Relevant professional
qualification(s) or body

ASSOCIATION OF CHARTERED CERTIFIED ACCOUNTANTS

(if any):

--

Address:

CLEAR VISION ACCOUNTANCY LTD
1 ABACUS HOUSE, NEWLANDS ROAD, GORSHAM
WILTSHIRE, SN13 0PS

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

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SAMEE

England & Wales - Charity number 1170328

Accounts



**Annual Report and Independently Examined
Financial Statements**

For the Period Ending 30th November 2022

SAMEE

Charity Registration Number 1170328

SAMEE – Charity Number 1170328
Report of the Trustees for the Year Ended 30th November 2022

The Board of Trustees have pleasure in presenting their Annual Report for the year ended 30th November 2022.

Chairman's Report

Welcome to the SAMEE 2021/22 Annual report following a year of growth as the demand for our charitable service surges due to the aftermath of Covid-19 and the Cost-of-Living crisis causing untold deprivation to our disabled and vulnerable beneficiaries.

The Trustees have diligently overseen the finances of the Charity and I am pleased to report that we have raised over £264,000 through grant funding, charitable activity and trading. The financial results reflect the dedication and input from the management team and volunteers. The Charity has focussed on maintaining the quality of service whilst demand for our support increases. The Cost-of-Living crisis has resulted in many business closures across Dorset, particularly in the physical retail sector where many disabled employees have been made redundant from several large chain stores closing down. The end of European funding linked to the UK's Brexit agreement has also resulted in the imminent closure of several business start-up projects in Dorset which has caused unprecedented demand for our services. To meet this surge in demand, the Charity has successfully secured 17 grant applications and several ongoing sub-contractual agreements. SAMEE has continued to build on strategic relationships with local agencies, grant-giving organisations and educational establishments to expand the awareness of the work we do throughout the Southern region.

The annual report and accounts are the primary means through which our Trustees will report on their stewardship and show public accountability. The Charity has responded to the Cost-of-Living crisis by carefully monitoring its usage of resources and limiting overheads in terms of use of utility services. The Charity continues to innovate and successfully created the UK's first 12-month level 1 self-employment course specifically for neurodiverse learners. The course is currently going through the process of accreditation with nationally recognised awarding body NCFE, and should be ready to offer from Spring 2023. Led by our Chief Executive Officer, Samantha Everard, the new course represents a culmination of over 5 years of deep research into the best practice self-employment support needs of neurodiverse young adults. The programme also represents the continuing ethos behind SAMEE's approach to delivery which is the 2...4...WITH principle. We don't do things TO the disabled community, or even FOR them, but WITH them! We ensure that our beneficiaries truly have a voice at all levels of SAMEE from Board level to every project via active steering groups. The Charity is able to offer a comprehensive support system that brings a diverse range of services to our clients which are not available from other sources. The Charity successfully renewed Matrix standard and also Cyber Essentials for heightened IT security. SAMEE also celebrated issuing the 150th small grant award to a vulnerable female in the community as part of our ongoing Charity Grants Partnership with Smallwood Trust.

Going forward, the Charity is looking to further develop new projects and grow our impact through the implementation of more contracts and strategic partnerships. With growth in mind, we welcomed Sak Awan to the Board as a new Trustee. Sak brings a wealth of recruitment-based experience and know-how which will support The Charity going forward as the employee team continues to expand.

The continuing success of the charity can only happen with the continued support of the Chief Executive Officer, her strong team, the trustees, our friends and valued partners, and may I extend a thank you for the continued assistance we have received.

Review of Activities

This past year has been one of great significance as we continued receiving support from ESFA and National Lottery support from their Community Fund as we launched our innovative 2-year supported self-employment programme. We successfully achieved grant awards for our core vulnerable adult provision including target minority groups such as supporting refugees from Ukraine via the Welcome Fund, and NHS referred participants via the NHS Charities Together Fund. This has meant an increase in support for more disabled adults in the local

community. Our core self-employment support programme for disabled adults also received a welcome boost in funding from the Talbot Village Trust Fund and People's Local Trust. Our employability support service for lone parents also received financial support from Alice Ellen Cooper Dean Charitable Trust and People's Health Trust which has enabled us to continue our significant impact on the Somerford Estate which continues to be an area of high deprivation in Dorset. The Charity, under the leadership of our Chief Executive Officer, has pushed forward to build a good reputation which is supported by solid foundations and a hardworking team.

