DFN PROJECT SEARCH

England & Wales · Charity number 1183834

Details

Status	Registered
Legal form	Charitable company
Company number	11488209
Registered	2019-06-11
Register	View on the Charity Commission register

Contact

Address	8-10 Grosvenor Gardens London SW1W 0DH
Phone	02034323402
Email	admin@dfnprojectsearch.org
Website	www.dfnprojectsearch.org

Activities

Objects: The Charity?s Objects are specifically restricted to,?for the public benefit: 3.1 The advancement of education of people with a learning disability, learning difficulties and/or who are autistic in employability skills so as to develop their capabilities that they can lead independent and fulfilling lives. Activities in support of this include but are not limited to: 3.1.1 Granting licences to partner organisations to deliver the DFN Project SEARCH programme, a supported internship programme that provides such people with structured in-work job coaching to help them make a positive transition from education into permanent employment in their local area; 3.1.2 Providing training and support to partner organisations to deliver the DFN Project SEARCH programme; and 3.1.3 Carrying out quality assurance and improvement of every programme to ensure that the DFN Project SEARCH programme is being carried out effectively. 3.2 The promotion of equality and inclusion in respect of people with a learning disability, learning difficulties and/or who are autistic. Activities in support of this include but are not limited to: 3.2.1 Raising awareness and advancing the education of the public and interested parties (including the Government, educators and employers) regarding the need to promote employment practices in the best interests of people with a learning disability, learning difficulties and/or who are autistic; and 3.2.2 Supporting people with a learning disability, learning difficulties and/or who are autistic to advocate for themselves and others so as to improve their employment opportunities.

Activities: The advancement of education and the promotion of equality and inclusion of people with a learning disability and/or who are autistic in employability skills, so as to develop their capabilities that they can gain employment and lead independent and fulfilling lives. We do this through supporting and training

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partner organisations to deliver the DFN Project SEARCH Supported Internship Programme.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Ireland
- Portugal
- Scotland
- Spain
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£1,954,256	£2,142,013	£1,878,752	27
2023-08-31	£3,272,677	£1,934,103	£2,067,117	28
2022-08-31	£1,076,416	£873,717	£727,635	11
2021-12-31	£1,108,630	£878,963	£526,729	9
2020-12-31	£799,521	£717,121	£297,247	3

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Trustees

Name	Role	Appointed
Anthony Hyde		2023-11-15
Emily Meeyoung Sun		2018-07-27
James Dickson		2024-05-08
Kristen Wright		2024-12-18
Lelabari Kogbara		2018-07-27
MARK BENJAMIN BAYS HUDSON		2018-07-27
SUSAN RUTKOWSKI		2018-07-27
Steve Mills		2022-11-24

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DFN PROJECT SEARCH

England & Wales - Charity number 1183834

Accounts

DFN Project SEARCH
Changing Lives Together

DFN Project | SEARCH

Annual Report & Accounts
2023—24

Charity registration number: 1183834 (England and Wales) SC049891 (Scotland)
Company registration number: 11488209 (England and Wales)

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Legal And Administrative Information

Trustees	M B B Hudson	
	L A-M Kogbara	
	S Rutkowski	
	E M Sun	
	S Mills	
	A R Hyde	(Appointed 15 November 2023)
	C Cookson	(Appointed 8 July 2024)
	J D L Dickson	(Appointed 8 May 2024)
	K J Wright	(Appointed 18 December 2024)
Charity number (England and Wales)	1183834	
Charity number (Scotland)	SC049891	
Company number	11488209	
Registered office and principal address	8-10 Grosvenor Gardens London SW1W 0DH	
Auditor	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS	
Bankers	Barclays 1 Churchill Place Canary Wharf London E14 5HP	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ
Accountants	Humphrey & Co 7-9 The Avenue Eastbourne East Sussex BN21 3YA	
Solicitors	Macfarlanes LLP 20 Cursitor Street London EC4A 1LT	

A Message From Our Chair & CEO

Mark Hudson
Chair

Kirsty Matthews
Chief Executive Officer

As we reflect on the 2023/24 academic year, our determination to ensure every young adult with a learning disability, who is autistic, or both, has access to the best opportunities for transitioning into paid employment has never been stronger.

The last year can be defined by change, celebration, and growth. As both of us stepped into our new roles as Chair and Chief Executive, we have been inspired by the incredible progress already achieved by **DFN Project SEARCH**.

We are hugely grateful to our predecessors, David Forbes-Nixon and Claire Cookson, whose leadership has shaped this organisation's mission and impact. David Forbes-Nixon, our Founder and former Chair, bought the master franchise for the transformative Project SEARCH model in 2018, and invested in it to enable its growth. Through his passion and determination, he created a charity that has provided countless young adults with meaningful full-time employment opportunities.

Claire Cookson added to this legacy, leading **DFN Project SEARCH** through a period of extraordinary growth, increasing the number of programmes in the UK fourfold and cementing our position as a leader in the field of supported internships. Their contributions have created a powerful foundation that we are proud to build upon as we move forward.

As we do so, our charity mission remains unchanged – to support young adults with a learning disability, who are autistic, or both, into meaningful paid employment and ultimately financial independence. Despite their remarkable talent, too many are confronted by unnecessary barriers preventing them from working towards their employment aspirations as they come to the end of their education. Our work aims to change that. The stories and evidence in this report highlight what can be achieved when barriers are dismantled, and expectations are elevated.

We are proud to have expanded our reach to almost 200 sites across the UK in September 2024, helping more than 2,900 interns transition into employment since our inception. In 2023 alone, 431 interns secured paid employment - the highest number to date. In Scotland, 75% of our interns found jobs, taking on roles as diverse as car maintenance, patient care, and landscaping. These achievements illustrate the unique and valuable contributions our interns make to the workforce. We have ambitious targets to follow this up - by 2030, we aim to support 10,000 young adults into paid employment.

Our growth has been fuelled by several key initiatives, including our role within the **Internships Work Consortium**, launched in 2022 with funding from the Department for Education. This ambitious initiative aimed to double the number of supported internships in England by March 2025. **DFN Project SEARCH** has continued to lead the charge in employer engagement, providing training and support to local authorities, businesses, and education partners, and developing over 800 Employer Champions to help create opportunities for young people.

> **"The stories and evidence in this report highlight what can be achieved when barriers are dismantled, and expectations are elevated."**

A Message From Our Chair & CEO

CONTINUED

We also celebrated our second **National Supported Internships Day**, an initiative created by **DFN Project SEARCH** to raise awareness of the benefits of supported internships. This day saw significant engagement from government and businesses. On the policy front, we were proud to see supported internships highlighted in the House of Lords *'Think Work First'* report, which acknowledged them as a proven way to bridge the disability employment gap. Alongside our partners at The British Association of Supported Employment (BASE), we provided evidence that reinforced the critical role of supported internships in helping individuals furthest from the job market gain essential skills and workplace experience.

We also launched our latest creative campaign under the theme **Don't Stop Me Now**, which reflects our commitment to ensuring young adults don't face a 'cliff edge' as they leave formal education. By bridging the gap between education and employment, we are helping young people step confidently into their futures and enabling them to lead fulfilling lives.

This growth has extended to our engagement with key stakeholders, not least via our Youth Advisory Group (YAG). Each year we recruit a team of interns to sit on the YAG with the aim of educating employers across UK businesses to develop more inclusive employment practices and embedding their youth voice within our organisation. Engagement with our Alumni Network has deepened our connection with former interns and we have also launched **Parent Champion Training** to empower families with the tools and knowledge to evaluate supported internships and advocate for their young adults.

It has been a positive and successful year for **DFN Project SEARCH** amidst significant change and growth. We have been delighted to see private sector businesses move into strong partnerships with us to create opportunities across the UK. Amazon, ASDA, Compass Group UK & Ireland, ISS, the Marriott hotels, Serco, and Sodexo now all have multiple **DFN Project SEARCH** programmes and see the young adults as an amazing talent pool that they are keen to support and help prepare for the world of work.

These opportunities sit alongside the already well-established partners who offer fantastic placements in local authorities, the NHS, the social housing sector and universities. We celebrate the longevity of these public sector sites that work to deliver long-term sustained employment for our interns.

Yet, several challenges remain including confronting the funding gap at both national and local government level, uncertainty around government SEND policies, the long-term effect of the Covid pandemic, the impact of the cost-of-living crisis on the job market, and the ongoing task of reaching a wider pool of young adults who may benefit from supported internships. Fundraising therefore also remains a top priority for **DFN Project SEARCH** to help provide essential funding to expand our programmes, support key initiatives, and develop partnerships that enhance accessibility and sustainability.

Alongside the figures in this report are stories of courage and achievement that remind us why our mission matters so deeply. We look ahead with optimism, knowing that together we can create a society where every young adult with a learning disability or autism can achieve their full potential.

Mark Hudson
Chair DFN Project SEARCH

Kirsty Matthews
CEO DFN Project SEARCH

About DFN Project SEARCH

DFN Project SEARCH is a national charity supporting young adults with a learning disability, who are autistic, or both, to make a positive transition from education into permanent employment.

We offer an evidence-based supported internship model which takes place entirely in the workplace and provides continuous support to young adults between 16-25 years old with an Education Health and Care Plan, or equivalent, in their final year of education.

The goal for each young adult is a transition to meaningful paid employment, which is preferably full time or at least 16 hours per week. Having 16 hours guaranteed in working contracts (unless they themselves want to work fewer hours) is also a key strand of the Real Living Wage standard. The **DFN Project SEARCH** model provides young adults with structured in-work job coaching and an opportunity to learn employability and life skills.

THE MODEL

Learners are enrolled at their school or college but are based full-time with a host business. The model provides:

- A tailored supported internship programme for young people aged 16-25 years old with an Education, Health, and Care Plan or equivalent.
- Up to 800 hours of structured on-the-job learning with support from teachers, job coaches, managers and mentors.
- Three 10-week placement rotations across the host business in different work settings.
- A focused employability curriculum delivered from the workplace.
- Opportunities to learn with prestigious employer partners across different sectors.

OUR HISTORY — WHAT'S IN A NAME?

DFN Project SEARCH was established by David Forbes-Nixon who has a son with a learning disability. As his son was growing up, David became aware of the lack of effective provision to meet his son's needs and that of other young people like him and was determined to try and make a positive difference.

He initially launched the DFN Foundation to create significantly improved education provision at Undershaw School in Surrey, but then asked the question 'what comes next?'.

David brought together a team of experts to research the best practice programmes for supported education and supported employment around the world. He found that in the Project SEARCH programme in the US.

Project SEARCH was founded at Cincinnati Children's Hospital Medical Center in 1996 by Erin Riehle and Susie Rutkowski. Since its inception, Project SEARCH has grown from a single programme site at Cincinnati Children's Hospital to a large and continuously expanding international network of over 780 sites.

In 2018, David successfully bought the master franchise for UK, Ireland and Iberia for the acclaimed US Project SEARCH model so that he could invest in it, to make it more accessible and expand it to the needs of young people.

David established **DFN Project SEARCH** as a charity in its own right so that it could develop this quality provision to the young people who need that support to move into the job market and enjoy all the benefits that people in work experience.

DFN Project | SEARCH

DFN stands for David Forbes Nixon

SEARCH stands for Students Exploring Alternative Resources at Children's Hospital - a reference to where the model began in 1996 at Cincinnati Children's Hospital.

Our Year In Review

The four seasons of DFN Project SEARCH, 2023 – 2024

GROWTH

AUTUMN

SEPTEMBER — NOVEMBER 2023

Autumn marked an exciting period of growth for **DFN Project SEARCH**, with a record-breaking expansion in the number of sites and host organisations that we partner with.

More than 50 new sites joined us during this time, thanks to the momentum of the Internships Work Consortium and the continued expansion of our NHS contract.

We marked this growth - and the collective achievements of our network – during our annual conference in Blackpool, bringing together partners from across the country. The event served as both a reflection of our progress and a rallying call to advance the #InclusionRevolution.

BUSINESS ENGAGEMENT

WINTER

DECEMBER — FEBRUARY 2024

As the year transitioned into winter, our focus turned to strengthening relationships with some of the UK's largest businesses.

During this period, we welcomed Amazon and ASDA as new corporate partners, while reinforcing long-standing collaborations with Compass Group UK & Ireland, Sodexo, ISS, and Marriott Hotels, among others. Building robust corporate partnerships alongside our public sector contracts has always been a cornerstone of our strategy, as they create diverse opportunities and career pathways for our interns.

These partnerships represent our shared commitment to fostering inclusive hiring practices and expanding employment opportunities across a variety of industries.

AMPLIFYING YOUNG VOICES

SPRING

MARCH — MAY 2024

Spring was all about empowering young people to lead the conversation on inclusive employment.

The ethos of "Nothing about us, without us" guided our work, as our Youth Advisory Group, comprised of supported internship graduates, played a vital role in shaping employer practices across the UK. Their efforts took centre stage during this year's National Supported Internships Day, which saw young people leading celebrations and advocacy campaigns nationwide.

A highlight was their visit to Parliament, where they met with the Speaker of the House of Commons and other MPs to champion increased employment opportunities for young adults with a learning disability, who are autistic, or both.

CHANGE & CELEBRATION

SUMMER

JUNE — AUGUST 2024

The summer season marked significant milestones and transformative change. It saw the release of our outcome data from those who graduated in the summer of 2023 which was the highest number of interns to move into work since **DFN Project SEARCH** began, a testament to the hard work and dedication of our interns, partners, and staff.

This period also marked a leadership transition, with a new Chair and CEO taking the helm to guide the organisation into its next phase of growth. More broadly, the UK welcomed a new Government, and we are committed to working closely with its leadership to ensure that supported employment and inclusive hiring practices remain high on the agenda.

Data Outcomes 2022—2023

DFN Project SEARCH supported a record number of interns into work in the most recent cohort (2022/23), with 431 people securing employment.

In contrast to the dire employment statistics for people with a learning disability in the UK (only 4.8% of adults known to their local authority in England are in paid work), we are delighted that 61% of our interns secured paid employment. 85% of these positions were classed as full-time (over 16 hours per week) and non-seasonal.

61% of our interns secured paid employment

However, we also note that these outcomes are lower than previous years and the rolling average is now 63%. We are conducting internal research to ascertain why there was a reduction in the 2023 graduate's outcomes in England and Wales and a significant improvement in Scotland and and are sharing these learnings with our **DFN Project SEARCH** partners so that we can learn and improve.

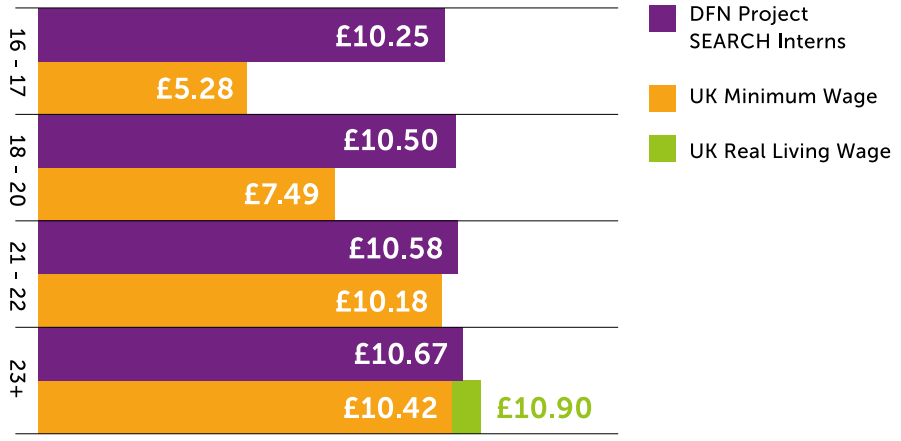
LEARNINGS AND OPPORTUNITIES

As in the previous years, **DFN Project SEARCH** interns earned significantly more than the minimum wage for their age group. Interns aged 16–17 earned nearly double the minimum wage for their age group, amounting to approximately £6,800 more annually than people of their age (with or without disabilities) on the minimum wage.

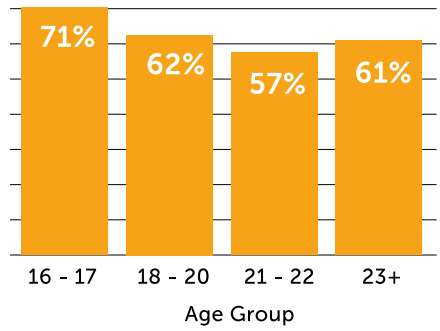
Younger interns also achieved some of the highest employment rates, demonstrating that the programme works well for people who want to move into paid work sooner rather than later.

Interns also have similar outcomes regardless of their primary disability. While the latest cohort showed slightly higher employment rates for those with learning disabilities compared to those who are autistic (62% and 59%, respectively), historical rates are nearly identical at 64% and 63%. Additionally, wages are comparable across both groups, though interns who are autistic tend to work slightly longer hours on average.

DFN Project SEARCH average wage and UK minimum wage (22/23)



Employment rate by age (22/23)



2,947 people supported into work since the first UK site was opened

Data Outcomes 2022—2023

CONTINUED

SEPTEMBER 2024

57 new programmes

— the largest number of new programmes in any one year

ONGOING CHALLENGES

One of the main challenges we continue to face is a lack of awareness of supported internships. Despite all of our continuing efforts, interns, parents and carers still report limited knowledge that such programmes exist.

DFN Project SEARCH and our partners believe that at Key Stage 3 (Year 9), all young people and their families should be made aware of what a supported internship is and that the aspiration for paid work should be discussed as a realistic possibility for the majority of people with a learning disability, who are autistic, or both.

Our sites also tell us that mental health issues continue to be the major cause of concern for interns on programme, which aligns with the national trend for young people in general. To combat this, **DFN Project SEARCH** staff have provided mental health and well-being training to support teachers and coaches, and curated regular sessions for programme sites at our inset day training events, to share ideas and best practice.

CLOSING THE GENDER AND ETHNICITY GAP

In recent years, **DFN Project SEARCH** has undertaken two comprehensive equity studies — one on gender and the other on ethnicity.

While the gender study published in 2023 revealed that women in our programme had lower employment rates and worked fewer hours, they earned wages comparable to men, bucking the national trend. Since the gender research was published, the gap in working hours has narrowed substantially, decreasing from 4 hours to 1 hour. However, the employment rate for women in this year's cohort was nine per cent lower than men. Closing this gap remains an area of significant focus for us.

Historically, **DFN Project SEARCH** interns from ethnic minority groups earned similar wages and worked the same or slightly more hours per week than their peers. The programme has also been highly successful in recruiting interns from ethnic minority backgrounds, significantly exceeding national proportions. While ethnic minority groups make up 18% of the UK population (and 25% of those aged 15 to 24), 30% of the latest cohort were from these groups.

However, their employment rate can still improve: This year, 52% of ethnic minority interns secured employment compared to 65% of white interns. An internal study identified external, structural factors—such as prejudice and limited job opportunities in certain localities—as key contributors to this disparity. Despite these challenges, **DFN Project SEARCH** interns from ethnic minority backgrounds achieve higher employment rates than their counterparts in the wider UK population.

We remain committed to improving outcomes for women and ethnic minority groups.

OUR FANTASTIC BUSINESS PARTNERS

September 2024 saw **DFN Project SEARCH** start 57 new programmes - the largest number of new programmes in any one year. This growth supports the ambition of the Government's Internships Work Commission to double the number of supported internship programmes in England.

This growth was made possible largely thanks to the strong relationship that **DFN Project SEARCH** has developed with several large employers who have multiple sites. These prestigious employers appreciate the evidence-based approach of the model and the professionalism of our staff, alongside the ability to capture data which enables them to be sure that the partnership is delivering excellent results for the young people, therefore meeting their business needs and social value commitments. Businesses such as Amazon, ASDA, Compass Group UK & Ireland, ISS, Marriott Hotels, Places for People, Gulliver's and Sodexo all have multiple programmes and intend to grow the relationship further in future years.

We must also recognise that our growth included many important partners in the public sector, such as the NHS, the Police, local government, universities, HMRC and Ministry of Defence.

"Only 4.8% of adults with a learning disability who are known to their local authority are in paid work"

Scotland — A World Class Leader

THE KEY STATS

- **15 of the 17 sites in Scotland had an employment rate higher than 60%**
- **Scotland has, on average, more interns per site than other parts of the UK**
- **75% of interns who graduated in 2023 moved into paid employment**

DFN Project SEARCH sites in Scotland have some of the highest employment rates across the UK and in the world. An amazing 75% of interns who graduated from their programme in Scotland in 2023 had moved into paid employment by Spring 2024.

We have been learning about the factors that contribute to the success of sites in Scotland and have shared these strategies with our partners to support everyone to increase their employment outcomes.

WHAT IS DRIVING THIS SUCCESS?

- There is much greater involvement from local authority leaders in Scotland.
- There is greater accountability for job outcomes because the leadership from local government comes mostly from adult services or economic development leaders who work to employment targets.
- All sites have follow along support from trained, supported employment professionals.
- Supported employment personnel (job coaches and follow along job coaches) are on average paid 50% more than their counterparts in England and Wales. They are better trained and more experienced because they stay longer in their posts.
- Flexible funding facilitates recruitment of interns who need, and are suitable for, the programme using the Project SEARCH rubric to assess their readiness rather than an Education, Health and Care Plan system as used in England.
- Scotland has a national steering group that meets quarterly where the senior leaders share ideas and information and consider what they need to do strategically to ensure that the onsite teams and interns have the best chance of being successful.

Glasgow Council

CONTINUED

CASE STUDY:

Consistency is a key part of the positive outcomes in Scotland. Sites have not only been running for several years but also manage to keep the same team, even when there are changes in the host business.

The two sites supported by Glasgow Council, Clyde College Glasgow and City of Glasgow College, NHS Greater Glasgow and Clyde Royal Infirmary (established in 2013) and University of Strathclyde, established in 2014, are a perfect example of how consistency promotes better outcomes. Overseen by the local authority's main point of contact, who is engaged and has a deep understanding of the sector and of the programme, the two sites have supported over 200 interns into work, with a combined employment rate of 87%.

Combined employment rate of

87%

Glasgow Council's Supported Employment Service has been running since 2009 and has nine job coaches and one manager. Project SEARCH criteria (full time, paid employment) are an integral part of their mission. Such comprehensive support of the programme is directly linked to higher employment outcomes.

In addition, those two sites provide:

- Follow along and in work support for all interns and graduates.
- Every intern meets the job coaches from the core service throughout the year.
- Soft handover from the programme to the council job coach over several meetings.
- Core job coaches know a lot about each person coming from **DFN Project SEARCH** including their skills, strengths, aspirations, family support and what support will be required in work.

> **"The Robertson Trust is delighted to be supporting the work of DFN Project SEARCH in Scotland and to be part of the difference that they are helping to make to the lives of young adults who have a learning disability or are autistic, or both. It's fantastic to see such great employment outcomes and, as research has highlighted, the transformational impact of high quality, secure employment on wellbeing."**
>
> Gillian Morton,
> Funding Officer, The Robertson Trust

Learning From Scotland's Success

CONTINUED

Guests join the Graduation event in Glasgow

HOW TO DELIVER GREAT OUTCOMES FOR OUR INTERNS – THE MOST COMMON STRATEGIES

1. Practice interviews with interns.
2. Set up reverse job fairs.
3. Build good relationships with external employers and host businesses.
4. Increase the number of rotations with businesses other than the host businesses to show benefits.
5. Find sectors in which interns would thrive and be careful about the first job match in a new business as a successful match could open doors to more interns in the future.
6. Involve the whole team, including wider supported employment services and provide quality supported employment-based follow-along support.
7. Don't be afraid to make cold calls to secure rotations and jobs.
8. Internal communication: ensure that the onsite team and the wider steering group know their roles and what is going on in the programme.

The findings closely align with the conclusions from an unpublished piece of research conducted by Project SEARCH in the USA in 2013. They found that the key factors behind high employment **outcomes** are:

- Well-trained and enthusiastic staff, including the business liaison.
- Well-defined roles and responsibilities for all partner organisations and programme staff.
- Effective and regular communication among all partner organisations.

Our research suggests that staff engagement is critical, especially in areas with limited job opportunities or a very competitive market. A supported, committed and cohesive team will go beyond their job descriptions to ensure a positive outcome.

One of our commitments is to share best practice with all our onsite teams, partners and government. We have been able to take this brilliant learning from our Scotland teams and share it with those who work in – and design – the system.

Our Quality Assurance & Commitment

"Helping sites achieve the best possible employment outcomes for our interns"

At DFN Project SEARCH we are committed to continuous improvement and quality delivery.

Our brilliant and dedicated team leading this work - the Quality Assurance Team - has now been in operation for 2 years. This branch of the **DFN Project SEARCH** Operations Team works closely with the Programme Specialists who start programmes, to continuously evaluate our impact in achieving meaningful employment outcomes for graduates of the programme. Over the last year, the Quality Assurance team has continued to:

- **Ensure and increase fidelity to the model:** Through delivering Continuous Improvement Reviews in partnership with our associates, supporting sites to conduct self-audits and developing site action plans for continuous improvement.
- **Identify best practice and continue sharing this within our networks:** Through our termly inset days for tutors and job coaches who work directly with our interns.
- **Identify ongoing training needs for programmes:** Utilising the team's evaluations and SWOT analyses to develop additional lunch and learns, inform the content at inset days and at our annual conference.
- **Deliver ongoing training in best practice:** Deliver the Teaching and Training For Success (TTFS) initiatives alongside the Programme Specialists. These modules include training on the model, employer engagement, effectively supporting the interns and other topics.
- **Provide targeted individualised support:** Each site has a Programme Impact Coordinator (PIC) allocated to them. Through effectively using our evaluation tools and SWOT analyses, the PICs utilise their skills and the skills of our wider team to provide targeted support directly to the sites as per their need.
- **Develop evaluation systems:** The team continues to develop systems to ensure that targeted individualised support is as effective as possible and that best practice is identified and shared.

All of these initiatives have been created to help our sites achieve at least 70% employment outcomes for our interns in terms of gaining employment. In addition, the Quality Assurance Team have:

- **Developed a Business Liaison Network:** This network enables the team to support our business with inclusive recruitment best practices and provides a platform for our exemplary business liaisons to share their best practice.
- **Delivered lunch and learns:** On topics such as safeguarding, employer engagement, utilising the curriculum, online safety, how to deliver training to managers and mentors, access to work, delivering family curriculum to engage parents and carers amongst others.
- **Updated resources:** Including creating a range of family curriculum template sessions, updating the steering group agenda template, intern recruitment marketing materials (in collaboration with our marketing team) and developing a relaunch implementation plan to support sites returning from hiatus and other resources.
- **Utilised polls:** At inset days we have utilised polls to identify themes in challenges facing sites, assess adherence to elements of the model and gather information to support our research and continuous improvement.

DFN Project SEARCH & The NHS

2024 saw the final **DFN Project SEARCH** programmes commence in the NHS England and Health Education England contract. The contract created 42 new **DFN Project SEARCH** programmes in England as part of the drive to support Trusts to deliver on the Learning Disability Employment Pledge.

The NHS across the UK has always been a very important partner for **DFN Project SEARCH** as there is nothing that you cannot teach in an acute hospital trust, where most of our NHS programmes are based. There are so many roles that interest the young people on **DFN Project SEARCH** programmes that it makes it an ideal place to learn. In addition, because most of the roles are on one site, the teachers and coaches are better able to support the interns, managers and mentors. Of course, Project SEARCH started in a hospital and so it is perhaps no surprise that the programme works so well in NHS settings across the UK!

The young adults with a learning disability and autistic young adults thrive in our NHS programmes and more than a third of interns who found employment were hired by the NHS. Most of the young people who move into work through an NHS programme (88%), gain employment that meets the **DFN Project SEARCH** criteria, in that the young people work at least 16 hours and are paid the prevailing wage for the work they do. Interns hired by the NHS are also paid a slightly higher wage on average than other interns, and considerably above the minimum wage for their age group.

To date, 1,383 interns have experienced a **DFN Project SEARCH** internship in an NHS setting and 413 (33%) of them have gone on to work in the NHS in key roles. The average outcome for interns in an NHS setting for the 2023 leaver cohort was 65%, which is slightly higher than the average for all programmes at 63%. This demonstrates that interns working in the NHS are learning transferable skills valued in other sectors. We know that the NHS will always remain a valuable partner, not only because it makes sense for them to access this amazing hidden talent pool but also because they understand the importance of employment to the health and well-being of adults with a learning disability and autistic young adults too.

> **"At the University Hospitals Leicester NHS Trust we have been delighted to support young adults with a learning disability and/ or who are autistic through the DFN Project SEARCH model. Working in partnership with Ellesmere College, Gateway College and the Local Authority we have provided work experience to enable them to shine and reach their full potential. The young adults have made such a difference to our organisation and we enjoy learning from them as much as they enjoy learning with us. They are truly inspiring. I would urge all employers to explore this as you truly do make a difference to the young adults and their families."**
>
> Jo Dawson, Project Manager for NHS Long Term Workforce Plan, University Hospitals of Leicester NHS Trust

A Thriving Programme At ASDA

CASE STUDY:

ASDA

Written by Andy Evans, General Store Manager, ASDA Colne, Lancashire

INTRODUCTION

The **DFN Project SEARCH** programme at ASDA Colne has been a remarkable success story, providing young people with learning disabilities and/or autism the opportunity to transition from education to meaningful and sustainable paid employment. ASDA Colne has made a significant impact not only on the interns and their families, but also on my ASDA colleagues, customers, and the wider community – adding value to our store.

FOLLOWING THE DFN PROJECT SEARCH MODEL

The ASDA Colne programme has meticulously followed the **DFN Project SEARCH** model, ensuring that the interns benefit from a well-structured and nurturing environment that fosters their skills and knowledge development.

This model focuses on three key rotations within ASDA Colne host business, allowing interns to gain hands-on experience in various departments. Each intern follows an individualised plan that combines classroom instruction with practical workplace training. The structured approach has enabled interns to gain essential employability skills, including communication, teamwork, and problem-solving. The use of Individual Support Plans, Voc Fit assessments, and close collaboration with ASDA Buddies and Section Leaders means the interns are working towards ensuring a smooth transition from education to employment. They have been truly embedded in the ASDA business and commented recently that they feel part of the 'ASDA family'. The programme at ASDA Colne has provided interns with a sense of independence and confidence, empowering them to take the next steps to live their 'gloriously ordinary lives'.

IMPACT ON INTERNS AND THEIR FAMILIES

The transformation observed in the interns has been profound. Families have reported increased confidence, independence, and motivation in their young people. Parents and carers have expressed their gratitude for the programme, acknowledging that it has provided their young people with opportunities they never thought possible. The transition from education to employment has not only improved the interns' prospects but also positively influenced family dynamics, and provided a pathway to greater independence.

IMPACT ON ASDA STAFF AND ORGANISATIONAL CULTURE

The implementation of **DFN Project SEARCH** at ASDA Colne has significantly changed the perceptions of my staff members towards individuals with learning disabilities and/or autism. The programme has fostered a culture of inclusion and diversity, enhancing employee engagement and morale. Staff have embraced the interns with enthusiasm, providing mentorship and support that goes beyond the workplace. Managers and mentors have expressed their appreciation for the opportunity to be involved in the programme, highlighting how it has enhanced their leadership and coaching skills. The

A Thriving Programme At ASDA

CONTINUED

CASE STUDY:

ASDA

Written by Andy Evans, General Store Manager, ASDA Colne, Lancashire

experience of working alongside interns has created a more empathetic and understanding workforce, reinforcing ASDA's commitment to social responsibility and community engagement.

IMPACT ON CUSTOMERS AND THE WIDER COMMUNITY

The presence of interns within ASDA Colne has had a positive ripple effect on customers and the local community. Customers have responded positively to seeing the interns in action, praising ASDA for its commitment to inclusivity.

The interns' dedication, work ethic, and friendly presence have contributed to an enhanced customer experience, fostering a deeper connection between ASDA and the community it serves. Moreover, the onsite team are marketing the programme locally with the aspirations for other local businesses to consider inclusive employment practices, demonstrating the viability and benefits of providing opportunities for individuals with learning disabilities and/or autism.

CONCLUSION

The **DFN Project SEARCH** programme at ASDA Colne stands as a beacon of success in transitioning young people from education to employment. The programme's adherence to the **DFN Project SEARCH** model has created a robust and sustainable pathway for interns, while also transforming the culture within ASDA and influence the wider community. With ongoing support and commitment from all partners involved, the programme continues to thrive, leaving a legacy of inclusivity, empowerment, and opportunity.

Nuneaton ASDA

Rallying Around Interns At HMRC

CASE STUDY:

HM Revenue & Customs

Written by Tracy Etherson, Business Change Manager HMRC

The experience of having interns with a learning disability and/or autism has had a hugely positive impact on HMRC staff.

We have been raising awareness within HMRC's India Buildings of Special Educational Needs and Disabilities (SEND) conditions. We worked with Sian Foster, Head of Operations from **DFN Project SEARCH**, to deliver Employer Champion training, allowing us to be more representative of the communities we serve. Business areas have rallied around interns to support them/make them feel welcome and part of the team, each intern has a buddy within their work area to help interns when they have any questions and offers inclusivity within the team. We also have a team of volunteers who assist the interns over and above their day job. We are highly invested as an organisation in the success of this project and want to see it thrive not only in Liverpool but nationally and across government.

The Civil Service Recruitment efforts to attract diverse candidates, highlighted the fact that our recruitment and selection processes have been sub optimal and actively discouraged applications from a whole cadre of high-quality candidates with SEND conditions because they haven't historically interviewed well – we are now reviewing our wider recruitment strategy within HMRC using **DFN Project SEARCH** as an exemplar of how people with SEND conditions can flourish with the right support.

We have worked with the Cabinet Office to have **DFN Project SEARCH** recognised as an Exemption under Life Chances which means we have an avenue to be able to offer paid employment to those who are successful and meet the criteria.

The success of interns at HMRC Liverpool is reflected in the offer of 4 temporary fixed term agreements across a variety of business areas. Our business has continually promoted and encouraged more business areas to participate, as this offers more placements for young people and wider variety of roles. We have promoted **DFN Project SEARCH** through local linkages to media such as Radio Merseyside and Birkenhead News. This widened our pool of interest resulting in the programme doubling in the number of interns that joined us in September 24. We have made links within DWP, Buckland Review and Cabinet Office. **DFN Project SEARCH** was mentioned to the Chancellor of theExchequer on the Number 10 update from HMRC.

The impact on the local community /families of interns and rise in aspirations to work for HMRC from young adults with learning disability, who are autistic, or both, has been a humbling experience having the opportunity to work with young adults as they settle into working life. It doesn't only impact their lives but the lives of their families who have worried that their child wouldn't be able to enjoy the benefits from a paid career.

NEXT STEPS

DFN Project SEARCH is under active preparation in Manchester with other Regional Centres interested in commencing, we have produced comprehensive guidance and process maps to be uploaded to our standing HR guidance and will be sharing with other Regional Centres/Outreach leads with a view to other HMRC sites starting their pilot years in 2025 and 2026, following in the footsteps of our pilot site, India Buildings, Liverpool.

Internships Work

The Internships Work Commission from the Department for Education (DfE) focuses on an overall goal of doubling the number of supported internships in England. This goal is set in the context of key objectives that include; improving quality by establishing standards for internships to ensure they provide valuable experiences for participants, promoting equal access to internship opportunities, supporting employers by providing guidance, resources and monitoring implementation measures to track the effectiveness of internship programmes. The Commission was awarded to a consortium made up of the National Development Team for Inclusion, the British Association of Supported Employment and **DFN Project SEARCH**.

During the commission, **DFN Project SEARCH's** main activities included creating 5 days of training available to all local authorities in England to support them to create and develop supported internship forums that would bring together education partners, supported employment partners, business, young people and families and carers. One of the most successful programmes is the '7 step selling' training programme that was designed by **DFN Project SEARCH** to support tutors and coaches to reach out to businesses and engage them in supporting the young people on their programmes at the local level. Each month we regularly have around 50 attendees who book onto the online event and feedback is excellent.

DFN Project SEARCH has also delivered training to employer ambassadors. The purpose of this training is to provide some guidance and resources to managers and mentors who already support young adults with a learning disability and/or, who are autistic. The training enables and encourages them to reach out to others inside their businesses and in their wider sector to enthuse them and ask them to consider engaging with supported internship programmes themselves. In this way we increase awareness amongst employers and create more opportunities for young adults with a learning disability and/or, who are autistic.

> **"I am proud to be an ambassador for young adults with learning disabilities and/or autisim because I have seen firsthand the positive impact it has on both individuals and the organisation as a whole. We have seen enhanced engagement among staff members and managers have become more supportive, understanding, patient and accommodating. This not only benefits individuals with disabilities but also helps to create a more cohesive and productive team. Furthermore, there is a great sense of pride that comes from seeing someone with a learning disability or autism achieve their desired job role and excel in their work. It serves as a reminder that with the right support and opportunities, individuals of all abilities can thrive in the workplace."**
>
> Linda Hawkins, Marriott Hotels

Government Affairs & National Supported Internship Day

SPREADING THE MESSAGE THROUGH ADVOCACY AND AWARENESS RAISING

This year our advocacy efforts have been centred around raising our profile, empowering young adults and influencing change. We've made remarkable strides in government and parliamentary engagement with each of these pillars in mind, ensuring that supported internships remain a priority in policymaking. We facilitated 17 MP visits to our sites, building and developing relationships and engaged with over 40 additional MPs to raise awareness of our work.

Building relationships has proven fruitful as we were invited to join the Labour Party's Social Policy team ahead of the general election, bringing critical sector challenges to the forefront of their agenda. We've also reached out to every new MP representing constituencies with **DFN Project SEARCH** supported internship sites to further the development of local support and advocacy.

Beyond individual outreach, our influence has shaped national conversations. We submitted evidence to the House of Lords Public Services Committee and became instrumental in its concluding report titled "Think Work First" where three of its top 10 recommendations focused on supported internships. This is the first time in parliamentary history that supported internships have been formally recognised as a solution to part of the SEND employment crisis and it is clear we were instrumental in securing this recognition. These achievements underscore our commitment to being a driving force behind progressive policy changes that benefit young adults with a learning disability and/or who are autistic.

Our efforts have not gone unnoticed by government leaders. In the first five months of the new government, we secured three ministerial visits representing the Department for Health and Social Care, Work and Pensions and Transport, providing opportunities for direct engagement and advocacy. Importantly, we've also empowered young people to actively engage with MPs, strengthening their voices and promoting greater understanding of their capabilities and contributions.

NATIONAL SUPPORTED INTERNSHIP DAY (NSID)

A highlight of the year was hosting our second annual National Supported Internship Day (NSID), which garnered backing from several MPs, including the Speaker of the House of Commons. This year's theme was "elevating the voices of our young people", and as a result we hosted a reception and a workshop for interns and graduates in the House of Commons where they got to share their stories with their local MPs. We also hosted a drop-in session for MPs to learn more about Internships Work and a roundtable for business leaders to discuss the challenges our sector faces and how we may overcome them. Continuing to build on last year's momentum, we also launched a digital campaign that reached an incredible 9.8 million people online with NSID-related content, raising awareness, sparking conversations, and driving support for supported internships across the UK and beyond.

Key Achievements

- 3 Secretary of State visits to **DFN Project SEARCH** sites
- 17 Member of Parliament visits to their local **DFN Project SEARCH** site
- 3 Parliamentary Recommendations based on our supported internship programme
- 1 Parliamentary Select Committee Report shaped by us
- 2 Government consultations contributed to
- 4 National Supported Internship Day Events

Adam's Story

DFN PROJECT SEARCH GRADUATE

CITY HEALTHCARE PARTNERSHIP, HULL

GRADUATED 2024

Adam is a DFN Project SEARCH graduate working full-time as a finance administrator.

"I joined DFN Project SEARCH in September 2023 because I have always wanted a paid job and I am so glad they took a chance on me. I discovered DFN Project SEARCH by chance when I was at college."

During his time with **DFN Project SEARCH**, Adam undertook two rotations that helped him develop essential workplace skills and discover his passions. His first placement was in the Volunteer Hub at City Health Care Partnership, where he honed his organisational abilities and learnt to collaborate effectively with a team. For his second rotation, Adam ventured into finance — a field he quickly realised he loved. After he graduated, with the support of his job coach and tutor he gained a paid job as a finance administrator in July 2024, reflecting on this Adam said:

"I love it! I love my manager Esther and all my lovely colleagues. DFN Project SEARCH gave me something I always wanted, which was a paid job"

Now employed on a one-year contract, Adam is determined to extend his role and continue contributing to his organisation. His journey serves as a powerful example of what can be achieved when ambition is met with opportunity and support.

"I'm proud of what I've achieved so far and grateful for the skills and experiences DFN Project SEARCH gave me... I'm excited to see what the future holds."

One of Adam's favourite parts about the programme and being part of our **DFN Project SEARCH** community is that he got to visit Parliament for National Supported Internship Day, reflecting on the day Adam said:

"I loved it. I love Politics and getting to go to the Houses of Parliament was the best experience ever."

Advocacy & Engagement

DRIVING OUR DECISIONS — ENGAGING WITH YOUNG PEOPLE, PARENTS & CARERS

Our advocacy and engagement with young people, parents and carers is crucial to ensure we grow and develop our model. We are led by the voices and experiences of the incredible people connected with our programmes.

YOUTH ADVISORY GROUP

We continue to work closely with our YAG to ensure that we develop and review our programme in response to the experiences of those who are currently participating in a programme.

Our YAG meet with us monthly and have shared their experiences of a supported internship, as well as their views on key topics such as mental health and employment equality. In addition, we deliver support, guidance and activities to complement the learning and development the YAG are already experiencing as part of their supported internship.

In 2024, members of the YAG shared their experiences by presenting in team meetings, contributing to planning of events, delivering sessions at the **DFN Project SEARCH** Conference and sitting on a panel. Representatives also attended the reception and workshop in the House of Commons for National Supported Internship Day where they shared their experiences with MPs.

In February the YAG also attended an away day in Birmingham, coming together to discuss the meaning of inclusion. One YAG member, Jacob, said:

"My favourite part of the Youth Advisory Group was going to the in-person meeting in Birmingham. It was a really great experience."

ALUMNI

Last year we launched our Alumni offer to create a network of **DFN Project SEARCH** graduates. As of August we had 65 members of the Alumni group, many of whom are keen to share their story and inspire other young adults to start a supported internship. We delivered eight workshops to our Alumni community this year on key topics such as Accessing the Hidden Job Market and Interviews Skills. We also facilitated peer connection across the UK via online social events and quizzes.

Several Alumni members attended the National Supported Internship Day celebrations and attended the **DFN Project SEARCH** Conference where a number of Alumni delivered sessions to share their journey through a supported internship and beyond.

PARENTS AND CARERS

It is vital that we partner with parents and carers and we want to ensure their experiences are highlighted and listened to. This year we have established a community of parent/carers who have agreed to share their stories and views. We aim to meet with this community quarterly and provide a platform for them to share experiences and advocate for the value of a supported internship with other parent/carers.

We have also held discussions with partners including the DWP to share key information with parents, including benefits information and discussions about Health Adjustment Passports.

Juned's Story

DFN PROJECT SEARCH GRADUATE

QUEEN MARY UNIVERSITY OF LONDON

GRADUATED 2023

Juned is a DFN Project SEARCH Graduate and active member of our Alumni network.

Before joining **DFN Project SEARCH**, I attended a sixth form for young people with special needs. But honestly, it didn't feel like the right environment for me. I always knew I wanted to join **DFN Project SEARCH**, ever since secondary school. I heard about it through a teacher, but I had to wait until I was 18. That wait wasn't easy, but I kept my head up no matter what. And in the end, I got the job.

When I finally joined **DFN Project SEARCH** in 2022 at Queen Mary University, it was a big moment for me. During my time in the programme, I gained experience across three rotations. On campus, I worked in both administration and retail. My third rotation was at a GP surgery, and that's where I work now. During that time, I learned how to interact with the public and, more importantly, how to keep my composure in all kinds of situations.

Now, I work as a patient coordinator and administrative assistant. My job involves booking appointments for patients and teaching them how to use the NHS app to book appointments themselves. It's a role I'm really proud of because I get to help people and make a difference in their day. I am also a member of the **DFN Project SEARCH** Alumni and I shared my journey on a Panel at the **DFN Project SEARCH** Conference in November 2024. My favorite part of being part of **DFN Project SEARCH** was the people—the team, the other interns, and the friends I made along the way. Being part of a supportive group like that made a huge difference for me.

DFN Project SEARCH has completely changed my life. At first, my mum was reluctant about me starting the supported internship, but when she saw how well I was doing, she was proud.

Now, I earn my own money. I don't have to ask my family for things like I did when I was younger. If I want to buy a video game, food or nice clothes, I can just go out and get it. I can also contribute in my family and pay for holidays or go to live sporting events like boxing or football.

I can't believe where I am now—I've kickstarted my career from the age of 18, and I'm thriving. I'm 20 years old, and my goal is to keep progressing in my career, work towards higher roles and, someday, get married.

Beth's Story

DFN PROJECT SEARCH GRADUATE

BLACKPOOL COUNCIL & PARTNERS

GRADUATED 2024

Linda & Giles England
(Beth's parents)

"Beth started **DFN Project SEARCH** at the Blackpool Council & Partners site in 2023. Beth surprised us in terms of her willingness to try different roles that were on offer. Prior to **DFN Project SEARCH** Beth was quite limited in her outlook and would be reluctant to try new experiences.

One of the placements involved working in a laboratory environment - Beth not only accepted the placement, but actually enjoyed the work and the social aspects of the role. The job Coaches and Tutor seemed very adept at matching Beth's personality and strengths to the work placements on offer.

Beth secured a role with Club3000 Bingo as a direct result of the **DFN Project SEARCH** experience. Beth loves her job, gets on well with her colleagues, which has provided her with more social activities (she is going to a colleague's wedding) and enjoys chatting to customers. She seems to fit in very well.

We would highly recommend **DFN Project SEARCH**. We always worried about Beth's future and how she might struggle to find and secure a job she would be able cope with. She has previously tried working in cafes etc. but her needs were never fully accommodated. **DFN Project SEARCH** has given her the opportunity to live a fuller life and feel a valued staff member & a member of her local community."

Beth England (Graduate)

"Before I started **DFN Project SEARCH** at Blackpool Council & Partners, I was at college, and I wasn't sure about my plans for the future. When I found out I had been accepted to **DFN Project SEARCH** in 2023 I felt happy and excited to start.