Since 2016, the Support And Mentoring Enabling Entrepreneurship (SAMEE) charity has taught self-employment skills to enable over 250 disabled adults in Dorset to escape poverty, boost their wellbeing and gain further independence through successful self-employment start-up.

Our mission is to narrow the disability employment gap and help make our local disabled community stronger. We achieve this by co-producing self-employment skills-building projects directly with disabled community members designed to support them to explore non-traditional forms of employment that will fit around their health challenges and reduce the barriers they face to employment opportunities.

As Disability Confident Leaders, our unique delivery style is a flexible mix of personalised 1:1 guidance and peer mentoring support.

Our core programme DEBSS - Disabled Entrepreneurs Business Start-up Service, and feedback from beneficiaries over 5 years has enabled us to continue evolving it to ensure that more Dorset-based disabled adults can access our support and develop skills to get into self-employment and away from dependence on benefits.

Our online networking club The SAMEE DEN has grown rapidly to almost 200 members with many disabled entrepreneurs actively supporting each other.

Our three-step programme teaches self-employment skills with disabled people with each step leading towards successful self-employment start-up plus additional support throughout from volunteer business mentors.

ENGAGE – 1-hour holistic exploration of self-employment goals
PREPARE – 6-hour flexible support to get beneficiary ready for trading
THRIVE – 5-hour in-trade guidance and mentor support for trading clients

Our CEO continues her voluntary roles as the S.W. Regional Chair for the Office of Disability Issues and a Fellow of the IEP which continues to be a useful platform for employer engagement across the Southern region.

During the year from the 1st of December 2021 to the 30th November 2022, the SAMEE team have worked with 254 clients and of these 62 are now trading with a further 7 in employment. The remaining clients are currently receiving ongoing mentoring support with us or have been signposted to appropriate organisations that can help with their specific needs, e.g. debt management or counselling support.

The Trustees, Staff and Volunteers would like to extend a huge thank you to its supporters and advisers that help to maintain and contribute towards the cohesive service and support network for our clients.

Reference and Administrative Information

SAMEE was registered as a charity on the 23rd of November 2016 with the Charity Number of 1170328. The registered office is 36 Heather Road, Bournemouth, Dorset, although it trades from 881 Christchurch Road, Boscombe, Bournemouth, Dorset, BH7 6AU.

Trustees

Mr Simon Tucker – Chairman of the Board
Mr Derek Hawley – Vice-Chair
Mr Mark Everard
Mrs Lea Hampton
Mrs Debbie Porter

Ms Jacquellne Shave
Ms. Elaine Collinson
Mr Sak Awan
Mrs Sara Brown – Treasurer and Company Accountant

The Chief Executive Officer of the Charity is Mrs Samantha Everard
The Chief Operating Officer of the Charity is Mr Wayne David Ingram

Principal Advisers

Bankers HSBC Bournemouth, Mrs Beverley Mcpheat
Accountants Clear Vision Accountancy Group, Mr Matthew Rogers

Structure, Governance and Management

Governing Document

SAMEE is a registered charity and operates under a signed and agreed Constitution.

Recruitment and Appointment of a Board of Trustees

The Trustee Board has the authority to co-opt members to its numbers at any time. Members of the Board will be elected or re-elected at each AGM.

Trustee Induction and Training

Trustees are sought to bring a variety of skills and knowledge to the Charity.

All new trustees will be given a pack containing the constitution and policies / procedures of the Charity, including the newly published SAMEE Charity Strategic Plan 2021-2026, the Charity Commission guide "The Essential Trustee" and the latest statements pertaining to the charity.

Organisational Structure

SAMEE Board of Trustees must have a minimum of three members. At present there are nine trustees. Responsibility for the day to day running of SAMEE is delegated to the Chief Executive Officer and through her to the volunteers. Budgetary control rests with the Chief Executive Officer and Accountant.