My favourite part of my supported internship was getting to know everyone and trying different placements. I learnt a lot during my placements, including skills like auditing, customer service and money handling. I noticed that my confidence improved during the year. I now work five days a week as a Customer Care Assistant at Club 3000 Bingo.

I enjoy my job, and I particularly like helping elderly customers who sometimes have difficulty using the technology. I get along really well with my team, and I have recently been invited to my colleague's wedding and hen do which I am really looking forward to. I am enjoying earning my own money and I am trying hard to save it up, although I also like spending some of my money on seeing my friends!

" DFN Project SEARCH has helped me come so far in life and the staff supported me to come a long way. I would encourage others to sign up because hopefully, they will get a job at the end of it too."

David's Story

DFN PROJECT SEARCH GRADUATE

MOORFIELDS EYE HOSPITAL

GRADUATED 2024

David was directed and supported to gain access to the DFN Project SEARCH programme through Think Forward, an organisation that has previously partnered with the Moorfields Eye Hospital partnership to help support several interns gain access to the DFN Project SEARCH programme at Moorfields Eye Hospital.

David started his journey in September 2023. Through the discovery process and vocational profiling, the job coaches from Kaleidoscope Social Enterprise LTD worked with David on his existing skills, knowledge, and experiences to identify his first rotation, which was in the pharmacy department at Moorfields Eye Hospital. David was supported by an incredibly supportive team that helped build the foundation for his career. David worked on the hatch and took payments for medication, managed patient queries, and delivered outstanding customer service while upholding Moorfield's vision and values.

David's second rotation was based within the Data Quality team. This was identified through the vocational profiling sessions to identify the skills and experience that David had developed in Pharmacy. When starting in the Data Quality team, David had to complete training on PAS and Open Eyes. David had an incredible amount of support from the Data Quality team who supported building on his work-based foundation as well as enhancing it to the next level. David took on the challenge of updating GP records, addresses, dates of birth and many more administrative-based tasks.

The Moorfield's Eye Hospital Partnership through **DFN Project SEARCH** then developed an opportunity with ISS at Liverpool Street within a corporate bank. ISS opened an opportunity to have an external rotation as a workplace coordinator which David excelled at with the support of ISS and Kaleidoscope. From this external rotation opportunity, David then secured a paid opportunity of 40 hours per week within ISS, continuing his work within the workplace team.

David has continued to be supported by ISS and Kaleidoscope to ensure that he can be successful in his job. David has currently been working for ISS for nearly a year.

In November 2024 at the **DFN Project SEARCH** conference David received 'The Jurgen Donaldson with Amazon Award' in recognition of Graduate of the Year.

"I learnt about emails, what to expect in the workforce – how to act professionally. The coaches always recognised my potential and my passion to get to where I want to be. Three words I would use to describe my time on the programme would be honoured, grateful, and recognised."

Moorfields Eye Hospital NHS
NHS Foundation Trust

DFN Project SEARCH's Sustainability — A Decade Of Delivery

DFN Project SEARCH is a sustainable programme that creates a pathway to employment that young people and their families can rely on. We know that making the decision to transition into work is a big one for young people and their families and so it is important that we partner with organisations who want to make a lasting change.

Here at **DFN Project SEARCH**, we have 19 programmes in the UK and Ireland that started their programmes over 10 years ago and are still going strong and achieving great results for the young people they support.

This year at the **DFN Project SEARCH** conference in November the following programmes reached their 10-year milestone and received an award for their commitment to sustainability. The City of Edinburgh Council and Virgin Hotels, University of Strathclyde and the East Sussex Healthcare Trust at Eastbourne District General Hospital, were all recognised for their achievement.

The City of Edinburgh Council and Virgin Hotels team held a celebration at the Council's prestigious City Chambers on the 14th of August 2024 and were joined by interns from all the years that the programme has been in place. They shared their stories and captivated the audience with their commitment to work and their achievements so far.

Here at the City of Edinburgh Council we are committed to changing the lives of young adults with a learning disability and autistic young adults and we are in it for the long term! We were thrilled to have the Chief Executive of the Council open our 10 year celebrations at the City Chambers and then to have our interns from across the years take over and chair the event and share their brilliant stories. It was a very special evening and fantastic to hear how much the graduates from our programme had achieved.

We have the support we need all through the Council; our Senior Politicians and our Chief Executive provide strategic support, our job coaches and their managers provide professional support and the managers and mentors right across the council share their knowledge and experience with the young people to ensure that they learn marketable transferable skills. In addition, we have the full support of our excellent partner, Edinburgh College who provide education to the interns that is second to none and enables the interns to develop those 'soft skills' that are an essential part of everyone's role.

We know that young people in Edinburgh with a learning disability and/or autism need a robust and sustainable pathway to help them achieve their ambition to work and they can count on us to be there for them when they are ready for that next step

On behalf of Edinburgh Council

EDINBVRGH
THE CITY OF EDINBURGH COUNCIL

Making Progress Against Our Business Plan

PROGRESS AGAINST OUR STRATEGIC LEVERS AND BUSINESS PLAN

The Department for Education funded programme, Internships Work, created the opportunity to double the number of supported internships in England over the three-year period ending March 2025. **DFN Project SEARCH** made a significant contribution to this goal by doubling the number of programmes that we facilitate and supporting others in the sector to improve their programme offering. This has increased the breadth of provision for young people in England. We must now also work hard so there is universal awareness of this provision among young people, parents and carers.

We have been inspired by the number of host businesses that have stepped forward to work with us to deliver the **DFN Project SEARCH** model, however our greatest challenge currently is bringing the optimum number of interns into each programme. This is due to the legacy of Covid, the cost-of-living crisis and a lack of funding or understanding of the benefits of a supported internship programme to allow these young people to thrive. We are committed to working tirelessly through the coming years to reverse this position.

Mid-year in 2024 it was determined that starting 65 new **DFN Project SEARCH** programmes a year would not be a realistic target given the changing market conditions and challenges our sector faces. We therefore adjusted the targets to start 50 programmes a year. However, thanks to the incredible work of our teams in September 2024 **DFN Project SEARCH** started 57 new programmes. This is the highest number of new programme starts in the UK in any one year and we are delighted to have achieved such growth in partnership with our education partners, Local Authorities and incredible new host businesses such as Amazon, ASDA and Compass Group UK & Ireland, alongside growth with longstanding partners like the NHS, ISS and Sodexo.

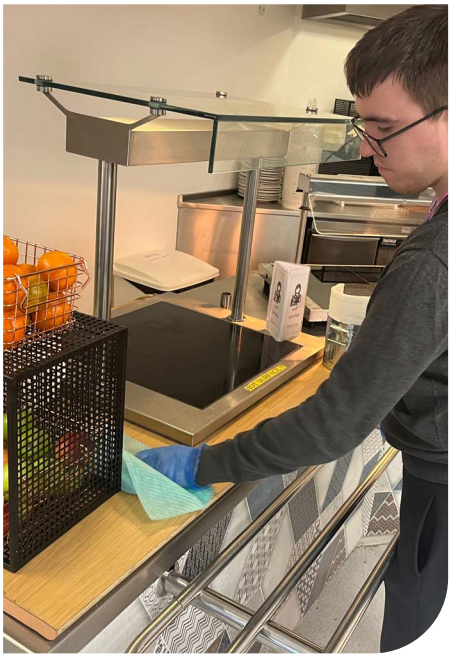
Our understanding of the environment we work within led us to re-set our target for the number of young adults with a learning disability or autistic young adults in work as 10,000 by 2030. As a result of the SEND crisis, government are reviewing strategies to determine how young people and their families can best be served and so we will need to reflect on that situation and establish targets that reflect the landscape as it is now and how it might change in the future.

Key Ambitions

Sustainable organic growth to reach **500 sites** by 2030

Delivering jobs **10,000** by 2030

Increase the annual number of interns from **1,000 to 4,000** every year



Making Progress Against Our Business Plan

CONTINUED

5 Strategic Levers

1. CONSOLIDATE – INCREASING EMPLOYMENT OUTCOMES FOR CURRENT PROGRAMME SITES

During this year we saw a drop in our outcome that relates to young adults moving into employment at the end of their supported internship programme from 68% to 61%, our overall outcome rate is now 63%. Whilst this is disappointing, we have examined the reasons why and developed smarter ways to predict performance and encourage our programme sites to monitor the outcome progression throughout the year. In addition, we have invested in extra resources to explore whether there is anything additional **DFN Project SEARCH** can do to support interns who are still seeking work at the end of their programme remotely. Scotland's sites shone with brilliant 75% outcomes which are featured in this report and we continue to learn and develop across all our sites from their approach and practices.

2. EVOLVE – OUR MANAGEMENT, ORGANISATION, & GOVERNANCE TO SUPPORT GROWTH

As our organisation has grown in line with our increased site and intern numbers, our focus has been on the recruitment, retention and support of our teams of Programme Specialists and Programme Impact Co-ordinators. We have looked at ways to improve the wellbeing of all our staff to help them maximise their positive impact on the population we are here to serve. Under the guidance of our new Chair our Board of Trustees has started a review of its approach to Governance to ensure our organisation is well led. Our Advocacy and Engagement Team has worked to strengthen co-production with young adults who have taken part in our programmes and we are strengthening our approach to building an Alumni network.

3. GROW STRATEGICALLY – FOCUSING ON HIGH POTENTIAL SITES & REGIONS WITH THE GREATEST NEED

Throughout this year we worked with national employers such as Amazon, Asda, and Compass Group UK & Ireland to support the replication and expansion of our model across the UK.

Together we built commitment to the model so that all partners were clear about what they can expect and the standards to be met. The brilliant data recorded through our portal allowed those partners to monitor their own performance so that they know they are doing the right thing for the interns and can be sure that they are creating social value in communities across the UK.

4. HARNESS LEARNING & DATA USING TECHNOLOGY

DFN Project SEARCH remains steadfast in its commitment to full equity, as demonstrated by two in depth studies—one on gender and the other on ethnicity. These studies reveal that, despite the structural challenges faced by these populations in the UK, **DFN Project SEARCH** has successfully recruited diverse interns and achieved comparable outcomes across most key areas. We have shared our findings externally and continue to collaborate with our partners to achieve full equity.

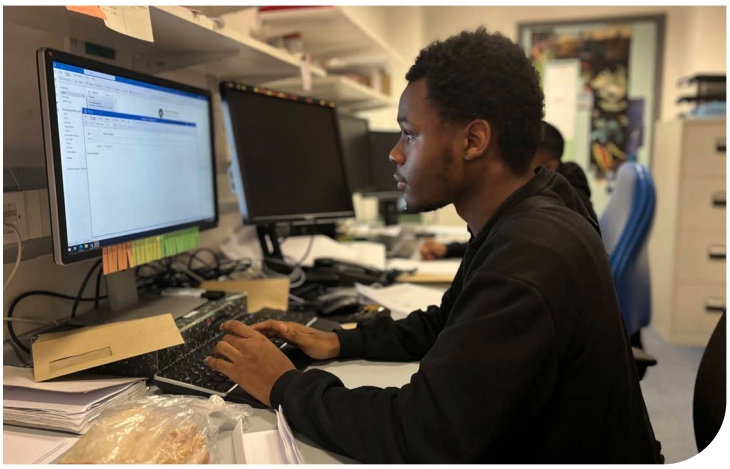
We have also completed our second intern satisfaction survey to better understand their experience in our programme. We were pleased to find that participants reported significant improvements across all 10 assessed areas, including wellbeing, interpersonal skills, and workplace competencies.

Data has been instrumental in our strategic growth, providing robust evidence of our impact. Our data analysis system enables us to extract meaningful insights from thousands of data points within minutes, allowing us to disaggregate data by geography, partners, outcomes, programme longevity, and other key variables.

5. INFLUENCE FUNDING & POLICY

In 2023/24, our influence in the supported internship sector continued to expand, reinforcing our commitment to driving meaningful change. National Supported Internship Day provided a pivotal platform to raise awareness, celebrate success, and advocate for greater recognition of supported internships within education and employment policy, allowing us to reach 9 million people. We also continued to work on targeted yet meaningful impact, having made a submission to the House of Lords Public Service Inquiry on the transition from education to employment. The outcome of this was a report published in October 2024 where we secured 3 of the top 10 recommendations to government for our sector. By leveraging our growing networking of policymakers, we began a targeted approach of working with policymakers who have vested interests in our work (sites in their constituency) to help enable a passion for advocating for the work we do.

Thank You To Our Partners



2023 – 2024 marked another successful year of fundraising with total fundraised income received during the year being just under £1.3 million.

As a charity, fundraising is vital to **DFN Project SEARCH**, accounting for around three-quarters of our total income. It provides essential seed funding to expand our programmes across the UK and supports key initiatives such as the Youth Advisory Group, alumni network, and engagement with parents and carers. Additionally, fundraising is developing strategic partnerships that will help to reduce the costs for local authorities, making our programmes more accessible and sustainable.

We are extremely grateful to all our funders and sponsors. Your support, in a particularly challenging year due to the cost-of-living-crisis and the challenges being faced by local authorities, meant that we were able to serve more young adults who have a learning disability or are autistic, or both, to make positive transitions during their final year of education to full-time paid employment. With that positive transition, they can live more independent, healthier and happier lives.

During this year we implemented some new programmes to diversify our fundraising strategy, support the continued growth of our programmes, and ensure financial sustainability. We started to build funding partnerships with some of our host businesses and are particularly grateful to: Sodexo for being our Standout Partnership award sponsor; DPD for being our Elaine Cameron Equality and Diversity award sponsor; the Leo Lion Foundation for being our Data for Impact award partner; and Youth Futures Foundation for being our Thought Leadership Partner: inclusive recruitment and workplaces at our annual conference and awards in November 2023.

In March 2024, as part of National Supported Internship Day we ran a corporate roundtable with our new Business Leaders group. This session provided incredible insight into the journey to delivering DEI in the workplace. In this session we explored the role that companies and the group collectively play in achieving our shared purpose and ambition, namely to raise awareness amongst young people and their families about supported internships, influence local and national government, and what **DFN Project SEARCH** can do to further support host businesses.

Our work relies on successful partnerships with employers and businesses who share the same values and purpose as us and we are looking forward to bringing some transformational partnerships to fruition in 2024 – 2025.

Trusts and foundations continued to make up the largest proportion of our fundraised income, including a new multi-year pledge from the City Bridge Foundation to support our charity work in London.

> **"We are delighted to be able to provide DFN Project SEARCH with funding to support the delivery of the Project SEARCH internship programme for 16–25-year-olds with learning disabilities and/or autism. Funding will ultimately help London based sites to achieve long-term and sustainable employment for young adults with disabilities, improving employability outcomes for many."**
>
> Lara Rufus-Fayemi, Funding Manager at City Bridge Foundation

Thank You

We are also extremely grateful to those trusts and foundations and other supporters who provide unrestricted support, such as the DFN Charitable Foundation and the Pears Foundation.

This provides added value to us through the provision of flexibility to invest the funds where they are most needed and has been critical in supporting our growth and ability to serve more young adults.

We would like to thank all of those who have generously supported our work this year, including:

DFN Charitable Foundation

The Henry Smith Charity

Youth Futures Foundation

Paul Hamlyn Foundation

The Robertson Trust

Pears Foundation

City Bridge Foundation

Garfield Weston Foundation

The Leo Lion Foundation

Westminster Foundation

Cheyne SVC LLP

Amazon

The Linden Family Foundation

And our funders who wish to remain anonymous.

Acknowledgements

"Together with our community of partners, DFN Project SEARCH has the potential to help every young adult with a learning disability, who is autistic, or both to fulfil their potential through work."

We want to say a heartfelt thank you to all our delivery partners and networks.

Without you, our work and our impact would not be possible. Here is a small sample of all the fantastic organisations we are grateful to for their support:

Proud to be members of:

Business Disability Forum

SUSe Scottish Union of Supported Employment MEMBER 2025-26

CPD MEMBER The CPD Certification Service

Strengthened by working in partnership with:

Internships WORK

NDTi National Development Team for Inclusion

base british association for supported employment

Trustees' Report On Financial And Other Statutory Matters

For the year ended 31 August 2024

Trustees' Report On Financial And Other Statutory Matters

For the year ended 31 August 2024

The Trustees of DFN Project SEARCH are pleased to present their Annual Report and Financial Statements for the year ended 31 August 2024, which have been prepared to meet the requirements for a Directors' Report and Accounts for Companies Act purposes.

The Financial Statements have been prepared in accordance with the accounting polices set out in note 1 to the accounts and comply with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity's Memorandum and Articles of Association and the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

DFN Project SEARCH was registered with the Charity Commission for England and Wales (No. 1183834) on 11 June 2019 and is a company limited by guarantee (No. 11488209); the company was incorporated on 27 July 2018. DFN Project SEARCH was registered with the Scottish Charity Regulator (No. SC049891) on 23 January 2020.

Charitable objectives

DFN Project SEARCH's charitable objectives are specifically restricted to the advancement of the education of young people with additional needs in vocational and employability skills so as to develop their capabilities that they may grow to full maturity as individuals and members of society. Activities in support of this include:

01 Granting licenses to partner organisations to deliver the **DFN Project SEARCH** programme in their local area

02 Providing training and support to partner organisations to deliver the **DFN Project SEARCH** programme: and

03 Conducting quality assurance and improvement of every programme to ensure that the **DFN Project SEARCH** programme is being carried out effectively.

Demonstrating public benefit

The Trustees are aware of the Charity Commission guidance on Charity and Public Benefit and confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to it. The Trustees consider that the information contained within the Trustees' Report about the Charity's aims, activities and achievements demonstrates the benefit to the public.

Financial Review

During the financial year, DFN Project SEARCH generated income from the DFN Project SEARCH programme of £720,510 (2023 £1,542,564) as set out in note 4. This reflects a combination of licence fees, the Internships Work commission plus training courses. The drop in programme income was expected due to the payment structure of the Internships Work commission.

Income generated from fundraising activities amounted to £1,099,588 compared to £1,684,093 raised in the previous year. Of this amount £443,717 (2023 £493,124) is in the form of restricted funds and £85,050 (2023 £156,296) in the form of donated goods and services from the Social Business Trust as set out in note 3. Whilst 2023 was a successful year for the fundraising team, grants and donations in the 2023 Financial Statements included forward pledges, as required by the Charity SORP, which were paid during 2024, resulting in a drop in reported grants and donations in the 2024 Financial Statements.

Total income for the period is £1,954,256 compared to £3,272,677 in 2023.

Total expenditure amounted to £2,142,013 (2023 £1,934,103) with the increase predominantly due to an increase in direct staff costs enabling the roll out of Project SEARCH to reach more beneficiaries.

The Trustees report a loss for the year of £188,365 for the period (2023 surplus of £1,339,482). Funding received through the Internships Work programme and the success of the 2023 fundraising campaign allowed DFN Project SEARCH to expand the charity's reach and increase the spend on charitable activities in 2023/24, providing more supported internships to beneficiaries across the United Kingdom, Ireland and Iberia. By the year end DFN Project SEARCH had set up almost 200 sites across the UK. As a result of the increased charitable spending DFN Project SEARCH generated a loss in the 2023/24 financial year which was anticipated by the Board and supported by the charities existing reserves.

Use of resources

The Trustees consider it prudent to maintain resources at a level to enable the Charity to continue to fund its core services over a period of time in the event of a significant drop in funding. During the year the Trustees reviewed the reserves policy and considered that a period of three to six months remains an adequate time frame (2023 three to six months) for this purpose. At the current level of operations this indicates a level of reserves in the range of £750,000 to £1,500,000; at the year-end general unrestricted funds total £1,116,894, and a designated fund makes up £600,000. The designated fund is expected to be expended by the end of the 2024/25 financial year.

The Trustees continue to monitor the level of reserves taking into account future expenditure and the challenging economic environment impacting SEND education and employability. Additionally, the Trustees are mindful of the need to hold sufficient reserves for the remainder of the Internships Work contract which concludes in March 2025. In light of the above, the Trustees are content with the current level of reserves. In order to guarantee the future of DFN Project SEARCH the Trustees are focused on securing multi year grant funding to ensure the programme can continue to support young adults far into the future.

Risk management

The management team have developed a register of significant risks that the charity is, or potentially could be, exposed to. There is an established risk assessment process which includes practical operational mitigation procedures. Responsibility for each class of risk is reflected within the register.

The Trustees and CEO regularly review the register to address any changes in the likelihood and impact of each risk and risk mitigation measures are considered. The register is updated regularly to reflect new and changing risks.

Diversity Risk management

Respecting diversity is one of DFN Project SEARCH's key values and we are committed to being an inclusive organisation where diversity is welcomed and valued. Through our programmes, DFN Project SEARCH strives to promote a culture where people treat each other with mutual respect regardless of age, disability, gender, marital or civil partnership status, pregnancy and maternity, gender reassignment, race, religion and belief or sexual orientation.

Fundraising standards information

DFN Project SEARCH's main fundraising approach is to establish a small number of larger partnerships with trusts and foundations, statutory funders, companies and high net worth individuals. We don't currently make appeals to the public. We don't contract fundraising to external third parties but do put in place commercial participator agreements and other contracts and gift agreements as and when required.

We are registered with the Fundraising Regulator and comply with its Fundraising Code of Practice. Fundraising is also carried out in line with our Ethical Fundraising Policy, which also references how we protect vulnerable people when fundraising. We have not received any fundraising complaints during this accounting period. Our fundraising complaints process is set out on our website.

Structure, governance and management

The charity is a company limited by guarantee, incorporated on 27 July 2018 and was registered with the Charity Commission for England and Wales (charity number 1183834) on 11 June 2019.

The charity was established under a Memorandum of Association which established the objects and powers of the charitable company (as amended) and is governed under its Articles of Association. The charity was registered with the Scottish Charity Regulator on 23 January 2020 (charity number SC049891).

The Board of Trustees is responsible for the overall governance of the charity and meets as a board at least three times a year. In addition, various sub-committees meet regularly to address financial and operational issues reporting to the Board.

The Trustees, who are also directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

- D Forbes-Nixon (Resigned 20 June 2024)
- M B B Hudson
- L A-M Kogbara
- J L Riehle (Resigned 30 September 2024)
- S Rutkowski
- E M Sun
- T L Scott (Resigned 8 May 2024)
- S Mills
- A R Hyde (Appointed 15 November 2023)
- C Cookson (Appointed 8 July 2024)
- J D L Dickson (Appointed 8 May 2024)
- K J Wright (Appointed 18 December 2024)

The number of Trustees shall not be less than three.

None of the Trustees receive remuneration or other benefit from their work for the charity. Expenses incurred by the Trustees in the performance of their duties are reimbursed. None of the Trustees has any beneficial interest in the company.

Trustee selection and induction

The Trustees review regularly the composition of the Board and its various sub-committees. When a vacancy arises, the Trustees look at the blend of experience and skills of Trustees to ensure that these meet the needs of the charity and instigate a recruitment process if required. This will involve advertising both locally and nationally as well as more informal approaches to individuals who have the relevant skills and experience.

All new Trustees are invited to attend induction training with the Executive Chair and CEO. New Trustees are briefed on their legal obligations under charity and company law, on their role and responsibilities as Trustees, the Charity Commission guidance on public benefit, the content of the governing document, the decision making process, the business plans and recent financial performance of the charity.

Statement of Trustees' responsibilities and corporate governance

The Trustees, who are also the directors of DFN Project SEARCH for the purposes of company law, are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of those resources, including the income and expenditure, of the charity for that period.

In preparing these statements, the Trustees are required to:

01 Select suitable accounting policies and then apply them consistently

02 Observe the methods and principles in the Charities SORP

03 Make judgements and accounting estimates that are reasonable and prudent

04 State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements

05 Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment Act (Scotland) Act 2005 and the Charities Account (Scotland) Regulations 2008 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Auditor

Dixon Wilson Audit Services LLP were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a General Meeting.

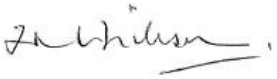
Disclosure of Information to Auditor

The Trustees who were in office on the date of the approval of these financial statements, having made reasonable enquiry, have collectively confirmed that, as far as they are aware, there is no relevant audit information undisclosed to the company's auditor and that they have taken the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

This report was approved by the Board of Trustees and signed on its behalf by:

Mark Hudson (Chair)

Dated: Tuesday 6th May 2025



J D L Dickson

Dated: Tuesday 6th May 2025

Independent Auditor's Report To The Members Of DFN Project SEARCH

Opinion

We have audited the financial statements of DFN Project Search (the 'charitable company') for the year ended 31 August 2024, which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- meet the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material

inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report;
- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 37, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Charities Act 2011, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third parties.

As in all our audits, we also addressed the risk management override internal controls, including testing journals and evaluating whether there was any evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

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

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Dated: Friday 9th May 2025

Dixon Wilson Audit Services LLP - Statutory Auditor

22 Chancery Lane
London
EC2A 1LS

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Financial Statements For The Year Ended 31 August 2024

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 August 2024

Current financial period	Notes	Unrestricted funds 2024 £	Unrestricted operations funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and legacies	3	655,871	-	443,717	1,099,588	1,684,093
Charitable activities	4	720,510	-	-	720,510	1,542,564
Investments	5	30,596	-	-	30,596	-
Other income	6	103,562	-	-	103,562	46,020
Total income		1,510,539	-	443,717	1,954,256	3,272,677
Expenditure on:						
Raising funds	7	164,127	-	-	164,127	170,938
Charitable activities	8	1,225,942	250,000	501,944	1,977,886	1,763,165
Total expenditure		1,390,069	250,000	501,944	2,142,013	1,934,103
Net income		120,470	(250,000)	(58,227)	(187,757)	1,338,574
Other recognised gains and losses:						
Other gains/ (losses)	14	(608)	-	-	(608)	908
Net movement in funds		119,862	(250,000)	(58,227)	(188,365)	1,339,482
Reconciliation of funds:						
Fund balances at 1 September 2023		997,032	850,000	220,085	2,067,117	727,635
Fund balances at 31 August 2024		1,116,894	600,000	161,858	1,878,752	2,067,117

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 August 2024

Prior financial period	Notes	Unrestricted funds 2023 £	Unrestricted operations funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income and endowments from:					
Donations	3	1,190,969	-	493,124	1,684,093
Charitable activities	4	1,542,564	-	-	1,542,564
Other income	6	46,020	-	-	46,020
Total income		2,779,553	-	493,124	3,272,677
Expenditure on:					
Raising funds	7	169,972	-	966	170,938
Charitable activities	8	1,314,237	-	448,928	1,763,165
Total expenditure		1,484,209	-	449,894	1,934,103
Net income		1,295,344	-	43,230	1,338,574
Transfers between funds		(850,000)	850,000	-	-
Other recognised gains and losses:					
Other gains/ (losses)	14	908	-	-	908
Net movement in funds		446,252	850,000	43,230	1,339,482
Reconciliation of funds:					
Fund balances at 1 September 2022		550,780	-	176,855	727,635
Fund balances at 31 August 2023		997,032	850,000	220,085	2,067,117

BALANCE SHEET

As at 31 August 2024

	Notes	2024		2023	
		£	£	£	£
Current assets					
Debtors	15	340,636		1,083,959	
Cash at bank and in hand		1,828,554		1,268,352	
		2,169,190		2,352,311	
Creditors: amounts falling due within one year	16	(285,938)		(273,194)	
Net current assets			1,883,252		2,079,117
Creditors: amounts falling due after more than one year	17		(4,500)		(12,000)
Net assets			1,878,752		2,067,117
The funds of the charity					
Restricted income funds	20		161,858		220,085
Unrestricted funds - general	21		1,116,894		997,032
Unrestricted funds - operations fund	21		600,000		850,000
			1,878,752		2,067,117

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

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

The financial statements were approved by the trustees on Tuesday 6th May 2025.

Mark Hudson

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M B B Hudson
Trustee

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J D L Dickson
Trustee

Company registration number 11488209 (England and Wales)

STATEMENT OF CASH FLOWS

For the year ended 31 August 2024

	Notes	2024	2023
		£	£
Cash flows from operating activities			
Cash generated from operations	24	529,606	497,307
Investing activities			
Investment income received		30,596	-
Net cash used in investing activities		30,596	-
Net cash used in financing activities		-	-
Net increase in cash and cash equivalents		560,202	497,307
Cash and cash equivalents at beginning of year		1,268,352	771,045
Cash and cash equivalents at end of year		1,828,554	1,268,352

1 ACCOUNTING POLICIES

Charity information
DFN Project Search is a private company limited by guarantee incorporated in England and Wales. The registered office is 8-10 Grosvenor Gardens, London, SW1W 0DH.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.1 Accounting convention
The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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) (effective 1 January 2019)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in pounds sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern
The Trustees consider that at the end of the period the Charity has sufficient resources to undertake planned projects in the next 3-5 years. The Trustees do acknowledge the ongoing uncertainty faced by many charities and businesses as a result of recent events, including increases to employers National Insurance contributions plus the pressures faced by local authorities particularly in regard to SEND funding, and the impact this will cause to funding and overheads.

The Trustees are therefore appreciative of the David Forbes-Nixon Family Charitable Foundation which has indicated its willingness to support the operations of DFN Project SEARCH (subject to conditions) if required in the future.

Accordingly at the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity will have adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees consider there are no material uncertainties about the Charity's ability to continue.

1.3 Charitable funds
Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors 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.

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

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

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

Assets given for use by the Charity are recognised when receivable at the fair value of the assets received. Donated services are recognised when the Charity has received the service and is measured as the amount the charity would pay on the open market for an alternative service that would provide an equivalent benefit.

Where the Charity has entered into a contract for the supply of services over a period exceeding one year, income is recognised within the accounts based on the most reliable estimate of the right to receive payment for the work performed:

Project SEARCH licence fees - on a time-apportioned basis associated with the expected delivery of that service over the life of the contract.

Internships Work commission - on the basis of monthly receipts agreed with the customer to match the expected delivery of that service over the life of the contract.

1 ACCOUNTING POLICIES (CONTINUED)

1.5 Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its charitable activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are associated with meeting the constitutional and statutory arrangements of the Charity, including external audit and the cost of preparing statutory accounts, the cost of Trustees' meetings and other costs involved with the Charity's strategic management.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Wherever possible, costs relating to a particular activity are allocated directly; others are apportioned on the basis of the ratio of resources expended in respect of each charitable activity.

Irrecoverable VAT is included with the items of expenditure to which it relates.

1.6 Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments
The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

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

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

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.8 Employee benefits
Where material the cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

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

1.9 Retirement benefits
The Charity operates a defined contribution pension scheme for employees whereby the assets of the scheme are held separately within an independently administered fund.

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

1.10 Foreign exchange
Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation are included in net income/(expenditure) for the period.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

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

Critical judgements
The Board do not feel that any critical judgements of a material nature have been made in the process of applying the Charity's accounting policies, other than those including estimation, that have had a significant effect on the amounts reported in the financial statements.

Key sources of estimation uncertainty

Deferred income
As set out in note 1.4 above, in respect of the Project SEARCH licence fees, where the Charity has entered into contracts for the supply of services over a period exceeding one year, income is recognised within the accounts on a time apportioned basis associated with the expected delivery of that service over the life of the contract.

In applying this policy the Board acknowledge that the recognition of income under each Project SEARCH Licence agreement is dependent on the completion of each stage under the contract.

To the extent that timing of the delivery of each stage of the contract is not known with certainty the Board have applied estimates based on the expected timing of the delivery of the service.

As at the year end, income of £19,500 (2023 £108,000) has been deferred to subsequent periods in accordance with the above, as set out in note 18.

Donated services
The value of donated services is an estimate of the market value of the services based on similar projects. As set out in note 3, the value of donated services received by the Charity in the year was £85,050 (2023 £156,296).

3 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	570,821	443,717	1,014,538	1,034,673	493,124	1,527,797
Donated goods and services	85,050	-	85,050	156,296	-	156,296
	655,871	443,717	1,099,588	1,190,969	493,124	1,684,093

Donations and gifts includes forward pledges from funders for amounts receivable in future years of £50,000 (2023 £250,000) as required by the Charity SORP.

4 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Charitable activities		
'Internships Work' commission	482,934	1,136,852
Project SEARCH licence fees	218,500	350,833
Training courses and other programme-related work	19,076	54,879
	720,510	1,542,564

During the year DFN Project SEARCH provided services to the Department for Education through the 'Internships Work' commission in partnership with NDTi and BASE. The contract, worth £1.7m to DFN Project SEARCH, covers the period from September 2022 to March 2025. Income has been recognised under the recognition principles set out in note 1.4.

5 INCOME FROM INVESTMENTS

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	30,596	-

6 OTHER INCOME

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Services provided to the DFN Foundation	18,583	16,313
Other sales	27,235	2,381
Reimbursement of support worker costs from Access to Work	57,744	27,326
	103,562	46,020

7 EXPENDITURE ON RAISING FUNDS

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Fundraising and publicity						
Governance Costs	3,329	-	3,329	4,329	-	4,329
Staging fundraising events	-	-	-	3,772	-	3,772
Other fundraising costs	17,757	-	17,757	12,381	966	13,347
Staff costs	123,110	-	123,110	114,933	-	114,933
Support costs	19,931	-	19,931	34,557	-	34,557
	164,127	-	164,127	169,972	966	170,938

8 EXPENDITURE ON CHARITABLE ACTIVITIES

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	891,930	745,720
Other direct costs	262,226	170,833
Bad debts	8,325	20,064
UK conference costs	79,515	40,772
Overseas conference costs	11,543	12,592
Franchise fee and support costs	74,495	87,099
Support worker	48,851	46,045
	1,376,885	1,123,125
Share of support and governance costs (see note 9)		
Support	568,466	603,224
Governance	32,535	36,816
	1,977,886	1,763,165
Analysis by fund		
Unrestricted funds - general	1,225,942	1,314,237
Unrestricted funds - operations fund	250,000	-
Restricted funds	501,944	448,928
	1,977,886	1,763,165

9 SUPPORT COSTS ALLOCATED TO ACTIVITIES

	Basis of allocation	Fundraising 2024 £	Charitable activities 2024 £	Total 2024 £	Total 2023 £
Staff costs	Direct allocation	-	171,518	171,518	115,284
Management costs	Direct allocation	-	127,190	127,190	133,282
Website costs and hosting	Resources expended	-	-	-	1,493
Staff travel and accommodation	Direct allocation	-	5,340	5,340	5,394
IT and communication costs	Direct allocation	-	19,247	19,247	49,303
Training and recruitment costs	Direct allocation	-	49,940	49,940	4,558
Strategy and consulting	Resources expended	7,894	77,156	85,050	192,315
Public relations	Resources expended	6,357	62,139	68,496	85,027
Safeguarding and GDPR	Direct allocation	-	646	646	1,483
Administration costs	Resources expended	5,680	55,290	60,970	49,642
Governance		3,329	32,535	35,864	41,145
		23,260	601,001	624,261	678,926

GOVERNANCE COSTS COMPRISE:

	2024 £	2023 £
Audit fees	15,763	15,886
Accountancy	10,284	16,037
Legal and professional	5,433	3,937
Board meeting expenditure	4,384	5,285
	35,864	41,145

Strategy and consulting includes £85,050 (2023 £156,296) of donated services from the Social Business Trust (note 3).

The Trustees have reviewed the level of support costs and are satisfied that the support base is both adequate and streamlined for an organization of the Charity's size. Over the past two years, the Charity has experienced significant growth, with the average number of employees increasing from 11 to 27 between 2022 and 2024, to facilitate the rollout of Project SEARCH across the UK, Ireland, and Iberia.

The scope of DFN Project SEARCH encompasses programme implementation through its various sites, as well as data analysis to evidence impact and social return on investment. Additionally, the Charity engages in policy work and government advocacy, raises awareness across the sector, employers, and the general public, and relies on fundraising to support the program and maximize its reach.

The Trustees therefore believe that the current cost base is reasonable and well-positioned to support future activities.

10 AUDITOR'S REMUNERATION

Fees payable to the charity's auditor and associates:

	2024 £	2023 £
For audit services		
Audit of the financial statements of the charity	15,763	16,800

11 TRUSTEES

None of the Trustees received any remuneration from the Charity during the year (2023 £nil).

Two Trustees were reimbursed expenditure, or had expenses paid by the Charity on their behalf, in the year totalling £1,976 for travel, accommodation and subsistence for DFN Project SEARCH meetings and events (2023 £486: three Trustees).

DFN Project SEARCH incurred expenses amounting to £1,937 for Board meeting costs and safeguarding training for the Trustees in fulfilling their duties for the Charity (2023: £nil: no Trustees).

12 MANAGEMENT COSTS OF THE CEO

As in the previous reporting period DFN Project SEARCH employed the services of the CEO in a dual role with the DFN Foundation. The roles were combined in 2020 to serve the education and employability objectives set out by DFN Project SEARCH, in conjunction with the DFN MoveForward programme (operated within the DFN Foundation).

All employment costs of the CEO were met by the DFN Foundation and the proportion of the employment costs relating to DFN Project SEARCH were recharged.

The total costs recharged from the DFN Foundation during the period amounted to £123,356 (2023 £131,652), plus irrecoverable VAT relating to the recharges amounting to £3,834 (2023 £1,630). The total costs incurred from the CEO recharge are therefore £127,190 (2023 £133,282).

These costs are disclosed within note 9. Costs of £32,703 (2023 £65,826) are expended by the restricted funds disclosed in note 20.

The CEO's employment at DFN Foundation ended in June 2024, leading to the end of this arrangement with DFN Project SEARCH. Carmel McKeogh was appointed as interim CEO of DFN Project SEARCH from July 2024 until the year end on a consultancy basis. Kirsty Matthews was appointed as new CEO of DFN Project SEARCH in September 2024.

13 EMPLOYEES

The average monthly number of employees during the year was as follows:	2024 Number	2023 Number
Productive	21	18
Management	4	2
Fundraising	2	2
Total	27	22

Employment costs	2024 £	2023 £
Wages and salaries	1,025,580	844,704
Social security costs	105,407	82,480
Other pension costs	55,571	48,753
	1,186,558	975,937

The number of employees whose annual remuneration was more than £60,000 is as follows:	2024 Number	2023 Number
£60,000 - £69,999	1	-
£70,000 - £79,999	1	1
	2	1

In the year to 31 August 2024, one employee received remuneration between £60,000 - £69,999 and one employee received remuneration between £70,000 - £79,999 (2023 £70,000 - £79,999: one employee). Remuneration for this purpose includes gross salary and the homeworking allowance. Contributions totalling £11,740 (2023 £2,642) were made to defined contribution schemes on behalf of employees whose emoluments exceed £60,000 (2023 £60,000).

During the year the cost of a Finance Director was shared with David Forbes-Nixon Family Charitable Foundation. The DFN Foundation was invoiced for a proportion of the employment costs incurred as set out in note 6.

The employment costs recharged to the DFN Foundation for the Finance Director's services during the period totalled £18,583 (2023 £16,313)

Remuneration of key management personnel The remuneration of key management personnel was as follows:	2024 £	2023 £
Aggregate remuneration	284,246	131,652

Key management personnel comprises the CEO and other members of the Senior Management Team. In the previous reporting period, key management was considered to be the CEO only.

14 OTHER GAINS OR LOSSES

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Gains/(losses) upon:		
Foreign exchange	(608)	908

15 DEBTORS

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	134,302	112,268
Other debtors	188,050	943,869
Prepayments and accrued income	18,284	27,822
	340,636	1,083,959

16 CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	Notes	2024 £	2023 £
Other taxation and social security		50,874	41,492
Deferred income	18	15,000	96,000
Payments received on account		7,527	20,814
Trade creditors		11,417	23,076
Other creditors		117,931	-
Accruals		83,189	91,812
		285,938	273,194

17 CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Notes	2024 £	2023 £
Deferred income	18	4,500	12,000

18 DEFERRED INCOME

	2024 £	2023 £
Arising from services provided	19,500	108,000

Deferred income is included in the financial statements as follows:	2024 £	2023 £
Deferred income is included within:		
Current liabilities	15,000	96,000
Non-current liabilities	4,500	12,000
	19,500	108,000
Movements in the year:		
Deferred income at 1 September 2023	108,000	361,000
Released from previous periods	(96,000)	(263,000)
Resources deferred in the year	7,500	10,000
Deferred income at 31 August 2024	19,500	108,000

Licence Fees
Working within the framework of the Franchise Agreement a one off fee is charged for the creation of a Project SEARCH Site to contribute to the costs of establishing the partnership and the support network vital to each unique project. Once established ongoing services, support and training is made available for which an annual fee is charged.

In setting up each site, and in working with the site partners, each Programme Specialist undertakes a series of tasks commencing in the preparation year prior to operation and concluding with a mandatory Continuous Improvement Review and follow up consultation in the year after the first year of operation; overall a three year cycle.

In keeping with the guidance in the SORP part of any fees received for the set up of each site is deferred to subsequent periods on the basis of the proportion of the work to deliver the programme over a three year cycle.

19 RETIREMENT BENEFIT SCHEMES

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	55,571	48,753

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The company contributes a specified percentage of payroll costs to the retirement pension scheme to fund the benefits. The only obligation of the company with respect to the scheme is to make the specified contributions.

20 RESTRICTED FUNDS

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2023 £	Incoming resources £	Resources expended £	At 31 August 2024 £
Charity Running Costs	75,665	194,985	(198,871)	71,779
West Midlands Development	88,063	100,000	(100,108)	87,955
Youth Advisory Group	6,627	33,000	(39,627)	-
Strategic Growth in Scotland	15,154	50,000	(65,154)	-
North and North West England	34,576	-	(32,452)	2,124
Quality Improvement	-	10,000	(10,000)	-
Supporting London Outcomes	-	50,000	(50,000)	-
National Supported Internship Day	-	5,732	(5,732)	-
	220,085	443,717	(501,944)	161,858

Previous year:

	At 1 September 2022 £	Incoming resources £	Resources expended £	At 31 August 2023 £
Charity Running Costs	89,357	250,124	(263,816)	75,665
West Midlands Development	68,945	100,000	(80,882)	88,063
Youth Advisory Group	18,553	33,000	(44,926)	6,627
Strategic Growth in Scotland	-	50,000	(34,846)	15,154
North and North West England	-	60,000	(25,424)	34,576
	176,855	493,124	(449,894)	220,085

20 RESTRICTED FUNDS (CONTINUED)

CHARITY RUNNING COSTS

The restricted fund consists of grants from The Henry Smith Charitable Foundation, the Youth Futures Foundation and the Westminster Foundation towards the charity's running costs.

The Trustees express their continued appreciation to The Henry Smith Charitable Foundation for the grant of £629,000 pledged in 2021 for a period of four years, subject to performance related conditions. The instalments of the grant are recognised once the performance related conditions for each payment have been met.

The Trustees continue to be grateful to the Youth Futures Foundation for their pledge of £194,250 in 2021, since uplifted to £202,882. At the year end instalments had been received totalling £202,882. Each instalment of the grant has been recognised once the performance related condition has been met.

The Trustees thank the Westminster Foundation for their grant of £10,800 towards the Fivefields office in London for a period of three years, subject to performance related conditions. The instalments of the grant are recognised once the performance related conditions for each payment have been met.

WEST MIDLANDS DEVELOPMENT

The Trustees are thankful to the Garfield Weston Foundation for their commitment of £290,000 over three years. The grant is aimed at development within the West Midlands region of the UK and instalments of the grant are recognised when performance related conditions have been met.

At the year end expenditure of £100,108 had been incurred in respect of the above fund.

YOUTH ADVISORY GROUP

The Paul Hamlyn Foundation generously pledged £90,000 over three years in 2022, subsequently uplifted to £96,000 to reflect cost of living increases, to support the Youth Advisory Group, subject to performance related conditions. Each instalment of the grant is recognised when specific performance related conditions have been met. At the year end £39,627 has been expended for the Youth Advisory Group.

STRATEGIC GROWTH IN SCOTLAND

The Trustees are thankful to The Robertson Trust for their pledge of £250,000 over five years to support strategic growth in Scotland. Each instalment of the grant is recognised once specific performance related conditions have been met.

At the year end expenditure of £65,154 had been incurred in respect of the above fund.

NORTH AND NORTH WEST ENGLAND

Funds restricted to support the expansion of the programme in Northern England totalling £34,576 were brought forward from the prior period. During the year £32,452 was expended in respect of this fund.

QUALITY IMPROVEMENT

The Trustees thank The Baily Thomas Charitable Fund Foundation for their grant of £10,000 to fund the Quality Improvement Team supporting DFN Project SEARCH sites to achieve the best possible employment outcomes.

SUPPORTING LONDON OUTCOMES

The Trustees are thankful to the City Bridge Foundation for their pledge of £250,000 over five years to fund the Quality Improvement Team supporting DFN Project SEARCH sites to achieve the best possible employment outcomes in London. The instalments of the grant are recognised once the performance related conditions for each payment have been met.

NATIONAL SUPPORTED INTERNSHIP DAY

The Trustees thank the Youth Futures Foundation for their grant of £5,732 supporting the National Supported Internship Day 2024. During the year £5,732 was expended in respect of this fund.

21 DESIGNATED FUNDS

The unrestricted funds of the Charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the Trustees for specific purposes.

	Balance at 1 September 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	Balance at 31 August 2024 £
Operations fund	850,000	-	(250,000)		-	600,000
General unrestricted funds	997,032	1,510,539	(1,390,069)	-	(608)	1,116,894
	1,847,032	1,510,539	(1,640,069)	-	(608)	1,716,894

Previous year:

	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	Balance at 31 August 2023 £
Operations fund	-	-	-	850,000	-	850,000
General unrestricted funds	550,780	2,779,553	(1,484,209)	(850,000)	908	997,032
	550,780	2,779,553	(1,484,209)	-	908	1,847,032

The operations fund represents the amount designated by the Trustees to support the costs of the expanded operations team following the investment in additional staff members to support existing site growth and delivery of the Internships Work programme. Further details on the Internships Work programme are included on page 20 of this report.

In the year to 31 August 2024 DFN Project SEARCH has received £1.6m of the total £1.7m of funding due under the 30-month contract with the Department for Education. This amounts to 94% of the total proceeds of the contract, despite being 80% through the time period.

In 2023, the Board were minded to designate a proportion of unrestricted funds to cover the cost of the operations team throughout the remainder of this contract and beyond.

22 RELATED PARTY TRANSACTIONS

David Forbes-Nixon Charitable Foundation
In accordance with the Charities SORP the David Forbes-Nixon Family Charitable Foundation (DFN Foundation) is considered a related party following the appointment of a joint CEO. The joint CEO's employment at DFN Foundation ended in June 2024.

The transactions between the two organisations are:
- Charges made at cost for the services of the CEO of £123,356 (2023 £131,652) exclusive of VAT as reported in management costs within note 12.
- The DFN Foundation paid for the services of the Finance Director employed by DFN Project SEARCH for which invoices were raised for the equivalent employment cost of £18,583 (2023 £16,313). The income for these services is reported within other income in note 6.
- At the period end DFN Project SEARCH owed £117,931 to the DFN Foundation (2023 DFN Foundation owed £44,474 to DFN Project SEARCH).

David Forbes-Nixon
During the year, the Charity continued to employ the son of Trustee David Forbes-Nixon. Remuneration for the period totalled £9,849 (2023 £8,599).

David Forbes-Nixon resigned as Trustee on 20 June 2024 and remains founder and patron of DFN Project SEARCH.

23 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2024 are represented by:

	Unrestricted funds 2024 £	Designated funds operations fund 2024 £	Restricted funds 2024 £	Total funds 2024 £
Current assets/ (liabilities)	1,121,394	600,000	161,858	1,883,252
Long term liabilities	(4,500)	-	-	(4,500)
	1,116,894	600,000	161,858	1,878,752

Fund balances at 31 August 2023 are represented by:

	Unrestricted funds 2023 £	Designated funds operations fund 2023 £	Restricted funds 2023 £	Total funds 2023 £
Current assets/ (liabilities)	1,009,032	850,000	220,085	2,079,117
Long term liabilities	(12,000)	-	-	(12,000)
	997,032	850,000	220,085	2,067,117

24 CASH GENERATED FROM OPERATIONS

	2024 £	2023 £
(Deficit) / surplus for the period	(187,757)	1,338,574
Adjustments for:		
Investment income recognised in statement of financial activities	(30,596)	-
Foreign exchange differences	(608)	908
Movements in working capital:		
Decrease/ (increase) in debtors	743,323	(645,295)
Increase in creditors	93,744	56,120
(Decrease) in deferred income	(88,500)	(253,000)
Cash generated from operations	529,606	497,307

25 ANALYSIS OF CHANGES IN NET FUNDS

The Charity had no debt during the year.

VISITOR

DFN PROJECT SEARCH

England & Wales - Charity number 1183834

Accounts

DFN Project SEARCH
Changing Lives Together

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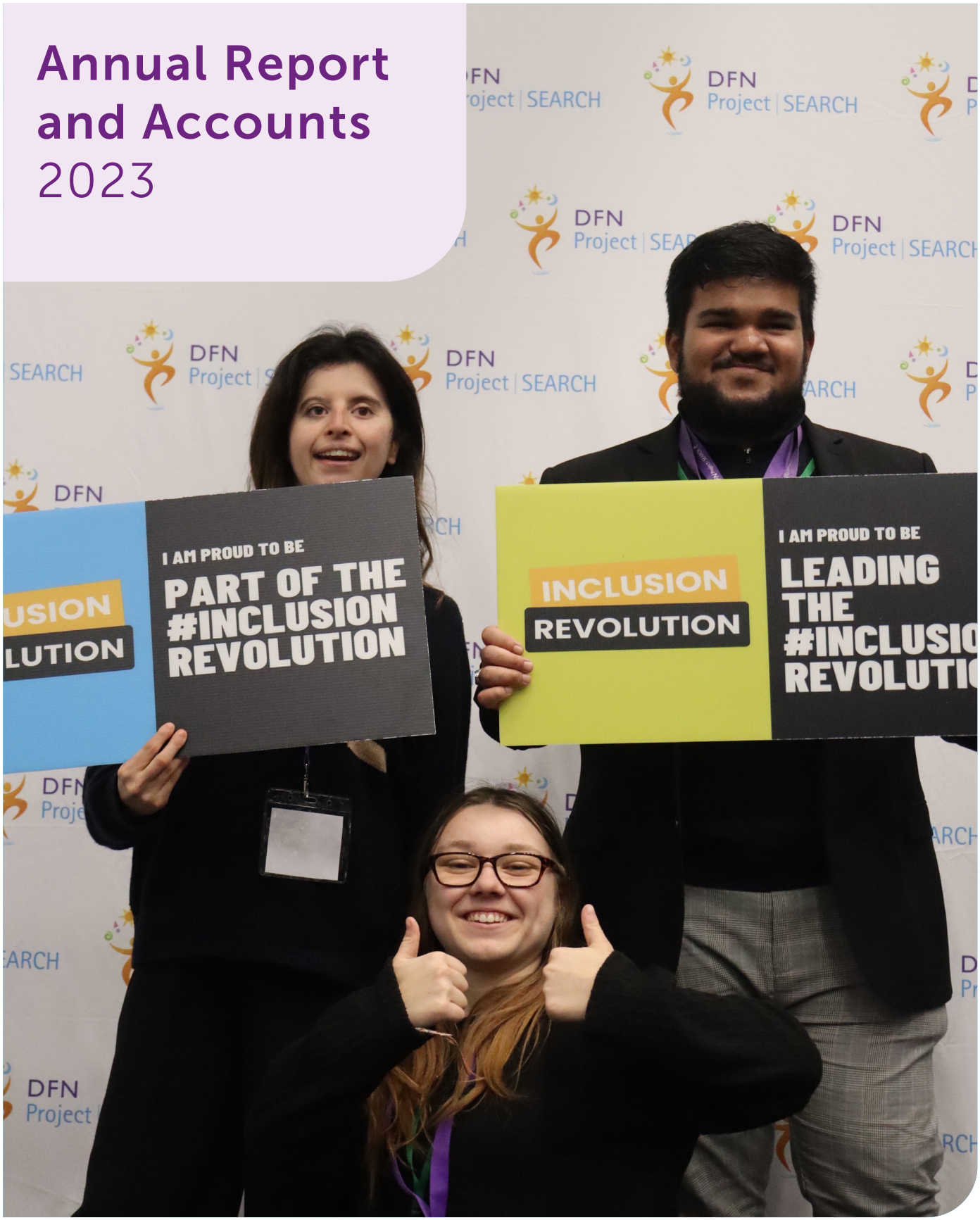
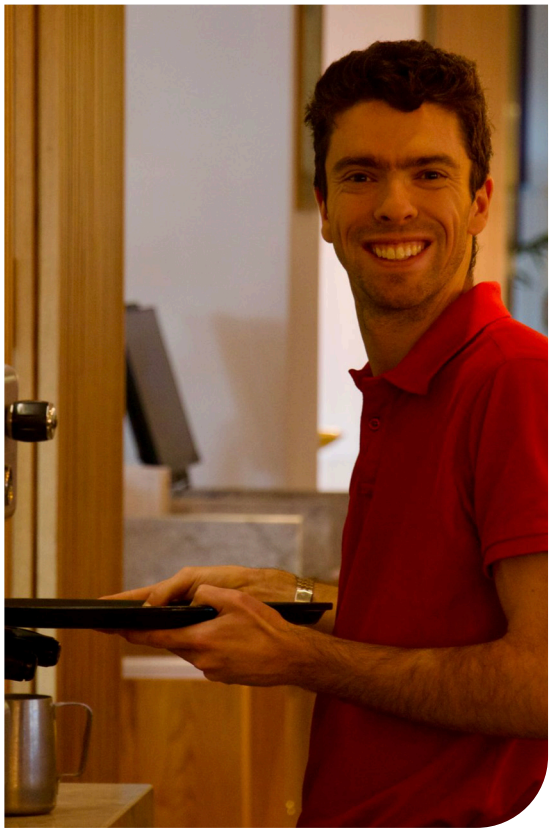


Charity registration number: 1183834 (England and Wales) SC049891 (Scotland)
Company registration number: 11488209 (England and Wales)



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Business Disability Forum

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Legal and administrative information

Trustees	D Forbes-Nixon OBE (Chair) M B B Hudson (Vice Chair) L A-M Kogbara J L Riehle S Rutkowski E M Sun T L Scott S Mills A Hyde	 (Appointed 20 October 2022) (Appointed 24 November 2022) (Appointed 15 November 2023)
Charity number (England and Wales)	1183834	
Charity number (Scotland)	SC049891	
Company number	11488209	
Registered office and principal address	8-10 Grosvenor Gardens London SW1W 0DH	
Auditor	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS	
Bankers	Barclays 1 Churchill Place Canary Wharf London E14 5HP	
Accountants	Humphrey & Co 7-9 The Avenue Eastbourne East Sussex BN21 3YA	
Solicitors	Macfarlanes LLP 20 Cursitor Street London EC4A 1LT	

Foreword — a message from our Chair and CEO

David Forbes-Nixon OBE
Chair

Claire Cookson
Chief Executive Officer

We entered this academic year with an even greater determination to ensure all young adults with a learning disability or autism spectrum condition could access the best possible opportunities to transition from education into full-time employment.

People with a learning disability are statistically far more likely to be socially isolated, experience greater physical and mental health challenges and feel economic and social challenges more acutely than their peers.

However, that doesn't have to be the case.

Our work, data and the stories attached to them are proof that as a society we can be aiming much higher for young adults with a learning disability.

Despite the disruption of COVID-19 and the cost-of-living crisis, we are hugely proud to have maintained an average of helping 60% of graduates into full-time permanent employment, defying the national average where just 4.8% of people with a learning disability known to local authorities in England are in secure full-time paid jobs. That is an appallingly low figure and must change.

In early 2023, the ONS announced record figures for job vacancies in the UK (over 1 million). For us, these figures presented an opportunity in a bleak economic landscape. There is a huge untapped talent pool of young ambitious adults with learning disabilities that can offer so much to employers if we can just encourage organisations to look past the stigma or prejudice.

Our mantra to businesses over the last 12 months has been to stop wasting this talent. And they agreed!

We are proud to partner with more organisations from the public and private sector than ever before.

With the largest data set in the UK and a successful evidence-based model, our mission is to ensure that everyone with an Education Health and Care Plan can access high-quality transition-to-work support and training in their local area.

We have consciously aimed to have greater influence and strategic engagement with the sector to achieve this, working closely with our peers, local authorities and education providers wherever possible. We were thrilled to be part of a consortium that was awarded a government contract from the Department for Education in 2022 and continue working in partnership with the National Development Team for Inclusion (NDTi) and the British Association of Supported Employment (BASE) to double the number of supported internships to 4,500 per year by March 2025. We see this as a testament to our collaborative, results-driven work.

Our role within this partnership, called Internships Work, is to lead on employer engagement, providing support and training to Local Authorities, Businesses, and education partners and creating over 800 Employer Champions in that timeframe. It is an honour to work alongside our partners who have such high levels of excellence and expertise.

The targets are demanding, but we are confident in our collective ability to reach them while maintaining the high standards we

Foreword — a message from our Chair and CEO

demand of ourselves. As part of the Internships Work commission, we partnered with BASE to test the Supported Internships Quality Assurance Framework. We will use this framework to ensure that all young people going onto supported internship programmes have the highest quality experiences and outcomes.

This year, we have also strengthened our commitment to listen and work directly with young people by evolving and growing our Youth Advisory Group. It has been a great privilege to work closely with 11 excellent Youth Advisors – all **DFN Project SEARCH** alumni – whose wide-ranging advocacy has helped us ensure we truly reflect the voice of our beneficiaries and educate employers across the UK to develop more inclusive employment practices.

All these workstreams represent our desire to lead a movement that will take us to a tipping point where the employment of young people with a learning disability or autism spectrum condition becomes normalised and mainstream. To help spread this message, we created our campaign, calling on organisations up and down the country to join the **#InclusionRevolution** and recognise the social and economic value of employing young adults with SEND. A particular highlight of the campaign to date has been creating the inaugural National Supported Internships Day (NSID), galvanising support from our peers and raising awareness of the benefits of Supported Internships.

We were delighted that throughout March 2023, when we celebrated the first #NSID, engagement with Supported Internships online and on social media increased by over 4,000% compared to the previous three months.

We look back on the last academic year as a landmark moment for **DFN Project SEARCH** where we raised our ambitions and output in equal measure. We are indebted to our growing team who have reacted to the previous two years of disruption with ingenuity and optimism.

Despite facing multiple challenges, we now have over 100 partner sites across the UK and have helped more than 2,000 young adults into full-time jobs.

We are immensely proud of our achievements this year and remain resolutely determined to show that we can achieve much more for our beneficiaries. This work is both important and urgent. The national statistics suggest we still have a long way to go. Still, we won't stop until young adults with a learning disability or autism spectrum condition are no longer shaped by their disabilities, but by their skills and experiences.

About the model

> "Prior to partnering with DFN Project SEARCH, aspirations for employment were low. We had never seen any of our young people move into employment. DFN Project SEARCH changed this."
>
> Steph Beale, Executive Principal, Ellesmere College in Leicester

ABOUT US

We are **DFN Project SEARCH**, a national charity changing the lives of young people with a learning disability and/ or autism spectrum condition by supporting them into full-time employment.

Together, with our community of partners we deliver Supported Internships - transition-to-work programmes - for young people in their final year of school or college, helping them make the positive transition to adulthood.

- **Nationwide but locally focused**
  Over a hundred sites across the UK, with each site informed by the needs of the local community.
- **Driven by data and impact**
  To date, we have supported over two thousand young people into internships, with on average 70% of graduates going on to permanent jobs.
- **Partnership builders**
  Through our impact-driven Project SEARCH model, we build programmes that benefit host employers, local authorities and educators around the needs of the young people we support.
- **Aiming high**
  We aim to support 14,000 young people into employment by 2030.

WHY WE DO IT?

We believe deeply that all young adults should have the opportunity to secure quality jobs and forge careers based on their individual talents.

Working with our partners, we will not rest until every adult who has a learning disability in the UK who wants to work, has the opportunity to go through a high-quality Supported Internship.

OUR AMBITION

We want to see a UK job market with much-improved career opportunities for young adults with a learning disability or autism; where their talent is recognised and they are empowered to lead positive, independent and fulfilling lives.

We want to challenge misconceptions, bust myths and create better systems.

We want to inspire an inclusion revolution in the workforce, because we all know that the whole of society benefits when we get it right.

OUR HISTORY

DFN Project SEARCH was established by David Forbes-Nixon who has a son with a learning disability. He became aware of the lack of effective provision to meet his son's needs and those of other young people like him and was determined to try and make a positive difference.

David brought together a team of experts to research the best practice programmes for supported education and supported employment around the world.

In 2019, David was successful in bringing the acclaimed US Project SEARCH model for supported employment to the UK, launching the **DFN Project SEARCH** franchise, which has now grown to over a hundred sites around the UK, supporting thousands of graduates and working with some of the country's largest employers.

Year in review

SEPT 22

DFN Project SEARCH, alongside partners NDTi and BASE launch government-driven Internships Work partnership.

OCT 22

We launch the **#InclusionRevolution** campaign to get 10,000 young people into supported internships by 2030.

NOV 22

DFN Project SEARCH hosts its Annual Conference at Gulliver's in Rotherham, celebrating inclusion in the workplace.

DEC 22

DFN Project SEARCH Scotland celebrates 10 years of changing lives.

JAN 23

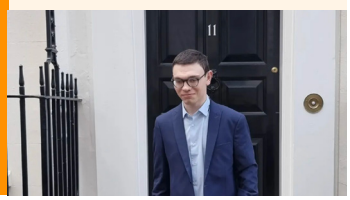
The team meet with Speaker Lindsey Hoyle and has an Early Day Motion passed in the House of Commons for the first-ever National Supported Internship Day.

FEB 23

DFN Project SEARCH Intern Satisfaction survey is published, with 99% of interns finding the programme useful.

MAR 23

The first National Supported Internship Day is launched to celebrate the life-changing roles of Supported Internships. We host a reception for partners across the sector at Number 11 Downing Street with the Chancellor of the Exchequer.



APR 23

The Robertson Trust funding and partnership is announced, allowing **DFN Project SEARCH** to expand its pioneering programme across Scotland.

MAY 23

DFN Project SEARCH forms a strategic partnership with Movement to Work a collaboration tackling youth unemployment.

JUN 23

The **DFN Project SEARCH** Youth Advisory Group holds its first in-person meeting in Birmingham, reinforcing the mission statement of 'nothing about us, without us.'

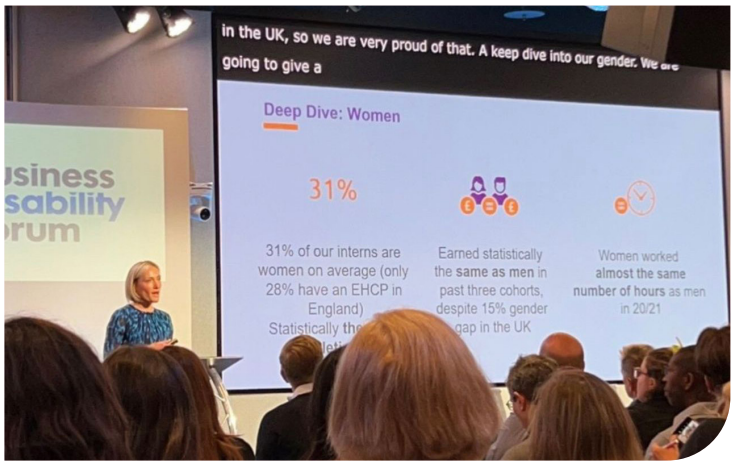
JUL 23

DFN Project SEARCH sites across the country host graduation ceremonies in celebration of their 2022/23 interns.

AUG 23

713
interns graduated during the year and
5,433
interns graduated so far.

Data



Once again, our interns exceeded all expectations this year. Despite the economic uncertainties, they found employment in over 20 sectors, from aviation and IT, to education and healthcare. That equates to 68% of interns finding employment in the first cohort after the pandemic. Impressively, 61% of all interns had full-time jobs paid at or above the prevailing wage and in an integrated setting.

As in previous years, our interns earned above the minimum wage for all age groups. Over one year, our 16-17 interns earn nearly £6,000 more than a young person on a minimum wage, on average.

Host business survey
We asked business liaisons (host businesses' employees who support the programme) about the impact of interns during the placements. In total, 82% of respondents said the impact of interns on the team and on clients was either very positive or positive. No respondent said the impact was negative.

While interns completed their rotations in a range of settings, including challenging roles in hospitals and catering facilities, 65% of business liaisons said the productivity increased, even though interns were learning to perform the work. 24% of business liaisons said there was no change in productivity. The numbers are even more impressive when we consider the context that this represented the first experience of a work environment for many interns.

DFN Project SEARCH average wage and UK minimum wage

Weekly working hours by gender

Age Group	DFN average hourly wage	UK minimum wage	Hourly wage difference	Estimated wage difference in the year
16 — 17	£9.16	£4.81	£4.35	£5,917.60
18 — 20	£9.83	£6.83	£3.00	£4,314.80
21 — 22	£9.72	£9.18	£0.54	£730.81
23+	£9.80	£9.50	£0.30	£380.10

Wage difference by age group

Employment outcome data from interns graduating during 2022

Interns enrolled with DFN Project SEARCH	Interns completing the Supported Internship Programme	% interns completing the Programme	Interns achieving employment	% Interns achieving employment	Interns employed meeting DFN Project SEARCH Criteria	Average Hourly Wage	Average Weekly Hours
593	540	91%	365	68%	324	£9.76	26.8

Government contract

Internships WORK

Doubling supported internship provision in England.

Funded by Department for Education

Delivered by NDTi National Development Team for Inclusion | DFN Project SEARCH | base british association for supported employment

INTERNSHIPS WORK

We are incredibly proud to be working with our partners National Development Team for Inclusion (NDTi) and British Association of Supported Employment (BASE) in a collaborative consortium entitled Internships Work. Launched in September 2022, Internships Work is funded by the Department for Education and will double the current supported internship provision in England by 2025. Within the consortium, we are working to support more young people with additional needs to have greater choice and control over their future, opening up opportunities that prepare them for adult life and independent living.

Broken down into four key areas, this commission seeks to:

- Support Local Authorities
- Engage and support employers
- Invest in training for job coaches

WHAT IS OUR ROLE?

As a consortium partner, **DFN Project SEARCH** is leading on engaging employers and supporting them to offer high-quality work placements by providing information, advice and training that enable growth in supported internships and job opportunities. We are also delivering accredited training for each SEND Employment Forum as well as supporting the design and implementation of a sustainable process to improve the quality of Supported Internship provision, using the Supported Internship Quality Assurance Framework (SIQAF). The SIQAF aims to provide organisations with support on completing self-assessments and auditing so that they can work towards achieving a quality kitemark that shows that they are providing high quality Supported Internships that lead to real jobs.

TRAINING FOR SEND EMPLOYMENT FORUMS

DFN Project SEARCH delivers comprehensive, CPD-accredited training over five days, enhancing forum members' capabilities in areas like partner roles, intern recruitment, employer engagement, and long-term strategy development.

We are proud to have delivered training to 108 SEND employment forums with 92% of respondents feeling more confident in offering placements to supported interns. We will now work to deliver to the remaining 45 SEND Employment Forums over the next academic year.

> **"The training was brilliant: information was relevant and practically useful, the flow of the training was expertly designed so everything moved smoothly and built on previous discussions and the facilitator prioritised meaningful networking, information sharing and strategy development pertinent to our daily work and projects. One of the best training sessions I've attended."**

Feedback from one of our trainees

Government contract

> "Really engaging session with some eye-opening statistics which helps put in to perspective the importance of these supported internships and how we can best support these young adults."

EMPLOYER CHAMPION TRAINING

As part of the commission, we aim to provide employers with essential information, advice, and training, fostering growth in internships and job opportunities within their organisations. We are delighted to have already trained 289 Employer Champions with a 93% satisfaction rate.

ONE STOP SHOP

Working in collaboration with our partners NDTi and BASE, we have also created a 'one stop shop' for the sector, providing a suite of resources, how-to guides and case studies relating to developing and evolving high quality supported internships. The 'one stop shop' (main portal) http://internshipswork.org.uk/ hosts a portal for each stakeholder audience:

The Young people & Families portal

The Employers portal

The Local Authorities portal

The Providers & Colleges portal

The Job Coaches Portal

We see this as a real lever to the long-term sustainability of supported internships across England.

Jacob Barnet, DFN Project SEARCH Graduate 2023

Jacob studied at Wakefield College and although he completed a few different courses, he wasn't sure where to go next. He did know that he had a keen interest in first aid. Through a college open event, he and his mum were able to find out about **DFN Project SEARCH**, choosing Pinderfields Hospital because he liked the first aid element of the internship and was excited to be working within a hospital setting.

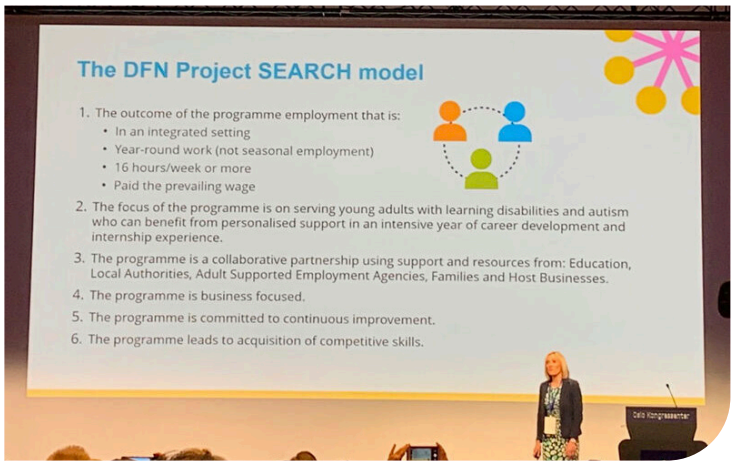
Jacob completed 3 different rotations and learnt a lot about his skills and the requirements of the different areas of the NHS. He completed his rotations and after a short period volunteering, secured a Portering job at Kendray Hospital. Jacob faced challenges but he now feels that he is more equipped to deal with them in the patient Portering and facilities workplace. Jacob likes Portering and is so proud to have secured his job!

Tracy Barnett, mum of Jacob, says: "It was clear to me that Jacob had had enough of the day-to-day college routine. He wanted to do something more. He was ready to work but he needed that experience to get started. That's why when we found out about **DFN Project SEARCH**, it was just perfectly timed. I was initially worried that the year internship wasn't going to be enough to prepare him for the world of work, but it turns out it was more than enough, with bells on.

DFN Project SEARCH turns around the mindset of young people that there is no chance or hope for them after college. Through the internship, Jacob got the education and the support to be an adult and to experience working life. I can't shout loud enough about what difference it has made for him, it's been brilliant."

"The programme has been lifechanging for me, my Mum and my Dad. It can be a bumpy road to start with, but meeting new people and completing tasks to a high standard makes it all worthwhile. I wouldn't have a job if it wasn't for DFN Project SEARCH". Jacob Barnett

Business plan



REACHING THE TIPPING POINT – OUR 2030 AMBITIONS

Having successfully delivered our 2020-2023 organisational business plan, in June 2023 we developed a new seven-year strategic business plan which reflects both our significant growth as well as our future ambitions.

Our ambition is to achieve the crucial tipping point, where we, alongside our partners, deliver systemic change across the sector for all young adults with a learning disability who are making their way in the world of work and preparing to thrive as adults.

OUR UPDATED BUSINESS PLAN:

Sustainable organic growth to reach by 2030 **500 sites**

Delivering jobs by 2030 **14,000**

Increase the number of interns from 1,000 to 4,000 every year

Our five strategic levers:

1. **Consolidate** – increasing employment outcomes for current programme sites
2. **Evolve** – our management, organisation, and governance to support growth
3. **Grow strategically** – focusing on high potential sites and regions with greatest need
4. **Harness learning and data using technology**
5. **Influence national funding and policy**

1. CONSOLIDATE – INCREASING EMPLOYMENT OUTCOMES FOR CURRENT PROGRAMME SITES

This lever will address several challenges including ensuring more robust sector wide data to better understand the number of young adults who could benefit from a supported internship, and raising awareness of this as a pathway to positively transition from education to employment. Activity will include a new programme to support our programme graduates over the longer-term and foster career progression and promotion opportunities. This lever will also ensure we maintain quality as we continue to grow.

2. EVOLVE – OUR MANAGEMENT, ORGANISATION, & GOVERNANCE TO SUPPORT GROWTH

This activity will ensure that we have the right structures, processes, and policies in place as we continue to grow.

3. GROW STRATEGICALLY – FOCUSING ON HIGH POTENTIAL SITES & REGIONS WITH THE GREATEST NEED

This will ensure that the young adults we serve remain at the heart of our decision-making process. For example, building strategic partnerships with national employers so that we can more efficiently and effectively replicate programme across the UK and reach more young people more quickly.

4. HARNESS LEARNING & DATA USING TECHNOLOGY

As an evidence-based organisation, this approach underpins and informs all our activities. We want to better understand why some programme sites are more successful than others, how many young adults could benefit from the programme and establish a return-on-investment model that informs what we should be measuring in terms of outcomes. We aim to share this evidence base across our partnerships and the sector.

5. INFLUENCE FUNDING & POLICY

As we grow and obtain greater evidence and insight, our role and responsibility as an influencer for the whole supported internship sector also grows. This lever recognises the opportunity to influence debate around early years provision, lobby for a kite mark for supported internship programmes, and support the Department for Education to develop better strategies and systems for the collection of robust data on special educational needs nationally.

NHS contract

THE NHS & DFN PROJECT SEARCH

Our contract with NHS England to deliver 42 new **DFN Project SEARCH** sites was the first major contract for new site development with Europe's biggest employer! It was not just a contractual agreement between parties but was built on mutual trust developed over many years of working with individual NHS Trusts and senior managers at NHS England.

The contract, signed in March 2021, was ambitious. **DFN Project SEARCH** promised to deliver 42 new programmes within three years. The contract was detailed with milestones and metrics and committed to the shared goal of supporting young people with a learning disability or autism spectrum condition into employment inside and outside of the NHS.

MATCHING OUR AMBITIONS

DFN Project SEARCH approached the project with rigour and created a task and finish project management team working with our NHS England commissioners to ensure that the new programmes integrated seamlessly with NHS Trusts across England and that there was a good geographic spread and availability for the young people we serve. The first programmes were up and running in September 2021.

This contract continues to support 420 young people every year and gives them a fantastic opportunity to move into paid employment. Our NHS programmes have great outcomes with over 70% of those on the programme moving into paid work and on salaries that are well above the minimum wage.

A WIN-WIN SCENARIO

The NHS is also keen to see more young people with a learning disability or autism spectrum condition working for the NHS. At **DFN Project SEARCH**, we support the NHS in their ambition to see at least 50% of those moving into employment in the health and social care sectors.

The contract between NHS England and **DFN Project SEARCH** is an example of a real win-win scenario. Many of our NHS programmes have been operational for 10 years or more. This investment in 42 programmes will change thousands of lives for the young people we support and their families in the decades to come and bring many more into the NHS as valued employees.

King's College Hospital partnered with DFN Project SEARCH in September 2021

Sam, 20, was one of seven interns to take part in **DFN Project SEARCH** at King's College Hospital, Denmark Hill, London last year, which was the Trust's first supported internship programme. Six months after his graduation in July 2022, Sam used the skills he gained on his year-long internship to secure a full-time role at the Trust, working in the cardiac department at KCH.

Sam, who has a speaking difficulty, works as an administrator in the team and says that working at King's has made him more confident speaking to people, and his colleagues have been supportive of him.

"I have a speaking difficulty and sometimes I can't pronounce words and I stutter.

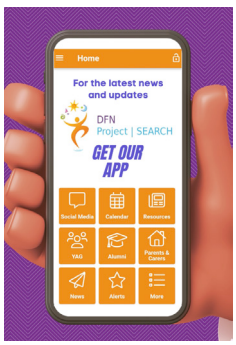
After work, I practice my speaking. I feel like I'm part of Team King's and I don't feel nervous talking to my colleagues. This is my first proper job and I want to impress the team with my work and, so far, I think I am getting the hang of it."

"I want to show people that even though I have a learning difficulty, I can do anything if I put my mind to it. I want to show people that people with learning disabilities can do anything. I am really proud of everything I have achieved and I know I can do a lot more as well."

Youth Advisory Group, The Alumni Network, Parent & Carer Champions

LATEST UPDATE
YOUTH ADVISORY GROUP MEETS IN PERSON

We are thrilled to bring you an update from our Youth Advisory Group, also known as the YAG. Youth Advisory Group is composed of **DFN Project SEARCH** interns who are currently on a programme within the UK and want to actively participate in our campaigning and advocacy work, as well as help develop the programme around the needs of young people taking part. YAG is committed to ensuring that EVERYONE has equal rights and opportunities to employment by reducing the employment gap for people with learning disabilities and or autism. This year, we were thrilled to host the very first in-person meeting of YAG, taking place in Birmingham, where 12 interns met to discuss how we can educate employers to become more inclusive.



Jason Cherry, a former The Calico Group and **DFN Project SEARCH** intern, who is now working at Advocacy Focus, participated in the YAG meeting:

"I'm proud to represent young people with disabilities and I want employers to see how great we are. The Youth Advisory Group meeting was brilliant, it was a wonderful day and it was great to meet fellow interns from across the UK."

For his involvement with the YAG, Jason has gone on to win the **DFN Project SEARCH** Young Advocate of the Year Award.

WHAT'S NEW
THE ALUMNI NETWORK

This year, we also launched an Alumni Membership for all graduates of **DFN Project SEARCH.** This network enables us to engage Alumni through the introduction of new activities, designed to complement the follow-on support that are already experiencing as part of their pathway from the supported internship site. We value experts with lived experience of the programme. The Alumni network brings us a big step closer to creating a community of support for **DFN Project SEARCH** and for all young people.

WHAT'S NEXT
PARENT & CARER CHAMPIONS

At **DFN Project SEARCH**, we value the parents and carers of the young people we work with as partners and champions. We try to empower parents from our communities to become champions for the programme, ensuring they have the information and support that they need to look positively towards the future for themselves and their whole families. We want to see parent champions who lead from the front, telling other families that supported internships are a viable option for all young people.

By working in partnership with parents, we can ensure they understand what a supportive internship is and the objectives of supported internships. Through our latest initiatives, parents will have all the information regarding training, long-term support and finances. This will help them make informed choices and support their young person into adulthood.

Youth Advisory Group, The Alumni Network, Parent & Carer Champions

WE ARE LAUNCHING OUR NEW PARENT CHAMPION TRAINING

We are building Parent Champion Training for people wanting a good understanding of what Supported Internship is and how young people can evaluate if it is a suitable option for them. Parent Champions that we train will be encouraged to connect with Parent Carer Forums local to them, with their Local Authorities and to find out about opportunities and provisions in their region, so they can advise other families in their networks.

Introducing Jason

Jason Cherry has secured his first paid employment with Advocacy Focus as an Administrator. Jason believes his career has taken off because of his participation in a **DFN Project SEARCH** programme which he started in 2022.

Before DFN Project SEARCH
Jason attended Burnley College; he finds communication really difficult. Not everyone understands what it is like being deaf, and there is a lack of Deaf Awareness. English is Jason's second language, and the challenges around British Sign Language compared to the English structure have been complicated. Jason felt that employment was going to be difficult to achieve but was determined.

Jason was aware of **DFN Project SEARCH** as his college delivered it. He was keen to work for Calico and work in the different rotations they had to offer. He didn't want to be unemployed and had achieved everything he wanted in college. He was ready to develop his work skills and most importantly, to find paid employment.

During DFN Project SEARCH
Jason's **DFN Project SEARCH** journey was with Calico. As part of the programme, Jason was involved in two different rotations. The first rotation was with the neighbourhood team. This team is really important and it is resident facing and focused on community. Jason had to overcome a challenge and work within a large team. Although communication was difficult, especially when lots of people talk at the same time, he found the whole experience positive.

During his second rotation, Jason joined Advocacy Focus. Advocacy Focus exists proudly and purely to make a positive difference to the lives of the community who would benefit from having a "voice" that they may otherwise struggle to get heard. Jason is grateful for the opportunity with **DFN Project SEARCH** and would recommend it to others. He says,

"It is important for people with disabilities to overcome discrimination in the workplace."

"I never thought or imagined the day would come where Jason was travelling independently & employed. He is much more positive about his future, I never thought this would all be possible."

Jason's Mum

10+ year old programmes

When we are aiming to improve the lives of young people, our work must be successful year on year. In 2023, 15 **DFN Project SEARCH** programmes celebrated their first decade in operation and each year we are proud to add more programmes to that 10+ programme list.

Why is project sustainability and longevity so important?

1. Sustainable programmes ensure that the benefits extend over a long period, which means that the positive changes made in people's lives are maintained.

2. Sustainable programmes attract more involvement from the community – when people feel invested in a programme, they are more likely to support it and build it into future plans for their young people.

3. Sustainability includes the capacity to adapt to changing conditions and needs. A programme designed with sustainability in mind will be able to evolve over time, remaining relevant and effective in improving people's lives.

4. By focusing on sustainability, programmes are more likely to attract continuous investment and offer good value for money for local authorities, educators, and the government.

Incorporating sustainability into **DFN Project SEARCH** programme design is critical to our success in improving lives. We want to ensure that enduring resources are used effectively and, with many of our programmes celebrating 10 years or more, we can evidence that **DFN Project SEARCH** is an organisation that people can rely on.

Mary Sweeney at Universal Hospital Wishaw, which celebrated 12 years in 2022

Mary is the first ever **DFN Project SEARCH** graduate to secure a permanent position as a Clinical Support Worker with NHS Lanarkshire, in November 2019.

During her internship, Mary wanted to be involved in caring for people and did her rotation at the Discharge Lounge of University Hospital Wishaw. Mary excelled in this role and decided that with support she could apply for the Clinical Support Worker Staff Bank course and have a chance to care for patients on the hospital words as her permanent job. Upon completing the course, Mary was thrilled to be accepted to the NHS Lanarkshire Staff Bank, where she is now working, picking up shifts averaging 35 hours a week.

Mary finds the support she needs to land her dream job at University Hospital Wishaw

Fiona Dawson, Senior Charge Nurse who works with Mary, said: "Mary is excellent with all the patients and relatives, always showing care and compassion. She is a hard-working, valued member of our team and goes above and beyond in her job, even staying late to make patients feel good."

Mary said:

"Without the DFN Project SEARCH course, and the help from all the tutors and staff that I worked alongside, landing this job would never have been possible. I am thankful to every one of them."

Quality assurance

QUALITY ASSURANCE TEAM

The Quality Assurance Team is a new branch of the Operations Team of **DFN Project SEARCH**. It enables us to adapt to evolving challenges and maximise our impact in achieving meaningful employment for our graduates.

Quality assurance is key to maintaining fidelity to the model, ensuring our programmes achieve high outcomes and are sustainable. Through systematic monitoring and improvement, the Quality Assurance Team seeks to showcase best practice and support innovation and adaptability across our networks.

Our overarching objective is to increase our outcomes. We aim to achieve 80% of all our interns gaining employment. We are also aiming for 70% of all our interns to gain employment matching the **DFN Project SEARCH** criteria of non-seasonal, integrated employment of over 16 hours a week paid at a competitive wage.

So far, we have implemented the following:

- **Individualised Support** Each site is allocated a Programme Impact Coordinator (PIC) who monitors the site, provides targeted training where needed and is available to the site for specific support with any challenges.
- **A RAG Rating System** Allows the PICs (Programme Impact Coordinator) to identify sites that require the most support. Identifies sites engaging in best practice that we can utilise to support other sites.
- **Inset Days** These run 10am – 3pm online once a term to deliver relevant updates, share best practice and provide refresher training on key elements of our model to all onsite teams across the UK and Ireland.
- **Development of Targeted Trainings** Based on common themes drawn down from a SWOT analysis of sites, a range of specific trainings have been designed to be delivered to groups of or individual sites that have challenges in specific areas e.g., recruitment of interns.
- **Resource Updates** The team supported by the wider operations team review and update the portal resources for the UK sites to support model fidelity.

FEEDBACK FROM OUR INSET DAYS:

> "Thanks to everyone it was a fantastic session I learnt a lot from everyone."
>
> Oct 2023

> "Most useful training I have been on in years... Loved the speakers passion."
>
> Jan 2023

Case Study #1

JONATHAN MUNRO

DFN Project SEARCH Graduate 2023

Jonathan is a inspirational graduate in meaningful employment, transformed from a selective mute to a confident public speaker due to the support and guidance of the **DFN Project SEARCH** programme and his lecturers.

Before DFN Project SEARCH

Jonathan Munro is neurodiverse, and at an early age was diagnosed with Autism and other learning disabilities. During school he was overwhelmed with anxiety and began to reduce his verbal communications to the extent he was deemed a selective mute, only feeling comfortable enough to speak in his homesetting to his mum, Maxine.

Although he was very clever and enjoyed learning, his inability to socialise and lack of confidence led to loneliness and isolation. The pandemic and online learning also severely triggered his anxiety.

> "Since being in DFN Project SEARCH, Jonathan has found his voice and is using it a lot!"

In 2022 Jonathan, supported by his mum, applied for the **DFN Project SEARCH** programme. The programme was a collaboration between D&A College, NHS Tayside, and Dundee Health & Social Care Partnership.

During DFN Project SEARCH

For the first time in 22 years, in an education context, Jonathan spoke at the interview day. From this point on, he continued to speak and develop his verbal communication with the continued support and encouragement from his lecturer and job coach. His mental health has hugely benefited from the engagement and structure, and he has gained a sense of purpose and meaning in the community.

Jonathan's mum comments:

"Since being in DFN Project SEARCH, Jonathan has found his voice and is using it a lot. The transformation in Jonathan is unrecognisable. There is no doubt in my mind this supportive environment, the continued positive reinforcement, the clear guidance, and the structure that is provided within DFN Project SEARCH, by both Leanne and Nessy, has been paramount in Jon's development and allowed him to thrive."

Jonathan's confidence has grown so much, and he has continued to develop his verbal communication. At the **DFN Project SEARCH** Graduation in May, he volunteered to speak in front of over 100 people and did it confidently.

After DFN Project SEARCH

Since graduating, Jonathan has progressed into meaningful employment Jonathan is an inspirational role model to all, particularly those who are neurodiverse, and he attributes his development and growth to the support he has had through the **DFN Project SEARCH** programme, his lecturer and job coach.

Leanne Macdonald, Lecturer in Supported Education at D&A College comments: ***"We are all so incredibly proud of Jonathan, his development is life changing. The Nurse Bank staff are very supportive of him, believing in him and always seeing his potential."***

Jonathan has since gone on to win multiple awards, including the NHS Gold Star Award for his growth and achievements.

NHS Tayside STAR Awards

Case Study #2

TOSEEF AHMED

DFN Project SEARCH
Graduate
2021

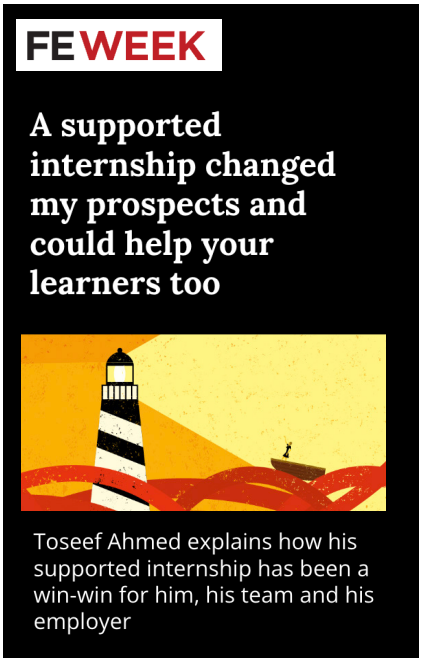
Toseef is an Engagement Support Worker at Calderdale & Huddersfield NHS Foundation Trust and a former **DFN Project SEARCH** supported intern.

He has written an article for FE Week magazine describing his experienceas a supported intern at the Trust and his journey to permanent employment.

> "A supported internship changed my prospects and could help your learners too."

His Story, His Words
Before his internship, Toseef studied in Carlderdale College. You can read Toseef's story in his own words in this FE Week article by clicking here.

> "It turns out that not only could I work on the ward, but because I am compassionate and pay attention to needs, I could really help patients – sometimes better than any of the permanent staff on the ward. For listening to and helping patients and developing tools like translation sheets to improve our work, I was given a Calderdale and Huddersfield Foundation Trust star award. It's a moment I am really proud of."



Toseef Ahmed explains how his supported internship has been a win-win for him, his team and his employer

Case Study #3

SOHAIL AMJED

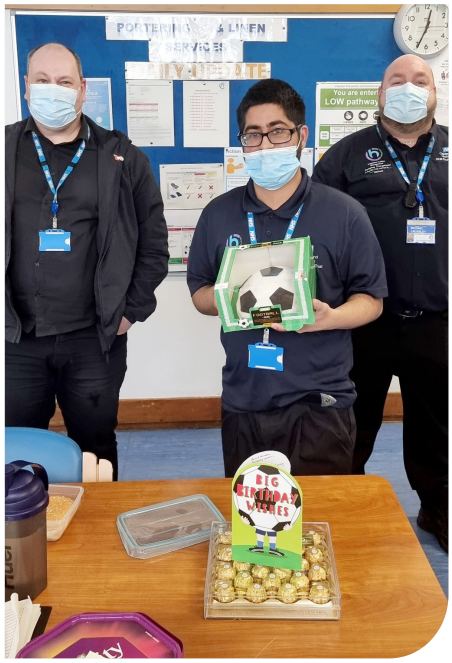
DFN Project SEARCH Graduate 2022

Sohail joined us in September 2021 and made a massive impact from the start, he was loved by the staff everywhere he went.

He was not sure what he wanted to do when he started, but he went off to join Calderdale & Huddersfield Solution to try Portering for his first placement. Sohail loved it and the team loved having him around. His confidence grew and grew, and his personality shone through. In fact, while job coaching him over there it didn't take him long to say "Please leave me alone now, you are cramping my style!"

Sohail then went on to work in Ingleton Falls for ISS, where again his personality shone through, and he was described as hard work but a great laugh. It was during this placement that he realised he would like to find paid employment as a kitchen assistant and so started applying for these roles.

In July 2022, the interns went on a trip with Halifax Opportunities Trust, looking behind the scenes at many local businesses to find out what they did and what kind of jobs they had. This trip included a trip to the Piece Hall in Halifax, where they bumped into a man who was just about to open a brand-new restaurant, The Astronomer. Sohail wasted no time at all and went off to talk to the owner, telling him he had applied for a job there as a kitchen assistant but had not heard, and went on to tell the man all about his work placements on **DFN Project SEARCH**, how hard-working he was and what an asset he would be to the company. The man agreed and invited Sohail for a work trial, after half a day Sohail was offered a full-time paid role. He is now working about 40 hours per week as a kitchen assistant and absolutely loves it!



The Portering team at HRI got him a card, present and cake for his birthday!

Thank you to our supporters

We are pleased to report another successful year of fundraising with total fundraised income at over £1.3 million during the reporting year. We are extremely grateful to all our supporters for funding our work - helping us to expand the number and impact of our programmes and giving more young people with a learning disability and/or autism spectrum condition the opportunity to live more independent, happier and healthier lives.

Trusts and foundations continue to make up the majority of our fundraising income, including a new multi-year pledge from the Pears Foundation who are providing much needed funding to help support the expansion of our programmes and the number of young adults that we can reach, and also The Robertson Trust, which has enabled us to recruit a dedicated Programme Specialist to support our work in Scotland.

> **"For young people with a learning disability or autism, the transition from school to adulthood is often particularly difficult. We are delighted to support DFN Project Search and their model of supported internship opportunities alongside personalised coaching which has a proven track record of improved and sustained employment outcomes."**
>
> Sir Trevor Pears CMG, Executive Chair, Pears Foundation

> **"Through our Work Pathways theme, we aim to support work which improves employability services and rates for groups that are underrepresented in the labour market.**
>
> **Research has overwhelmingly highlighted the transformational impact of high quality, secure employment on wellbeing. By opening up more opportunities to those with Additional Special Needs in Scotland, this programme has the potential to contribute to a more inclusive employment landscape and help more young people achieve financial, social and emotional independence.**
>
> **We are delighted to support this work and look forward to learning from DFN Project Search to build our own knowledge around positive transitions from education to work."**
>
> Gillian Morton, Funding Officer, The Robertson Trust

Thank you to our supporters

Jon Robards and Carmel McKeogh at Amazon Head Office

ENSURING FINANCIAL SUSTAINABILITY

We are working towards diversifying our fundraising income streams to meet the increased growth of our programmes and ensure financial sustainability. This will include greater focus on major individual donors and corporate partnerships.