The Board of Trustees meet four times a year, or as often as is necessary. Current meetings have resumed in-person, but are flexible to ensure that all members can attend via remote means if necessary.

Risk Management

The Trustees actively encourage the Chief Executive Officer to review the major risks which the charity faces on a regular basis.

During the year the Policies have been extensively reviewed. They are written and published with a view to protecting the beneficiaries of the charity, as well as the volunteers, trustees and paid staff. The policies lay down the principles for the interaction between paid staff, volunteers and beneficiaries, reducing risk to an acceptable level, thus protecting the Charity.

Objectives

The Purpose and Objects of the CIO are:

The prevention or relief of poverty, or financial hardship, in Dorset and surrounding counties for the public benefit, by providing and assisting with the provision of education, training and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient by:

- *Providing an employment centre in Boscombe to supply unemployed and disadvantaged people with mentoring support, interview techniques, office facilities, free Internet and subsistence.*
- *Providing information and guidance about the different entry routes to the labour market;*
- *Providing opportunities for work experience, shadowing and volunteering opportunities through working with local employers, charities and educational establishments.*

- Providing interview skills and practice, cv guidance and other guidance support local people back into employment;
- Providing support to the educational establishments within their careers guidance programmes; and
- To provide life skill training to support the public with transferable skills.

Achievements and Performance

Reports on the achievements and activities of SAMEE for the period to 30th November 2022 are contained in this report.

Financial Review

The Statement of Financial Activities (SOFA) for SAMEE and the Balance Sheet at 30th November 2022, together with associated explanatory notes, are given separate to this report.

Plans for Future Periods

The Charity, has developed and plans to launch a new 12-month accredited level 1 qualification specifically for neurodiverse learners called Steps into Self-Employment. Over the next 12 months, the Charity will be fundraising in order to scale the new provision by increasing the uptake and geographical reach of the course which will be accredited by nationally recognised awarding body NCFE. The Charity will also start providing financial guidance in response to current Cost-of-Living crisis and deliver a variety of services to help disabled and disadvantaged clients to escape poverty, with an emphasis on reaching those that are the hardest to reach due to their socio-economic position or personal circumstances.

The overall vision for the SAMEE Charity is to continue expanding delivery of our tailored services and individually designed support for our clients as per our 5-year plan.

Public Benefit

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the Charity has achieved this are provided earlier in this report, under the heading "Review of Activities". The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the Charity should undertake. They do not consider that any of the charity's activities cause any significant detriment or harm and believe that any private benefit arising from the activities is incidental.

This report was approved by the Board on 1st December 2022.



CHARITY COMMISSION
FOR ENGLAND AND WALES

SAMEE			Charity No (if any)	1170328
Annual accounts for the period				
Period start date	01/12/2021	To	Period end date	30/11/2022

Section A Statement of financial activities

Recommended categories by activity	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
Incoming resources (Note 3)					
Income and endowments from:					
Donations and legacies	£2,525.81	£244,774.00	£0.00	£247,299.81	£149,981.52
Charitable activities	£0.00	£15,830.00	£0.00	£15,830.00	£6,460.02
Other trading activities	£0.00	£0.00	£0.00	£0.00	£0.00

Investments	£0.00	£0.00		£0.00	£0.00
Separate material item of Income	£0.00	£0.00	£0.00	£0.00	£0.00
Other	£155.07	£0.00	£0.00	£155.07	£11.46
Total	£2,680.88	£260,604.00	£0.00	£263,284.88	£156,453.00

Resources expended (Note 6)

Expenditure on:

Raising funds	£0.00	£305.40	£0.00	£305.40	£1,732.43
Charitable activities	£0.00	£185,780.60	£0.00	£185,780.60	£163,329.26
Separate material item of expense	£148.60	£4,255.61	£0.00	£4,404.21	£223.71
Other	£0.00	£0.00	£0.00	£0.00	£0.00
Total	£148.60	£190,341.61	£0.00	£190,490.21	£165,285.40