This year, we worked towards expanding our Supporters' Circle membership, which enables supporters to help transform the life chances of the young adults we support by providing valuable unrestricted funding. The **DFN Project SEARCH** supported internship model relies on successful relationships with businesses and so we are also looking to develop several transformational partnerships with some of these businesses over the course of the next year.

We would like to thank all of those who have generously supported our work this year, including:

David Forbes-Nixon Charitable Foundation

The Henry Smith Charity

Youth Futures Foundation

Garfield Weston Foundation

Paul Hamlyn Foundation

The Robertson Trust

Pears Foundation

Leo Lion Foundation

The Hummingbird Foundation

Charlotte Warner and Bruno Paulson

And our funders who wish to remain anonymous.

Acknowledgements

"We recently entered into a strategic partnership, which is growing the internship opportunities across the Sodexo network. DFN Project SEARCH are a fantastic organisation to partner with, and we look forward to what we can achieve together throughout 2024."

Richard Sharpe, Regional Facilities Lead, Sodexo.

We want to say a heartfelt thank you to all our delivery partners and networks. Without you, our work and our impact would not be possible. Here is a small sample of all the fantastic organisations we are grateful to for their support:

NDTi
National Development Team for Inclusion

Business Disability Forum

base
british association for supported employment

MOVEMENT TO WORK™

hft
Creative ideas
Fulfilling lives

Trustees' report on financial and other statutory matters

For the year ended 31 August 2023

Trustees' report on financial and other statutory matters

The Trustees of DFN Project SEARCH are pleased to present their Annual Report and Financial Statements for the year ended 31 August 2023, which have been prepared to meet the requirements for a Directors' Report and Accounts for Companies Act purposes.

The Financial Statements have been prepared in accordance with the accounting polices set out in note 1 to the accounts and comply with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity's Memorandum and Articles of Association and the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

DFN Project SEARCH was registered with the Charity Commission for England and Wales (No. 1183834) on 11 June 2019 and is a company limited by guarantee (No. 11488209); the company was incorporated on 28 July 2018. **DFN Project SEARCH** was registered with the Scottish Charity Regulator (No. SC049891) on 23 January 2020.

Charitable objectives

DFN Project SEARCH's charitable objectives are specifically restricted to the advancement of the education of young people with additional needs in vocational and employability skills so as to develop their capabilities that they may grow to full maturity as individuals and members of society. Activities in support of this include:

01 Granting licenses to partner organisations to deliver the **DFN Project SEARCH** programme in their local area

02 Providing training and support to partner organisations to deliver the **DFN Project SEARCH** programme: and

03 Conducting quality assurance and improvement of every programme to ensure that the **DFN Project SEARCH** programme is being carried out effectively.

Demonstrating public benefit

The Trustees are aware of the Charity Commission guidance on Charity and Public Benefit and confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to it. The Trustees consider that the information contained within the Trustees' Report about the Charity's aims, activities and achievements demonstrates the benefit to the public.

Financial review

Following the change of accounting reference date to align with the academic year, these Financial Statements reflect the first full year of financials to 31 August.

During 2022/23 **DFN Project SEARCH** experienced a transformative year following the start of the Internships Work partnership in September 2022, focusing on the growth of supported internships throughout England. **DFN Project SEARCH** also experienced continuing success throughout Scotland, Wales and Ireland. As a result, the operations team was expanded in late 2022 to keep up with demand for the **DFN Project SEARCH** programme and furthering the roll out of supported internships throughout the U.K.

The Trustees are also delighted to report on the success of the charity's fundraising strategy, which has enabled **DFN Project SEARCH** to expand its offering and supplement the cost of running the supported internships programme.

Income generated from fundraising activities amounted to £1,684,093 compared to £961,716 raised in the eight month financial period to 31 August 2022. Of this amount £493,124 (2022 £359,823) is in the form of restricted funds and £156,296 (2022 £76,643) in the form of donated goods and services from the Social Business Trust as set out in note 3.

Income generated from the **DFN Project SEARCH** programme (after adjusting for deferred income per note 17) was £1,542,564 (2022 £91,600) as set out in note 4.

This reflects a combination of licence fees, the Internships Work commission plus training courses.

Other sales, including the provision of services to external organisations, totalled £46,020 (2022 £23,100) as set out in note 5.

Expenditure relating to fundraising activities amounted to £170,938 (2022 £115,956) as set out in note 6.

Direct costs consist primarily of the employment costs and expenses of the Programme Specialists and Associates, together with payment of the master franchise fee and other support from the Cincinnati Children's Hospital Medical Centre (CCHMC); these costs totalled £1,123,125 (2022 £399,074) as set out in note 7.

Costs directly related to Project SEARCH for management and support costs totalled £678,926 (2022 £392,647) as set out in note 8.

The Trustees are pleased to report a net movement of funds of £1,339,482 for the year (2022 £200,906). The Trustees are mindful that a significant proportion of the 37 month Internships Work contract was received in the first 12 months, and that the expansion of the **DFN Project SEARCH** team in 2022/23 will lead to increased expenditure after 31 August 2023. With this in mind the Trustees have set up a designated fund to cover future costs as set out in note 21.

Use of resources

The Trustees consider it prudent to maintain resources at a level to enable the Charity to continue to fund its core services over a period of time in the event of a significant drop in funding. During the year the Trustees reviewed the reserves policy and considered that a period of three to six months remains a sufficient time frame (2022 three to six months) for this purpose. At the current level of operations this indicates a level of reserves in the range of £583,500 to £1,167,000; at the year-end unrestricted reserves total £1,847,032, of which a designated fund makes up £850,000. Remaining general unrestricted funds amounts to £997,032.

In light of the Internships Work commission running until March 2025, the trustees have recognised a new designated fund of £850,000 to ensure the obligations of running the Internships Work contract will be met. Due to the structure of the contract, with £1.1m of the total £1.7m funding provided within the first 12 months to August 2023, adequate reserves are required to cover the remaining 25 months of the contract.

The Trustees recognise that the level of unrestricted reserves is greater than target, but given the rapid growth achieved in the current financial year and the expected growth in future years, these will serve as a firm base as the **DFN Project SEARCH** programme continues to be rolled out in a difficult economic environment.

In order to guarantee the future of **DFN Project SEARCH** the Trustees are focused on securing multi year grant funding to ensure the programme can continue to support young adults far into the future.

Risk management

The management team have developed a register of significant risks that the charity is, or potentially could be, exposed to. There is an established risk assessment process which includes practical operational mitigation procedures. Responsibility for each class of risk is reflected within the register.

The Trustees and CEO regularly review the register to address any changes in the likelihood and impact of each risk and risk mitigation measures are considered. The register is updated regularly to reflect new and changing risks.

Diversity

Respecting diversity is one of DFN Project SEARCH's key values and we are committed to being an inclusive organisation where diversity is welcomed and valued. Through our programmes, DFN Project SEARCH strives to promote a culture where people treat each other with mutual respect regardless of age, disability, gender, marital or civil partnership status, pregnancy and maternity, gender reassignment, race, religion and belief or sexual orientation.

Fundraising standards information

DFN Project SEARCH's main fundraising approach is to establish a small number of larger partnerships with trusts and foundations, statutory funders, companies and high net worth individuals. We don't currently make appeals to the public. We don't contract fundraising to external third parties but do put in place commercial participator agreements and other contracts and gift agreements as and when required.

We are registered with the Fundraising Regulator and comply with its Fundraising Code of Practice. Fundraising is also carried out in line with our Ethical Fundraising Policy, which also references how we protect vulnerable people when fundraising. We have not received any fundraising complaints during this accounting period. Our fundraising complaints process is set out on our website.

Structure, governance and management

The charity is a company limited by guarantee, incorporated on 28 July 2018 and was registered with the Charity Commission for England and Wales (charity number 1183834) on 11 June 2019.

The charity was established under a Memorandum of Association which established the objects and powers of the charitable company (as amended) and is governed under its Articles of Association. The charity was registered with the Scottish Charity Regulator on 23 January 2020 (charity number SC049891).

The Board of Trustees is responsible for the overall governance of the charity and meets as a board at least three times a year. In addition, various sub-committees meet regularly to address financial and operational issues reporting to the Board.

The Trustees, who are also directors for the purposes of company law, and who have served since the end of the previous year (unless indicated otherwise) are:

- David Forbes-Nixon OBE (Chair)
- Nicola Brentnall (resigned 13 September 2022)
- Elaine Colquhoun (resigned 20 October 2022)
- Mark Hudson (Vice Chair)
- Steve Mills (appointed 24 November 2022)
- Lelabari Kogbara
- Janet Riehle
- Susan Rutowski
- Tina Scott (appointed 20 October 2022)
- Anthony Hyde (appointed 15 November 2023)
- Emily Sun

The number of Trustees shall not be less than two. None of the Trustees receive remuneration or other benefit from their work for the charity other than fees paid one Trustee for work undertaken as an Associate as set out in note 23 (2022 – one Trustee). Expenses incurred by the Trustees in the performance of their duties are reimbursed. None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Trustee selection and induction

The Trustees review regularly the composition of the Board and its various sub-committees. When a vacancy arises, the Trustees look at the blend of experience and skills of Trustees to ensure that these meet the needs of the charity and instigate a recruitment process if required. This will involve advertising both locally and nationally as well as more informal approaches to individuals who have the relevant skills and experience.

All new Trustees are invited to attend induction training with the Chair and CEO. New Trustees are briefed on their legal obligations under charity and company law, on their role and responsibilities as Trustees, the Charity Commission guidance on public benefit, the content of the governing document, the decision making process, the business plans and recent financial performance of the charity.

Statement of Trustees' responsibilities and corporate governance

The Trustees, who are also the directors of **DFN Project SEARCH** for the purposes of company law, are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of those resources, including the income and expenditure, of the charity for that period.

In preparing these statements, the Trustees are required to:

01 Select suitable accounting policies and then apply them consistently

02 Observe the methods and principles in the Charities SORP

03 Make judgements and accounting estimates that are reasonable and prudent

04 State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements

05 Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment Act (Scotland) Act 2005 and the Charities Account (Scotland) Regulations 2008 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

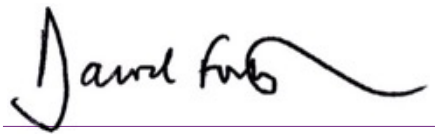
Auditor

Dixon Wilson Audit Services LLP were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a General Meeting.

Discloser of Information to Auditor

The Trustees who were in office on the date of the approval of these financial statements, having made reasonable enquiry, have collectively confirmed that, as far as they are aware, there is no relevant audit information undisclosed to the company's auditor and that they have taken the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

This report was approved by the Board of Trustees and signed on its behalf by:



David Forbes-Nixon OBE (Chair)

Dated: 8th May 2024

Mark Hudson (Vice Chair)

Dated: 8th May 2024

Independent Auditor's report to the members of DFN Project SEARCH

Opinion

We have audited the financial statements of DFN Project Search (the 'charitable company') for the year ended 31 August 2023, which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- meet the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material

inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report;
- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 28 and 29, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Charities Act 2011, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third parties.

As in all our audits, we also addressed the risk management override internal controls, including testing journals and evaluating whether there was any evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

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

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Dated: 15th May 2024

Dixon Wilson Audit Services LLP - Statutory Auditor

22 Chancery Lane
London
EC2A 1LS

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Financial statements for the year ended 31 August 2023

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 August 2023

Current financial period	Notes	Unrestricted funds 2023 £	Unrestricted operations funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Income and endowments from:						
Donations	3	1,190,969	-	493,124	1,684,093	961,716
Charitable activities	4	1,542,564	-	-	1,542,564	91,600
Other income	5	46,020	-	-	46,020	23,100
Total income		2,779,553	-	493,124	3,272,677	1,076,416
Expenditure on:						
Raising funds	6	169,972	-	966	170,938	115,956
Charitable activities	7	1,314,237	-	448,928	1,763,165	757,761
Total expenditure		1,484,209	-	449,894	1,934,103	873,717
Net income		1,295,344	-	43,230	1,338,574	202,699
Transfers between funds		(850,000)	850,000	-	-	-
Other recognised gains and losses:						
Other gains/ (losses)	13	908	-	-	908	(1,793)
Net movement in funds		446,252	850,000	43,230	1,339,482	200,906
Reconciliation of funds:						
Fund balances at 1 September 2022		550,780	-	176,855	727,635	526,729
Fund balances at 31 August 2023		997,032	850,000	220,085	2,067,117	727,635

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES (continued) INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 August 2023

Prior financial period	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income and endowments from:				
Donations	3	601,893	359,823	961,716
Charitable activities	4	91,600	-	91,600
Other income	5	23,100	-	23,100
Total income		716,593	359,823	1,076,416
Expenditure on:				
Raising funds	6	115,390	566	115,956
Charitable activities	7	561,379	196,382	757,761
Total expenditure		676,769	196,948	873,717
Net income		39,824	162,875	202,699
Other recognised gains and losses:				
Other losses	13	(1,793)	-	(1,793)
Net movement in funds		38,031	162,875	200,906
Reconciliation of funds:				
Fund balances at 1 January 2022		512,749	13,980	526,729
Fund balances at 31 August 2022		550,780	176,855	727,635

BALANCE SHEET

As at 31 August 2023

	Notes	2023		2022	
		£	£	£	£
Current assets					
Debtors	14	1,083,959		438,664	
Cash at bank and in hand		1,268,352		771,045	
		2,352,311		1,209,709	
Creditors: amounts falling due within one year	16	273,194		296,074	
Net current assets			2,079,117		913,635
Creditors: amounts falling due after more than one year	17		(12,000)		(186,000)
Net assets			2,067,117		727,635
The funds of the charity					
Restricted income funds	20		220,085		176,855
Unrestricted funds - general			997,032		550,780
Unrestricted funds - operations fund			850,000		-
			2,067,117		727,635

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

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

The financial statements were approved by the trustees on 8th May 2024.

D Forbes-Nixon OBE (Chair)
Trustee

M B B Hudson (Vice Chair)
Trustee

Company registration number 11488209 (England and Wales)

STATEMENT OF CASH FLOWS

For the year ended 31 August 2023

	Notes	2023	2022
		£	£
Cash flows from operating activities			
Cash generated from operations	24	497,307	540,050
Net cash used in investing activities		-	-
Net cash used in financing activities		-	-
Net increase in cash and cash equivalents		497,307	540,050
Cash and cash equivalents at beginning of year		771,045	230,995
Cash and cash equivalents at end of year		1,268,352	771,045

1 ACCOUNTING POLICIES

Charity information
DFN Project Search is a private company limited by guarantee incorporated in England and Wales. The registered office is 8-10 Grosvenor Gardens, London, SW1W 0DH.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.1 Reporting period
Following the change of accounting reference date to 31 August in the prior period, comparative figures and related notes within this set of Financial Statements are not entirely comparable as they reflect a period of eight months compared to twelve months for the year to 31 August 2023.

1.2 Accounting convention
The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in pounds sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.3 Going concern
The Trustees consider that at the end of the period the charity has sufficient resources to undertake planned projects in the next 3-5 years. The Trustees do acknowledge the ongoing uncertainty faced by many charities and businesses as a result of recent events and the impact this will cause to funding and overheads.

The Trustees are therefore appreciative of the David Forbes-Nixon Charitable Foundation which has indicated its willingness to support the operations of DFN Project SEARCH (subject to conditions) if required in the future.

Accordingly at the time of approving the financial statements, the trustees have a reasonable expectation that the Charity will have adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.4 Charitable funds
Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors 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.

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

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

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

1 ACCOUNTING POLICIES (CONTINUED)

1.5 Income (continued)
Assets given for use by the charity are recognised when receivable at the fair value of the assets received. Donated services are recognised when the charity has received the service and is measured as the amount the charity would pay on the open market for an alternative service that would provide an equivalent benefit.

Where the charity has entered into a contract for the supply of services over a period exceeding one year, income is recognised within the accounts based on the most reliable estimate of the right to receive payment for the work performed:

Project SEARCH licence fees - on a time-apportioned basis associated with the expected delivery of that service over the life of the contract.

'Internships Work' contract - based on the proportion of costs incurred for work performed to date compared with the total estimated costs to completion.

1.6 Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its charitable activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are associated with meeting the constitutional and statutory arrangements of the Charity, including external audit and the cost of preparing statutory accounts, the cost of Trustees' meetings and other costs involved with the Charity's strategic management.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Wherever possible, costs relating to a particular activity are allocated directly; others are apportioned on the basis of the ratio of resources expended in respect of each charitable activity.

Irrecoverable VAT is included with the items of expenditure to which it relates.

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

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

IT equipment	2 year straight line method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments
The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

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

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

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction,

where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.10 Employee benefits
Where material the cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

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

1.11 Retirement benefits
The Charity operates a defined contribution pension scheme for employees whereby the assets of the scheme are held separately within an independently administered fund.

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

1.12 Foreign exchange
Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation are included in net income/(expenditure) for the period.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

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

Critical judgements
The Board do not feel that any critical judgements of a material nature have been made in the process of applying the Charity's accounting policies, other than those including estimation, that have had a significant effect on the amounts reported in the financial statements.

Key sources of estimation uncertainty

Deferred income
As set out in note 1.5 above, in respect of the Project SEARCH licence fees, where the Charity has entered into contracts for the supply of services over a period exceeding one year, income is recognised within the accounts on a time apportioned basis associated with the expected delivery of that service over the life of the contract.

In applying this policy the Board acknowledge that the recognition of income under each Project SEARCH Licence agreement is dependent on the completion of each stage under the contract.

To the extent that timing of the delivery of each stage of the contract is not known with certainty the Board have applied estimates based on the expected timing of the delivery of the service.

Details of income deferred to subsequent periods in accordance with the above are set out in note 19.

Donated services
The value of donated services is an estimate of the market value of the services based on similar projects. As set out in note 3, the value of donated services received by the Charity in the year was £156,296 (2022 £76,643).

3 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	1,034,673	493,124	1,527,797	525,250	359,823	885,073
Donated goods and services	156,296	-	156,296	76,643	-	76,643
	1,190,969	493,124	1,684,093	601,893	359,823	961,716

Donations and gifts includes forward pledges from funders for amounts receivable in future years of £250,000 (2022 £nil) as required by Charity SORP.

4 INCOME FROM CHARITABLE ACTIVITIES

	2023 £	2022 £
Charitable activities		
'Internships Work' commission	1,136,852	-
Project SEARCH licence fees	350,833	91,600
Training courses and other programme-related work	54,879	-
	1,542,564	91,600

During the year DFN Project SEARCH provided services to the Department for Education through the 'Internships Work' commission in partnership with NDTi and BASE. The contract, worth £1.7m to DFN Project SEARCH, covers the period from September 2022 to March 2025. Income has been recognised under the recognition principles set out in note 1.5.

5 OTHER INCOME

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Services provided to the DFN Foundation	16,313	10,131
Other sales	2,381	5,680
Reimbursement of support worker costs from Access to Work	27,326	7,289
	46,020	23,100

6 EXPENDITURE ON RAISING FUNDS

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £
Fundraising and publicity						
Governance costs	4,329	-	4,329	4,914	-	4,914
Staging fundraising events	3,772	-	3,772	10,523	-	10,523
Other fundraising costs	12,381	966	13,347	6,452	566	7,018
Staff costs	114,933	-	114,933	64,455	-	64,455
Support costs	34,557	-	34,557	29,046	-	29,046
	169,972	966	170,938	115,390	566	115,956

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Charitable activities 2023 £	Charitable activities 2022 £
Direct costs		
Staff costs	745,720	230,424
Other direct costs	170,833	80,414
Bad debts	20,064	5,000
UK conference costs	40,772	3,466
Overseas conference costs	12,592	15,342
Franchise fee and support costs	87,099	49,544
Support worker	46,045	14,884
	1,123,125	399,074
Share of support and governance costs (see note 8)		
Support	603,224	334,770
Governance	36,816	23,917
	1,763,165	757,761
Analysis by fund		
Unrestricted funds - general	1,314,237	561,379
Restricted funds	448,928	196,382
	1,763,165	757,761

8 SUPPORT COSTS ALLOCATED TO ACTIVITIES

	Basis of allocation	Fundraising 2023 £	Charitable activities 2023 £	Total 2023 £	Total 2022 £
Staff costs	Direct allocation	-	115,284	115,284	66,375
Management costs	Direct allocation	-	133,282	133,282	80,699
Website costs and hosting	Resources expended	157	1,336	1,493	12,499
Staff travel and accommodation	Direct allocation	-	5,394	5,394	4,266
IT and communication costs	Direct allocation	-	49,303	49,303	9,508
Training and recruitment costs	Direct allocation	-	4,558	4,558	6,261
Strategy and consulting	Resources expended	20,233	172,082	192,315	75,043
Public relations	Resources expended	8,945	76,082	85,027	95,524
Safeguarding and GDPR	Direct allocation	-	1,483	1,483	168
Administration costs	Resources expended	5,222	44,420	49,642	13,473
Governance		4,329	36,816	41,145	28,831
		38,886	640,040	678,926	392,647

GOVERNANCE COSTS COMPRISE:

	2023 £	2022 £
Audit fees	15,886	8,400
Accountancy	16,037	19,651
Legal and professional	3,937	304
Board meeting expenditure	5,285	476
	41,145	28,831

Strategy and consulting includes £156,296 (2022 £75,043) of donated services from the Social Business Trust (note 3).

9 AUDITOR'S REMUNERATION

Fees payable to the charity's auditor and associates:

	2023 £	2022 £
For audit services		
Audit of the financial statements	16,800	8,000

10 TRUSTEES

None of the trustees received any remuneration from the charity during the year (2022 £nil).

Three Trustees were reimbursed expenditure, or had expenses paid by the charity on their behalf, in the year totalling £486 for hospitality, travel and other expenses. (2022 £nil: no trustees).

11 MANAGEMENT COSTS OF THE CEO

As in the previous reporting period DFN Project SEARCH continued to employ the services of the CEO in a dual role with the DFN Foundation. The roles were combined in 2020 to serve the education and employability objectives set out by DFN Project SEARCH, in conjunction with the DFN MoveForward programme (operated within the DFN Foundation).

All employment costs of the CEO were met by the DFN Foundation and the proportion of the employment costs relating to DFN Project SEARCH are recharged.

The total costs recharged from the DFN Foundation during the period amounted to £131,652 (2022 £78,058), plus irrecoverable VAT relating to the recharges amounting to £1,630 (2022 £2,640). The total costs incurred from the CEO recharge are therefore £133,282 (2022 £80,699).

These costs are disclosed within note 8. Costs of £65,826 (2022 £36,890) are expended by the restricted funds disclosed in note 20.

12 EMPLOYEES

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

	2023 Number	2022 Number
Productive	18	7
Management	2	4
Fundraising	2	-
Total	22	11

Employment costs	2023 £	2022 £
Wages and salaries	844,704	315,432
Social security costs	82,480	31,055
Other pension costs	48,753	14,767
	975,937	361,254

12 EMPLOYEES (CONTINUED)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
£70,000 - £79,999	1	-

For the comparative eight month period to 31 August 2022 the Board opted to report employees remuneration of £60,000 per annum at the eight month equivalent of £40,000 for that reporting period.

In the year to 31 August 2023, one employee received renumeration between £70,000 - £79,999 (2022 £40,000 - £46,666: one employee). Renumeration for this purpose includes gross salary and employer national insurance contributions. Contributions totalling £2,642 (2022 £1,761) were made to defined contribution schemes on behalf of employees whose emoluments exceed £60,000 (£40,000 for the period to 31 August 2022).

During the year the cost of a Finance Director was shared with David Forbes-Nixon Charitable Foundation. The DFN Foundation was invoiced for a proportion of the employment costs incurred as set out in note 5.

The employment costs recharged to the DFN Foundation for the Finance Director's services during the period totalled £16,313 (2022 £10,131).

13 OTHER GAINS OR LOSSES

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Gains/(losses) upon:		
Foreign exchange	908	(1,793)

14 DEBTORS

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	112,268	51,223
Other debtors	943,869	367,720
Prepayments and accrued income	27,822	19,721
	1,083,959	438,664

Other debtors of £943,869 (2022 £367,720) includes an outstanding donation of £500,000 which was pledged and approved before the year end.

15 CONTINGENT ASSET

During the period to 31 August 2022, DFN Project SEARCH received a pledge of £1.5m over three years from a donor who wishes to remain anonymous. The first instalment of £500,000 was received during the period to 31 August 2022. The second instalment of £500,000 was approved during the year to 31 August 2023 and paid post-year end, and is recognised within note 3 of the Financial Statements. The outstanding balance of the pledge amounts to £500,000 (2022 £1,000,000) at the year end.

Payment of the balance is subject to the terms and conditions of the gift agreement. The donor has the right to withhold any unpaid amount and, on this basis, the unapproved balance is not recognised within the Financial Statements for the year ended 31 August 2023.

16 CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	Notes	2023 £	2022 £
Other taxation and social security		41,492	14,884
Deferred income	19	96,000	175,000
Payments received on account		20,814	-
Trade creditors		23,076	28,234
Accruals and deferred income		91,812	77,956
		273,194	296,074

17 CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Notes	2023 £	2022 £
Deferred income	19	12,000	186,000

18 RETIREMENT BENEFIT SCHEMES

Defined contribution schemes
The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The company contributes a specified percentage of payroll costs to the retirement pension scheme to fund the benefits. The only obligation of the company with respect to the scheme is to make the specified contributions.

The charge to the statement of financial activities in respect of defined contribution schemes is £48,753 (2022 £14,767).

19 DEFERRED INCOME

	2023 £	2022 £
Arising from services provided	108,000	361,000

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	96,000	175,000
Non-current liabilities	12,000	186,000
	108,000	361,000
Movements in the year:		
Deferred income at 1 September 2022	361,000	368,600
Released from previous periods	(263,000)	(37,600)
Resources deferred in the year	10,000	30,000
Deferred income at 31 August 2023	108,000	361,000

Licence Fees
Working within the framework of the Franchise Agreement a one off fee is charged for the creation of a Project SEARCH Site to contribute to the costs of establishing the partnership and the support network vital to each unique project. Once established ongoing services, support and training is made available for which an annual fee is charged.

In setting up each site, and in working with the site partners, each Programme Specialist undertakes a series of tasks commencing in the preparation year prior to operation and concluding with a mandatory Continuous Improvement Review and follow up consultation in the year after the first year of operation; overall a three year cycle.

In keeping with the guidance in the SORP part of any fees received for the set up of each site is deferred to subsequent periods on the basis of the proportion of the work to deliver the programme over a three year cycle.

20 RESTRICTED FUNDS

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2022 £	Incoming resources £	Resources expended £	At 31 August 2023 £
Charity Running Costs	89,357	250,124	(263,816)	75,665
West Midlands Development	68,945	100,000	(80,882)	88,063
Youth Advisory Group	18,553	33,000	(44,926)	6,627
Strategic Growth in Scotland	-	50,000	(34,846)	15,154
North and North West England	-	60,000	(25,424)	34,576
	176,855	493,124	(449,894)	220,085

Previous period:	At 1 January 2022 £	Incoming resources £	Resources expended £	At 31 August 2022 £
Charity Running Costs	13,980	239,823	(164,446)	89,358
West Midlands Development	-	90,000	(21,055)	68,945
Youth Advisory Group	-	30,000	(11,447)	18,553
	13,980	359,823	(196,948)	176,855

Charity running costs
The restricted fund consists of grants from The Henry Smith Charitable Foundation and the Youth Futures Foundation towards the charity's running costs.

The Trustees express their continued appreciation to The Henry Smith Charitable Foundation for the grant of £629,000 pledged in 2021 for a period of four years, subject to performance related conditions. The instalments of the grant are recognised once the performance related conditions for each payment have been met.

The Trustees continue to be grateful to the Youth Futures Foundation for their pledge of £194,250 in 2021, since uplifted to £202,882. At the year end instalments had been received totalling £175,947. Each instalment of the grant is recognised once the performance related condition has been met.

West Midlands Development
The Trustees are thankful to the Garfield Weston Foundation for their commitment of £290,000 over three years. The grant is aimed at development within the West Midlands region of the UK and instalments of the grant are recognised when performance related conditions have been met.

At the year end £80,882 had been incurred in respect of the above fund.

Youth Advisory Group
The Paul Hamlyn Foundation generously pledged £90,000 over three years in 2022, since uplifted to £96,000, to support the Youth Advisory Group, subject to performance related conditions. Each instalment of the grant is recognised when specific performance related conditions have been met. At the year end £44,926 has been expended for the Youth Advisory Group.

Strategic Growth in Scotland
The Trustees are thankful to The Robertson Trust for their pledge of £250,000 over five years to support strategic growth in Scotland. Each instalment of the grant is recognised once specific performance related conditions have been met.

At the year end expenditure of £34,846 had been incurred in respect of the above fund. DFN Project SEARCH employed a Scotland-specific Programme Specialist in April 2023.

North and North West England
DFN Project SEARCH are grateful to receive a restricted grant of £60,000 to support the expansion of the programme in Northern England. During the year £25,424 was expended in respect of this fund.

21 DESIGNATED FUNDS

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes. The trustees have set up a designated fund named 'Operations fund' as set out below:

		Movement in funds				
	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	Balance at 31 August 2023 £
Operations fund	-	-	-	850,000	-	850,000
General unrestricted funds	550,780	2,779,553	(1,484,209)	(850,000)	908	997,032
	550,780	2,779,553	(1,484,209)	-	908	1,847,032

The operations fund represents the amount designated by the trustees to support the costs of the expanded operations team following the investment in additional staff members to support existing site growth and delivery of the Internships Work programme. Further details on the Internships Work programme are included on pages 10 and 11 of this report.

In the year to 31 August 2023 DFN Project SEARCH received £1.1m of the total £1.7m of funding due under the 37-month contract with the Department for Education. This amounts to 65% of the total proceeds of the contract, despite being 40% through the time period. Expenditure over the remaining period of the Internships Work programme will exceed the amounts receivable for the same period.

The Board are therefore minded to designate a proportion of unrestricted funds to cover the cost of the operations team throughout the remainder of this contract and beyond.

22 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2023 are represented by:

	Unrestricted funds 2023 £	Designated funds operations fund 2023 £	Restricted funds 2023 £	Restricted funds 2023 £
Current assets/ (liabilities)	1,009,032	850,000	220,085	2,079,117
Long term liabilities	(12,000)	-	-	(12,000)
	997,032	850,000	220,085	2,067,117

Fund balances at 31 August 2022 are represented by:

	Unrestricted funds 2022 £	Designated funds operations fund 2022 £	Restricted funds 2022 £	Restricted funds 2022 £
Current assets/ (liabilities)	736,780	-	176,855	913,635
Long term liabilities	(186,000)	-	-	(186,000)
	550,780	-	176,855	727,635

23 RELATED PARTY TRANSACTIONS

David Forbes-Nixon Charitable Foundation

In accordance with the Charities SORP the David Forbes-Nixon Charitable Foundation (DFN Foundation) is considered a related party following the appointment of a joint CEO.

The transactions between the two organisations are:

- Charges made at cost for the services of the CEO of £131,652 (2022 £78,058) exclusive of VAT as reported in management costs within note 11.
- The DFN Foundation paid for the services of the Finance Director employed by DFN Project SEARCH for which invoices were raised for the equivalent employment cost of £16,313 (2022 £10,131). The income for these services is reported within other income in note 5.
- At the period end DFN Project SEARCH was owed £44,874 (2022 £161,470) by the DFN Foundation.

23 RELATED PARTY TRANSACTIONS (CONTINUED)

David Forbes-Nixon OBE
During the year, the Charity employed the son of trustee David Forbes-Nixon. Remuneration for the period totalled £8,599 (2022 £nil). The recruitment of the employee was conducted under the Charity's normal recruitment process, independently of David Forbes-Nixon.

Colquhoun Group Limited
During 2023 Colquhoun Group Limited (Company number: 12324299) provided services to DFN Project SEARCH totalling £2,473 (2022 £1,384), for associate fees and expenses. The transaction took place in accordance with the agreement set by DFN Project SEARCH for all associate work undertaken.

Ms E M Colquhoun OBE is a Director of Colquhoun Group Limited and was a trustee of DFN Project SEARCH during the period. Ms E M Colquhoun resigned as a trustee on 20 October 2022.

24 CASH GENERATED FROM OPERATIONS

	2023 £	2022 £
Surplus for the period	1,338,574	202,699
Adjustments for:		
Foreign exchange differences	908	(1,793)
Movements in working capital:		
Increase/ (decrease) in debtors	(645,295)	285,922
Increase in creditors	56,120	60,822
(Decrease) in deferred income	(253,000)	(7,600)
Cash generated from operations	497,307	540,050

25 ANALYSIS OF CHANGES IN NET FUNDS

The charity had no debt during the period.

Instagram
DFNProjectSearch
Annual Conference 2023
52,160 Likes
DFNProjectSearch I'm leading the #InclusionRevolution!

INCLUSIVE
RECRUITMENT

DFN PROJECT SEARCH

England & Wales - Charity number 1183834

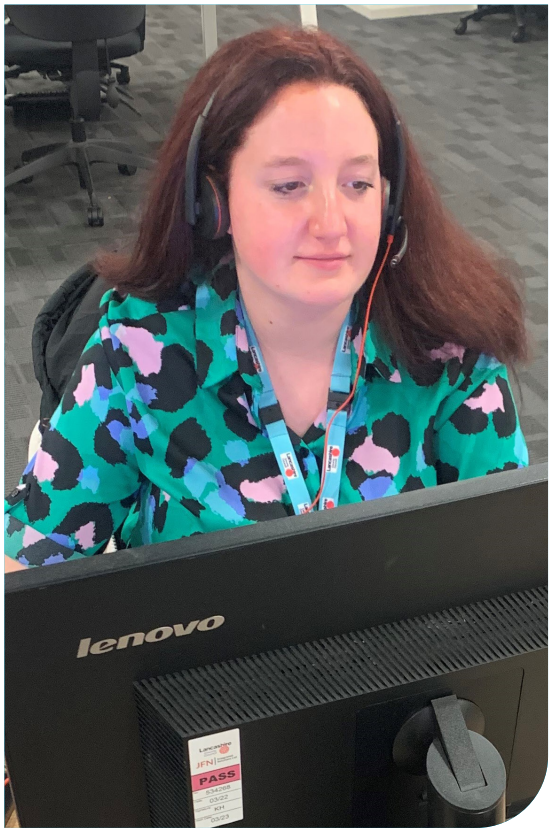
Accounts

DFN Project SEARCH
Changing Lives Together

DFN Project | SEARCH

Annual Report and Accounts 2022

Charity registration number: 1183834 (England and Wales) SC049891 (Scotland)
Company registration number: 11488209 (England and Wales)


lenovo
PASS

Carlsberg
SanMiguel
ESTRELLA
EPOS
CELEBRATE
Giant Cookie
Triple Chocolate
PATERSONS

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Legal and administrative information

Trustees	D Forbes-Nixon - Executive Chair	
	M B B Hudson	
	L A-M Kogbara	
	S Mills	(appointed 20 October 2022)
	J L Riehle	
	S Rutkowski	
	T L Scott	(appointed 24 November 2022)
	E M Sun	
Charity number (England and Wales)	1183834	
Charity number (Scotland)	SC049891	
Company number	11488209	
Registered office and principal address	10 Norwich Street London EC4A 1BD	
Auditor	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS	
Bankers	Barclays 1 Churchill Place Canary Wharf London E14 5HP	
Accountants	Humphrey & Co 7-9 The Avenue Eastbourne East Sussex BN21 3YA	
Solicitors	Macfarlanes LLP 20 Cursitor Street London EC4A 1LT	

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Foreword — a message from our Executive Chair and CEO

David Forbes-Nixon, OBE
Executive Chair

Claire Cookson
Chief Executive Officer

Following an extraordinary two years, we entered this academic year with an even greater determination to ensure all young adults with a learning disability or autism spectrum condition can access the best possible opportunities to transition from education into full time employment.

People with a learning disability are statistically far more likely to be socially isolated, live in poor housing and experience greater physical and mental health challenges than their peers. This means they will feel the ever growing economic and social challenges even more acutely than their peers.

However, our data proves that this doesn't have to be the case and that as a society we can aim higher for these young adults. Despite the disruption of Covid-19 and the cost of living crisis, we are hugely proud to have maintained an average of helping 60% of graduates into full time permanent jobs, defying the national average where just 4.8% of people with a learning disability or autism spectrum condition known to local authorities in England are in secure full time paid employment. That is an appallingly low figure and must change.

Earlier this year, the Office for National Statistics announced record figures of over one million job vacancies in the United Kingdom (UK). For us, these figures present an opportunity in a bleak economic landscape. There is a huge untapped talent pool of ambitious young adults with a learning disability or autism spectrum condition that can offer so much to employers, if we can just encourage organisations to look past the stigma or prejudice. Our mantra to businesses over the last year has been to stop wasting this talent.

We saw 2022 as an inflection point in terms of our ability to make a significant impact on the life outcomes of young adults with a learning disability or autism spectrum condition. With the largest data set in the UK and a successful evidence based model, we wanted to supercharge our work to ensure that everyone with an Education, Health and Care Plan can access high quality transition to work support and training in their local area.

We have consciously aimed to have greater influence and strategic engagement with the sector to achieve this, working closely with our peers, local authorities and education providers wherever possible. In September 2022, we were delighted to be awarded a contract from the Department for Education (DfE), as part of a consortium working in partnership with the National Development Team for Inclusion (NDTi) and the British Association of Supported Employment (BASE).

> **"There is a huge untapped talent pool of young ambitious adults with learning disabilities that can offer so much to employers if we can just encourage organisations to look past the stigma or prejudice."**
>
> **David Forbes-Nixon, OBE**
> Executive Chair, DFN Project SEARCH

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Foreword — a message from our Executive Chair and CEO

(continued)

> "I am absolutely delighted to have launched our first DFN Project SEARCH site and I look forward to building on our partnership to launch more in 2023, making DPD a leading host employer."
>
> **Steve Mills,** Director of IT at DPD

The objective is to double the number of supported internships to 4,500 per year in England by March 2025. We see this as a testament to our collaborative, results driven work.

Our role within this partnership, called **Internships Work**, is to lead on employment engagement, providing support and training to local authorities and creating over 800 Employer Champions in that timeframe. It is an honour to work alongside partners with such high levels of excellence and compassion.

The targets are demanding, but we are confident in our collective ability to reach them, while maintaining the high standards we demand of ourselves. As part of the **Internships Work** commission, we partnered with BASE to test the Supported Internships Quality Assurance Framework. We will use this framework to ensure that all young people going onto supported internship programmes have the highest quality experiences and outcomes.

We have also strengthened our commitment to listen and work directly with young people by creating the Youth Advisory Group (YAG). It has been a great privilege to work closely with 11 excellent Youth Advisors - all **DFN Project SEARCH** alumni - whose wide ranging advocacy has helped us ensure we truly reflect the voice of our beneficiaries and educate employers across the UK to develop more inclusive employment practices.

All these workstreams represent our desire to lead a movement that will take us to a tipping point where employment for young people with a learning disability or autism spectrum condition becomes normalised and mainstream. To help spread this message, we created our own communications campaign, calling on UK businesses to join our #InclusionRevolution and recognise the social and economic value of employing young adults with Special Educational Needs and Disabilities (SEND). We set ourselves the target of supporting 10,000 young adults with a learning disability or autism spectrum condition into full time paid employment by 2030 and 20,000 by 2035 and see no reason why this can't be achieved.

We look back on the last academic year as a landmark moment for **DFN Project SEARCH** where we raised our ambitions and output in equal measure, whether with employers, government, our partners, or the families we support. We are indebted to our growing team who have reacted to the previous two years of disruption with tenacity and optimism. Despite facing multiple challenges we now have over 100 partner sites across the UK and have helped 2,000 young adults into full time jobs. We currently serve around 1,000 young people every year through our programmes which will continue to grow as we increase the number of partner sites.

We are immensely proud of our achievements and remain resolutely determined to show that we can achieve much more for our beneficiaries, who too frequently face inequality and are marginalised from the world of work. This work is both important and urgent. The national statistics suggest we still have a long way to go, but we won't stop until young adults with a learning disability or autism spectrum condition are no longer shaped by their disabilities, but by their skills and experiences.

Thank you to all our committed DNF Project SEARCH partners, Trustees, patrons and funders, without whom none of this would be possible.

David Forbes-Nixon, OBE and Claire Cookson

Success story #1

Name Cameron Smith

Location East Kilbride, Scotland

Graduation 2013

Cameron Smith is currently 27 years old and owns a three bedroom house in East Kilbride, Scotland. He has a rewarding job at the Scottish Commission for People with Learning Disabilities (SCLD). As a Development Worker, he engages with people with lived experience of a learning disability and their families, partner organisations across the world and policymakers in Scottish government. Cameron believes his rewarding career at SCLD would not have been possible if he hadn't taken part in a **DFN Project SEARCH** programme when he left school in 2013.

Cameron attended a mainstream school, where he was a vocal participant in the classroom but struggled when it came to socialising outside of lessons. He remembers "hiding away at lunch" with his close friends, partly because he was shy and "didn't really know what to say to folks" and partly because he often found himself the target of bullying.

Like many young people, Cameron thought college was his only option when he left school and worried he would find himself unemployed when he completed his studies. When an application form found its way onto the desk of his career advisor, Cameron was excited to find a programme where he could learn real life skills and most importantly, find employment.

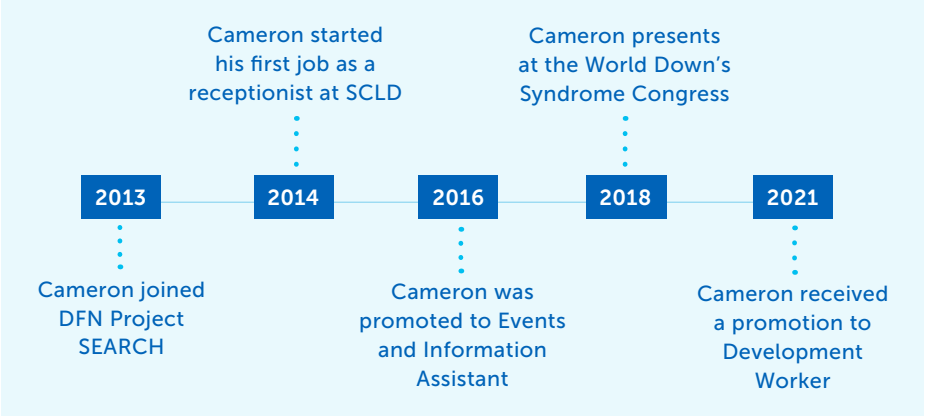
Cameron's **DFN Project SEARCH** journey began at University Hospital Hairmyres. As part of the programme, Cameron undertook a variety of rotations including patient facing roles in the Audiology Department, desk based roles in the Orthopaedic Department and spending time as a hospital porter. Commenting on the depth of experience, Cameron said "I was coming home buzzing every day."

During his second rotation at **DFN Project SEARCH**, Cameron found he had been successful in his application to a part time (16 hours per week) receptionist job at SCLD. However, his journey did not stop there. After 2½ years, he progressed into a new role as an Events and Information Assistant. This time, he would be working five days a week in his first full time job ever.

This promotion enabled Cameron to play an even more active role in the planning of events, not just attending meetings, but helping to coordinate them. He learned to write agendas and take minutes with clear action points, which was challenging at first due to his dyspraxia and dyslexia, but SCLD gave him all the time and tools he needed.

In 2021, Cameron was promoted again to the role of Development Worker. In this role, he facilitates National Networks and represents his organisation at cross party parliamentary committees, delivering presentations and learning disability awareness training at international events.

Cameron is grateful to **DFN Project SEARCH** for helping him to get his first job which led to his current role. He says, "Without my job, I wouldn't be able to have my house, go on my first holiday." He is a passionate advocate for **DFN Project SEARCH**, speaking about the programme and the impact it had on his life, whenever he gets the chance, including at the World Down's Syndrome Congress in Glasgow, 2018.



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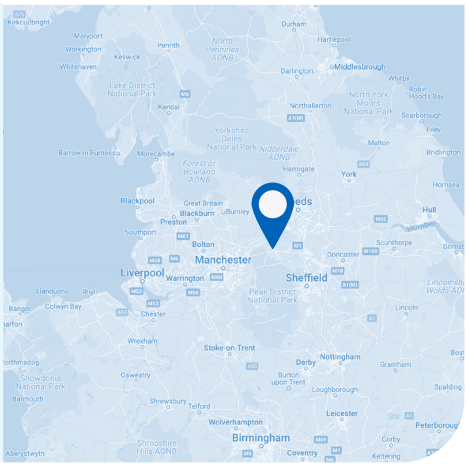
Success story #2

Name Kirklees Council

Location Huddersfield, Kirklees district in West Yorkshire

Graduation 2022



This case study was written with the support of Phil Mark, Head of Post-16, Progression and Partnerships at Kirklees Council. When we were first approached with the prospect of being a host business for **DFN Project SEARCH**, we immediately saw the value in taking part. Kirklees Council is the largest employer in the local authority, with 4,000 employees and a steady demand.

Reducing the number of unemployed people in the area and upskilling the local labour market are priorities for various service areas across the Council including Adult Services, Child Services and Economy & Skills. Phil Mark, Head of Post-16, Progression and Partnerships, said, "It's also really important that we lead from the front in terms of our place in the local employment landscape."

It is no surprise then that in the first year of the programme, 22 different managers at Kirklees Council signed up to receive interns in their department. There were roles available in data entry, events administration, business support, reception, cleaning, learning development and many others.

Becoming a host business for **DFN Project SEARCH** has had a huge impact on Kirklees Council as an employer. Working with interns has made hiring managers more aware of the diverse skills and capabilities of people with a learning disability, and/ or autism and has got them thinking about how the recruitment process can be tweaked to allow applicants to showcase their skills, job carving, in line with business needs, to be more inclusive, inviting job coaches to support in interviews, giving candidates access to interview questions in advance and guaranteeing interviews for certain jobs. The impact of these changes is evidenced by the fact that six of our seven graduates now work within Kirklees Council.

The Council has been nominated for various awards including the European Diversity Award and Social Mobility Initiative of the Year. REAL Employment, the Council's supported employment provider, has been able to transfer learning from its **DFN Project SEARCH** programme to its other programmes, which in turn has helped it to win new bids.