Net income/(expenditure) before Investment gains/(losses)

	£2,532.28	£70,262.39	£0.00	£72,794.67	-£8,832.40
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Net gains/(losses) on Investments

	£0.00	£0.00	£0.00	£0.00	£0.00
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Net income/(expenditure)

	£2,532.28	£70,262.39	£0.00	£72,794.67	-£8,832.40
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Extraordinary items

	£0.00	£0.00	£0.00	£0.00	£0.00
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Transfers between funds

	£0.00	£0.00	£0.00	£0.00	£0.00
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Other recognised gains/(losses):

Gains and losses on revaluation of fixed assets for the charity's own use	£0.00	£0.00	£0.00	£0.00	£0.00
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Other gains/(losses)

	£0.00	£0.00	£0.00	£0.00	£0.00
--	-------	-------	-------	-------	-------

Net movement in funds

Reconciliation of funds:

Total funds brought forward	£8,460.55	£82,644.60	£0.00	£91,105.15	£0.00
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Total funds carried forward

	£10,992.83	£152,906.99	£0.00	£163,899.82	£91,105.15
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BALANCE SHEET

30th November 2022

ASSETS

Fixed Assets	Total Fixed Assets	£0.00
Current Assets	Bank Account	£172,520.59
	Paypal	£ 140.37
	Total Assets	£172,660.96

LIABILITIES

Smallwood Grant Trust Fund		£8,761.14
	Total Liabilities	£8,761.14
	<u>TOTAL NET ASSETS</u>	£163,899.82

EQUITY

Net Profit / Loss (prior year(s))	£91,105.15	
Net Profit / Loss (current year)	£72,794.67	
	TOTAL EQUITY	£163,899.82

Accounting Policies

Charity Information

SAMEE is a Charitable Incorporated Organisation (CIO), registered with the Charities Commission under number 1170328. The registered office is 36 Heather Road, Bournemouth, Dorset, BH10 5EE.

Accounting Convention

The financial statements have been prepared in accordance with the Charity's constitution 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)" (as amended for accounting periods commencing from 1 January 2016). SAMEE is a Public Benefit Entity as defined by FRS 102.

SAMEE has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that SAMEE has adequate resources to continue in operational existence for the foreseeable future. The Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

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Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing SAMEE 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 headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Costs of charitable activities comprise the costs of providing facilities for self-employment support, employment support, workshops and education, together with its associated support costs.

Other costs, noted as "Separate Material Item of Expense", are those functions that assist the work of SAMEE but do not directly undertake charitable activities. These include back-office costs, repairs and maintenance costs, finance etc which supports the charity's activities.

Trustees

None of the Trustees personally received any remuneration or benefits from SAMEE during the year.

Reserves Policy

The reserves of the SAMEE charity fall into two different categories: Unrestricted Funds; Restricted Funds.

Unrestricted Funds represent those balances that can be used for any purpose that allows the SAMEE charity to achieve its stated objectives. The income is received with no restrictions placed by the giver as to how it may be used.

Restricted Funds shows income awarded to the SAMEE charity for specific projects and purposes, stated by the funder.

The SAMEE charity Trustees believe the reserves are more than adequate to maintain the charity through a 3-month period. There are enough reserves to support the ongoing costs of the 2 admin employees and head office, should all projects cease and no further income received. The Trustees are aware that the charity runs, currently, on a project-by-project basis and the costs associated with those are covered by the restricted grants coming in.

The Trustees keep the situation under review and will act to implement any changes that become necessary to ensure the continuation of the Charity.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Charity Name
THE SAMEE Charity

On accounts for the year
ended

30 November 2022

Charity no
(if any)

1170328

Set out on pages

5 to 8

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/11/2022

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Association of Chartered Certified Accountants.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an Independent examination.

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

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

20.3.23

Name:

Matthew Rogers FCCA

Relevant professional
qualification(s) or body

Association of Chartered Certified Accountants

(if any):

--

Address:

Clear Vision Accountancy Ltd
1 Abacus House, Newlands Road, Corsham, Wiltshire
SN13 0BH

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

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SAMEE

England & Wales - Charity number 1170328

Accounts



**Annual Report and Independently Examined
Financial Statements**

For the Period Ending 30th November 2021

SAMEE

Charity Registration Number 1170328

SAMEE – Charity Number 1170328
Report of the Trustees for the Year Ended 30th November 2021

The Board of Trustees have pleasure in presenting their Annual Report for the year ended 30th November 2021.

Chairman's Report

Welcome to the SAMEE 2020/21 Annual report following a year of steady maintenance as the world returns to the new normal in society post-Covid.

The Trustees have diligently overseen the finances of the Charity and I am pleased to report that we have raised over £156,000 through grant funding, charitable activity and trading. The financial results reflect the dedication and input from the management team and volunteers. The Charity has focussed on getting the balance right between growth plans and maintaining a high quality of service in the continuing aftermath of Covid-19 challenges with demand for our services continuing to grow. The Charity has successfully secured 9 grant applications and a significant new contract that will launch in December 2021. SAMEE has continued to build on strategic relationships with local agencies, housing associations and educational establishments to expand the awareness of the work we do throughout the Southern region.

The annual report and accounts are the primary means through which our Trustees will report on their stewardship and show public accountability. The Charity has continued to respond to the aftermath of Covid-19 with continuation funding for our advocacy-based service to ensure that our disabled and disadvantaged clients have the best possible support at finding employment/self-employment in a highly competitive post-Covid jobs market. The Charity continues to innovate and successfully launched a 2-year intensive support self-employment programme for Autistic and Neuro-Diverse young adults in October 2021. Led by our Chief Executive Officer, Samantha Everard, the new programme represents a culmination of deep research into the best practice support needs of young adults with these types of disability. The programme also represents the continuing ethos behind SAMEE's approach to delivery where our clients take the lead in how they would like to be supported. The Charity is able to offer a comprehensive support system that brings a diverse range of services to our clients which are not available from other sources. The Charity also successfully signed up as a Living wage employer, Endometriosis Friendly Employer and won Runners-up in the Education Award category for the 2021 Scottish Power Foundation Awards.

Going forward, the Charity is looking to further develop new projects and grow our impact through the implementation of more contracts and strategic partnerships.

The continuing success of the charity can only happen with the continued support of the Chief Executive Officer, her strong team, the trustees, our friends and valued partners, and may I extend a thank you for the continued assistance we have received.

Review of Activities

This past year has been one of great significance as we received ESFA and National Lottery support from their Community Fund in order to launch our innovative 2-year supported self-employment programme. We took advantage of various Covid-19 response grant opportunities to continue our advocacy-based projects and support more disabled adults in the local community to recover from the challenges of the pandemic. Our core self-employment support programme for disabled adults received a welcome boost in funding from Scottish Power and Henry Smith, and new grant support for our targeted disabled women project. The Charity, under the leadership of our Chief Executive Officer, has pushed forward to build a good reputation which is supported by solid foundations and a hardworking team.

Since 2016 The Support And Mentoring Enabling Entrepreneurship (SAMEE) charity has taught self-employment skills to enable over 300 disabled adults living in the Southern region to gain further independence by creating their own income.

The charitable mission of SAMEE is to continue narrowing the disability employment gap by supporting disabled people in a holistic way to explore non-traditional forms of employment that will fit around their health challenges and reduce the barriers they face to employment. This now includes targeted provision for specific groups including young adults with Autism, disabled females in the South East and vulnerable adults specifically residing in Christchurch.

In the aftermath of the Coronavirus pandemic, we are continuing to support 1 in 4 disabled adults into successful self-employment and/or traditional employment.

In response to the lifting of Covid-19 social distancing regulations, we have continued to offer support remotely and in-person depending upon the needs of each client. Our online networking club The SAMEE DEN has grown rapidly to over 150 members with many disabled entrepreneurs actively supporting each other.

Our three-step programme teaches self-employment skills with disabled people via a unique mix of peer mentoring and specialist personal guidance with a qualified and experienced adviser. Each step leads towards successful self-employment start-up with additional support throughout from volunteer business mentors.