Heading into its second year, the Kirklees Project SEARCH team now has 41 managers interested in hosting interns in their departments. Phil Mark said, "We've actually got more rotations than there is need for rotations." With this amount of choice, the team are able to pick roles that are best suited to each intern's job development needs. Phil is looking to share best practice with local employers so they can start to offer more rotations and jobs outside of the Council. In future years, he hopes that SEND employment statistics and numbers of internships will be seen as crucial indicators of local economy strength and place Kirklees on the map as a place truly inclusive of all our people and their communities.

Kirklees COUNCIL

Government contract

In August 2022, NDTi, in partnership with **DFN Project SEARCH** and BASE received confirmation that they had been commissioned by the DfE to double the number of supported internships by March 2025. The title of the commission is **Internships Work** and it commenced in September 2022, spanning the whole of England.

Internships WORK

As a partnership, we will provide a support and training offer to local authorities to enable them to set up, develop and grow their SEND employment forums, doubling the current supported internship provision in England to 4,500 per year.

Within **Internships Work** we will also train and support over 800 Employer Champions across England, and support over 1,000 new employers offering supported internship placements by the end of the commission. To increase capabilities to deliver this, BASE will provide training to 760 job coaches across England.

> **"NDTi are delighted to be partnering with DFN Project SEARCH and BASE as part of INTERNSHIPS WORK. We believe that the skills, expertise and evidence that DFN Project SEARCH brings to the programme is exactly what we need to encourage local authorities to grow their supported internship offer so that more young people with additional needs can gain life changing paid employment."**
>
> **Julie Pointer**
> NDTi children and young people programme lead

Government contract

Department for Education

DFN Project SEARCH

NDTi National Development Team for Inclusion

base british association for supported employment

DFN Project SEARCH will lead on the 'employer engagement' element of the **Internships Work** commission. Engaging and supporting employers' activities will include:

- Training all 152 local authority SEND Employment Forums to develop, enhance and grow their supported internship offer.
- Supporting local teams to offer high quality supported internship models.
- Supporting employers to offer high quality work placements that enable growth in internships and job opportunities.
- Training 800 Business Champions.
- Supporting quality assurance through audits.
- Capturing, analysing and reporting data against intern numbers and outcomes, employers engaged and internship placement opportunities.

"BASE is incredibly proud to be a partner within the Internships Work consortium with DFN Project SEARCH and NDTi to double the number of supported internships by 2025. It is more important than ever that we come together as organisations, with shared values and a collective vision, that work is for all. Ensuring that we raise ambitions from an early age is crucial, if we want individuals to enter the labour market and watching the impact DFN Project SEARCH sites are having on young people's hope for the future is wonderful. I was incredibly proud to speak at the DFN Project SEARCH conference and to have the opportunity to connect with so many amazing organisations across the UK, who are making such a huge difference to young people, their families, employers and wider society, by championing inclusion. BASE is committed to continuing to work in partnership to join the dots and strive for a world, where young people not only get jobs, but the right ongoing support to flourish in careers and I believe collectively, we can achieve this. As a parent of a daughter with a learning disability, I can only thank each and every person who is making a difference, one Supported Internship at a time."

Laura Davis Chief Executive, BASE

Our data journey

Data 2017 — 2022

The unexpected challenges in the past few years led our interns and ourselves to push the boundaries to continue achieving incredible things. While most schemes in the UK partially or completely stopped, our interns secured key worker roles, supporting society at a critical moment. During the Covid-19 years, 397 interns secured employment, an astonishing 64% employment rate in the 2019/20 and 2020/21 academic years.

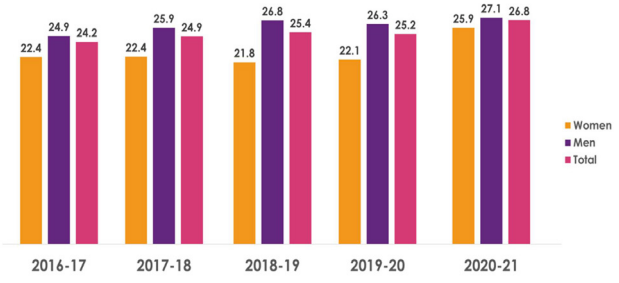
As in the previous cohorts, interns in 2020/21 earned significantly more than the minimum wage for their age group. Interns under 18 and between 18 to 20 years old received on average 80% and 58% more than the minimum wage, respectively. And that was during Covid-19!

We also saw a very significant increase in the number of hours women work since we started our gender research in the previous year. Interns work 26 hours per week on average, considerably more than the 16 hour threshold. The chart opposite shows how the weekly working hours of interns of all genders has increased in the past five years and how the gap between women and men has narrowed.

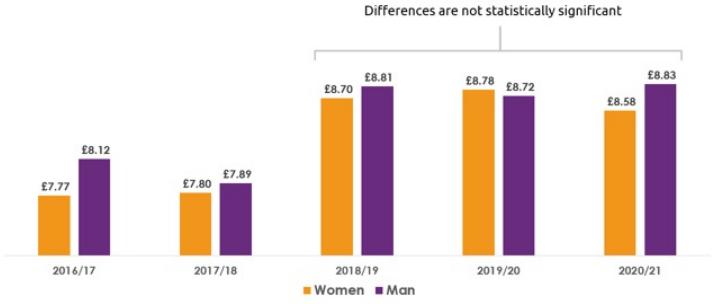
There has been a steady increase in the wages of women. Over the last three cohorts there has been no statistical difference between female and male wages.

National Minimum Wage from April 2021 and DFN Project SEARCH wages by age (2020/21)

Weekly working hours by gender



Hourly Wages of Women at DFN Project SEARCH



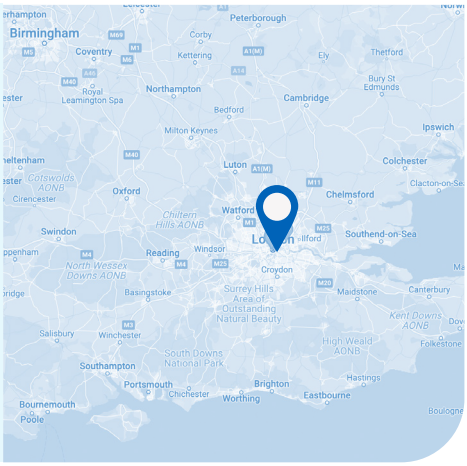
DFN Project SEARCH data is based on biological gender at birth.

Success story #3

Name Bibi

Location Leytonstone, London

Graduation 2022



'Through my first two placements working in Back of House and then in the Housekeeping Team at Whipps Cross Hospital, I learnt a lot of important skills such as organisation, communication and respect. These placements were a great experience for me and I received lots of positive feedback from the team. The Back of House Team even asked me to train another intern which really boosted my confidence.

I need to be busy, so I loved how much there was to do in these placements, such as picking up and delivering stocks around the hospital, taking patient orders, cleaning up after meals and loading the oven and dishwasher. These physical tasks really suited me – although my colleagues and job coaches often had to remind me to slow down and take a break!

When it was time to choose my third rotation, I was offered a placement in the Accident & Emergency Department (A&E). Earlier in the year, the army had been brought into Whipps Cross Hospital to support the doctors and nurses during an increase in Covid-19 cases. Whilst there, the army organised all the equipment in the trolleys in A&E. They then took photos and made charts so the equipment could all be kept in order. The team working in A&E found this so helpful but they didn't have time to maintain the new system, so they asked **DFN Project SEARCH** to provide an intern – and so the Whitefield Academy Trust **DFN Project SEARCH** Manager and my job coaches put me forward. This was the first time a **DFN Project SEARCH** intern had been placed here so I felt a huge responsibility to do a good job.

I had to look at the photos and charts and reload all the equipment in the right places. This meant I had to learn the names of the different types of stock. The department was so busy and there was always so much to do but I felt as though I was making a difference and helping the doctors and nurses who were working so hard.

The A&E Matron noticed how well the main stock cupboard was organised and said how much the staff and doctors appreciated my hard work and commitment. She said that I had made "everyone's job so much more streamlined and effective".

As a result of my placement, the A&E team realised that they needed someone to do this job on a permanent basis – I had obviously done a good job!

Whitefield Academy Trust

The role was advertised and so I decided to apply. Even though I was no longer an intern, the job coaches supported me and helped with the application form and the interview. Although lots of other people applied for the role, I was chosen, and I can't wait to start. I recently got married so things are just getting better and better!'

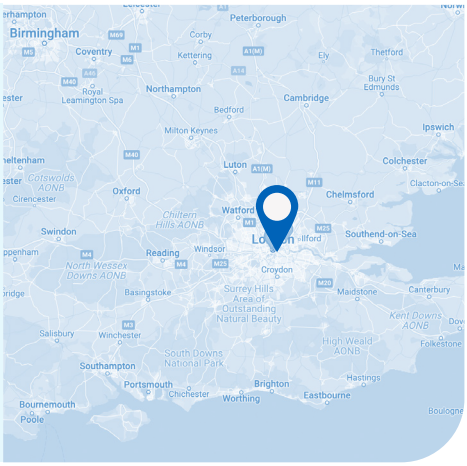
In the past five years, at least 24% of all interns were from ethnic minorities (whereas the proportion in the UK is 14%). In the most recent cohort, it went up to 28%. This not only shows how inclusive the programme is but also that our partners successfully engage hard to reach groups.

Success story #4

Name Hrithik

Location Leytonstone, London

Graduation 2022



'When I left College, I wasn't sure what to do next. I had always wanted to be a bus or train driver, but I couldn't drive and I didn't think this career was an option for me. I found **DFN Project SEARCH** at Whipps Cross Hospital and was thrilled to be accepted onto the scheme as I thought it would give me useful skills and help me work out my next steps. This was an excellent decision and the whole project was a fantastic experience.

My first placement was in the Medical Engineering Department where I learnt how to fix different medical machines on wards that were not working properly. First, I had to identify what was wrong with the equipment and where the fault was. I then had to decide if it was something we could mend ourselves in the workshop or if we needed to send the equipment back to the manufacturer.

Whilst most of the machines I worked on were low risk, I was often able to shadow and learn from the talented members of my team when they handled some of the medium and high risk machines. I'm a very visual person so if I'm shown a process, rather than given a set of written instructions, I can always remember the steps that need to be followed.

One of the tasks I am most proud of is helping to build two Central Computer and Monitoring Systems. This involved getting all the necessary parts out of the packaging, assembling the side plates and securing the last few bolts at the end. I also learnt how to assemble and test brand new medical equipment, including electrocardiogram machines, and how to decommission medical equipment that is no longer in use.

Everyone in the team was really supportive and took the time to train me. If I ever made a mistake, someone was always there to give me advice on how to fix it. At first, I was shy and nervous to ask for help but this was something I worked on and, over the course of the programme, I got better at it.

After leaving the Medical Engineering Department, I started working in Pharmacy. I was able to use my organisational skills to help with stock taking and ensure all the medications were on the allocated shelves. I enjoyed this placement so much that I decided to stay here for my third one.

Over the course of the project, I learnt to drive and I was over the moon when I passed my driving test! I still kept my dream of becoming a bus driver and on Saturday mornings, I would often visit the bus depot close to where I live and speak to the drivers. If it wasn't for **DFN Project SEARCH**, I don't think I would have had the confidence to speak to them and ask them about their job.

Towards the end of the project, I started to look for jobs using all the job search and application skills I had learnt. I applied for a Pharmacy Apprenticeship. Unfortunately, I wasn't successful but the experience of going through the application process was really useful and my job coaches were fantastic. They gave me lots of interview practice and helped me work out what information I should include in my interview answers.

After I left the project, Whitefield Academy Trust's **DFN Project SEARCH** Manager, Janet Wingate-Whyte, had a meeting with the Job Centre Plus coaches. She told them about me and my dream of being a bus driver. They suggested I applied to Stagecoach. Even though I was no longer an intern, Janet and the job coaches supported me through the application process and helped me prepare. There were quite a lot of tests but I passed them all and I am just waiting on my medical before being accepted on their training scheme.

DFN Project SEARCH has taught me to persevere and not to give up, and, without it, I don't think I would be about to start my dream job!'

Whitefield
Academy Trust

DFN Project SEARCH model

At **DFN Project SEARCH** our vision is to ensure that everyone with a learning disability or autism spectrum condition can attain high quality, integrated employment in their local area. Offering a high aiming one year transition to work programme in their final year of school or college, our approach is so much more than work experience, it is education and training at its very best!

Frontier Economics did an external assessment of the economic and social benefits of **DFN Project SEARCH.**

The research highlighted that the programme positively impacts interns, families and society. As interns spend five days a week in the programme, families have more free time, which could be used for career development, consequently increasing the families' income. The reduction in time spent in care is related with improved health and mental health of families.

Society benefits from the reduced need for Universal Credit and businesses have access to a talented workforce.

The full report can be found on our website www.dfnprojectsearch.org

The quantitative and illustrative benefits from DFN Project SEARCH

PARTICIPANT

- Improved earnings
- Employed graduates of the programme have an average earning of £7.92/h in 2016-17 to £8.83/h in 2020-21
- Programme participants earned approximately £10,100 annually in 2016-17 to £12,100 annually in 2020-21
- Improved wellbeing in self reported measures among participants
- 56% happier after the programme
- 60% feel more independent
- 69% have higher self-esteem after the programme compared to before

RECOMMENDATIONS

- Use of established wellbeing methods and a pre and post programme can help quantify the benefits on mental health

FAMILY/CARER

- Increased opportunity to join the workforce and add potential earnings
- Up to one day per week potentially freed from care work for use in other work

RECOMMENDATIONS

- Including care givers into DFN Project SEARCH surveys can shed light on their role and potential impact
- Availability of data on care work and earnings loss of carers assisting individuals with learning disabilities needed to quantify the impact on carers

ECONOMY

- Improved earnings
- Employed graduates of the programme have an average earning of £7.92/h in 2016-17 to £8.83/h in 2020-21
- Programme participants earned approximately £10,100 annually in 2016-17 to £12,100 annually in 2020-21

RECOMMENDATIONS

- Use of established wellbeing methods and a pre and post programme can help quantify the benefits on mental health

frontier economics

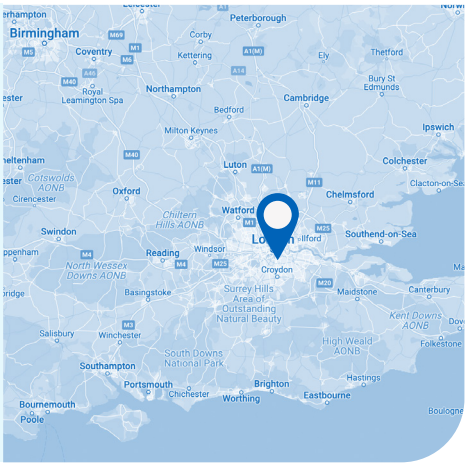
All analysis based on DFN data and Frontier calculations.
a Reductions to Universal Credit take place.

Success story #5

Name Mel Tidesley

Location London

Graduation 2022



> **"Never had I experienced this sort of support and education as a parent of a neurodiverse young person."**

Mel Tildesley
Parent to Jack

Written by Mel Tildesley, parent to DFN Project SEARCH graduate Jack.

As an older parent, I have felt desperate about my autistic son's future. I could not imagine him in paid employment or living independently. I would often wake at 4.00am with negative thoughts whirling round my head.

He was diagnosed in Year 6, but didn't thrive in mainstream education and the exam system. He left sixth form with no helpful qualifications. His many applications for internships and apprenticeships met with no success. He didn't seem readily employable and I couldn't imagine what employer would make adjustments to fit his skills and needs. It seemed that at 19 he had hit a brick wall.

Then we discovered **DFN Project SEARCH** supported internships run by Ambitious College and based in the NHS. There was specific training and preparation for work and work placements in various departments supported by a job coach. He also received lots of insightful advice on how to use and manage his autistic characteristics in different contexts. He was always shown kindness and understanding, good humour and positivity, with practical solutions which he could take on at his own pace. Never had I experienced this sort of support and education as a parent of a neurodiverse young person.

His fortunes were transformed! After graduation from the programme, he was invited to job interviews at four hospitals and was eventually offered a fulltime position with the NHS at a London hospital.

He is now one of a team of administrators. His work involves entering information on computers, locating patients' files and delivering them round the hospital to the clinics and wards where they are needed. This is a huge step, getting used to eight hour working days with just 30 minutes for lunch. But he will be supported initially by a job coach from Kaleidoscope. The programme has ensured that his NHS team members have been given insights into neurodiverse colleagues and are very friendly and understanding. His manager is able to make reasonable adjustments to help him feel fully accepted and work to his full potential.

His confidence and maturity have grown amazingly and he now has a social life! Finally, the extended family and I can see what he has achieved and that he might well be living independently within five years.

Throughout mainstream education, my son's mind had only been seen as a disability. But at the hospital he began to throw off that perception and become secure in himself and all the great things he had to offer the world and all he was entitled to enjoy. As he declared in Pride Month – "Mum I've come out. I'm autistic and I'm proud!"

Intern survey report

For the first time we asked interns to share their experiences during the programme.

41% of our 2021/22 interns across the UK and Ireland completed the survey, reporting massive improvement in all ten areas, which covered wellbeing, interpersonal and work skills.

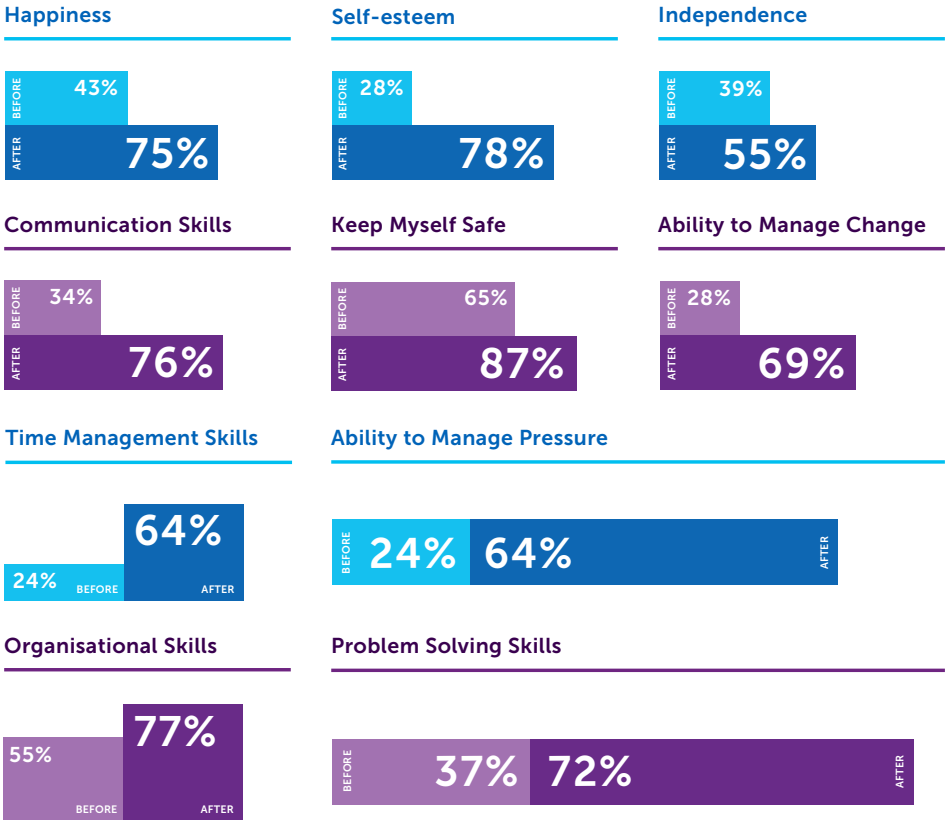
While our sole goal is full time, integrated, non-seasonal employment paid at or above the prevailing wage, input from interns helps us to improve their experience. The survey was also an opportunity to understand the indirect benefits of the programme.

All figures below show changes in High or Very High levels.

99%

of interns thought the programme was useful

> "DFN Project SEARCH changed my life."



> "I think it is such an amazing programme for someone to help them get ready for the world of work and to develop their job ready skills whilst being supported."

They also said the best things about the programme were:

- Rotations
- Learning new skills
- Making friends/ socialising
- Support received
- Working
- Training (safeguarding, CV writing, interviews)

Quality Assurance Framework

Quality Assurance Framework

BASE and **DFN Project SEARCH** collaborated to test the Quality Assurance Framework as part of the DfE **Internships Work** commission led by NDTi.

This framework will be used to ensure that all young people going onto supported internships programmes have a quality experience where data about outcomes is captured and shared to ensure that participants and their families have up to date information from which to plan their future. The **DFN Project SEARCH** model meets the requirements of this framework and our partners can be sure that by following the model they will meet or exceed the standards required.

The Supported Internship Quality Assurance Framework

DFN Project SEARCH played a key role in providing data and evidence to support the development and testing of the new Supported Internship Quality Assurance Framework (SIQAF) in partnership with BASE. This framework will support young adults with a learning disability or autism spectrum condition and their families to review the effectiveness of the supported internships available in their area so that they can make an informed choice about the quality of the available provision.

All **DFN Project SEARCH** programmes have a quality assurance framework built into the model which address the six elements of the SIQAF (Leadership, Planning, Partnership, Readiness, Progress, Results).

Social Business Trust

In 2021, **DFN Project SEARCH** were delighted to begin working with the Social Business Trust (SBT). SBT supports a select group of social enterprises and charities to grow and reach their true potential. They do so by bringing together world class corporate expertise with the social enterprises and charities, ensuring that a long term and busines minded approach results in positive social change.

Our investment programme, developed with SBT, has given us access to a wealth of professional skills and development opportunities. Thanks to SBT, we have partnered with Schroders, EY and Bain and Company on the following activities:

- Consultant support to develop and articulate our growth and sustainability strategy
- Data visualisation animation
- Myers Briggs training session for the Executive Team
- Marketing advice and guidance

> **"SBT are delighted to be working with DFN Project SEARCH and look forward to developing the relationship. We couldn't agree more that young people living with a learning disability or autism can enrich the workforce with their ideas, skills and talent, while also improving diversity and meeting real business needs."**

Joanne Hay
CEO of Social Business Trust

DFN Project SEARCH Youth Advisory Group

Led by our Youth Advisory and Co-Production Assistant, Harry Georgiou, throughout the academic year 2021/22 we were privileged to work with and learn from 11 **DFN Project SEARCH** Youth Advisors. In collaboration with these members, we agreed that their remit would include:

- Ensuring **DFN Project SEARCH** reflects the voices of our beneficiaries in our work
- Sense checking and helping to shape communication with interns and graduates
- Working collaboratively with the alumni group
- Advocating for the programme and acting as role models for current/ future interns
- Representing **DFN Project SEARCH** in conferences and other forms of external engagement
- Offering insight, feedback and different perspectives to **DFN Project SEARCH**
- Support with pitches – fundraising (alumni) and programme development
- Input into the development of case studies and films to support marketing/ fundraising activities
- Help **DFN Project SEARCH** shape, and be part of, our advocacy work

Companies involved with SBT:

- Permira
- Schroders
- Thomson Reuters
- Bain
- Clifford Chance
- EY

"We need more awareness for managers with regards autism courses and talking"

"More training for employers to learn about different learning difficulties and autism, to upskill everyone"

"We could help employers to be more understanding"

"We should set up a committee and keep using the powers of persuasion to get more disabled people into jobs. We're exactly like able bodied people, but with some additional different skills."

DFN Project SEARCH Youth Advisory Group

The key workstreams that Youth Advisory Group (YAG) members identified as areas they would like to influence, and change, were:

1. Providing employers with information on what inclusive recruitment really is
2. Sharing their views on what good in work support means to someone with a lived experience
3. Spreading the word – helping future interns know how to access a high quality supported internship opportunity

> "The DFN Project SEARCH Youth Advisory Group have created exactly what employers need. The voice of those with lived experience is the essence of good practice and the Youth Advisory Board have proved that their voice is essential, not just because that is best practice, but because the end result is exemplary, honest and informative. It was a pleasure to work with them."

Jane Gurnett
Founder Act for Autism

> "The Youth Advisory Group is made up of people of different ages, abilities, from regions all across the UK who share one goal: get people like us into jobs and get employers to take a second look at our abilities. The Youth Advisory Group has a relaxed atmosphere, everyone gets a turn to speak and you get to listen to other people's opinions. I decided to come back as an alumni because I'm eager to change the landscape for people with disabilities looking for jobs."

Charlie Forbes-Nixon YAG member 2021/22

What they achieved against these targets:

- Working with Act for Autism, YAG members created a video to be used in training sessions for employers
- YAG members prepared and ran a training session at the **DFN Project SEARCH** conference
- YAG members communicated with interns on programme and encouraged them to share their feedback about their experience with **DFN Project SEARCH**
- YAG members contributed to a video promoting supported internships and its role and benefits which can be viewed here

Thank yous

We would especially like to thank all our partners who are working with us to bring positive and lasting change, helping to unlock natural potential and build a more inclusive society.

"Hft have been proudly working with DFN Project SEARCH, and a wide range of dedicated partners (host businesses, colleges and local authorities) since 2013.

This year (2022-2023), our involvement grew from working with 10 to 16 programmes. This growth has allowed Hft, alongside partners, to ensure that more opportunities become available for young adults with learning disabilities and/ or autism to gain the skills and experience needed to achieve their employment aspirations. Hft see an amazing pool of talented people graduate from our sites each year, who inspire and motivate us to ensure this great programme is available to as many people as possible.

The model's evidence based approach has remarkable outcomes, and since Hft started working with DFN Project SEARCH we have seen 149 graduates move into paid employment (70%).

Hft in 22/23 is piloting our very first programme which is open to people who are over the age of 25 - we are hoping this project will pave the way for more such opportunities in the future.
We are looking forward to continuing our journey with DFN Project SEARCH and being part of the #InclusionRevolution!"

Andrew Horner Hft Head of Service Development

Thank yous

We would especially like to thank all our supporters who are working with us to bring positive and lasting change, helping to unlock natural potential and build a more inclusive society.

In 2022, we secured over £2 million in new pledges. As a charity, we focus our attention on developing strategic relationships with a targeted number of trusts, foundations and major donors. As strong relationships with the business community are crucial to the **DFN Project SEARCH** model, in the next year we will be developing a corporate fundraising strategy to engage businesses who recognise the value that our young people bring to the workplace.

During this reporting period, we received a significant two year grant from the Youth Futures Foundation, from their Infrastructure Fund. Youth Futures Foundation are supporting **DFN Project SEARCH** to develop our data and insight and influence policy and employers through our Employability Campaign, #InclusionRevolution which launched in September 2022.

> **"The Youth Futures Foundation is delighted to be supporting DFN Project SEARCH's 'Bridging the Gap' initiative through its latest round of Infrastructure Funding. The Fund's aim is to test and evidence the best approaches to breaking down barriers and improving access to employment for young people from marginalised backgrounds. DFN Project SEARCH's evidence based approach is improving best practice across the sector and showing how inclusive recruitment practices can support young adults with a learning disability and/ or autism to secure full time, paid employment and with that the opportunity to lead more independent, healthier and happier lives."**
>
> **Matthew Poole** Director of Grants and Investment, Youth Futures Foundation

Thank yous

We are also happy to be partnering with the Paul Hamlyn Foundation over the next three years to support the development of our Youth Advisory Group. Funding from the Paul Hamlyn Foundation supports the employment of our Youth Advisory and Co-Production Assistant and allows us to facilitate in person meetings for our Youth Advisory Group who are based across the UK.

> **"We are pleased to be supporting the development of the Youth Advisory Group, which is aligned with our own values of centring youth voice and leadership. Having this group embedded should help to ensure DFN Project SEARCH's work is responsive to young people's emerging needs, and that the offer remains high quality and relevant throughout a period of planned growth."**
>
> **Paul Hamlyn Foundation**

> **"It's unfair that people with learning disabilities don't get opportunities to work in different environments. Everyone has to be equal, and some learning difficulties are different but we're all capable of hard work. I've done lots of courses and DFN Project SEARCH was the best. I got an opportunity to showcase my abilities."**
>
> **Rachel** Youth Advisory Group

We would like to thank all of those who have generously supported our work in 2022 including:

David Forbes-Nixon Charitable Foundation

The Henry Smith Charity

Garfield Weston Foundation

COINS

Paul Hamlyn Foundation

Youth Futures Foundation

And our funders who wish to keep their support anonymous.

Trustees' report on financial and other statutory matters

For the period ended 31 August 2022

Trustees' report on financial and other statutory matters

The Trustees of DFN Project SEARCH are pleased to present their annual report and financial statements for the period ended 31 August 2022, which have been prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the accounting polices set out in note 1 to the accounts and comply with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity's Memorandum and Articles of Association and the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

DFN Project SEARCH was registered with the Charity Commission for England and Wales (charity number 1183834) on 11 June 2019 and is a company limited by guarantee (company number 11488209); the company was incorporated on 28 July 2018.

DFN Project SEARCH was registered with the Scottish Charity Regulator (charity number SC049891) on 23 January 2020.

Charitable objectives

DFN Project SEARCH's charitable objectives are specifically restricted to the advancement of the education of young people with additional needs in vocational and employability skills, so as to develop their capabilities that they may grow to full maturity as individuals and members of society. Activities in support of this include:

01 Granting licenses to partner organisations to deliver the **DFN Project SEARCH** programme in their local area

02 Providing training and support to partner organisations to deliver the **DFN Project SEARCH** programme

03 Conducting quality assurance and improvement of every programme to ensure that the **DFN Project SEARCH** programme is being carried out

Demonstrating public benefit

The Trustees are aware of the Charity Commission guidance on Charity and Public Benefit and confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to it. The Trustees consider that the information contained within the Trustees' report about the charity's aims, activities and achievements demonstrates the benefit to the public.

Financial review

The accounting reference date has been changed to 31 August to align to the academic year, which most of the DFN Project SEARCH programme operates within. As such, this is an eight month period and the key areas of focus were on delivering the NHS England and Health Education contract, tendering for the Internships Work contract with the government and consolidating our on line offer post Covid-19.

The Trustees are pleased to report that recognition of the success of the DFN Project SEARCH programme continues. Under the partnership with the NHS noted above, 42 new sites should have started by September 2022, but Covid-19 has continued to hamper the implementation of this contract. Two thirds of the sites started by September 2022, with the balance expecting to begin in September 2023. The new Internships Works programme commenced in September 2022 and as such has no impact on the figures for this period.

With the change in accounting reference date, any new sites will start in September 2022 and thus fall outside of this period.

The Trustees are also pleased to report the successful implementation of the fundraising strategy, launched in 2021. This is designed to diversify the income streams and raise greater awareness of DFN Project SEARCH generally.

Income generated from fundraising activities amounted to £961,716 (2021 £817,212). Of this amount £359,823 (2021 £79,000) is in the form of restricted funds and £76,643 (2021 nil) in the form of donated goods and services as set out in note 3.

Income generated from licence fees (after adjusting for deferred income per note 17) was £91,600 (2021 £275,813) as set out in note 4. This reflects the fact that no new sites started in this period and income purely relates to the recognition of deferred income from prior years.

Other sales, including the provision of services to the DFN Foundation, totalled £23,100 (2021 £15,605) as set out in note 5.

Expenditure relating to fundraising activities amounted to £115,956 (2021 £115,898) as set out in note 6.

Direct costs consist primarily of the employment costs and expenses of the Programme Specialists and Associates, together with payment of the master franchise fee and other support from the Cincinnati Children's Hospital Medical Centre (CCHMC); these costs totalled £399,074 (2021 £416,407) as set out in note 7.

Costs directly related to Project SEARCH for management and support costs totalled £392,647 (2021 £373,592) as set out in note 8.

The Trustees are pleased to report a net movement of funds of £200,906 for the period (2021 £229,482).

Use of resources

The Trustees consider it prudent to maintain resources at a level to enable the charity to continue to fund its core services, particularly in respect of the Internships Works initiative, which will require a significant increase in staff levels. The economic environment remains challenging, with many entities impacted by the cost of living crisis and high levels of inflation.

During the period, the Trustees reviewed the reserves policy and considered that a period of three to six months (2021 three months) was a sufficient time frame for this purpose. At the expected increased level of operations, this indicates a level of reserves in the range of £387,420 to £774,839; at the period end unrestricted reserves were £550,780 (2021 £512,749).

Risk management

The management team have developed a register of significant risks that the charity is, or potentially could be, exposed to. There is an established risk assessment process which includes practical operational mitigation procedures. Responsibility for each class of risk is reflected within the register.

The Trustees and CEO regularly review the register to address any changes in the likelihood and impact of each risk and risk mitigation measures are considered. The register is updated regularly to reflect new and changing risks.

Diversity

Respecting diversity is one of DFN Project SEARCH's key values and we are committed to being an inclusive organisation where diversity is welcomed and valued. Through our programmes, DFN Project SEARCH strives to promote a culture where people treat each other with mutual respect regardless of age, disability, gender, marital or civil partnership status, pregnancy and maternity, gender reassignment, race, religion and belief or sexual orientation.

Fundraising standards information

DFN Project SEARCH's main fundraising approach is to establish a small number of larger partnerships with trusts and foundations, statutory funders, companies and high net worth individuals. We don't currently make appeals to the public. We don't contract fundraising to external third parties but do put in place commercial participator agreements and other contracts and gift agreements as and when required.

We are registered with the Fundraising Regulator and comply with its Fundraising Code of Practice. Fundraising is also carried out in line with our Ethical Fundraising Policy, which also references how we protect vulnerable people when fundraising. We have not received any fundraising complaints during this accounting period. Our fundraising complaints process is set out on our website.

Structure, governance and management

The charity is a company limited by guarantee, incorporated on 28 July 2018 and was registered with the Charity Commission for England and Wales (charity number 1183834) on 11 June 2019.

The charity was established under a Memorandum of Association which established the objects and powers of the charitable company (as amended) and is governed under its Articles of Association. The charity was registered with the Scottish Charity Regulator on 23 January 2020 (charity number SC049891).

The Board of Trustees is responsible for the overall governance of the charity and meets as a board at least three times a year. In addition, various sub-committees meet regularly to address financial and operational issues reporting to the Board.

The Trustees, who are also directors for the purposes of company law, and who have served since the end of the previous year (unless indicated otherwise) are:

- David Forbes-Nixon OBE (Executive Chair)
- Nicola Brentnall (appointed 9 June 2021 and resigned 13 September 2022)
- Elaine Colquhoun (resigned 20 October 2022)
- Mark Hudson
- Steve Mills (appointed 24 November 2022)
- Lelabari Kogbara
- Janet Riehle
- Susan Rutowski
- Tina Scott (appointed 20 October 2022)
- Lawrence Sullivan (resigned 30 March 2022)
- Emily Sun

The number of Trustees shall not be less than two.

None of the Trustees receive remuneration or other benefit from their work for the charity, other than trivial gifts as set out in note 10 and fees paid to one Trustee for work undertaken as an Associate as set out in note 21. Expenses incurred by the Trustees in the performance of their duties are reimbursed. None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Trustee selection and induction

The Trustees review regularly the composition of the Board and its various sub-committees. When a vacancy arises, the Trustees look at the blend of experience and skills of Trustees to ensure that these meet the needs of the charity and instigate a recruitment process if required. This will involve advertising both locally and nationally as well as more informal approaches to individuals who have the relevant skills and experience.

All new Trustees are invited to attend induction training with the Executive Chair and CEO. New Trustees are briefed on their legal obligations under charity and company law, on their role and responsibilities as Trustees, the Charity Commission guidance on public benefit, the content of the governing document, the decision making process, the business plans and recent financial performance of the charity.

Statement of Trustees' responsibilities and corporate governance

The Trustees, who are also the directors of DFN Project SEARCH for the purposes of company law, are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of those resources, including the income and expenditure, of the charity for that period.

In preparing these statements, the Trustees are required to:

01 Select suitable accounting policies and then apply them consistently

02 Observe the methods and principles in the Charities SORP

03 Make judgements and accounting estimates that are reasonable and prudent

04 State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements

05 Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment Act (Scotland) Act 2005 and the Charities Account (Scotland) Regulations 2008 (as amended).

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

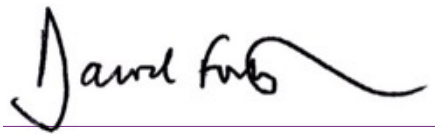
Auditor

Dixon Wilson Audit Services LLP were appointed as auditor to the charitable company and a resolution proposing that they be reappointed will be put at a general meeting.

Disclosure of information to the Independent Auditor

The Trustees who were in office on the date of the approval of these financial statements, having made reasonable enquiry, have collectively confirmed that, as far as they are aware, there is no relevant audit information undisclosed to the company's auditor and that they have taken the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

This report was approved by the Board of Trustees and signed on its behalf by:



David Forbes-Nixon (Executive Chair)

Dated: 24th May 2023

Mark Hudson (Director)

Dated: 24th May 2023

Independent Auditor's report to the members of DFN Project SEARCH

Opinion

We have audited the financial statements of DFN Project Search (the 'charitable company') for the period ended 31 August 2022, which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- meet the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material

inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report;
- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 28 and 29, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Charities Act 2011, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third parties.

As in all our audits, we also addressed the risk management override internal controls, including testing journals and evaluating whether there was any evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

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

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Dixon Wilson Audit Services LLP

Dated: 24th May 2023

Dixon Wilson Audit Services LLP - Statutory Auditor

22 Chancery Lane
London
EC2A 1LS

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Financial statements for the period ended 31 August 2022

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the period ended 31 August 2022

Current financial period	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Income and endowments from:					
Donations	3	601,893	359,823	961,716	817,212
Charitable activities	4	91,600	-	91,600	275,813
Other income	5	23,100	-	23,100	15,605
Total income		716,593	359,823	1,076,416	1,108,630
Expenditure on:					
Raising funds	6	115,390	566	115,956	115,898
Charitable activities	7	561,379	196,382	757,761	763,065
Total expenditure		676,769	196,948	873,717	878,963
Net income for the period/ net incoming resources		39,824	162,875	202,699	229,667
Other recognised gains and losses					
Other gains/ (losses)	13	(1,793)	-	(1,793)	(185)
Net movement in funds		38,031	162,875	200,906	229,482
Fund balances at 1 January 2022		512,749	13,980	526,729	297,247
Fund balances at 31 August 2022		550,780	176,855	727,635	526,729

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the period ended 31 August 2022

Prior financial year	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income and endowments from:				
Donations	3	738,212	79,000	817,212
Charitable activities	4	275,813	-	275,813
Other income	5	15,605	-	15,605
Total income		1,029,630	79,000	1,108,630
Expenditure on:				
Raising funds	6	115,898	-	115,898
Charitable activities	7	698,045	65,020	763,065
Total expenditure		813,943	65,020	878,963
Net income for the period/ net incoming resources		215,687	13,980	229,667
Other recognised gains and losses				
Other gains/ (losses)	13	(185)	-	(185)
Net movement in funds		215,502	13,980	229,482
Fund balances at 1 January 2022		297,247	-	297,247
Fund balances at 31 August 2022		512,749	13,980	526,729

BALANCE SHEET

As at 31 August 2022

	Notes	2022		2021	
		£	£	£	£
Current assets					
Debtors	14	438,664		724,586	
Cash at bank and in hand		771,045		230,995	
		1,209,709		955,581	
Creditors: amounts falling due within one year	16	(296,074)		(243,352)	
Net current assets			913,635		712,229
Creditors: amounts falling due after more than one year	17		(186,000)		(185,500)
Net assets			727,635		526,729
Income funds					
Restricted funds	20		176,855		13,980
Unrestricted funds			550,780		512,749
			727,635		526,729

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the period ended 31 August 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the period in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 24th May 2023

David Forbes-Nixon (Executive Chair)
Trustee

Mark Hudson (Director)
Trustee

Company registration number 11488209

STATEMENT OF CASH FLOWS

For the period ended 31 August 2022

	Notes	2022	2021
		£	£
Cash flows from operating activities			
Cash generated from operations	23	540,050	6,373
Net cash used in investing activities		-	-
Net cash used in financing activities		-	-
Net increase in cash and cash equivalents		540,050	6,373
Cash and cash equivalents at beginning of period		230,995	224,622
Cash and cash equivalents at end of period		771,045	230,995

1 ACCOUNTING POLICIES

Charity information
DFN Project Search is a private company limited by guarantee incorporated in England and Wales. The registered office is 10 Norwich Street, London, EC4A 1BD.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.1 Reporting period

Following the change of accounting reference date to 31 August, the financial statements are presented for the eight month period to 31 August 2022. The Trustees have amended the accounting reference date to align with the academic year, within which the DFN Project SEARCH programme is delivered. The amendment was made in accordance with the Companies Act, Charity Commission, OSCR and the charity's articles.

Comparative figures and related notes within this set of financial statements are not entirely comparable as they reflect a period of twelve months compared to eight months for the period to 31 August 2022.

1.2 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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) (effective 1 January 2019)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in pounds sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound sterling.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.3 Going concern

The Trustees consider that at the end of the period the charity has sufficient resources to undertake planned projects in the next three to five years. The Trustees do acknowledge the ongoing uncertainty faced by many charities and businesses as a result of recent events and the impact this will cause to funding and overheads.

The Trustees are therefore appreciative of the David Forbes-Nixon Charitable Foundation (DFN Foundation), which has indicated its willingness to support the operations of DFN Project SEARCH (subject to conditions) if required in the future.

Accordingly at the time of approving the financial statements, the Trustees have a reasonable expectation that the charity will have adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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.

1.5 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount or receipt of the donation is not wholly within the control of the charity. Income tax recoverable in relation to donations received under gift aid or deeds of covenant is recognised at the time of the donation.

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

1 ACCOUNTING POLICIES (CONTINUED)

1.5 Income (continued)

Assets given for use by the charity are recognised when receivable at the fair value of the assets received. Donated services are recognised when the charity has received the service and is measured as the amount the charity would pay on the open market for an alternative service that would provide an equivalent benefit.

Where the charity has entered into a contract for the supply of services over a period exceeding one year, income received at the commencement of the contract is recognised within the accounts on a time apportioned basis associated with the expected delivery of that service over the life of the contract.

1.6 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its charitable activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are associated with meeting the constitutional and statutory arrangements of the charity, including external audit and the cost of preparing statutory accounts, the cost of Trustees' meetings and other costs involved with the charity's strategic management.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Wherever possible, costs relating to a particular activity are allocated directly; others are apportioned on the basis of the ratio of resources expended in respect of each charitable activity.

Irrecoverable VAT is included with the items of expenditure to which it relates.

1.7 Tangible fixed assets

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

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

IT equipment	2 year straight line method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

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

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.10 Employee benefits

Where material the cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

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

1.11 Retirement benefits

The charity operates a defined contribution pension scheme for employees whereby the assets of the scheme are held separately within an independently administered fund.

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

1.12 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation are included in net income/ (expenditure) for the period.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

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

Critical judgements

The Trustees do not feel that any critical judgements of a material nature have been made in the process of applying the charity's accounting policies, other than those including estimation, that have had a significant effect on the amounts reported in the financial statements.

Key sources of estimation uncertainty

Deferred income

As set out in note 1.5 above, where the charity has entered into contracts for the supply of services over a period exceeding one year, income received at commencement of the contract is recognised within the accounts on a time apportioned basis associated with the expected delivery of that service over the life of the contract.

In applying this policy the Trustees acknowledge that the recognition of income under each Project SEARCH licence agreement is dependent on the completion of each stage under the contract.

To the extent that timing of the delivery of each stage of the contract is not known with certainty the Trustees have applied estimates based on the expected timing of the delivery of the service.

Details of income deferred to subsequent periods in accordance with the above are set out in note 18..

3 DONATIONS

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Donations and gifts	525,250	359,823	885,073	737,730	79,000	816,730
Donated goods and services	76,643	-	76,643	482	-	482
	601,893	359,823	961,716	738,212	79,000	817,212

4 CHARITABLE ACTIVITIES

	2022 £	2021 £
Project SEARCH licence fees	91,600	275,813

5 OTHER INCOME

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Services provided to the DFN Foundation	10,131	8,934
Other sales	5,680	2,340
Reimbursement of support worker costs from Access to Work	7,289	4,331
	23,100	15,605

6 RAISING FUNDS

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £
Fundraising and publicity				
Staff costs	64,455	-	64,455	74,999
Support costs	29,046	-	29,046	15,497
Staging fundraising events	10,523	-	10,523	842
Other fundraising costs	6,452	566	7,018	13,123
Governance costs	4,914	-	4,914	11,437
	115,390	566	115,956	115,898

7 CHARITABLE ACTIVITIES

Project Search costs	2022 £	2021 £
Staff costs	230,424	245,753
Other direct costs	80,414	84,748
Franchise fee and support costs	49,544	73,602
Overseas conference costs	15,342	7,215
Support worker	14,884	4,331
Bad debts	5,000	-
UK conference costs	3,466	758
	399,074	416,407
Share of support costs (see note 8)	334,770	293,123
Share of governance costs (see note 8)	23,917	53,535
	757,761	763,065
Analysis by fund		
Unrestricted funds	561,379	698,045
Restricted funds	196,382	65,020
	757,761	763,065

8 SUPPORT COSTS

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £	Basis of allocation
Staff costs	66,375	-	66,375	68,566	-	68,566	Direct allocation
Depreciation	-	-	-	1,462	-	1,462	Direct allocation
Management costs	80,699	-	80,699	118,907	-	118,907	Direct allocation
Website costs and hosting	12,499	-	12,499	3,365	-	3,365	Resources expended
Staff travel and accommodation	4,266	-	4,266	5,996	-	5,996	Direct allocation
IT and communication costs	9,508	-	9,508	20,400	-	20,400	Direct allocation
Training and recruitment costs	6,261	-	6,261	4,459	-	4,459	Direct allocation
Strategy and consulting	75,043	-	75,043	-	-	-	Direct allocation
Public relations	95,524	-	95,524	66,848	-	66,848	Resources expended
Rent of office	-	-	-	229	-	229	Direct allocation
Safeguarding and GDPR	168	-	168	569	-	569	Direct allocation
Administration costs	13,473	-	13,473	17,819	-	17,819	Resources expended
Audit fees	-	8,400	8,400	-	8,369	8,369	Resources expended
Accounting and administration support	-	19,651	19,651	-	39,757	39,757	Resources expended
Legal and professional	-	304	304	-	16,268	16,268	Resources expended
Board meeting expenditure	-	476	476		578	578	Resources expended
	363,816	28,831	392,647	308,620	64,972	373,592	
Analysed between							
Fundraising	29,046	4,914	33,960	15,497	11,437	26,934	
Charitable activities	334,770	23,917	358,687	293,123	53,535	346,658	
	363,816	28,831	392,647	308,620	64,972	373,592	

9 AUDITOR'S REMUNERATION

The analysis of the Auditor's remuneration is as follows:

	2022 £	2021 £
Audit of the financial statements	8,400	8,369

10 TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration from the charity during the period (2021 nil), with the exception of fees paid to one Trustee for work undertaken as an Associate £1,384 (2021 nil). No trustees were reimbursed expenditure in the period relating to Trustee meetings (2021 nil).