ENGAGE – 1-hour holistic exploration of self-employment goals
PREPARE – 6-hour flexible support to get beneficiary ready for trading
THRIVE – 6-hour in-trade guidance and mentor support for trading clients

Our CEO continues her voluntary roles as the S.W. Regional Chair for the Office of Disability Issues and a Fellow of the IEP which continues to be a useful platform for employer engagement across the Southern region.

During the year from the 23rd of November 2020 to the 30th November 2021, the SAMEE team have worked with 182 clients and of these 27% are now trading with a further 8% in employment. The remaining clients are currently receiving ongoing mentoring support with us or have been signposted to appropriate organisations that can help with their specific needs, e.g. debt management or counselling support.

The Trustees, Staff and Volunteers would like to extend a huge thank you to its supporters and advisers that help to maintain and contribute towards the cohesive service and support network for our clients.

Reference and Administrative Information

SAMEE was registered as a charity on the 23rd of November 2016 with the Charity Number of 1170328. The registered office is 36 Heather Road, Bournemouth, Dorset, although it trades from 881 Christchurch Road, Boscombe, Bournemouth, Dorset, BH7 6AU.

Trustees

Mr Simon Tucker – Chairman of the Board
Mr Derek Hawley – Vice-Chair
Mr Mark Everard
Mrs Lea Hampton
Mrs Debbie Porter
Ms Jacqueline Shave
Ms. Elaine Collinson
Mrs Tara Fisher
Mrs Sara Brown – Treasurer and Company Accountant

The Chief Executive Officer of the Charity is Mrs Samantha Everard
The Chief Operating Officer of the Charity is Mr Wayne David Ingram

Principal Advisers

Bankers	HSBC Bournemouth, Mrs Beverley Mcpheat
Accountants	Clear Vision Accountancy Group, Mr Matthew Rogers

Structure, Governance and Management

Governing Document

SAMEE is a registered charity and operates under a signed and agreed Constitution.

Recruitment and Appointment of a Board of Trustees

The Trustee Board has the authority to co-opt members to its numbers at any time. Members of the Board will be elected or re-elected at each AGM.

Trustee Induction and Training

Trustees are sought to bring a variety of skills and knowledge to the Charity.

All new trustees will be given a pack containing the constitution and policies / procedures of the Charity, including the newly published SAMEE Charity Strategic Plan 2021-2026, the Charity Commission guide "The Essential Trustee" and the latest statements pertaining to the charity.

Organisational Structure

SAMEE Board of Trustees must have a minimum of three members. At present there are nine trustees. Responsibility for the day to day running of SAMEE is delegated to the Chief Executive Officer and through her to the volunteers. Budgetary control rests with the Chief Executive Officer and Accountant.

The Board of Trustees meet four times a year, or as often as is necessary. Current meetings continue to be conducted via Zoom.

Risk Management

The Trustees actively encourage the Chief Executive Officer to review the major risks which the charity faces on a regular basis.

During the year the Policies have been extensively reviewed. They are written and published with a view to protecting the beneficiaries of the charity, as well as the volunteers, trustees and paid staff. The policies lay down the principles for the interaction between paid staff, volunteers and beneficiaries, reducing risk to an acceptable level, thus protecting the Charity.

Objectives

The Purpose and Objects of the CIO are:

The prevention or relief of poverty, or financial hardship, in Dorset and surrounding counties for the public benefit, by providing and assisting with the provision of education, training and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient by:

- *Providing an employment centre in Boscombe to supply unemployed and disadvantaged people with mentoring support, interview techniques, office facilities, free internet and subsistence.*
- *Providing information and guidance about the different entry routes to the labour market;*
- *Providing opportunities for work experience, shadowing and volunteering opportunities through working with local employers, charities and educational establishments.*
- *Providing interview skills and practice, cv guidance and other guidance support local people back into employment;*
- *Providing support to the educational establishments within their careers guidance programmes; and*
- *To provide life skill training to support the public with transferable skills.*

Achievements and Performance

Reports on the achievements and activities of SAMEE for the period to 30th November 2021 are contained in this report.

Financial Review

The Statement of Financial Activities (SOFA) for SAMEE and the Balance Sheet at 30th November 2020, together with associated explanatory notes, are given separate to this report.

Plans for Future Periods

The Charity, has developed and launched a new 2-year supported self-employment programme aimed at enabling young adults with Autism to explore self-employment aspirations. Over the next 12 months, the Charity will be fundraising in order to scale the new provision by increasing the uptake and geographical reach of the project. The Charity will also continue providing support in response to the aftermath of Covid-19 and deliver a variety of services to help disabled and disadvantaged clients to recover, with an emphasis on reaching those that are the hardest to reach due to their socio-economic position or personal circumstances. The Charity has also successfully won a significant new contract and renewed an existing contract.

The overall vision for the SAMEE Charity is to continue expanding delivery of our tailored services and individually designed support for our clients from regional offices within a 5-year timescale.

Public Benefit

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the Charity has achieved this are provided earlier in this report, under the heading "Review of Activities". The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the Charity should undertake. They do not consider that any of the charity's activities cause any significant detriment or harm and believe that any private benefit arising from the activities is incidental.

This report was approved by the Board on 1st December 2021.

Income From:	Unrestricted Funds	Restricted Funds	Total 20/21	Total 19/20
Donations and Grants	£1,793.12	£148,188.40	£149,981.52	£155,321.67
Charitable Activities	£6,460.02		£6,460.02	£2,085.00
Other Trading Activities			£0.00	£1,335.00
Interest Income	£11.46		£11.46	£49.52
Total	£8,264.60	£148,188.40	£156,453.00	£158,791.19
Expenditure On:				
Raising Funds		£1,732.43	£1,732.43	£353.13
Charitable Activities	£1,683.60	£161,645.66	£163,329.26	£83,784.53
Other	£108.71	£115.00	£223.71	£7,407.64
Total Resources Expended	£1,792.31	£163,493.09	£165,285.40	£91,545.30
Net Income /(Expenditure)	£6,472.29	-£15,304.69	-£8,832.40	£67,245.89
Reconciliation of Funds				
Total Funds brought forward on 1 Dec 2020	£1,988.26	£97,949.29	£99,937.55	£32,691.66
Total Funds carried forward on 30 Nov 2021	£8,460.55	£82,644.60	£91,105.15	£99,937.55

BALANCE SHEET

30th November 2021

ASSETS

Fixed Assets	Total Fixed Assets	£0.00
Current Assets	Bank Account	£101,620.28
	Total Assets	£101,620.28

LIABILITIES

Social Investment	£5,079.47
Smallwood Grant Trust Fund	£5,092.54
PAYE Payable / Pensions Payable	343.12

Total Liabilities **£10,515.13**

TOTAL NET ASSETS **£91,105.15**

EQUITY

Net Profit / Loss (prior year(s))	£99,937.55
Net Profit / Loss (current year)	-£8,832.40
Net Surplus / Deficit	£91,105.15

TOTAL EQUITY **£91,105.15**

Grants Payments, including stage payments from 2019-2020 grants, include:

Scottish Power	£51,201.88
Christchurch Charitable Trust	£4,620.00
Comic Relief	£1,988.50
Peoples Health Trust	£3,487.00
The February Foundation	£4,620.00
Scottish Power Education Award	£2,500.00
National Lottery Community Fund	£20,875.00
Solace Woman's Aid	£5,886.00
ESFA	£6,236.02
Henry Smith	£4,000.00
Dorset Community Foundation	£17,453.00
Foyle Foundation	£5,000.00
UnLtd	£19,323.00
Betty Messenger	£998.00



CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

THE SAMEE Charity

On accounts for the year
ended

30 November 2021

Charity no
(if any)

1170328

Set out on pages

5 and 6

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/11/2021.

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

29/3/22

Name:

Matthew Rogers FCCA

Relevant professional
qualification(s) or body
(if any):

Association of Chartered Certified Accountants

Address:

Clear Vision Accountancy Ltd

1 Abacus House, Newlands Road, Corsham, Wiltshire

SN13 0BH

Section B**Disclosure**

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.