DFN Project SEARCH provided the Trustees with trivial gifts totalling £456 during 2021 as a thank you for work on fundraising projects and their ongoing support during the Covid-19 pandemic. No such expenditure was incurred in the period ended 31 August 2022.

11 MANAGEMENT COSTS OF THE CEO

As in the previous reporting period DFN Project SEARCH continued to employ the services of the CEO in a dual role with the DFN Foundation. The roles were combined in 2020 to serve the education and employability objectives set out by DFN Project SEARCH, in conjunction with the DFN MoveForward programme (operated within the DFN Foundation).

All employment costs of the CEO were met by the DFN Foundation and the proportion of the employment costs relating to DFN Project SEARCH are recharged.

The total costs recharged from the DFN Foundation during the period amounted to £78,058 (2021 £116,254), plus irrecoverable VAT relating to the recharges amounting to £2,640 (2021 £2,653). The total costs incurred from the CEO recharge are therefore £80,699 (2021 £118,907).

These costs are disclosed within note 8 at £43,809 (2021 £118,907). Costs of £36,890 (2021 nil) are expended by the restricted funds disclosed in note 21.

12 EMPLOYEES

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

	2022 Number	2021 Number
Productive	7	5
Management	4	4
Total	11	9

Employment costs	2022 £	2021 £
Wages and salaries	315,432	343,056
Social security costs	31,055	32,743
Other pension costs	14,767	13,519
	361,254	389,318

The number of employees whose remuneration during the period was £60,000 or more was:

	2022 Number	2021 Number
£60,000 - £69,999	-	1

For the eight month reporting period to 31 August 2022 the Board have opted to report employees remuneration of £60,000 per annum at the eight month equivalent of £40,000 for this reporting period:

One employee received remuneration between £40,000 - £46,666 (2021 £60,000 - £69,999: one employee) during the period. Contributions totalling £1,761 (2021 £2,418) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000 (£40,000 for the eight month period to 31 August 2022).

During the period the Financial Controller was shared with the DFN Foundation. The DFN Foundation was invoiced for a proportion of the employment costs incurred as set out in note 5.

The employment costs recharged to the DFN Foundation for the Financial Controller's services during the period totalled £10,131 (2021 £8,934).

13 OTHER GAINS OR LOSSES

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Foreign exchange gains/ (losses)	(1,793)	(185)

14 DEBTORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	51,223	49,795
Other debtors	367,720	660,877
Prepayments and accrued income	19,721	13,914
	438,664	724,586

15 CONTINGENT ASSET

During the period DFN Project SEARCH received a pledge of £1.5m over three years from a donor that wishes to remain anonymous. The first instalment of £500,000 was received during the period and is recognised within note 3 of the Financial Statements. The outstanding balance of the pledge amounts to £1,000,000 at the period end.

Payment of the balance is subject to the terms and conditions of the gift agreement. The donor has the right to withhold any unpaid amount and, on this basis, the unpaid balance is not recognised within the Financial Statements for the period ending 31 August 2022.

16 CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	Notes	2022 £	2021 £
Other taxation and social security		14,884	15,249
Deferred income	18	175,000	183,100
Trade creditors		28,234	24,252
Accruals		77,956	20,751
		296,074	243,352

17 CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Notes	2022 £	2021 £
Deferred income	18	186,000	185,500

18 DEFERRED INCOME

	2022 £	2021 £
Arising from services provided	361,000	368,600

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	175,000	183,100
Non-current liabilities	186,000	185,500
	361,000	368,600
Movements in the period:		
Deferred income at 1 January 2022	368,600	103,950
Released from previous periods	(37,600)	(42,850)
Resources deferred in the period	30,000	307,500
Deferred income at 31 August 2022	361,000	368,600

Working within the framework of the Master Franchise Agreement with CCHMC, a one off fee is charged for the creation of a Project SEARCH site to contribute to the costs of establishing the partnership and the support network vital to each unique project. Once established ongoing services, support and training is made available for which an annual fee is charged.

In setting up each site, and in working with the site partners, each Programme Specialist undertakes a series of tasks commencing in the preparation year prior to operation and concluding with a mandatory Continuous Improvement Review and follow up consultation in the year after the first year of operation; overall a three year cycle.

In keeping with the guidance in the SORP part of any fees received for the set up of each site is deferred to subsequent periods on the basis of the proportion of the work to deliver the programme over a three year cycle.

19 RETIREMENT BENEFIT SCHEMES

Defined contribution schemes
The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The company contributes a specified percentage of payroll costs to the retirement pension scheme to fund the benefits. The only obligation of the charity with respect to the scheme is to make the specified contributions. The charge to the statement of financial activities in respect of defined contribution schemes is £14,767 (2021 £13,519).

20 RESTRICTED FUNDS

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

	Movement in funds			Movement in funds		
	Incoming resources	Resources expended	Balance at 1 January 2022	Incoming resources	Resources expended	Balance at 31 August 2022
Charity running costs	79,000	(65,020)	13,980	239,823	(164,446)	89,357
West Midlands Development	-	-	-	90,000	(21,055)	68,945
Youth Advisory Group	-	-	-	30,000	(11,447)	18,553
	79,000	(65,020)	13,980	359,823	(196,948)	176,855

Charity running costs
The restricted fund consists of grants from The Henry Smith Charity and the Youth Futures Foundation towards the charity's running costs.

The Trustees express their continued appreciation to The Henry Smith Charity for the grant of £629,000 pledged in 2021 for a period of four years, subject to performance related conditions. The instalments of the grant are recognised once the performance related conditions for each payment have been met.

The Trustees are grateful to the Youth Futures Foundation for their pledge of £194,250. At the period end three instalments had been received totalling £82,573. Each instalment of the grant is recognised once the performance related condition has been met.

It was noted that in 2021 an overstatement was made in the disclosure of resources expended from this restricted fund. The overstatement amounted to £3,398 and is adjusted for within resources expended for 2022.

West Midlands Development
The Trustees are thankful to the Garfield Weston Foundation for their commitment of £290,000 over three years. The grant is aimed at development within the West Midlands region of the UK and instalments of the grant are recognised when performance related conditions have been met.

At the period end £21,055 had been incurred in respect of the above fund.

Youth Advisory Group
The Paul Hamlyn Foundation has generously pledged £90,000 over three years to support the Youth Advisory Group, subject to performance related conditions. Each instalment of the grant is recognised when specific performance related conditions have been met. At the period end £11,447 has been expended for the Youth Advisory Group.

21 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2022 are represented by:

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Current assets/ (liabilities)	736,780	176,855	913,635	698,249	13,980	712,229
Long term liabilities	(186,000)	-	(186,000)	(185,500)	-	(185,500)
	550,780	176,855	727,635	512,749	13,980	526,729

22 RELATED PARTY TRANSACTIONS

David Forbes-Nixon Charitable Foundation

In accordance with the Charities SORP the David Forbes-Nixon Charitable Foundation (DFN Foundation) is considered a related party following the appointment of a joint CEO.

The transactions between the two organisations are:

- Grants paid to DFN Project SEARCH by the DFN Foundation of nil (2021 £500,000) per note 3.
- Charges made at cost for the services of the CEO of £78,058 (2021 £116,254) exclusive of VAT as reported in management costs within note 11.
- The DFN Foundation paid for the services of the Financial Controller employed by DFN Project SEARCH for which invoices were raised for the equivalent employment cost of £10,131 (2021 £8,934). The income for these services is reported within other income in note 5.
- At the period end DFN Project SEARCH was owed £161,470 (2021 £543,477) by the DFN Foundation.

Construction Industry Solutions Limited

During 2021 Construction Industry Solutions Limited (company number 02039252) pledged to support DFN Project SEARCH as a Founding Patron with a grant of £50,000 per year for a minimum of three years.

No transactions took place for the period to 31 August 2022.

Mr L J Sullivan, the Chairman of Construction Industry Solutions Limited was a Trustee of DFN Project SEARCH until 30 March 2022.

Inclusive Enterprises Limited (trading as 'The Cookie Bar')

During 2021 Inclusive Enterprises Limited (company number 07470022) provided a meeting room and refreshments free of charge for a team meeting of DFN Project SEARCH staff. The donation was valued at £482 and included as a donated service within note 3 and administration costs within note 8.

No transactions took place for the period to 31 August 2022.

Mr L J Sullivan, a Director of Inclusive Enterprises Limited was also a Trustee of DFN Project SEARCH until 30 March 2022.

Colquhoun Group Limited

During 2022 Colquhoun Group Limited (company number 12324299) provided services to DFN Project SEARCH totalling £1,384 (2021 nil). The transaction took place in accordance with the agreement set by DFN Project SEARCH for all associate work undertaken.

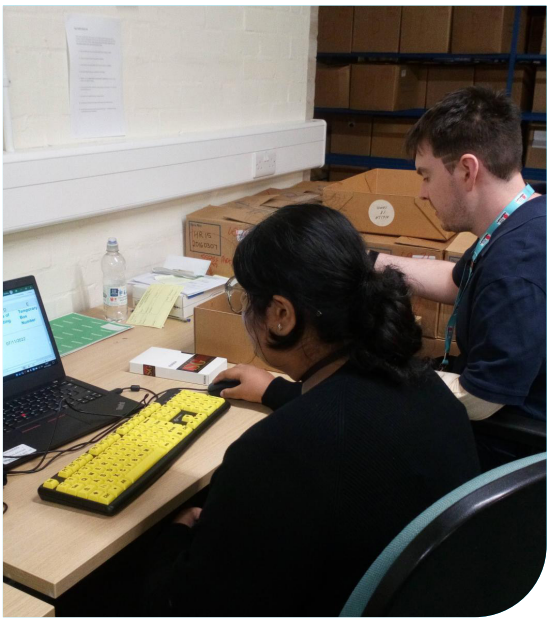
Ms E M Colquhoun OBE is a Director of Colquhoun Group Limited and was a Trustee of DFN Project SEARCH during the period. Ms E M Colquhoun OBE resigned as a Trustee on 20 October 2022.

23 CASH GENERATED FROM OPERATIONS

	2022 £	2021 £
Surplus for the period	202,699	229,667
Adjustments for:		
Foreign exchange differences	(1,793)	(185)
Depreciation and impairment of tangible fixed assets	-	1,462
Movements in working capital:		
Decrease/ (increase) in debtors	285,922	(465,065)
Increase/ (decrease) in creditors	60,822	(24,156)
(Decrease)/ increase in deferred income	(7,600)	264,650
Cash generated from operations	540,050	6,373

24 ANALYSIS OF CHANGES IN NET FUNDS

The charity had no debt during the period.



DFN PROJECT SEARCH

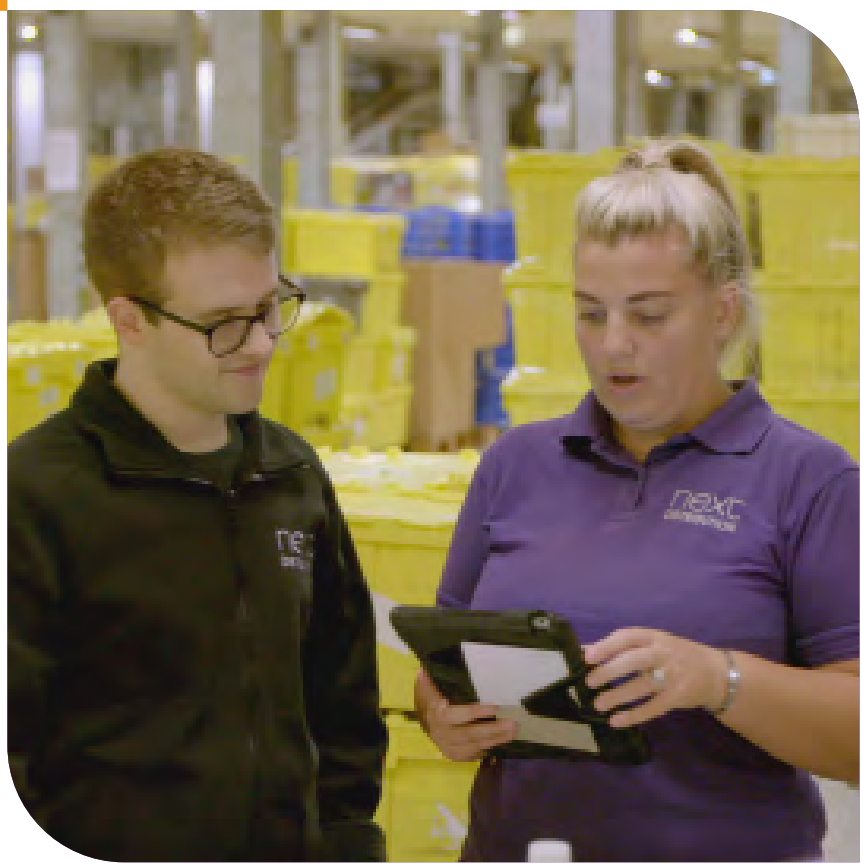
England & Wales - Charity number 1183834

Accounts

DFN
Project | SEARCH

Annual Report and Accounts

2021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INTRODUCTION

Legal and Administrative Information

Trustees	D Forbes-Nixon OBE (Executive Chair) E M Colquhoun OBE M B B Hudson L A-M Kogbara J L Riehle S Rutkowski L J Sullivan (resigned 30 March 2022) E M Sun N C Brentnall (appointed 9 June 2021)
Charity number (England and Wales)	1183834
Charity number (Scotland)	SC049891
Company number	11488209
Registered office	10 Norwich Street London EC4A 1BD
Independent auditor	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS
Bankers	Barclays 1 Churchill Place Canary Wharf London E14 5HP
Solicitors	Macfarlanes LLP 20 Cursitor Street London EC4A 1LT
Accountants	Humphrey & Co 7-9 The Avenue Eastbourne East Sussex BN21 3YA
Business address	10 Norwich Street London EC4A 1BD

Transforming Lives for the Better

A message from our Executive Chair and CEO

David Forbes-Nixon OBE
Executive Chair

Claire Cookson
Chief Executive Officer

The proportion of adults with a learning disability, known to adult services, in paid employment has decreased from 6.0% in 2014/15 to a low of 5.1% in 2020/21.

Evidence shows that being in work improves people's quality of life and well being and gives one a sense of purpose and self worth. Also, employing people with a learning disability makes good business and financial sense as people with a learning disability typically stay in their jobs three to five times longer than their non-disabled co-workers.

We know that it has been a very turbulent time for the UK economy, with redundancy rates growing faster than during the 2008 to 2009 financial crisis[1], and disabled employees being hit the hardest, reporting a higher-than-average redundancy rate[2]. 71% of disabled people employed have been impacted by loss of income, furlough, unemployment or feeling at risk of redundancy, and 42% of employers have felt discouraged from hiring disabled applicants. Moreover, 20% of employers said they would be less likely to hire disabled people in the future[3].

In addition to this, some of the highest redundancy levels were in key sectors that DFN Project SEARCH interns often work, such as:

- Accommodation and food service (redundancy levels increased by 368%)
- Administrative and support service (redundancy levels increased by 363%)

- Manufacturing (redundancy levels increased by 212%)
- Human health and work activities (redundancy levels increased by 169%)

All these sectors also had a decrease in the number of vacancies, as much as -64% in accommodation and food service[4]. During the lockdown, young people were more likely to be away from paid work than other age groups[5].

And 61% of employers surveyed in a study cancelled some or all of the work placements they offered to young adults[2].

[1,2] www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/labourmarketeconomicanalysisquarterly/december2020

[3] https://www.leonardcheshire.org/about-us/our-news/press-releases/disabled-people-plunged-crisis-covid-employment-landscape

[4] https://www.leonardcheshire.org/about-us/our-news/press-releases/disabled-people-plunged-crisis-covid-employment-landscape

[5] https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/labourmarketeconomicanalysisquarterly/september2020

An analysis by Ofqual[1] also showed that SEND pupils saw a decrease in attainment when compared to non-SEND pupils.
In the face of these most uncertain times, we have witnessed incredible dynamism and tenacity. We have had the privilege of witnessing DFN Project SEARCH interns completing their supported internship during the pandemic and securing fantastic jobs as front line essential key workers.

We have opened new DFN Project SEARCH sites, developed additional host business relationships, established exciting business advisory networks, and witnessed creative innovations across our entire partner network.

We also grew our central team significantly to demonstrate our unwavering commitment to ensuring high quality transition to employment for all interns. This allowed us to provide more support, training, coaching and resources when our partners needed it most.

During the most unsettling of times, we saw unfailing commitment from our partners in business, education, supported employment and Local Authorities, all coming together to ensure that nothing compromised this life changing experience for our interns.

We have felt incredibly proud and humbled to witness the value systems

our partners live and work by every day. In order to thrive, our host business partners understand the fundamental role they all play in the fabric of our lives. Because we don't just want to work or buy from companies - we want to buy into them.

The whole DFN Project SEARCH community has shown that we are a force that is already transforming how we all work and live.

Thank you to all our DFN Project SEARCH partners for being the superheroes who kept engagement high and supported internships running, who made incredible adaptions and created new opportunities, who embraced change and were always willing to share their learning across our growing communities of practice.

A special thanks also goes to our committed trustees, patrons, and funders, without whom none of this would be possible.

David Forbes-Nixon, Executive Chair
Claire Cookson, Chief Executive Officer

The artist, Rebecca Osborne, was so moved by the work of the DFN Project SEARCH partnerships across the UK that she created this moving illustration:

[1] https://www.gov.uk/government/publications/analysis-of-results-a-levels-summer-2021/summer-2021-student-level-equalities-analysis-a-level

[2] https://www.suttontrust.com/wp-content/uploads/2020/07/Access-to-the-Workplace-Impact-Brief.pdf

Our latest outcomes

Our interns secured **209 jobs** in the most challenging and critical moments of the pandemic! Thanks to the support from the Department for Education and the Department for Work and Pensions, interns who could not complete all rotations were given the opportunity to re-join the programme in the following academic year.

Our numbers*

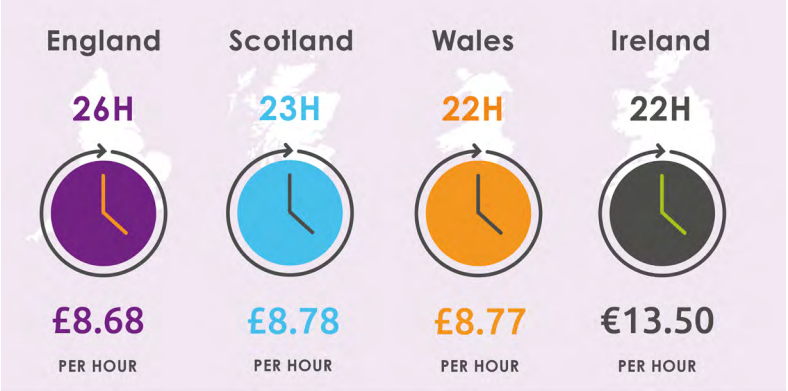
	2016/2017	2017/2018	2018/2019	2019/2020
Number of sites	39	46	56	67
Number of Interns enrolled	368	423	515	505**
Number of Interns completed	338	399	477	435
Full-time jobs	192	239	254	175
Total jobs	**227**	**272**	**295**	**209**

* The data collection occurs nine months after the interns complete their programme. Our latest data come from the 2019/20 cohort and were collected in June 2021.

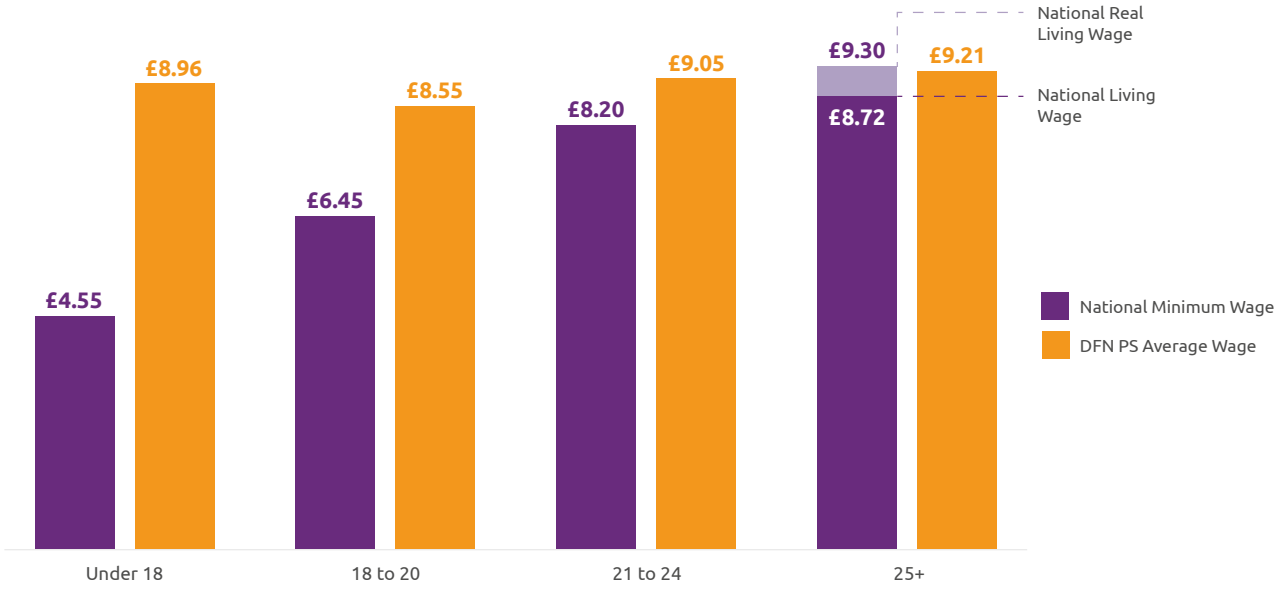
** 89 interns not included here decided to join the next cohort due to Covid-19

While interns in England tended to get contracts with longer hours per week, the numbers in other parts of the UK and in Ireland have been increasing.

AVERAGE HOURS PER WEEK

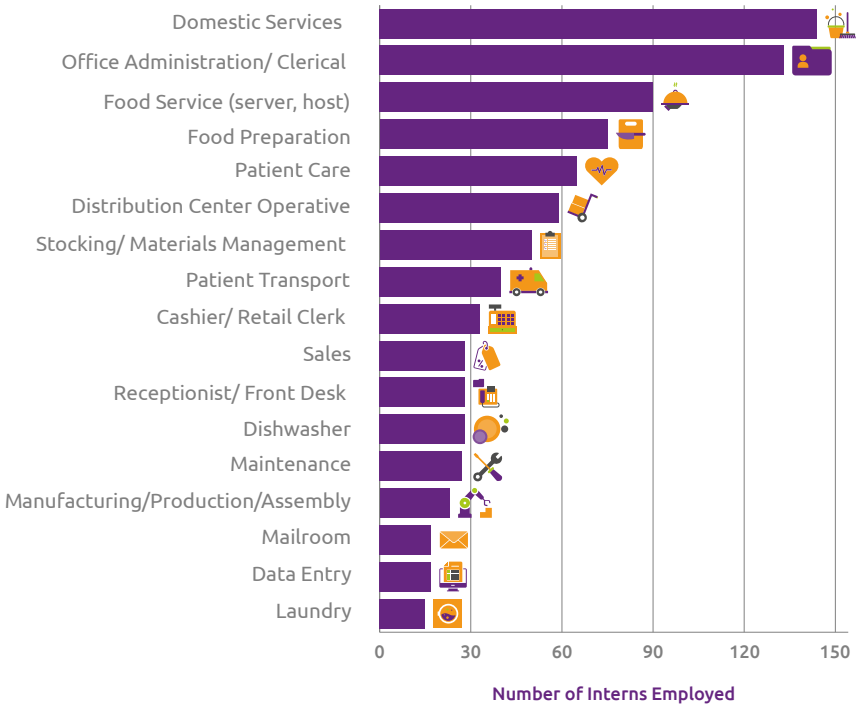


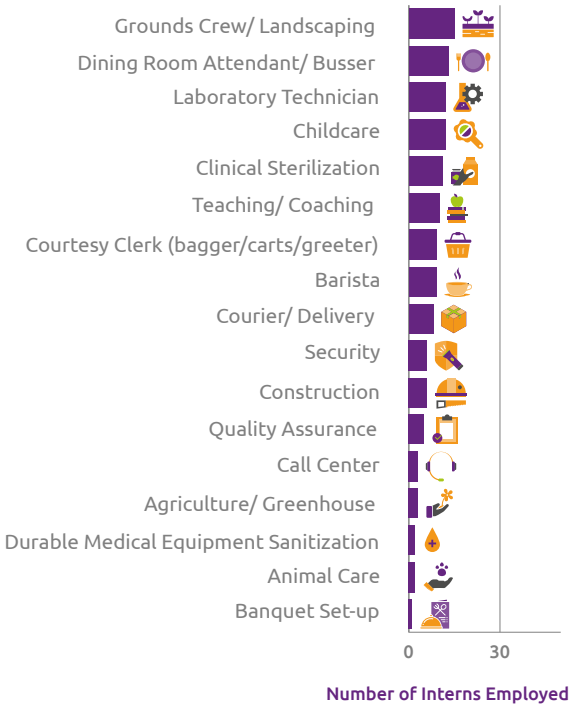
National minimum wage from April 2020 to April 2021 and DFN Project SEARCH wages by age



Our interns work **25 hours per week on average**, significantly more than the government definition of 16 hours per week for a full time job. The average hourly wage was £8.73 which is above the National Living Wage for all age groups.

Types of jobs in the past four cohorts





DFN Project SEARCH's commitment

We remain fiercely committed to our critical success factors and believe that 100% of each class can achieve full time, non-seasonal, paid employment in an integrated workplace within nine months of graduation.

We only consider **employment** as a successful outcome because:

Wellbeing

Paid work enables people to achieve financial, emotional and social independence.

Financial savings

Thousands of pounds can be saved from taxpayer's money when people with a learning disability are working.

Health

Employment is associated with better health.

UK economy

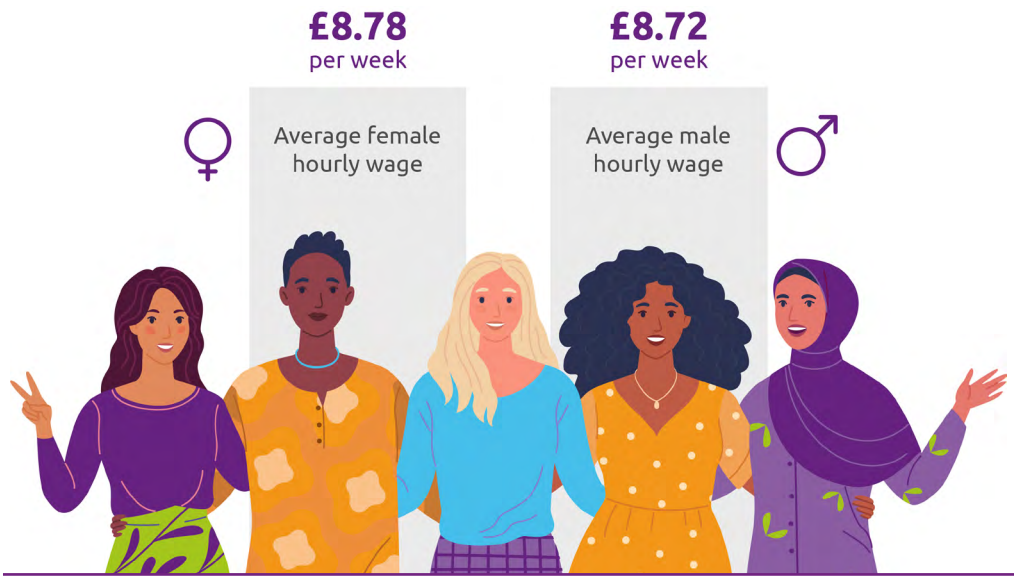
A rise of 5% in the disability employment rate (not only those with learning disability) would lead to an increase in Gross Domestic Product of £23 billion by 2030.

Sue Hannon,
Assistant Principal,
Furness College

"I wanted to bring DFN Project SEARCH to Furness because I know that you are the best in this field and you share my passion for change, and I only want the very best for our students."

Spotlight on women

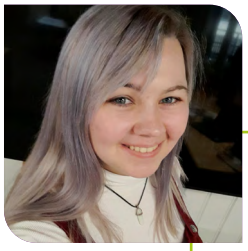
We are delighted to share that our programme has achieved **gender pay parity**. The proportion of women enrolling in the programme is also higher than the proportion of those with an Education and Health Care Plan (33% against 28%). We were also pleased to learn that sites are employing strategies to enrol more women and ensure families are fully aware of the key role they play in the success of interns.



UK gender pay gap:
6.5%

DFN Project SEARCH gender pay gap:
-0.7%

We have identified, however, that women have slightly lower employment rates and work fewer hours per week on average. We are finishing a piece of research on that and our findings (which will be relevant for the whole sector) will be published in late 2022. This will inform strategies to ensure women work the same number of hours and have the same employment rates.



Tegan Mulby,
DFN Project SEARCH Graduate and Youth Advisory Group member

"My experience at DFN Project SEARCH has been extraordinary as I got to meet so many people from different countries and cities. For example, the CEO of my host business, Helen, asked me if I could speak at a national webinar for housing associations and I spoke naturally about my daily life and work experience at Calico Enterprise. I was confident and answered lots of questions."

Our contribution to Environmental, Social, and Governance (ESG)

There is a growing awareness of the impact companies have on society and the environment. Governments and companies need more than ever to demonstrate that they give more than they take, both at the societal and environmental levels. Companies are starting to realise that promoting social good is good for business.

A telling example are the Mars Chocolate UK adverts centred on disabled people. The series of adverts celebrating diversity and resilience is the firm's most successful advertising campaign in ten years[1].

While ESG is not a new concept, it has become a top priority for many organisations. ESG investment is predicted to reach US$1 trillion by 2030. While there is understandable scepticism considering the many unfilled "green" promises, there is also opportunity to make real, positive changes.

We at DFN Project SEARCH believe we can make a valuable contribution. Our employment oriented, business led programmes have been supporting hundreds of young people to achieve emotional, social and financial independence every year.

As a data driven organisation, we systematically collect our data and share it widely, unafraid of recognising areas for improvement. As our partners recognise, we can certainly help organisations to deliver positive social change.

Spotlight on business

Businesses are a key part of our model. Internships take place in a business, are based on real life work experience, and, of course, our goal is to support interns to find employment in the host business or externally.

Our business partners and employers not only play a key role in creating life changing opportunities for young people with a learning disability, autism spectrum condition, or both, but also benefit from a qualified, untapped workforce that stays longer in the job, performs their tasks as well as other staff and boosts the morale of teams[2].

And that is not all. As summarised in the chart below, DFN Project SEARCH delivers a number of additional financial and reputational gains for partner organisations.

[1] https://www.thedrum.com/news/2017/04/05/maltesers-ads-featuring-disabled-actors-prove-be-most-successful-advert-the-brand-10

[2] https://www.forbes.com/sites/forbesbusinesscouncil/2021/12/03/seven-reasons-why-hiring-people-with-disabilities-is-good-for-business/?sh=4ec44fc81832

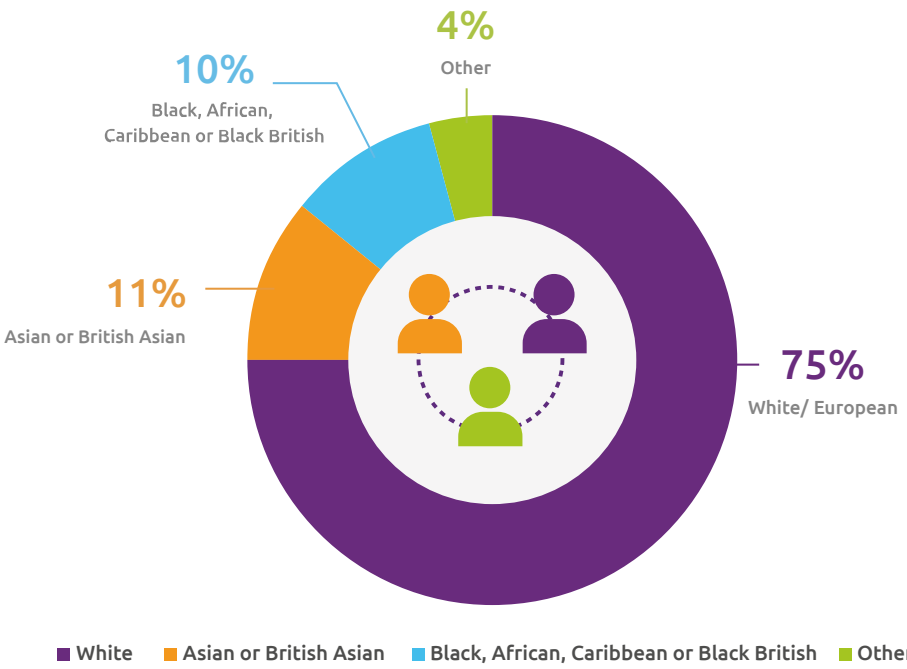
Diversity and equity champions

Year after year our interns have the same outcomes regardless of their ethnic background. Even during the pandemic that hit ethnic minorities harder, diversity and equitability continued to be a key part of our programmes.

Enrolment rates for all ethnic minorities were higher than the actual population proportion as Asian/ British Asian represent 7% of the UK population, Black, African, Caribbean or Black British represent 3% and other ethnic groups represent 3%.

Interns also had statistically the same employment outcomes and worked in similar roles and sectors, regardless of their ethnic backgrounds.

DFN Project SEARCH enrolment by ethnicity



"The ensuing pandemic has thrown a harsh light on the fact that certain communities find themselves at the sharper end of systems, with no safety net to fall back on. Indeed, for people with a learning disability and those racialised as Black or an ethnic minority, life both before and during the pandemic will have been particularly hard.

DFN Project SEARCH, however, is a beacon of hope for young people with a learning disability who are from a Black or ethnic minority backgrounds. I am particularly delighted to see the DFN Project SEARCH programme launch in Lambeth for the first time. For such an ethnically diverse borough, whose communities were hit hard by the pandemic, the programme is a lifeline providing disabled and young people from ethnic minorities with long-term stable employment and the opportunity to live happy, healthy and fulfilling lives."

Yasmin Ibison, Employment Programme and Partnerships Manager Black Thrive Lambeth

Spotlight on the NHS

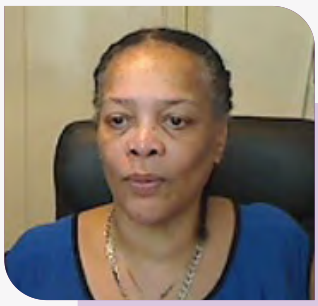
The NHS provides better care when the people employed in its services reflect the diversity of the communities that we serve. The NHS Long Term Plan recognises that the employment rates for people with a learning disability or autism spectrum condition or both have remained low for many years.

It commits to increasing the number of people with a learning disability and/ or autism employed in the NHS and to building workplaces where people feel confident in signalling their needs to leadership. One of the best ways of creating a sustainable pathway to work for people with a learning disability, and/ or autism is through the provision of high quality supported internship programmes leading to meaningful employment.

NHS England and NHS Improvement and Health Education England have partnered, with support from NHS Employers, with DFN Project SEARCH in 2021 and 2022 to create 42 new DFN Project SEARCH programmes in Trusts across England.

This partnership will create **long lasting change** for the young people who are on the programme, for their families, for their communities and for the Trusts which gain access to this largely untapped talent pool and create richer diversity in its workforce. NHS England and NHS Improvement is particularly proud of the achievements made during an exceptionally difficult two years, where we saw 69 interns secure essential, front line jobs supporting the NHS pandemic response.

We can build on this contribution further by adding these new programmes for young people to access.



Dr Leander Neckles,
Patient Equalities Lead

NHS data

55% of all interns from the 2019/20 cohort were in NHS sites.

69

69 Interns were employed by NHS in total.

83%

83% of those had full-time, integrated, non-seasonal jobs paid at the prevailing wage.

27H

Interns employed by the NHS worked on average 27 hours per week.

That is two hours more per week than the average of other employers.

£9.14

£9.14 was the average hourly wage even though most interns employed were not in London.

That is significantly more than what other employers paid on average (£8.21).

Listening to our partners

This is the second year we reached out to our partners to find out their views about DFN Project SEARCH. We are thrilled to learn that **excellent** ratings increased for all aspects: services, support from staff, added value, training, resources, networking and communication. Our partners rated us as world class and told us that:

Our partners...

97%
agree that the programme is **high aiming**

94%
agree that we are a **professional** and **respected** organisation

93%
agree that we **achieve results**

83%
agree that we are committed to **continued improvement**

A world class Net Promoter Score (NPS)

Our Bain & Co NPS score went from 66% (excellent) to 72% (world class!).

As a comparison, Apple has a NPS of 47, Nike 30, American Express 29 and Disney -7. The average score of more than 150,000 organizations is 32.

Our partners said that in the past year DFN Project SEARCH has...

- Impressively responded to the pandemic
- Been in touch with the global employment market for people with learning and special needs
- Improved structure and liaison with partners
- Followed up on suggestions and provided updates
- Improved communication and dissemination of resources

Our new digital offer: INSET days

In 2020 and 2021, we invested heavily in digitalising our offer and supporting stakeholders. This included setting up regular Communities of Practice through INSET days each term. This allows all partners the opportunity to access additional training, share their own best practice, and make connections right across the DFN Project SEARCH international community.

We had amazing feedback from our partners who attended the INSET days in September and December 2021. Overall satisfaction was incredibly high and was corroborated by positive comments.

Based on suggestions from participants, in 2022 we will cover: Access to Work funding, how to support families to support interns, safeguarding, and networking with people from other sites.

Was this INSET day well planned?

Was the content relevant to your role?

Supporting our sector

During 2021 we were able to collaborate with Ofsted looking at how inspectors could assess the quality of outcomes for learners doing a supported internship.

We know that inspectors will evaluate learners' progress in relation to their starting points, based on their rate of learning, acquisition of knowledge, skills and behaviours, and whether they have achieved their individual, challenging targets.

They will also take account of data about the destinations learners go to when they leave the provider. Together we explored and celebrated the different data captures we use across the DFN Project SEARCH model to collect unique and compelling evidence of the acquisition of knowledge, skills for employment, and work ready behaviours for each intern.

This enables all partners to track this throughout the internship year, as well as collect and track the long-term designation data for each cohort. We were also able to provide useful advice around how this could inform the SEND Area Review Inspections, as well as what a high aiming employability curriculum could look like across all key stages.

DFN Project SEARCH feels well equipped to support all partners to prepare for and providence evidence for an Ofsted inspection.

We were delighted to support the Department for Education when writing the updated guidance document for Supported Internships. This will be published in 2022 and places a greater focus on the outcome of paid employment.

In March 2021 we saw the publication by the Centre for Social Justice (CSJ), "Now Is The Time", a ground-breaking report designed to feed into the Prime Minister's National Strategy. DFN Project SEARCH contributed to the chapters on Education and Employment, and our Executive Chair, David Forbes-Nixon was the Deputy Chair of the Commission.

The CSJ Disability Commission want to reduce the disability employment gap by seeing the introduction of mandatory workforce reporting, which it believes is a vital step in bringing greater transparency and a level playing field for measuring progress made.

The five key recommendations set out by the Commission are:

- Increasing supported routes into employment
- Introducing mandatory employment and pay gap reporting
- Leveraging Government procurement
- Reforming the Government's Disability Confident scheme
- Reforming the Government's Access to Work scheme

The Commission's report argued that a central feature of the Government's National Strategy for Disabled People must be the inclusion of robust measures focused on improving disabled people's employment prospects. It argues that until employment disadvantage is addressed, disabled people will continue to face social exclusion, financial hardship, and reduced well being.

The Commission was set up with the backing of the David Forbes-Nixon Charitable Foundation (the DFN Foundation) to feed into the Prime Minister's National Strategy for Disabled People. Both the DFN Foundation and DFN Project SEARCH are committed to developing a new enabling vision that will seize the disability employment agenda and drive tangible and sustainable change.

David Forbes-Nixon, Commission Deputy Chair, says, "Having a disabled son has opened up my eyes to the inequalities in education, employment and life chances for disabled people in the UK. I hope the Commission's recommendations, particularly in employment, will be embraced by the Prime Minister in his National Strategy for Disabled People so we can draw on this extraordinary and untapped talent pool."

"There are lot of benefits for the trust, it is like having an in-house agency that we are able to fill the gaps within our staff that we may not have been able to recruit outside. It is amazing when you see the journey and the development of these young people."

Alastair Wilson,
Business LiaisonBarts Health NHS Trust
Facilities Manager

International conference

Bringing people together in a pandemic was challenging for obvious reasons, but we were thrilled to be able to collaborate with our US peers and offer all DFN Project SEARCH sites a place at our three day International Conference.

Attended by over 1,000 delegates from across the globe, professionals from education, local government, business, and supported employment had access to an array of conference sessions exploring new research and evidence based best practice in transition to employment provision.

Guided by our interns and graduates

The DFN Project SEARCH Youth Advisory Group aims to give a voice to our interns and graduates and to give us unique feedback around various items. The group has recently been working on creating and delivering two different types of training for employers: one around inclusive recruitment and one for managers around how to provide meaningful ongoing support.

The recruitment process for the Youth Advisory Group saw interns right across the UK creating short videos explaining the difference that they wanted to make to the DFN Project SEARCH community, and wider. We had an amazing response and were delighted to see the passion and drive of the young adults who applied. We look forward to co-producing the October 2022 DFN Project SEARCH conference with these special advisors.

Harry Georgiou joined DFN Project SEARCH in September 2021 as Youth Advisory and Co-Production Assistant and was proud to join a team that matched his beliefs and values. He has experience of standing up for equal opportunities for the disabled community and has used this experience to help set up the Youth Advisory Group at DFN Project SEARCH.

“I have a lived experience of a learning and physical disability and I understand the barriers that the disabled community face. Having gone through a special school education and then a supported internship myself, I have a deep insight into what this community goes through every day. I have worked to break down the barriers that face disabled people since the age of 14, when I really developed my passion to make a difference in this space”.

Harry Georgiou, DFN Project SEARCH Youth Advisory and Co-Production Assistant

What the future looks like

In 2020 we set the audacious goal of supporting 10,000 young people with a learning disability, autism spectrum condition, or both, into paid employment by 2030 and 20,000 by 2035.

Having done extensive research into areas of the country with an unmet need, we have focused our growth on four regions: London and South East, West Midlands, North West, and Scotland.

During 2021 the team worked on opening over 35 new sites for September 2022, which will involve up to 140 new partners and will offer over 1,000 interns the life changing opportunity of getting a job.

New sites in a global pandemic

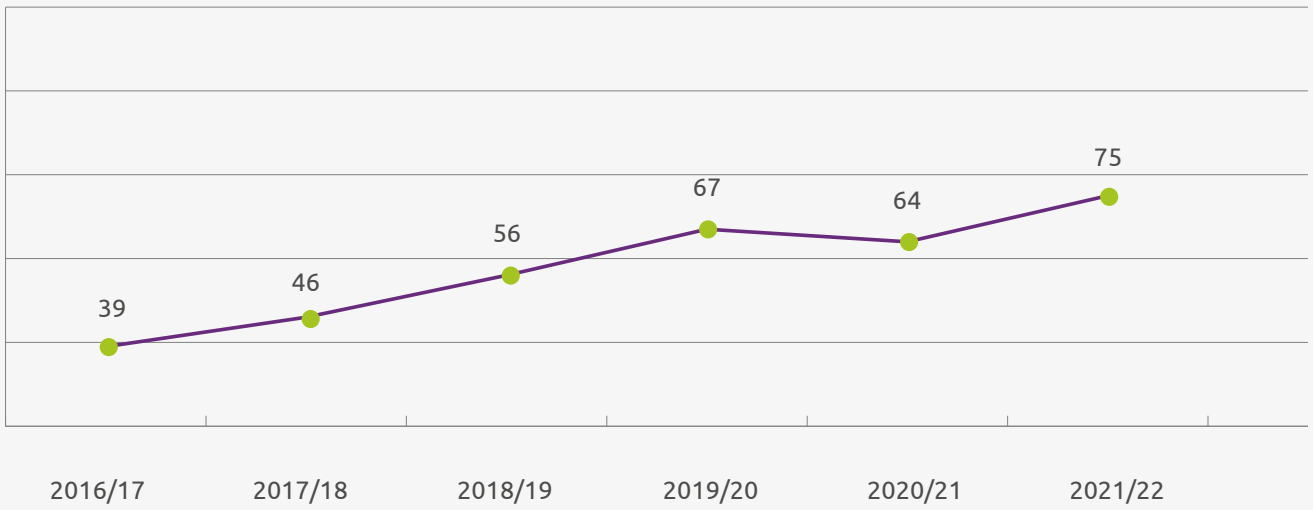
While about 60% of employers in the UK surveyed in a study during the pandemic cancelled some or all of their placements, DFN Project SEARCH opened 14 new sites in the height of the pandemic*.

Even in the worst hit cohort so far (2019/20), **209 interns secured jobs**. Many of those were key workers who took frontline roles in sectors such as healthcare, retail, and logistics.

We have been growing on average 15% per year and expect to see nearly a 50% growth in 2022/23 in relation to 2021/22, despite the ongoing effects of the pandemic.

* Some sites had to go on hiatus due to the pandemic

Number of programmes



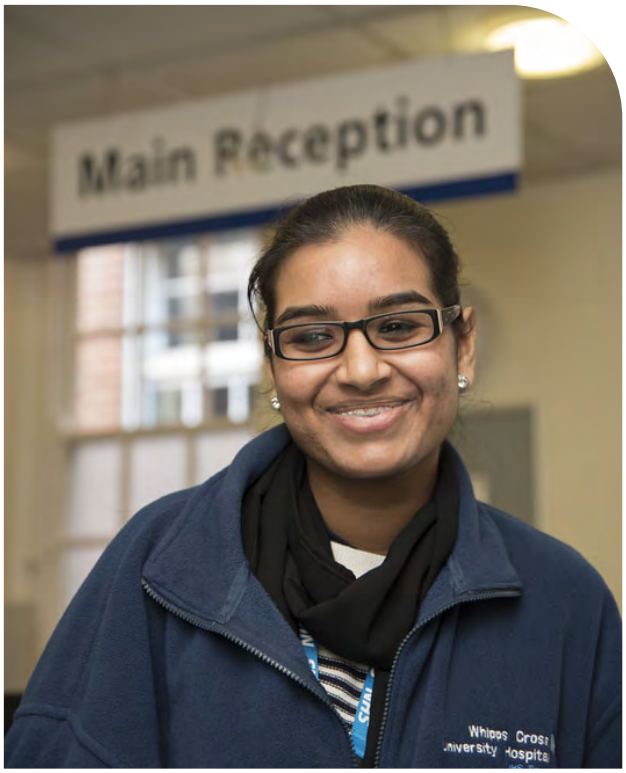
Supporting DFN Project SEARCH in 2021

Strategic partnerships

2021 marked the launch of our fundraising strategy to help realise ambitious plans to deliver 10,000 jobs by 2030 and support 3,000 young adults with a learning disability, autism spectrum condition, or both, every year into full time, paid work.

We got off to an incredible start, securing pledges totalling just under £1 million over the course of the year - testimony to the importance of what we and all our partners are doing to deliver equity for these young adults.

We are particularly grateful to **The Henry Smith Charity** for pledging a significant strategic four year grant to support the expansion of the DFN Project SEARCH supported internship programme across the UK and the delivery of 42 new sites with NHS England and Health Education England.



"We know that young people with a learning disability, autism spectrum condition, or both can face multiple barriers to entering the world of work. We also know that getting and keeping a job can be a transformative change that positively impacts a young person's life in many ways. The Henry Smith Charity is really pleased to be supporting the roll out of DFN Project SEARCH sites over the next four years to support young people into employment."

William Jacks, Head of Learning and Evaluation, The Henry Smith Charity

We couldn't have got to this point without the early support of the Garfield Weston Foundation, who provided a three year grant in 2019 to help get us up and running as a newly established charity. 2021 marked the final year of this grant and it was incredible to reflect on how much their support has enabled young adults with a learning disability, autism spectrum condition, or both, to live more independent, healthier, and happier lives. We are extremely grateful for their support.

DFN Project SEARCH Supporters' Circle

We also launched our Supporters' Circle to help connect with individuals who share our passion for social justice. We ask members to commit either £10,000, £25,000, or £50,000 a year for a minimum of three years, which we will match fund via the support that we receive from the DFN Foundation. As society opens again following the Covid-19 pandemic we are looking forward to engaging with existing and new members through a programme of events.

We are pleased to report that we received no complaints about fundraising during 2021.

DFN Project SEARCH supporters

We rely on funders partnering with us and would like to thank the following who generously supported our work in 2021, as well as those who wished to keep their support anonymous.

COINS
David Forbes-Nixon Charitable Foundation
Garfield Weston Foundation
The Henry Smith Charity
The Truell Conservation Foundation

Our partners

England

Organisation Name	City	Established
Bath and North East Somerset Council	Bath	2010-11
Blackpool Council	Blackpool	2014-15
Bradford Teaching Hospitals NHS Foundation Trust	Bradford, West Yorkshire	2013-14
Calderdale Royal Hospital	Halifax	2017-18
Calico	Burnley	2018-19
East Sussex Healthcare Trust Eastbourne District General Hospital	Eastbourne, East Sussex	2014-15
Gulliver's Resort	Rother Valley, Rotherham	2020-21
James Paget University Hospital NHS Foundation Trust	Great Yarmouth	2019-20
Lancashire County Council	Preston	2018-19
Liverpool University Hospitals, Liverpool Heart and Chest, ISS and Avrenim	Liverpool	2020-21
Mid Yorkshire NHS Trust - Dewsbury	Dewsbury	2019-20
Mid Yorkshire NHS Trust - Pinderfields	Pinderfields	2017-18
Musgrove Park Hospital	Taunton	2015-16
Next - Furniture	Armthorpe	2019-20
Next Distribution Ltd.	Wath-Upon-Dearne	2014-15
Next Stadium	Wakefield	2018-19
Next Toftshaw	Bradford	2018-19

Organisation Name	City	Established
Norfolk and Norwich University Hospitals NHS Foundation Trust	Norwich	2008-09
NORSE Facilities Management and Services	Norwich	2009-10
North Devon District Hospital	Barnstaple	2013-14
Nottingham University Hospitals NHS Trust	Nottingham	2011-12
Plymouth Hospitals NHS Trust	Plymouth	2010-11
Royal United Hospital Bath NHS Trust	Bath	2009-10
University Hospital North Midlands	Stoke On Trent	2018-19
University Hospitals of Derby & Burton NHS Foundation Trust, UHDB	Derby	2019-20
University of the West of England	Bristol	2019-20
University of Warwick	Coventry	2020-21

London

Organisation Name	City	Established
Great Ormond Street Hospital	London	2016-17
GSK Global Headquarters	London	2012-13
Heathrow Windsor Marriott	London	2020-21
Hilton London Heathrow Airport Terminal 5	London	2014-15
Homerton University Hospital	London	2018-19
Imperial College Healthcare NHS Trust (Charing Cross Hospital)	London	2016-17
London Borough of Hackney	London	2019-20

Organisation Name	City	Established
London Borough of Hillingdon	London	2020-21
London Borough of Hounslow	London	2015-16
London Heathrow Marriott	London	2016-17
Newham University Hospital	London	2015-16
North Middlesex University Hospital	London	2019-20
Northwick Park Hospital	London	2017-18
Phoenix Community Housing	London	2019-20
Public Health England Colindale - National Infection Service	London	2016-17
Queen Mary University London	London	2019-20
Royal London Hospital	London	2015-16
Sheraton Skyline Hotel	London	2020-21
St. George's University Hospitals NHS Foundation Trust	London	2012-13
The Whittington Hospital	London	2019-20
University of West London	London	2020-21
Wembley Park Site, Brent Civic Centre	London	2020-21
West Middlesex University Hospital - Chelsea and Westminster Hospital NHS Foundation Trust	London	2018-19
Whipps Cross University Hospital	London	2013-14

Scotland

Organisation Name	City	Established
Borders General Hospital	Melrose	2016-17
City of Edinburgh Council	Edinburgh	2020-21
Culzean Castle	South Ayrshire	2018-19
Dumfries and Galloway Council	Dumfries	2015-16
Forth Valley Royal and Serco Hospital	Larbert	2018-19
NHS Greater Glasgow and Clyde Royal Infirmary	Glasgow	2013-14
NHS Lanarkshire - University Hairmyres Hospital	East Kilbride	2012-13
NHS Lothian Western General Hospital	Edinburgh	2020-21
NHS Tayside - Dundee Health & Social Care Partnership	Dundee	2020-21
Renfrewshire Council	Paisley	2015-16
Shetland Islands Council	Lerwick	2018-19
St. John's Hospital	Livingston	2016-17
University Hospital Monklands	Airdrie	2012-13
University Hospital Wishaw	Wishaw	2010-11
University Hospital, Crosshouse	Kilmarnock	2013-14
University of Aberdeen	Aberdeen	2013-14
University of Strathclyde	Glasgow	2014-15

Wales

Organisation Name	City	Established
CTMUHB - Princess of Wales Hospital	Bridgend	2018-19
Betsi Cadwaladr University Health Board	Bangor	2017-18
Cardiff University	Cardiff	2016-17
ClwydAlyn, St. Asaph	Saint Asaph	2019-20
DOW Silicones UK Limited	Barry	2019-20

Ireland

Organisation Name	City	Established
Naas General Hospital	County Kildare	2013-14

Portugal

Organisation Name	City	Established
Jerónimo Martins	Braga	2017-18

Thank you

We would like to pay a special thanks to all our partners who are working with us to bring positive and lasting change, helping to unlock natural potential and build a more inclusive society.

Host Businesses

CTMUHB - Princess of Wales Hospital	Forth Valley Royal and Serco Hospital
Bath and North East Somerset Council	Great Ormond Street Hospital
Betsi Cadwaladr University Health Board	GSK Global Headquarters
Blackpool Council	Gulliver's Resort
Borders General Hospital	Hilton London Heathrow Airport Terminal 5
Bradford Teaching Hospitals NHS Foundation Trust	Homerton University Hospital
Calderdale Royal Hospital	Imperial College Healthcare NHS Trust (Charing Cross Hospital)
Calico Enterprises	James Paget University Hospital NHS Foundation Trust
Cardiff University	Jeronimo Martins
City Health Care partnership	Kirklees Council
City of Edinburgh Council	Lancashire County Council
ClwydAlyn	Leeds Teaching Hospital Trust
Culzean Castle	Liverpool University Hospitals, Liverpool Heart and Chest, ISS and Avrenim
DOW Silicones UK Limited	Liverpool City Council
Dumfries and Galloway Council, Scotland	London Borough of Hackney
East Sussex Healthcare Trust - Eastbourne District General Hospital	London Borough of Hillingdon

London Borough of Hounslow	Northwick Park Hospital
London Heathrow Marriott	Nottingham University Hospitals NHS Trust
Mid Yorkshire NHS Foundation Trust Dewsbury	Phoenix Community Housing
Mid Yorkshire NHS Foundation Trust Pinderfields	Plymouth Hospitals NHS Trust
Moorfield's Eye Hospital London	Progress Housing
Musgrove Park Hospital	Queen Mary University London
Naas General Hospital (NGH)	Public Health England Colindale
Newham University Hospital	Renfrewshire Council
Next - Furniture	Royal London Hospital
Next Distribution Ltd.	Royal United Hospital Bath NHS Trust
Next Stadium	Shetland Islands Council
Next Toftshaw	St. George's University Hospitals NHS Foundation Trust
NHS Greater Glasgow and Clyde Royal Infirmary	St. John's Hospital
NHS Lanarkshire-University Hairmyres Hospital	The Whittington Hospital
NHS Lothian Western General	University Hospital Monklands
NHS Tayside	University Hospitals of North Midlands and Sodexo
Norfolk and Norwich University Hospitals NHS Foundation Trust	University Hospital Wishaw
NORSE Commercial Services	University Hospital, Crosshouse
North Devon District Hospital	University Hospitals of Derby and Burton and ISS
North Middlesex University Hospital	University of Aberdeen

University of Strathclyde	Wembley Park Site Brent Council , London
University of the West of England	West Middlesex University Hospital - Chelsea and Westminster Hospital NHS Foundation Trust
University of Warwick	Whipps Cross University Hospital

Supported Employment Agencies

Action on Disability	HACS - Hillingdon Autistic Care and Support
Agoriad Cyf	HFT
Barnet Mencap	Kaleidoscope Sabre
Better Jobs Better Futures	KARE
Blackpool Adult Learning Service	Kent Supported Employment
Calico Enterprises	Lighthouse Futures
Derby Enterprise Business Partnership	Newham Workplace
Direct Education Business Partnership	New Friars Specialist College
Discovery Supported Employment	Nottingham College
Ealing Mencap	Nottinghamshire County Council - I Work Team
Education Development Trust	PLUSS
Elite Supported Employment LTD	Plymouth CITY Council
Focus, Crl	Prospects
Generate	REAL Employment
Girvan Youth Trust	Sixteen Co-operative Ltd
Hackney Employment and Skills	Sussex Community Development Association (Lets Get Working)

The Bath and Mendip Partnership Trust	Values Into Action Scotland (VIAS)
Tottenham Hotspur Foundation	Virgin Care Supported Employment
Toucan Employment	

Local Authorities/ Government Agencies

Aberdeenshire Council	Flintshire County Council
Aberdeen City Council	Glasgow City Council Supported Employment Service - Strathclyde
Bath and North East Somerset Council	Hammersmith and Fulham Council
Blackpool Council	Haringey Council
Bradford Council	Harrow Council
Brent Council (London Borough of Brent)	Hull City Council
Bristol Council	Isle of Anglesey County Council
Calderdale Council	Islington Council
Camden Council	Kirklees Council
City of Edinburgh Council	Lancashire County Council
Derby City Council	Leeds City Council
Devon Council	Liverpool City Council
Doncaster Metropolitan Borough Council	London Borough of Barnet
Dumfries and Galloway council	London Borough of Hillingdon
Dundee City Council	London Borough of Tower Hamlets
East Ayrshire Council	London Borough of Waltham Forest
East Sussex Council	Newham Council
Falkirk Council Employment and Training Unit	North Lanarkshire Council

Nottinghamshire County Council	South Lanarkshire
Renfrewshire Council	Staffordshire County Council
Rotherham Metropolitan Borough Council	Stoke on Trent City Council
Scottish Borders Council	South Lanarkshire Council
Shetland Islands Council	Wakefield Metropolitan District Council
Slough Council	Warwickshire County Council
Somerset County Council	West Lothian Council

Education Providers

Ambitious About Autism	Calderdale College
Ayrshire College	Caledonian University
Barnet and Southgate College	CANDI
Bath College	Cardiff and Vale College
Blackpool Adult Learning Service	City College, Norwich
Blackpool Council	City College Plymouth
Borders College	City of Bristol College
Bradford College	City of Glasgow College
Bridgend College	Coleg Cambria
Bridgwater and Taunton College	Coleg Menai
Bristol City College	Co-op Academy Southfield
BSix Sixth Form College	Cricket Green School
Burnley College	Doncaster College and University Centre

Dumfries and Galloway College	Newfriars FE College
Dundee and Angus College	New Friars Specialist College
East Coast College	Newham College of Further Education
East Sussex College (Eastbourne)	North East Scotland College
Edinburgh College	Nottingham College
Focus	PETROC
Forth Valley College	Phoenix School
Fosse Way School	Plymouth City College
Foxwood Academy	Preston's College
Glasgow Clyde College	Queensmill School
Gower College Swansea	Rotherham Opportunity College
Greenbank College	Runshaw College
Harrow College	Samuel Rhodes MLD School
Hereward College	Shetland College
Highfield School	St Martins School, Derby
Kildare Wicklow Education Training Board	Thanet College
Kirklees College	The College of Haringey, Enfield and North East London
Lewisham Southwark College	The College of North West London
Lighthouse Futures	University of West London
Meadow High School	Wakefield College
New College Lanarkshire	West London College

West Lothian College	Whitefield Schools and Centre
West Thames College	Wilberforce Sixth Form College

Programme Affiliated Partners

Autism Network Scotland	Medirest
Avrenim Facilities Management	Morrison's
Blackpool Teaching Hospital NHS	Motorpoint
Blackpool Tower	Office for Disability Issues
Blackpool Transport Services	PCAN
Bombardier	Rolls Royce
Centre for Social Justice	Royal School for the Deaf, Derby
Cloverleaf Advocacy	Serco
Department for Education	Severn Trent
Department for Work and Pension	SIC Children and Youth Services
Engage 2 Change	Sodexo
Gather and Gather	The Scottish Consortium for Learning Disability
Hackney Learning Trust	Think Forward
Hillingdon SEND Family Support	Warburton's
ISS	West London Alliance (WLA)
Learning Disability Wales	Piota
Lewisham Children with Complex Needs Service	

Connect with us

Keep up to date with all the DFN Project SEARCH news and events by following us on social media.

www.dfnprojectsearch.org

LinkedIn Twitter YouTube

Trustees' Report on Financial and other Statutory Matters

For the year ended 31 December 2021

INTRODUCTION

Trustees' Report on Financial and other Statutory Matters

The Trustees of DFN Project SEARCH are pleased to present their Annual Report and Financial Statements for the year ended 31 December 2021, which have been prepared to meet the requirements for a Directors' Report and Accounts for Companies Act purposes.

The Financial Statements have been prepared in accordance with the accounting polices set out in note 1 to the accounts and comply with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity's Memorandum and Articles of Association and the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

DFN Project SEARCH was registered with the Charity Commission for England and Wales (number 1183834) on 11 June 2019 and is a company limited by guarantee (number 11488209); the company was incorporated on 28 July 2018.

DFN Project SEARCH was registered with the Scottish Charity Regulator (number SC049891) on 23 January 2020.

Charitable objectives

DFN Project SEARCH's charitable objectives are specifically restricted to the advancement of the education of young people with additional needs in vocational and employability skills so as to develop their capabilities that they may grow to full maturity as individuals and members of society. Activities in support of this include:

01

Granting licenses to partner organisations to deliver the DFN Project SEARCH programme in their local area.

02

Providing training and support to partner organisations to deliver the DFN Project SEARCH programme.

03

Carrying out quality assurance and improvement of every programme to ensure that the DFN Project SEARCH programme is being carried out effectively.

Demonstrating public benefit

The Trustees are aware of the Charity Commission guidance on Charity and Public Benefit and confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to it. The Trustees consider that the information contained within the Trustees' Report about the Charity's aims, activities and achievements demonstrates the benefit to the public.

Financial Review

As for many charitable organisations, the significant challenge for DFN Project SEACH for the 2021 year was the prolonged presence of the Covid-19 virus. Many established and prospective sites within medical, educational or hospitality spheres continued to be greatly impacted by the measures put in place to combat the spread of the virus.

The team of Programme Specialists continued to work creatively to provide support for the sites which carried on working with their 2020/21 interns online where facilities were available and in person where possible. The team has grown considerably during the year, allowing us to provide more support, training, coaching and resources to sites, whilst developing new host business relationships, and establishing business advisory networks with the longer term goal of securing jobs for the interns.

In expanding the level of work during this period of uncertainty, the Trustees acknowledge with grateful appreciation the financial resources provided by their supporters. Key to this is the ongoing financial support provided by the David Forbes-Nixon Charitable Foundation (the DFN Foundation).

Donations received from the DFN Foundation for the year to 31 December 2021 were £500,000 (2020 £668,300) as set out in note 3. In addition this has been the first year where additional donations of £317,212 have been generated by the fundraising team as set out in note 3. Of this amount £79,000 was in the form of restricted funds.

The Trustees are pleased to report that there has been continued recognition of the success of the DFN Project SEARCH programme, as evidenced by the partnership with NHS England and Health Education England, which will create 42 new sites, four of which commenced in 2021. A further ten sites also started operations in 2021.

These accounts therefore report income generated from the establishment of new sites (after adjusting for deferred income per note 18) of £275,813 (2020 £114,273).

Other sales, including the provision of services to the DFN Foundation, totalled

£15,605 (2020 £16,948) as set out in note 5. Expenditure relating to fundraising activities amounted to £115,898 (2020 - nil) as set out in note 6. Direct costs consist primarily of the cost and expenses of the Programme Specialists, Associates, and the payment of the master franchise fee and support from Cincinnati Children's Hospital Medical Centre; these costs totalled £416,407 (2020 £277,433) as set out in note 7.

Costs directly related to Project SEARCH for management and support costs totalled £373,592 (2020 £439,688) as set out in note 8.

The Trustees are pleased to report a net movement of funds of £229,482 for the year (2020 £82,508).

Use of resources

The Trustees consider it prudent to maintain resources at a level to enable the Charity to continue to fund its core services over a period of time in the event of a significant drop in funding. During the year the Trustees reviewed the reserves policy and considered that a period of three months was a sufficient time frame (2020 six months) for this purpose. 2021 marked the launch of DFN Project SEARCH's new fundraising activities and significant long term pledges have been secured which will even out the income streams and ensure that they are more diverse.

At the current level of operations this indicates a level of reserves in the range of £350,000; at the year end reserves £526,729 (2020 £297,247). The Trustees recognise that the level of unrestricted reserves is greater than target, but given the rapid growth achieved in the current financial year and the expected growth in future years, these will serve as a firm base as the DFN Project SEARCH programme continues to be rolled out.

Risk management

The management team have developed a register of significant risks that the Charity is, or potentially could be, exposed to. There is an established risk assessment process which includes practical operational mitigation procedures. Responsibility for each class of risk is reflected within the register.

The Trustees and CEO regularly review the register to address any changes in the likelihood and impact of each risk and risk mitigation measures are considered. The register is updated regularly to reflect new and changing risks.

Progress during the pandemic

The prime concern of the Trustees remains the wellbeing and health of the staff and beneficiaries. New technologies and methodologies continue to be utilised to protect staff and beneficiaries, whilst at the same time improving and digitalising the offer and supporting our stakeholders through developments, such as the INSET days.

Despite the continued presence of the Covid-19 virus, the Trustees are pleased to report that 14 new sites were able to commence with their 2021/22 interns, with over 35 sites projected to commence in September 2022.

Diversity

Respecting diversity is one of DFN Project SEARCH's key values and we are committed to being an inclusive organisation where diversity is welcomed and valued. Through our programmes, DFN Project SEARCH strives to promote a culture where people treat each other with mutual respect regardless of age, disability, gender, marital or civil partnership status, pregnancy and maternity, gender reassignment, race, religion and belief or sexual orientation.

Structure, governance and management

The Charity is a company limited by guarantee, incorporated on 28 July 2018 and was registered with the Charity Commission for England and Wales (number 1183834) on 11 June 2019.

The Charity was established under a Memorandum of Association which established the objects and powers of the Charitable Company (as amended) and is governed under its Articles of Association. The Charity was registered with the Scottish Charity Regulator on 23 January 2020 (number SC049891).

The Board of Trustees is responsible for the overall governance of the Charity and meets as a Board at least three times a year. In addition, various sub-committees meet regularly to address financial, and operational issues reporting to the Board.

The Trustees, who are also directors for the purposes of company law, and who have served since the end of the previous year (unless indicated otherwise) are:

- David Forbes-Nixon OBE (Executive Chair)
- Nicola Brentnall (appointed 9 June 2021)
- Elaine Colquhoun
- Mark Hudson
- Lelabari Kogbara
- Janet Riehle
- Susan Rutowski
- Lawrence Sullivan (resigned 30 March 2022)
- Emily Sun

The number of Trustees shall not be less than two.

None of the Trustees receive remuneration or other benefit from their work for the Charity, other than trivial gifts as set out in note 10. Expenses incurred by the Trustees in the performance of their duties are reimbursed. None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The Board of Trustees administers the Charity. In doing so the Trustees have delegated the day-to-day administration of the Charity to the CEO who works closely with the Executive Chair and other members of the Board.

Trustees receive regular reports on the progress of the projects in hand and meet (formally and via telephone/ virtual meetings) to discuss progress, future projects and to approve current and future expenditure and the funding thereof.

Trustee selection and induction

The Trustees review regularly the composition of the Board and its various sub-committees. When a vacancy arises the Trustees look at the blend of experience and skills of Trustees to ensure that these meet the needs of the Charity, and instigate a recruitment process if required. This will involve advertising both locally and nationally as well as more informal approaches to individuals who have the relevant skills and experience.

All new Trustees are invited to attend induction training with the Executive Chair and CEO. New Trustees are briefed on their legal obligations under charity and company law, on their role and responsibilities as Trustees, the Charity Commission guidance on public benefit, the content of the governing document, the decision making process, the business plans and recent financial performance of the Charity.

Statement of Trustees' responsibilities and corporate governance

The Trustees, who are also the directors of DFN Project SEARCH for the purposes of company law, are responsible for preparing the Trustees Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of those resources, including the income and expenditure, of the Charity for that period.

In preparing these statements, the Trustees are required to:

01

Select suitable accounting policies and then apply them consistently.

02

Observe the methods and principles in the Charities SORP.

03

Make judgements and accounting estimates that are reasonable and prudent.

04

State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

05

Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment Act (Scotland) Act 2005 and the Charities Account (Scotland) Regulations 2008 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

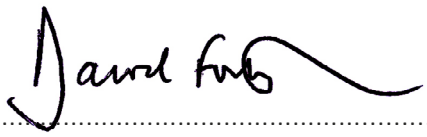
Auditor

Dixon Wilson Audit Services LLP were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a general meeting.

Disclosure of Information to Auditor

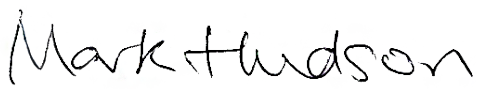
The Trustees who were in office on the date of the approval of these financial statements, having made reasonable enquiry, have collectively confirmed that, as far as they are aware, there is no relevant audit information undisclosed to the company's auditor and that they have taken the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

This Report was approved by the Board of Trustees and signed on its behalf by:



Dated: 19 July 2022

Mr David Forbes-Nixon (Executive Chair)



Dated: 19 July 2022

Mr Mark Hudson (Director)

INTRODUCTION

Independent Auditor's Report to the members of DFN Project SEARCH

Opinion

We have audited the financial statements of DFN Project Search (the 'charitable company') for the year ended 31 December 2021, which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report report;
- sufficient accounting records have not been kept;

- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 50 and 52, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector in which it operates,

and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Charities Act 2011, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third parties.

As in all our audits, we also addressed the risk management override internal controls, including testing journals and evaluating whether there was any evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

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

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Dixon Wilson Audit Services LLP

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Dated: 19 August 2022

Dixon Wilson Audit Services LLP - Statutory Auditor

22 Chancery Lane
London
WC2A 1LS

Dixon Wilson Audit Services LLP is eligible to act an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities including Income and Expenditure Account for the year ended 31 December 2021

		Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020
	Notes	£	£	£	£
Income and endowments from:					
Donations	3	738,212	79,000	817,212	668,300
Charitable activities	4	275,813	-	275,813	114,273
Other income	5	15,605	-	15,605	16,948
Total income		**1,029,630**	**79,000**	**1,108,630**	**799,521**
Expenditure on:					
Raising funds	6	115,898	-	115,898	-
Charitable activities	7	698,045	65,020	763,065	717,121
Total resources expended		**813,943**	**65,020**	**878,963**	**717,121**
Net income for the year/ net incoming resources		**215,687**	**13,980**	**229,667**	**82,400**
Other recognised gains and losses					
Other gains or losses	13	(185)	-	(185)	108
Net movement in funds		**215,502**	**13,980**	**229,482**	**82,508**
Fund balances at 1 January 2021		297,247	-	297,247	214,739
Fund balances at 31 December 2021		**512,749**	**13,980**	**526,729**	**297,247**

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Balance Sheet as at 31 December 2021

		2021		2020	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	14		-		1,462
Current assets					
Debtors	15	724,586		259,521	
Cash at bank and in hand		230,995		224,622	
		955,581		**484,143**	
Creditors: amounts falling due within one year	16	(243,352)		(148,108)	
Net current assets			712,229		336,035
Total assets less current liabilities			**712,229**		**337,497**
Creditors: amounts falling due after more than one year	17		(185,500)		(40,250)
Net assets			**526,729**		**297,247**
Income funds					
Restricted funds	20		13,980		-
Unrestricted funds			512,749		297,247
			526,729		**297,247**

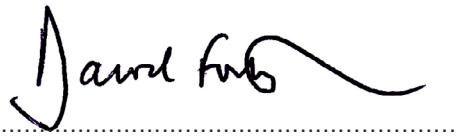
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2021, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

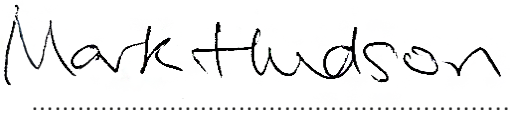
The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The accounts on pages 58 to 85 were approved by the Trustees on 19 July 2022 and were signed on its behalf by



David Forbes-Nixon (Executive Chair)



Mark Hudson (Director)

Company registration number 11488209

Statement of Cash Flows

For the year ended 31 December 2021

		2021		2020	
	Notes	**£**	**£**	**£**	**£**
Cash flows from operating activities					
Cash generated from operations	24		6,373		59,370
Net cash used in investing activities			-		-
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			**6,373**		**59,370**
Cash and cash equivalents at beginning of year			224,622		165,252
Cash and cash equivalents at end of year			**230,995**		**224,622**

Notes to the Financial Statements

For the year ended 31 December 2021

1. Accounting Policies

Charity information

DFN Project SEARCH is a private company limited by guarantee incorporated in England and Wales. The registered office is 10 Norwich Street, London, EC4A 1BD.

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.2 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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) (effective 1 January 2019)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in pounds sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.3 Going concern

Despite the ongoing disruption of the Covid-19 pandemic, DFN Project SEARCH was able to continue to deliver the Project SEARCH programme in the 2021 financial year.

DFN Project SEARCH recognises the need for continuing financial support in the short term. The David Forbes-Nixon Charitable Foundation (DFN Foundation) has indicated its willingness to support the operation of DFN Project SEARCH (subject to the achievement of satisfactory performance indicators) until such time that DFN Project SEARCH is self

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

sufficient in terms of incoming resources, for which the Board is grateful. Accordingly at the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity will have adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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.

1.5 Income

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

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

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

Assets given for use by the Charity are recognised when receivable.

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

Where the Charity has entered into a contract for the supply of services over a period exceeding one year, income received at the commencement of the contract is recognised within the accounts on a time apportioned basis associated with the expected delivery of that service over the life of the contract.

1.6 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its charitable activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are associated with meeting the constitutional and statutory arrangements of the Charity, including external audit and the cost of preparing statutory accounts, the cost of Trustees' meetings and other costs involved with the Charity's strategic management.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Wherever possible, costs relating to a particular activity are allocated directly; others are apportioned on the basis of the ratio of resources expended in respect of each charitable activity.

Irrecoverable VAT is included with the items of expenditure to which it relates.

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

1.7 Tangible fixed assets

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

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

IT Equipment	2 year straight line method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the Trustees reviews the carrying amounts of the tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.11 Employee benefits

Where material the cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

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

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

1.12 Retirement benefits

The Charity operates a defined contribution pension scheme for employees whereby the assets of the scheme are held separately within an independently administered fund.

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

1.13 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation are included in net income/ (expenditure).

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

2. Critical accounting estimates and judgements

Critical judgements

The Board do not feel that any judgements have been made in the process of applying the Charity's accounting policies, other than those including estimation, that have had a significant effect on the amounts reported in the financial statements.

Critical estimates – deferred Income

As set out in note 1.5 above, where the Charity has entered into contracts for the supply of services over a period exceeding one year, income received at commencement of the contract is recognised within the accounts on a time apportioned basis associated with the expected delivery of that service over the life of the contract.

In applying this policy the Board acknowledge that the recognition of income under each Project SEARCH Licence agreement is dependent on the completion of each stage under the contract.

To the extent that timing of the delivery of each stage of the contract is not known with certainty (or may be subject to change due to the potential impact of the measures to combat the Covid-19 pandemic) the Board have applied estimates based on the expected timing of the delivery of the service.

Details of income deferred to subsequent periods in accordance with the above are set out in note 18.

3. Donations

	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020
	£	£	£	£
Donations and gifts	737,730	79,000	816,730	668,300
Donated goods and services	482	-	482	-
	£738,212	£79,000	£817,212	£668,300

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

4. Charitable activities

	2021	2020
	£	£
Project SEARCH licence fees	275,813	114,273

5. Other income

	Unrestricted funds Year to 31 December 2021	Unrestricted funds Year to 31 December 2020
	£	£
Services provided to the DFN Foundation	8,934	8,073
Other sales	2,340	8,875
Reimbursement of support worker costs from Access to Work	4,331	-
	15,605	**16,948**

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

6. Raising funds

	Unrestricted funds 2021	Unrestricted funds 2020
	£	£
Staging fundraising events	842	-
Other fundraising costs	13,123	-
Staff costs	74,999	-
Share of governance costs (see note 8)	11,437	-
Share of support costs (see note 8)	15,497	-
	115,898	**-**

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

7. Charitable activities

	2021	2020
Project SEARCH costs		**£**
Staff costs	245,753	102,205
Other direct costs	84,748	91,429
UK conference costs	758	-
Overseas conference costs	7,215	-
Franchise fee and support costs	73,602	83,799
Support worker	4,331	-
	416,407	**277,433**
Share of support costs (see note 8)	293,123	340,402
Share of governance costs (see note 8)	53,535	99,286
	763,065	**717,121**
Analysis by fund		
Unrestricted funds	698,045	717,121
Restricted funds	65,020	-
	763,065	**717,121**

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

8. Support costs

For the year ended 31 December 2021

	Support costs	Governance costs	2021	Basis of allocation
	£	£	£	
Staff costs	68,566	-	68,566	Direct allocation
Depreciation	1,462	-	1,462	Direct allocation
Management costs	118,907	-	118,907	Direct allocation
Website costs and hosting	3,365	-	3,365	Resources expended
Staff travel and accommodation	5,996	-	5,996	Direct allocation
IT and communication costs	20,400	-	20,400	Direct allocation
Training and recruitment costs	4,459	-	4,459	Direct allocation
Product evaluation	-	-	-	Direct allocation
Public relations	66,848	-	66,848	Resources expended
Rent of office	229	-	229	Direct allocation
Safeguarding and GDPR	569	-	569	Direct allocation
Administration costs	17,819	-	17,819	Resources expended
Audit fees	-	8,369	8,369	Resources expended
Accounting and admin support	-	39,757	39,757	Resources expended
Legal and professional	-	16,268	16,268	Resources expended
Trustees' expenses	-	-	-	Resources expended
Board meeting expenditure	-	578	578	Resources expended
	308,620	**64,972**	**373,592**	

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

8. Support costs (continued)

For the year ended 31 December 2021

Analysed between:				
Fundraising	15,497	11,437	26,934	
Charitable activities	293,123	53,535	346,658	
	308,620	**64,972**	**373,592**	

8. Support costs (continued)

For the year ended 31 December 2020

	Support costs	**Governance costs**	**2020**	**Basis of allocation**
	£	**£**	**£**	
Staff costs	128,043	-	128,043	Direct allocation
Depreciation	1,463	-	1,463	Direct allocation
Management costs	76,094	-	76,094	Direct allocation
Website costs and hosting	12,059	-	12,059	Resources expended
Staff travel and accommodation	4,521	-	4,521	Direct allocation
IT and communication costs	9,771	-	9,771	Direct allocation
Training and recruitment costs	7,720	-	7,720	Direct allocation
Product evaluation	3,400	-	3,400	Direct allocation
Public relations	55,541	-	55,541	Resources expended
Rent of office	31,483	-	31,483	Direct allocation
Safeguarding and GDPR	4,076	-	4,076	Direct allocation
Administration costs	6,231	-	6,231	Resources expended

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

8. Support costs (continued)

For the year ended 31 December 2020

Audit fees	-	12,986	12,986	Resources expended
Accounting and admin support	-	78,970	78,970	Resources expended
Legal and professional	-	5,167	5,167	Resources expended
Trustees' expenses	-	192	192	Resources expended
Board meeting expenditure	-	1,971	1,971	Resources expended
	340,402	**99,286**	**439,688**	
Analysed between:				
Fundraising	-	-	-	
Charitable activities	340,402	99,286	439,688	
	340,402	**99,286**	**439,688**	

9. Auditor's remuneration

The analysis of the auditor's remuneration is as follows:

	2021	2020
	£	£
Audit of the annual accounts	8,369	12,986

The 2020 charge of £12,986 included an under provision for the 2019 audit of £4,586.

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

10. Trustees

None of the Trustees (or any persons connected with them) received any remuneration from the Charity during the year (2020 - nil). No Trustees were reimbursed expenditure in the year relating to Trustee meetings (2020 - £192).

One Trustee was reimbursed expenditure paid on behalf of the Charity of £1,496 in the year (2020 - nil), the expenditure is included within Staging fundraising events in note 6 and Staff travel and accommodation in note 8.

DFN Project SEARCH provided the Trustees with trivial gifts totalling £456 (2020 - nil) during the year as a thank you for work on fundraising projects and their ongoing support during the Covid-19 pandemic.

11. Management costs of the CEO

As in the previous reporting period, DFN Project SEARCH continued to employ the services of CEO Claire Cookson in a dual role with the DFN Foundation. The roles were combined in 2020 to serve the education and employability objectives set out by DFN Project SEARCH, in conjunction with the DFN MoveForward programme (operated within the DFN Foundation).

All employment costs of the CEO were met by the DFN Foundation and the proportion of the employment costs relating to DFN Project SEARCH are recharged.

The total costs recharged from the DFN Foundation were £116,254 (2020 - £73,140) as included within Management costs in note 8. Irrecoverable VAT relating to the recharged costs amounted to £2,653 (2020 - £2,954). The total costs incurred from the CEO recharge are therefore £118,907 (2020 - £76,094).

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

12. Employees

The average monthly number of employees over the course of the year was:

	2021	2020
	Number	Number
Productive	5	2
Management	4	1
	9	**3**

Employment costs	2021	2020
	£	£
Wages and salaries	343,056	199,791
Social security costs	32,743	19,353
Other pension costs	13,519	11,104
	389,318	**230,248**

In the year the Charity made no payments in lieu of notice for termination of contract (2020 - one employee with a payment of £37,500).

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

The number of employees whose annual remuneration was £60,000 or more were:

	2021	2020
	Number	Number
£70,000 - £79,999	-	1
£60,000 - £69,999	1	-

Contributions totalling £2,418 (2020 - £4,920) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

During the year Jo Busvine was appointed as Financial Controller of DFN Project SEARCH and the DFN Foundation. As set out in note 23, invoices were raised to the DFN Foundation for Jo's services based on the employment costs incurred by DFN Project SEARCH.

The employment costs recharged to the DFN Foundation for Jo's services during the year totalled £8,934 (2020 - nil).

13. Other gains/ (losses)

	Unrestricted funds 2021	Unrestricted funds 2020
	£	£
Foreign exchange gains/ (losses)	(185)	108

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

14. Tangible fixed assets

	IT equipment
	£
Cost	
At 1 January 2021	2,925
At 31 December 2021	2,925
Depreciation and impairment	
At 1 January 2021	1,463
Depreciation charged in the year	1,462
At 31 December 2021	2,925
Carrying amount	
At 31 December 2021	-
At 31 December 2020	1,462

15. Debtors

	2021	2020
Amounts falling due within one year:	£	£
Trade debtors	49,795	60,001
Other debtors	660,877	197,859
Prepayments and accrued income	13,914	1,661
	724,586	**259,521**

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

16. Creditors: amounts falling due within one year

		2021	2020
	Notes	£	£
Other taxation and social security		15,249	3,982
Deferred income	18	183,100	63,700
Trade creditors		24,252	48,461
Accruals		20,751	31,965
		243,352	**148,108**

17. Creditors: amounts falling due after more than one year

		2021	2020
	Notes	£	£
Deferred income	18	185,500	40,250

18. Deferred income

	2021	2020
	£	£
Arising from services provided	368,600	103,950

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

18. Deferred income (continued)

Deferred income is included in the financial statements as follows:

	2021	2020
	£	£
Deferred income is included within:		
Current liabilities	183,100	63,700
Non-current liabilities	185,500	40,250
	368,600	**103,950**
Movements in the year:		
Deferred income at 1 January 2021	103,950	83,123
Released from previous periods	(42,850)	(52,923)
Resources deferred in the year	307,500	73,750
Deferred income at 31 December 2021	**368,600**	**103,950**

Working within the framework of the franchise agreement, a one off fee is charged for the creation of a Project SEARCH site to contribute to the costs of establishing the partnership and the support network vital to each unique project. Once established, ongoing services, support, and training are made available for which an annual fee is charged.

In setting up each site, and in working with the site partners, each Programme Specialist undertakes a series of tasks commencing in the preparation year prior to operation and concluding with a mandatory Continuous Improvement Review and follow up consultation in the year after the first year of operation; overall a three year cycle.

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

In keeping with the guidance in the SORP part of any fees received for the set up of each site is deferred to subsequent periods on the basis of the proportion of the work to deliver the programme over a three year cycle.

19. Retirement benefit schemes

Defined contribution schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The Charity contributes a specified percentage of payroll costs to the retirement pension scheme to fund the benefits. The only obligation of the Charity with respect to the scheme is to make the specified contributions.

The charge to the statement of financial activities in respect of defined contribution schemes is £13,519 (2020 - £11,104).

20. Restricted funds

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

	Balance at 1 January 2021	Movement in funds		Balance at 31 December 2021
		Incoming resources	Resources expended	
	£	£	£	£
Charity running costs	-	79,000	(65,020)	13,980

The Trustees express their appreciation to The Henry Smith Charity for the grant of £629,000 approved in the year. The grant is receivable over a four year period to 2025 subject to performance related conditions, which include a satisfactory annual progress report.

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

The first £79,000 instalment was received during the year. Subject to meeting the performance related conditions the subsequent grant payments will be received in seven, six monthly instalments. The grant instalments are recognised once the performance related conditions for each instalment have been met.

21. Analysis of net assets between funds

	Unrestricted funds 2021	Restricted funds 2021	Total Unrestricted funds	
			2021	2020
	£	£	£	£
Fund balances at 31 December 2021 are represented by:				
Tangible assets	-	-	-	1,462
Current assets/ (liabilities)	698,249	13,980	712,229	336,035
Long term liabilities	(185,500)	-	(185,500)	(40,250)
	512,749	**13,980**	**526,729**	**297,247**

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

22. David Forbes-Nixon Charitable Foundation

Prior to the assignment of the Master Franchise of Project SEARCH on 30 September 2019, the day-to-day operations of Project SEARCH were carried out as a restricted fund within the David Forbes-Nixon Charitable Foundation (the DFN Foundation).

In early 2020 the Board conducted a strategic review of the delivery of the Project SEARCH programme and how best to focus resources to gain the greatest impact. The plan is ambitious in terms of the number of young people obtaining sustained employment (target to exceed 10,000 by 2030) and progressive in the development and focused delivery of future sites. Despite the significant challenges presented by the continued presence of the Covid-19 virus, it is expected that the number of new sites due to open will be back on track by September 2022.

The Trustees wish to register their continued appreciation to the Board of the DFN Foundation, which has indicated its willingness to provide support for the operation of DFN Project SEARCH (subject to satisfactory performance indicators) until such time that DFN Project SEARCH is self sufficient in terms of incoming resources.

On the basis of the ongoing support as provided by the DFN Foundation and in anticipation of an ambitious fundraising programme targeting external grant funding and Government support, the Board have reasonable expectations that the Charity has adequate resources to continue in operation for the foreseeable future.

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

23. Related party transactions

David Forbes-Nixon Charitable Foundation

In accordance with the Charities SORP (see note 1.1) the David Forbes-Nixon Charitable Foundation (the DFN Foundation) is considered a related party following the appointment of a joint CEO.

The transactions between the two organisations are:

- Grants paid to DFN Project SEARCH by the DFN Foundation of £500,000 (2020 - £668,300) as included in note 3.

- Charges made at cost for the services of the CEO of £116,254 (2020 - £73,140) exclusive of VAT as reported in Management costs within note 11.

- The DFN Foundation paid for the services of the Financial Controller employed by DFN Project SEARCH for which invoices were raised for the equivalent employment cost of £8,934 (2020 - nil). The income for these services is reported within other income in note 5. In 2020 DFN Project SEARCH provided the services of the Office Manager totalling £8,073.

- Shared office facilities were recharged from the DFN Foundation during the year totalling £5,710 (2020 - £45,629).

- At the year end DFN Project SEARCH was owed £543,477 (2020 - £190,819) by the DFN Foundation.

Construction Industry Solutions Limited

During 2021 Construction Industry Solutions Limited (company number: 02039252) pledged to support DFN Project SEARCH as a Founding Patron with a grant of £50,000 per year for a minimum of three years (2020 - nil).

Mr L J Sullivan, the Chairman of Construction Industry Solutions Limited was a Trustee of DFN Project SEARCH during the year ended 31 December 2021.

Notes to the Financial Statements

For the year ended 31 December 2021 (continued)

Inclusive Enterprises Limited (trading as 'The Cookie Bar')

During 2021 Inclusive Enterprises Limited (company number: 07470022) provided a meeting room and refreshments free of charge for a team meeting of DFN Project SEARCH staff. The donation is valued at £482 (2020 - nil) and included as a donated service within note 3 and Administration costs within note 8.

Mr L J Sullivan, a Director of Inclusive Enterprises Limited was a Trustee of DFN Project SEARCH during the year ended 31 December 2021.

24. Cash generated from operations

	2021	2020
	£	£
Surplus for the year	229,667	82,400
Adjustments for:		
Foreign exchange differences	(185)	108
Depreciation and impairment of tangible fixed assets	1,462	1,463
Movements in working capital:		
(Increase) in debtors	(465,065)	(40,276)
(Decrease) in creditors	(24,156)	(5,152)
Increase in deferred income	264,650	20,827
Cash generated from operations	**6,373**	**59,370**

25. Analysis of changes in net funds

The Charity had no debt during the year.

Notes

Notes

Contact us

Claire Cookson

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Office Location
10 Norwich Street
London EC4A 1BD

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Registered company number 11488209 (England and Wales)

DFN PROJECT SEARCH

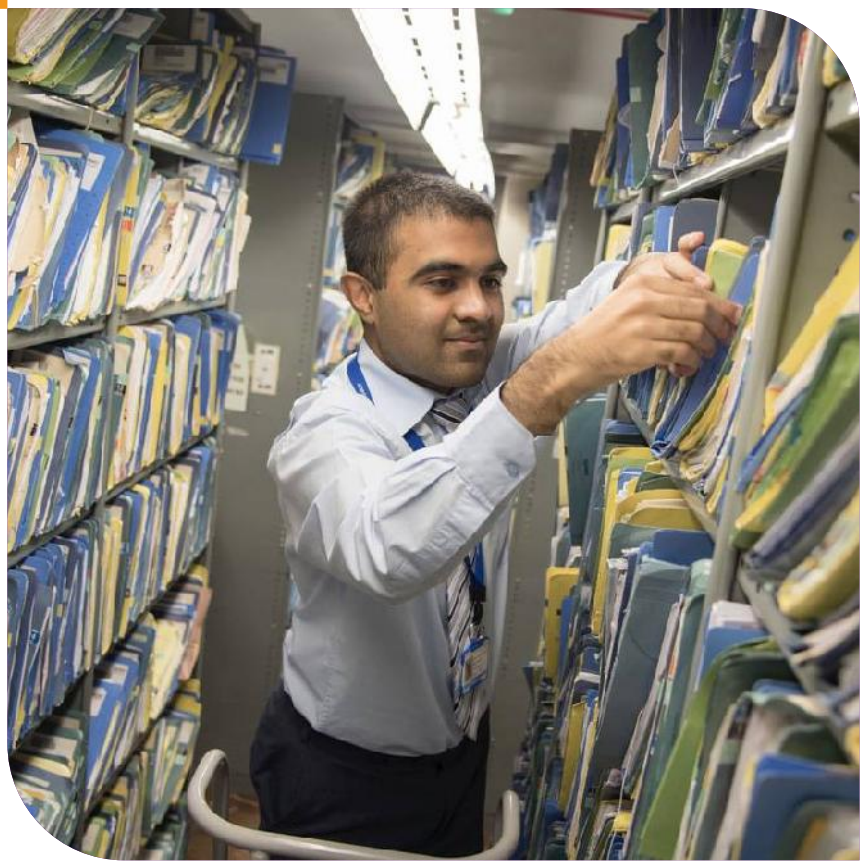
England & Wales - Charity number 1183834

Accounts

DFN
Project | SEARCH

Annual Report and Accounts

2020



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INTRODUCTION

Legal and Administrative Information

Trustees	D Forbes-Nixon - Chairman E M Colquhoun OBE M B B Hudson L Kogbara J L Riehle S Rutkowski L J Sullivan E M Sun
Charity number (England and Wales)	1183834
Charity number (Scotland)	SC049891
Company number	11488209
Registered office	10 Norwich Street London EC4A 1BD
Bankers	Barclays 1 Churchill Place Canary Wharf London E14 5HP
Auditor	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS
Accountants	Humphrey & Co 7-9 The Avenue Eastbourne East Sussex BN21 3YA
Solicitors	Macfarlanes LLP 20 Cursitor Street London EC4A 1LT

Transforming Lives for the Better

A message from our Chairman and CEO

David Forbes-Nixon
Chairman

Claire Cookson
Chief Executive Officer

People with learning disabilities are more likely to be living in poverty and poor housing, to be unemployed, to be socially isolated, and to be on the receiving end of discrimination and violence. Even before COVID-19 hit the UK, people with learning disabilities were dying on average 15-20 years younger than other people. With the continuing pandemic, the inequalities that already existed across all demographics in the UK are magnified and undeniable[1]. People with learning disabilities have the lowest employment rates across all health needs.

With that in mind the need for best practice Transition to Employment pathways and support for young adults with learning disabilities and / or autism has never felt more important and in need.

We are immensely proud that **DFN Project SEARCH** has continued to deliver lasting outcomes for some of the most vulnerable members of society throughout 2020. Working with young people with learning disabilities through a supported internship model, DFN Project SEARCH continues to defy statistics by helping approximately 60% of its interns into full time paid work (and up to 70% if including those entering into part time work). Through widespread partnership work we feel privileged to have seen and experienced such high levels of excellence, innovation, and compassion.

The DFN Project SEARCH model is unmatched in the UK and globally in its ability to help young people with learning

disabilities into meaningful and sustained work. With a 23-year track record of evidence-based supported internships delivery (US and now UK), DFN Project SEARCH has become the standard setter for Transition to Employment provision.

As individuals move into work following a DFN Project SEARCH programme, the return on investment increases through tax revenue and reductions in welfare benefits. However, value will also be created through improved mental and physical health, social interaction, increased independence and confidence. In order to capture the multiple benefits that a DFN Project SEARCH programme affords an individual, and therefore society as a whole, an evaluation of the Social Return on Investment (SROI) generated by a DFN Project SEARCH internship was independently carried out.

The evaluation focused on the first Project SEARCH pilot site in the UK – Wishaw General Hospital in Lanarkshire.

The SROI evaluation for the DFN Project SEARCH programme concluded that £3.96 was created for every pound of investment. The analysis also showed that around a third of the value of

Project Search (33%) was created for the graduates and students, while considerable value was also created for the Scottish Government (21%), the NHS (18%) and North Lanarkshire Council (12%)[3].

Misunderstandings about learning disabilities have entrenched pre-existing barriers to employment. However, if we reflect on 2020, what shines through is that our interns have risen to the challenge in frontline, key worker roles, and continue to do amazing work across vital industries like healthcare and logistics.

They share anxieties like all of us, but they have overcome these to be part of a more inclusive workforce. Their work ethic has radiated through and they have shown themselves to be able to understand and adhere to new ways of working and follow stringent health and safety guidelines.
With forty of our programmes based in hospitals, we had lots of interns already well trained in infection control.

The success they are having is testament to the effectiveness of our pioneering transition to work programme and all the partners who contribute to that.
Our interns develop so many employability skills and are now applying for and getting themselves life-changing jobs that are making a difference to the country in a time of unprecedented crisis.

These developments and progress are certainly working to create a greater awareness of young people going through supported internships and the value they bring to society. Change can be challenging, but it can bring so many transformational benefits which we firmly believe will prove to be a springboard for long-term change and more fairness and equality.

Society is now beginning to better understand the value that people with learning disabilities and autism can bring to the workplace and we have a huge opportunity to transform workplace culture throughout the country. Making the move to work from home during lockdown has forced businesses and organisations to open their eyes to new ways of flexible working and are delivering results and performance that they never thought possible.

This shows us that we are capable of making huge adjustments to be more inclusive and not let anything get in the way of people being able to do their jobs.
So, let us not fall into previous habits and be reluctant to even greater change.

Our job now is to work collaboratively with business, educators and local and national government to give these talented young people further hope and the chance to fulfil their potential.

As life-long champions of young people with learning disabilities, we want to be able to look back on 2020 as a landmark moment of real progress in helping all young people with learning disabilities and autism secure better learning provision and access to long-term paid employment.

[1] https://www.mmu.ac.uk/hpsc/news-and-media/news/story/?id=13191
[2] Social Value Lab, SROI Evaluation Project Search for North Lanarkshire Council, April 2013. Pg 22

Des Murray

Chief Executive of North Lanarkshire Council shares his passion for DFN Project SEARCH supported internships

Des Murray, Chief Executive of North Lanarkshire Council, shares a first hand point of view of working with DFN Project SEARCH, his passion for supporting young people with autism and learning disabilities, and encourages other local authorities and companies to get involved with the Charity.

What impact do you believe that DFN Project SEARCH graduates have had while working on the front line during the pandemic?

"We have had many young people achieving internships in a whole range of key areas of activity through DFN Project SEARCH but actually, over the last 12 months during the COVID-19 pandemic, many have actually become key workers and are in a range of critical support roles, working as part of teams making a real difference to communities and their livelihoods during these times of huge challenge for all.

These are young people who come from additional support needs backgrounds (who may have been perceived in the past, not by those who know them but by those who don't, as somehow not being able

to contribute equally or greater than their other peers) and now, they are key workers. They are as important, if not more, than others performing roles out across society right now. To see that come from DFN Project SEARCH and to see these young people realise their potential is hugely moving and I am really proud to be a part of it."

What can local authorities achieve by partnering with DFN Project SEARCH?

"We as a local authority have benefitted from the young people as much as they have from DFN Project SEARCH programmes. It is not just about supporting people, it's not just about helping them achieve everything they can, it's also about what we, the council and the team members involved in the project, gain from it. That isn't just a feeling of pride when you see that young person succeed, or when you see the joy on the faces of their family, it's also about what we learn from these young people.

So, for me, the local authorities that are not involved in schemes like DFN Project SEARCH, are missing out on a huge opportunity to take some of those young people out in society who need our help most and get behind them and allow them to come forward and flourish."

How important are supported internships going forward for improving workplace equality?

"We know that more and more people are facing these challenges in life and that there are more additional support needs for pupils in schools and more people with varying forms of disability. Therefore these supported internships are critical because these people are a hugely important part of our society and without an organisation like DFN Project SEARCH out there giving equal opportunities and putting all the pieces of the puzzle together, I think we would be a poorer place."

What impact can DFN Project SEARCH interns have on a company's culture?

"From my experience over the last ten years, those employers that have become part of our DFN Project SEARCH programmes have come back again and again and again. They see the value and benefit and the growth not only for the interns but also for their organisation and they want to support it even more.

That's a very powerful thing and I think if more employers opened their doors, opened their minds to understanding the added value that they would get from involving themselves in those schemes, you would see exponential growth because it's a hugely powerful thing to witness, even third hand, for the family, the person and for the employer."

Continuing to Achieve High Goals

The immense challenges that we are all facing have not slowed us down. Data from the 2018/19 cohort show that we have recruited more interns and from more diverse backgrounds. Despite the impact of COVID-19, we have supported more people into work in 2020 than in the previous years. We have also established 10 new sites and strengthened our engagement with local authorities and national governments.

The most rewarding finding is that nearly **60%** of our interns have secured paid jobs and **55%** retained these despite the pandemic. These incredible individuals have secured key worker roles during the crisis, rising to the challenge of frontline roles and doing amazing work in vital industries from healthcare to logistics.

Our numbers*

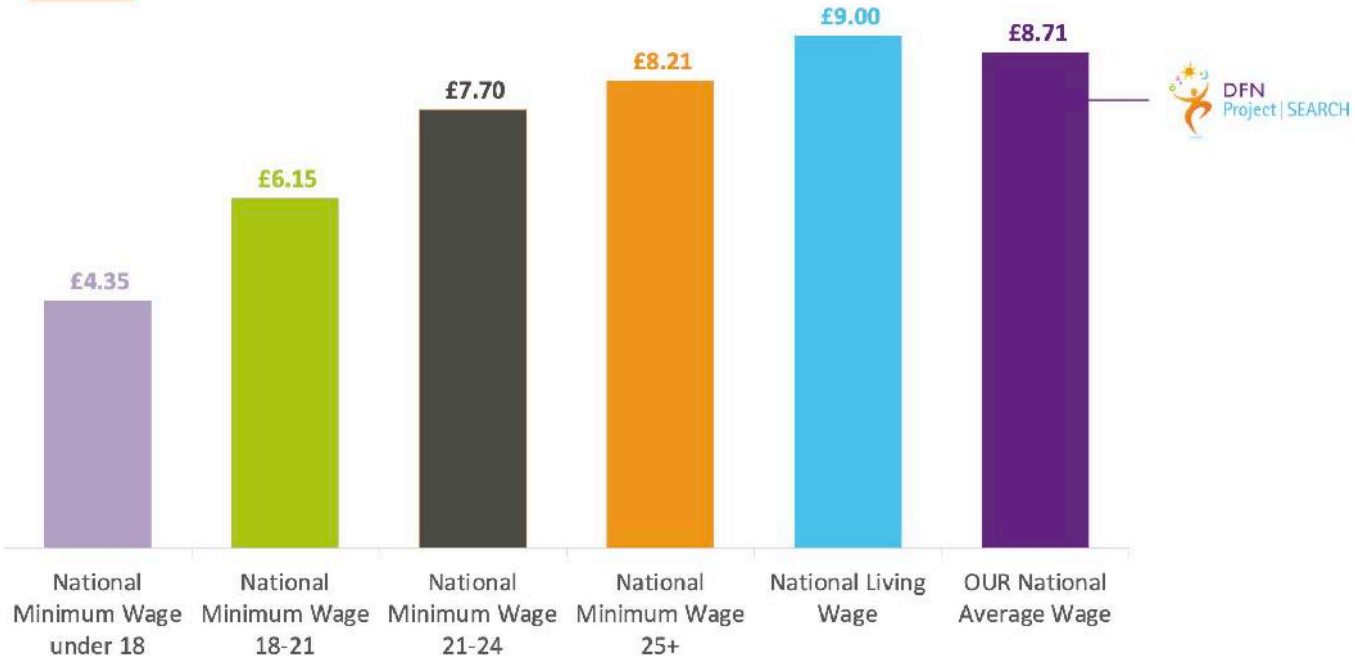
	2016-2017	2017-2018	2018-2019
Number of Sites	39	46	56
Number of Interns Enrolled	368	423	515
Number of Interns Completed	338	399	477
Full-time Jobs	192	239	254
Total Jobs	227	272	295

* The data collection occurs nine months after the interns completed their programme. Our latest data come from the 2018/19 cohort and were collected in June 2020.

Achievements

Our interns have secured jobs that pay significantly more than the average, even though in many cases this was their first work experience.

Salaries compared to National and Living wage



Our national average wage for 2018/2019 is £8.71 despite the fact that the majority of our interns are under 25!

DFN Project SEARCH Design Principles

01

Uncompromising **Aspirations and Ambitions** for young people: full-time, paid employment, leading to independent, fulfilled lives.

02

Supported Internships through **Total Immersion** in the Workplace.

03

Enabling **Systems Change** in disability inclusion by collaboration across the eco-system: local authority, educators, employers, supported employment, parents.

04

Leveraging DFN-Project SEARCH's **Scale** to influence policy, harvest data and learning, build a movement.

05

Suite of **Value-add Services and Resources** enabling DFN Project SEARCH sites to implement high-quality supported internships with high employment outcomes (70%+) from year 1, for 10-12 young people per year, per site.

Spotlight on Scotland

Scottish Minister for Business, Fair Work and Skills, **Jamie Hepburn** joined DFN Project SEARCH to celebrate 10 years at University Hospital Wishaw. 78 students have graduated through our programme with 56 going on to get paid jobs. Many now remain in frontline roles across NHS Lanarkshire, making a huge impact during the pandemic. The programme has been such a success that it was rolled-out to further sites at University Hospital Hairmyres and University Hospital Monklands.

Our growing engagement with the Government is leading to incredible results. The Department for Work and Pensions has agreed that Access to Work applications and subsequent claims could be made for DFN Project SEARCH programmes in Scotland.

We also sit on the Supported Employment Review Steering Group (chaired by the Scottish Commission for Learning Disability), which is undertaking the review as part of their commitments stated in the document 'A Fairer Scotland for Disabled People: Employment Action Plan'.

Currently with 16 sites across Scotland, DFN Project SEARCH has helped 485 young people in Scotland obtain employment since 2010.

“My experience on Project SEARCH was amazing, Project SEARCH changed my life massively and gave me so much more independence and confidence.

I have a little boy called Shaun who has shared the experience with me and gaining a job has helped me provide for Shaun and become the best mum I can be. Working full time with a four-year-old and being a single parent has made me the person who I am today”

Sophie Hathaway, Hospital Porter from Uddingston

Our numbers in Scotland

157

157 interns enrolled

93%

93% retention rate

54%

54% of all interns moved into full-time jobs

66%

66% interns employed

(against 7% of people with Learning Disability employed in Scotland)

A More Diverse Programme

Equality, equity and diversity are embedded in all we do. In the 2018/19 cohort we recruited more interns and from more diverse backgrounds than in any other cohort. This represents a 25% increase in the number of interns from BAME backgrounds enrolled in our programme, and their proportion is now in line with or above regional averages in most parts of the UK.

Our achievements are not only related to recruitment as interns have the same probability of completing the programme and were working in the same types of job and sector regardless of their gender, ethnic background or primary disability, reinforcing the largely equalitarian success of the programme.

Ethnicity in percentages compared to regional statistics

	BAME Population %	BAME Interns %	White Population %	White Interns %
East	9.2	5.0	90.8	95.0
East Midlands	10.8	0.0	89.3	100.0
London	40.2	60.0	59.8	40.0
North West	9.8	9.7	90.2	90.3
Scotland	6.0	4.4	94.0	95.6
South East	9.3	8.3	90.6	91.7
South West	4.6	6.1	95.4	93.9
Wales	4.4	6.6	95.6	93.4
West Midlands	17.4	22.2	82.8	77.8
Yorkshire and The Humber	11.2	12.5	88.8	87.5

https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/regional-ethnic-diversity/latest

In a striking contrast with ethnicity pay figures in the UK, which show that White employees earn on average 2.3% more than BAME employees, **our interns** from BAME backgrounds earn 4.2% **more** than their White peers.

UK statistics show that the ethnicity pay gap is largest in London, where White employees earn 23.8% more than BAME employees. Our data show that **interns from BAME and White backgrounds** were earning almost exactly the same wages on average, in fact, they were 0.2% higher for BAME.

Equally important is the fact that data disaggregation show similar wages for all ethnic groups.

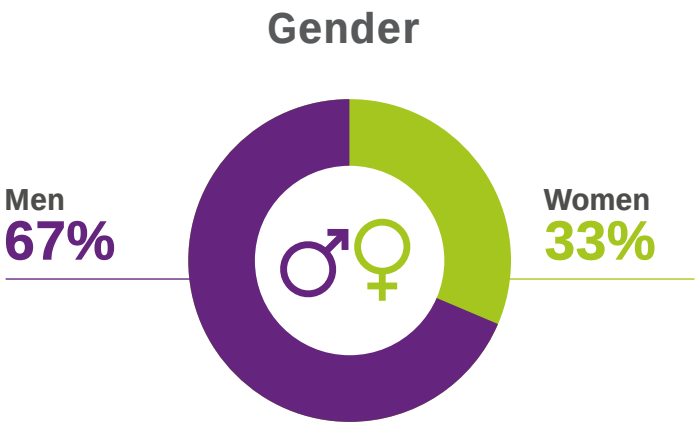
This is a key finding that strongly supports the idea that interns are not facing any kind of ethnic discrimination.

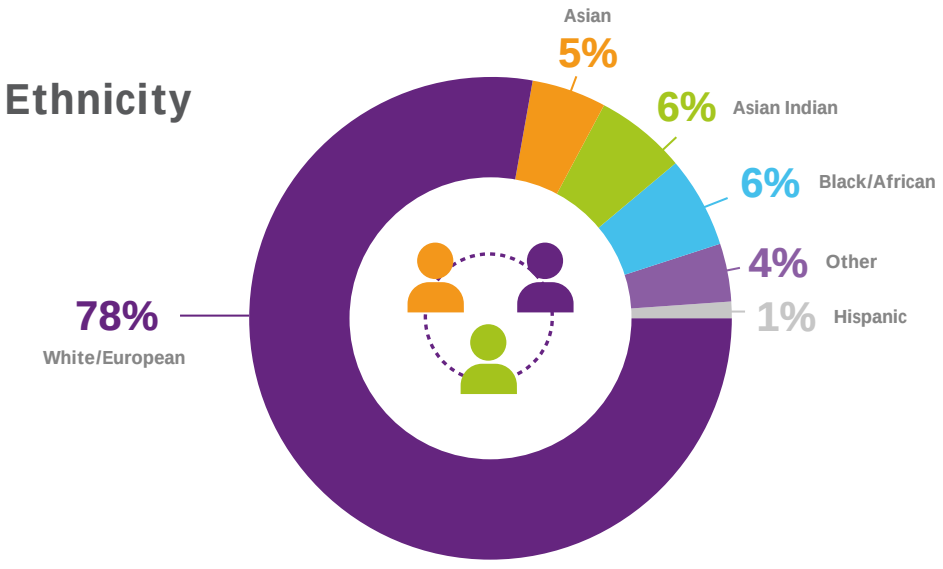
We are also pleased to say that interns, regardless of their primary disability, are being paid similar wages and working similar hours, which further evidences the equalitarian success of our programme.

We have also recruited more women than in the previous years and our gender pay gap is narrowing. While in the UK men earn on average 6.5% more than women, our gender pay gap was 1.7%. We have started in-depth research on structural factors that might be related to such difference to ensure we close the gap.

Lela Kogbara,
director at Black Thrive and trustee at DFN Project SEARCH

"For most of my adult life I have been heartbroken at the inequalities faced by people with a learning disability and people from Black and minority ethnic backgrounds in almost every sphere of life. As a trustee of DFN Project SEARCH as well as director of Black Thrive Global, very little has given me more hope for a fairer world than the employment outcomes that Project SEARCH achieves for young people with a learning disability who are from BAME backgrounds. The results are so much better than the normal employment outcomes in local areas, which means that these young people can look forward to a lifetime of social inclusion and personal fulfilment."





Spotlight on the NHS

Of the 34 hospital programmes operating in the previous cohort, 22 were NHS England sites. We also had nine hospital sites in Scotland, two in Wales and one in Ireland, which illustrates our geographical reach. The partnership with the NHS, local authorities, colleges and schools and supported employment providers shows that DFN Project SEARCH evidence-based workplace immersion programme is a force for transformative change in the lives of young people with learning disabilities.

NHS England

22 Sites

190

190 Interns Enrolled

95%

95% Retention Rate

60.5%

60.5% Job Outcome Rate

(against 6% of people with learning disability employed in England)

£8.84

Average Salary £8.84

(while national minimum wage is £8.21)

26H

26 hours working hours per week

Ian Stenton,
Head of Sustainability - Liverpool University Hospitals NHS Foundation Trust

"Being involved in the roll out of a new DFN Project SEARCH programme has been really rewarding and the highlight of the past year for me personally. The steering group has faced challenges introducing a programme during COVID-19 restrictions but has remained very focused on producing the best outcomes for our interns, whilst being flexible in our approach. The incredible group of interns have shown boundless resilience and enthusiasm, becoming great ambassadors for the College, the Hospital Trust and DFN Project SEARCH."

Abbie Murray,
OT Clerk Officer, Naas General Hospital, Ireland

"When I came to DFN Project SEARCH I gained a lot of new skills… I enjoyed the laughs and gaining new skills which sometimes I thought I was never going to be able to do but also I was surprised when I did them."

Listening to our Partners

An external research company reached out to our partners to find out their views about DFN Project SEARCH. They said that DFN Project SEARCH effectively responded to COVID-19, provided positive online support and has clear objectives and vision for the future.

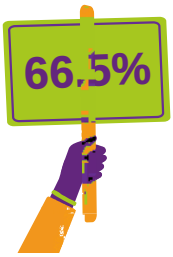
Our Partners...

96%
agree that the programme is **high aiming**

94%
agree that we are a **professional** and **respected** organisation

95%
agree that we **achieve results**

94%
agree that we are committed to **continued improvement**



We are thrilled to say that you gave us a Net Promotor Score of **66.5%** which according to Bain & Co. an NPS of 50+ is regarded as **Excellent** and +70 is **World Class**.

In response to the different needs of our partners, we have increased the number of training, network meetings and surgery sessions, have launched a new website and an app to improve communication, and we will launch the app more widely in 2021.

Our partners said that in the past years DFN Project SEARCH has...

Improved UK reputation

Improved central team since DFN control

Clearer objectives and vision

Positive online support

Impressively responded to COVID-19

Benefited from links with Project SEARCH USA

Our Response to COVID-19

We have responded to the pandemic on several fronts. We wrote a UK specific Autumn Term Curriculum that incorporates best practice in education and employment support. We have anglicised all materials developed by our Project SEARCH colleagues in the United States and continued to adapt content to the UK context, including in relation to job market and government support.

To minimise disruption, our programme specialists worked closely with sites, education providers and job coaches to develop new and innovative strategies for remote training.

We expanded our training offer for all stakeholders considerably, ensuring that we placed a greater focus on job development, new job search and recruitment practices and best practice training using systematic instruction.

All of this kept stakeholders and interns focussed on one thing: the outcome of competitive, integrated paid employment.

We also **launched an app** to enable our partners feel more connected and supported. In line with this we designed and ran online surgery sessions for each of our specialist stakeholder groups. We have also been the voice of all **DFN Project SEARCH stakeholders and beneficiaries** in discussions with both the Department for Education and Department for Work and Pensions. We have enjoyed a strong working relationship with both Government departments as we, collectively, came together to ensure that intern experience and support has remained a priority throughout the pandemic.

It is also important to remember that **32** of our interns secured jobs when the country was in full lockdown.

DFN Project SEARCH has remained high on the agenda for many of our new partners despite the global challenges they have faced. Remarkably this has meant that we have also been able to establish **six new sites** during these times of lockdown, with over 60 new interns benefiting from this experience.

We recognise the next few years are going to be challenging but we know that our interns have the skills and abilities to make an invaluable contribution. We also know that we have the training programmes and networks to support that transition.

Emma Price,
Mother of Bobby, a graduate working at a London NHS Hospital

"[Bobby] always says to me – I work for the NHS and the NHS needs me, and I just find it so inspiring. It just makes me so proud to see him in his scrubs working at the hospital and doing his part for the NHS, young people like Bobby are making such an amazing impact… Without DFN Project SEARCH and the support he got along the way, he wouldn't be where he is today."

Steve Poole,
Employment consultant & Job Coach - Ealing Mencap

"DFN Project SEARCH could not have been more supportive during the COVID-19 epidemic so far. Their staff have really made the difference between sink or swim for our Project."

Influential and Inspiring PR

One of things **DFN Project SEARCH** has been so proud of during the pandemic is the number graduates who have been working in and securing key worker roles with NHS partners and local authorities. There have been so many inspiring stories that challenge the social hierarchy and force us to re-assess what we consider key and essential roles to be.

Working with our PR partner we have developed an **integrated PR and Social strategy** that has positioned our inspirational stories, extended our reach and enabled us to grow the awareness of our mission to transform the life chances of young people with learning disabilities and autism.

We are developing our ambassador strategy with leaders across business, education, local government and the young people who are smashing stereotypes and reaching their full potential.

Our CEO Claire Cookson and Chairman David Forbes-Nixon have also been driving the debate and helping to shape the policy agenda as the Government gets set to announce its National Strategy for Disabled People.

We can't miss this opportunity and hope the recommendations of the Disability Commission will be embraced by the Prime Minister in his upcoming strategy so we can draw on this extraordinary and untapped talent pool.

Evening Standard

New report highlights ways for Government to tackle disability employment gap

The Disability Commission said 52% of disabled people are currently in employment compared with 81% of non-disabled people.

The Docklands & East London Advertiser

NHS hero from Bow refuses to let autism hold him back

EXPRESS

Students with autism join Chris Packham to support butterflies

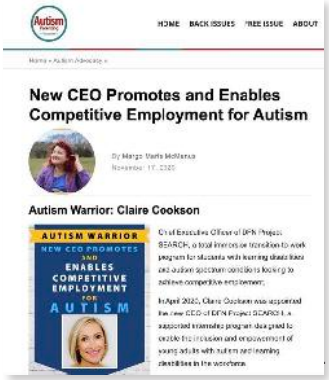
Young jobseekers with disabilities supported through crisis

Supporting young workers with SEND through the crisis

Claire Cookson discusses how young people with learning disabilities have stepped into key worker roles for councils during the pandemic, and how the period can act as a springboard for more fairness and equality

PERSONNEL TODAY

Government has 'one shot' at tackling disability employment barriers


New CEO Promotes and Enables Competitive Employment for Autism

Autism Warrior: Claire Cookson

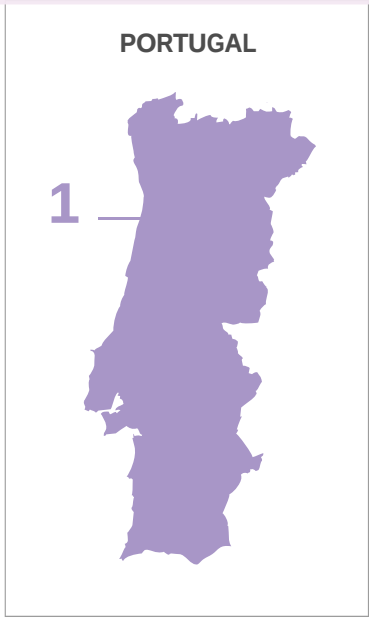
Our Programme Reach

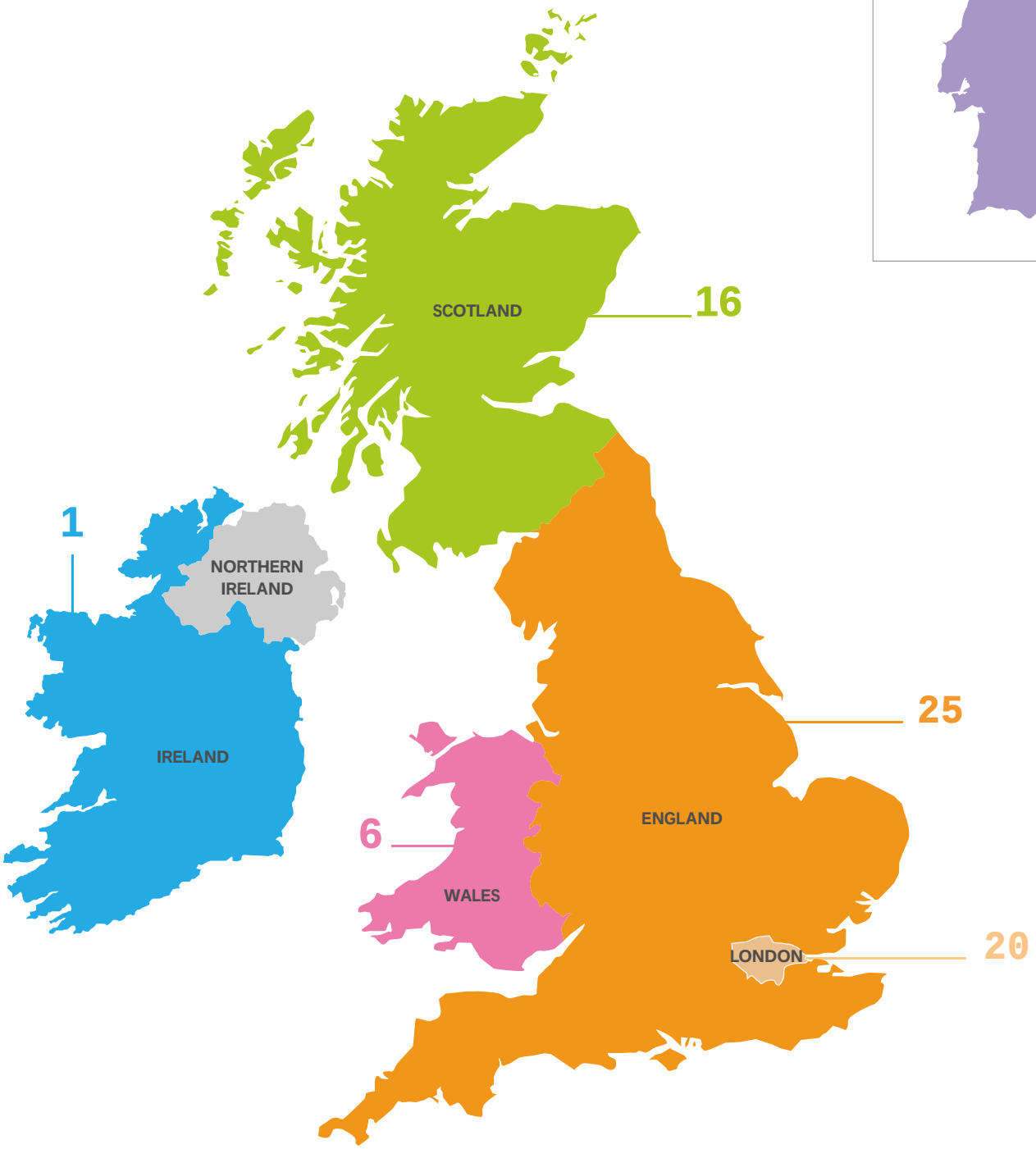
69 DFN Project SEARCH Programmes

67 UK sites

1 Ireland site

1 Portugal site





England

Organisation Name	City	Established
Bath and North East Somerset Council	Bath	2010-11
Blackpool Council	Blackpool	2014-15
Bradford Teaching Hospitals NHS Foundation Trust	Bradford, West Yorkshire	2013-14
Calderdale Royal Hospital	Halifax	2017-18
Calico	Burnley	2018-19
East Sussex Healthcare Trust Eastbourne District General Hospital	Eastbourne, East Sussex	2014-15
Gulliver's Resort	Rother Valley, Rotherham	2020-21
James Paget University Hospital NHS Foundation Trust	Great Yarmouth	2019-20
Lancashire County Council	Preston	2018-19
Liverpool University Hospitals, Liverpool Heart and Chest, ISS and Avrenim	Liverpool	2020-21
Mid Yorkshire NHS Trust - Dewsbury	Dewsbury	2019-20
Mid Yorkshire NHS Trust - Pinderfields	Pinderfields	2017-18
Musgrove Park Hospital	Taunton	2015-16
Next - Furniture	Armthorpe	2019-20
Next Distribution Ltd.	Wath-Upon-Dearne	2014-15
Next Stadium	Wakefield	2018-19
Next Toftshaw	Bradford	2018-19

Organisation Name	City	Established
Norfolk and Norwich University Hospitals NHS Foundation Trust	Norwich	2008-09
NORSE Facilities Management and Services	Norwich	2009-10
North Devon District Hospital	Barnstaple	2013-14
Nottingham University Hospitals NHS Trust	Nottingham	2011-12
Plymouth Hospitals NHS Trust	Plymouth	2010-11
Royal United Hospital Bath NHS Trust	Bath	2009-10
The Royal Berkshire Hospital	Reading	2011-12
University Hospital North Midlands	Stoke On Trent	2018-19
University Hospitals of Derby & Burton NHS Foundation Trust, UHDB	Derby	2019-20
University of the West of England	Bristol	2019-20
University of Warwick	Coventry	2020-21

London

Organisation Name	City	Established
Great Ormond Street Hospital	London	2016-17
GSK Global Headquarters	Brentford (London)	2012-13
Hilton London Heathrow Airport Terminal 5	London	2014-15
Homerton University Hospital	London	2018-19
Imperial College Healthcare NHS Trust (Charing Cross Hospital)	London	2016-17
London Borough of Hackney	London	2019-20

Organisation Name	City	Established
London Borough of Hillingdon	London	2020-21
London Borough of Hounslow	London	2015-16
London Heathrow Marriott	London	2016-17
Moorfields Eye Hospital	London	2018-19
Newham University Hospital	London	2015-16
North Middlesex University Hospital	London	2019-20
Northwick Park Hospital, London	London	2017-18
Phoenix Community Housing	London	2019-20
Public Health England Colindale - National Infection Service	Colindale (London)	2016-17
Queen Mary University London	London	2019-20
Royal London Hospital	London	2015-16
St. George's University Hospitals NHS Foundation Trust	London	2012-13
The Whittington Hospital	London	2019-20
Wembley Park Site, Brent Civic Centre	Wembley	2020-21
West Middlesex University Hospital - Chelsea and Westminster Hospital NHS Foundation Trust	London	2018-19
Whipps Cross University Hospital	London	2013-14

Scotland

Organisation Name	City	Established
Borders General Hospital	Melrose	2016-17
City of Edinburgh Council	Edinburgh	2014-15
Culzean Castle	South Ayrshire	2018-19
Dumfries and Galloway Council	Dumfries	2015-16
Forth Valley Royal Hospital	Larbert	2018-19
NHS Greater Glasgow and Clyde Royal Infirmary	Glasgow	2013-14
NHS Lanarkshire-University Hairmyres Hospital	East Kilbride	2012-13
NHS Lothian Western General Hospital	Edinburgh	2015-16
Renfrewshire Council	Paisley	2015-16
Shetland Islands Council	Lerwick	2018-19
St. John's Hospital	Livingston	2016-17
University Hospital Monklands	Airdrie	2012-13
University Hospital Wishaw	Wishaw	2010-11
University Hospital, Crosshouse	Kilmarnock	2013-14
University of Aberdeen	Aberdeen	2013-14
University of Strathclyde	Glasgow	2014-15

Wales

Organisation Name	City	Established
CTMUHB - Princess of Wales Hospital	Bridgend	2018-19
Betsi Cadwaladr University Health Board	Bangor	2017-18
Cardiff University	Cardiff	2016-17
ClwydAlyn, St. Asaph	Saint Asaph	2019-20
DOW Silicones UK Limited	Barry	2019-20
Morriston Hospital SBUH	Swansea	2019-20
Transport for Wales	Pontypridd	2020-21

Ireland

Organisation Name	City	Established
Naas General Hospital	County Kildare	2013-14

Portugal

Organisation Name	City	Established
Jerónimo Martins	Braga	2017-18

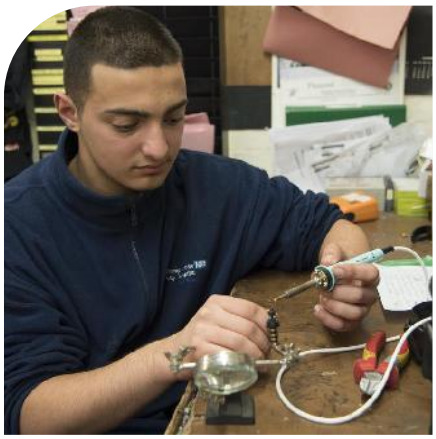
Strategic Plan for Growth

DFN Project SEARCH has helped over **1,340** young people obtain full time employment since 2010. Drawing on this experience, we have delineated a bold and sound strategy for the next 10 years: to support 10,000 young people into work. This substantial growth will lead us to supporting 20,000 young people into work by 2035.

Our growth strategy will be informed by:

- **Targeting geographies for growth**
  Assess quality and availability of jobs in the area, proximity to successful programmes and possibility of scaling up
- **Addressing barriers to growth**
  Ensure we can find or develop high potential supported employment providers, education providers and host employers in each area
- **Opportunities for national scale**
  Increase partnerships with other providers and likeminded charities and national organisations
- **Fostering Data Culture**
  Ensure evidence is a critical part of the work of our partners while our programmes continue to be guided by evidence

In 2020 we added capacity to the team to be able to grow at scale and maintain a quality service. We have increased the number of programme specialists, have designed a funding and income generation strategy that will allow DFN Project SEARCH to become financially sustainable in the **next 10 years**, have started to analyse our long-term impact and are refining our data and monitoring and evaluation systems, which are critical to the continued improvement of our already high job outcomes.



Jaclyn Keir
Project SEARCH

Thank You

We would like to pay a special thanks to all our partners who are working with us to bring positive and lasting change, helping to unlock natural potential and build a more inclusive society.

Host Businesses

CTMUHB - Princess of Wales Hospital	Forth Valley Royal Hospital
Bath and North East Somerset Council	Great Ormond Street Hospital
Betsi Cadwaladr University Health Board	GSK Global Headquarters
Blackpool Council	Gulliver's Resort
Borders General Hospital	Hilton London Heathrow Airport Terminal 5
Bradford Teaching Hospitals NHS Foundation Trust	Homerton University Hospital
Calderdale Royal Hospital	Imperial College Healthcare NHS Trust (Charing Cross Hospital)
Calico	James Paget University Hospital NHS Foundation Trust
Cardiff University	Jeronimo Martins
City of Edinburgh Council	Lancashire County Council
ClwydAlyn	Liverpool University Hospitals, Liverpool Heart and Chest, ISS and Avrenim
Culzean Castle	London Borough of Hackney
DOW Silicones UK Limited	London Borough of Hillingdon
Dumfries and Galloway Council, Scotland	London Borough of Hounslow
East Sussex Healthcare Trust - Eastbourne District General Hospital	London Heathrow Marriott

Mid Yorkshire NHS Foundation Trust Dewsbury	Plymouth Hospitals NHS Trust
Mid Yorkshire NHS Foundation Trust Pinderfields	Queen Mary University London
Moorfield's Eye Hospital London	Public Health England Colindale
Musgrove Park Hospital	Renfrewshire Council
Naas General Hospital (NGH)	Royal London Hospital
Newham University Hospital	Royal United Hospital Bath NHS Trust
Next - Furniture	Shetland Islands Council
Next Distribution Ltd.	St. George's University Hospitals NHS Foundation Trust
Next Stadium	St. John's Hospital
Next Toftshaw	The Whittington Hospital
NHS Greater Glasgow and Clyde Royal Infirmary	The Royal Berkshire Hospital
NHS Lanarkshire-University Hairmyres Hospital	Transport for Wales
NHS Lothian Western General Hospital	University Hospital Monklands
Norfolk and Norwich University Hospitals NHS Foundation Trust	University Hospital North Midlands
NORSE Commercial Services	University Hospital Wishaw
North Devon District Hospital	University Hospital, Crosshouse
North Middlesex University Hospital	University Hospitals of Derby & Burton NHS Foundation Trust, UHDB
Northwick Park Hospital	University of Aberdeen
Nottingham University Hospitals NHS Trust	University of Strathclyde
Phoenix Community Housing	University of the West of England

University of Warwick	West Middlesex University Hospital - Chelsea and Westminster Hospital NHS Foundation Trust
Wembley Park Site Brent Council , London	Whipps Cross University Hospital

Supported Employment Agencies

Action on Disability	Into Work
Agoriad Cyf	Kaleidoscope Sabre
Barnet Mencap	KARE
Better Jobs Better Futures	Kent Supported Employment
Derby Enterprise Business Partnership	Newham Workplace
Discovery Supported Employment	Nottinghamshire County Council - I Work Team
Ealing Mencap	PLUSS
Education Development Trust	Plymouth CITY Council
Elite Supported Employment LTD	Prospects
Employability and Skills Service, Dumfries and Galloway Council	REAL Employment
Focus, Crl	Sixteen Co-operative Ltd
Generate	Sussex Community Development Association (Lets Get Working)
Girvan Youth Trust	The Bath and Mendip Partnership Trust
Hackney Employment and Skills	Tottenham Hotspur Foundation
HACS - Hillingdon Autistic Care and Support	Toucan Employment
HFT	Virgin Care Supported Employment
Inspire (Partnership Through Life)	

Local Authorities / Government Agencies

Aberdeenshire Council	Haringey Council
Aberdeen City Council	Harrow Council
Bath and North East Somerset Council	Isle of Anglesey County Council
Blackpool Council	Islington Council
Bradford Council	Lancashire County Council
Brent Council (London Borough of Brent)	Kirklees Council
Bristol Council	Liverpool City Council
Calderdale Council	London Borough of Barnet
Camden Council	London Borough of Hillingdon
City of Edinburgh Council	London Borough of Tower Hamlets
Derby City Council	London Borough of Waltham Forest
Devon Council	Newham Council
Doncaster Metropolitan Borough Council	North Lanarkshire Council
Dumfries and Galloway council	Nottinghamshire County Council
East Ayrshire Council	Renfrewshire Council
East Sussex Council	Rotherham Metropolitan Borough Council
Falkirk Council Employment and Training Unit	Scottish Borders Council
Flintshire County Council	Shetland Islands Council
Glasgow City Council Supported Employment Service - Strathclyde	Slough Council
Hammersmith and Fulham Council	Somerset County Council

Local Authorities / Government Agencies

South Lanarkshire	Wakefield Metropolitan District Council
Staffordshire County Council	Warwickshire County Council
South Lanarkshire Council	West Lothian Council

Education Providers

Ambitious About Autism	City College, Norwich
Ayrshire College	City College Plymouth
Barnet and Southgate College	City of Bristol College
Bath College	City of Glasgow College
Blackpool Council	Coleg Cambria
Borders College	Coleg Menai
Bradford College	Co-op Academy Southfield
Bridgend College	Cricket Green School
Bridgwater and Taunton College	Doncaster College and University Centre
Bristol City College	Dumfries and Galloway College
BSix Sixth Form College	East Coast College
Burnley College	East Sussex College (Eastbourne)
Calderdale College	Edinburgh College
Caledonian University	Focus
CANDI	Forth Valley College
Cardiff and Vale College	Fosse Way School

Foxwood Academy	Phoenix School
Glasgow Clyde College	Plymouth City College
Gower College Swansea	Preston's College
Greenbank College	Queensmill School
Harrow College	Rotherham Opportunity College (ROC)
Hereward College	Samuel Rhodes MLD School
Highfield School	Shetland College
Kildare Wicklow Education Training Board	St Martins School, Derby
Kirklees College	Thanet College
Lewisham Southwark College	The College of Haringey, Enfield and North East London
Meadow High School	The College of North West London
New College Lanarkshire	Wakefield College
Newfriars FE College	West London College
Newham College of Further Education	West Lothian College
North East Scotland College	West Thames College
PETROC	Whitefield Schools and Centre

Programme Affiliated Partners

Autism Network Scotland	Medirest
Avrenim Facilities Management	Morrison's
Blackpool Teaching Hospital NHS	Motorpoint
Blackpool Tower	Office for Disability Issues
Blackpool Transport Services	PCAN
Bombardier	Rolls Royce
Centre for Social Justice	Royal School for the Deaf, Derby
Cloverleaf Advocacy	Serco
Department for Education	Severn Trent
Department for Work and Pension	SIC Children and Youth Services
Engage 2 Change	Sodexo
Gather and Gather	The Scottish Consortium for Learning Disability
Hackney Learning Trust	Think Forward
Hillingdon SEND Family Support	Warburton's
ISS	West London Alliance (WLA)
Learning Disability Wales	Piota
Lewisham Children with Complex Needs Service	Garfield Weston Foundation

DFN Project SEARCH Supporters

DFN Project SEARCH relies on the support of funders to create life changing opportunities for young people with learning disabilities and autism. Offering a one-year business-led transition to work programme promotes inclusion and empowerment, leading to fuller and more independent careers and lives.

We would like to thank the following, who generously supported our work in 2020.

DFN Charitable Foundation

Garfield Weston FOUNDATION

Trustees' Report on Financial and other Statutory matters

For the year ended 31 December 2020

INTRODUCTION

Trustees' Report on Financial and other Statutory Matters

The Trustees of DFN Project SEARCH are pleased to present their Annual Report and Financial Statements for the year ended 31 December 2020, which has been prepared to meet the requirements for a Directors' Report and Accounts for Companies Act Purposes.

The Financial Statements have been prepared in accordance with the accounting polices set out in note 1 to the accounts and comply with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended) the Charities Act 2011, the Charity's Memorandum and Articles of Association and the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)"

DFN Project SEARCH was registered with the Charity Commission for England and Wales (No. 1183834) on 11th June 2019 and is a company limited by guarantee (No. 11488209); the company was incorporated on 28th July 2018.

DFN Project SEARCH was registered with the Scottish Charity Regulator (No. SC049891) on 23 January 2020.

Charitable Objectives

The Governing Document defines the objectives as specifically restricted to the advancement of education of young people with additional needs in vocational and employability skills so as to develop their capabilities that they may grow to full maturity as individuals and members of society. Activities in support of this include:

01

Granting licenses to partner organisations to deliver the DFN Project SEARCH programme in their local area

02

Providing training and support to partner organisations to deliver the DFN Project SEARCH programme

03

Carry out quality assurance and improvement of every programme to ensure that the DFN Project SEARCH programme is being carried out effectively

Demonstrating Public Benefit

Trustees are aware of the Charity Commission guidance on Charity and Public Benefit and confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to it. The Trustees consider that the information contained within the Trustees' Report about the Charity's aims, activities and achievements demonstrates the benefit to the public.

Financial Review

As with many charitable organisations the defining challenge for DFN Project SEACH for the 2020 year was the emergence of the COVID-19 virus. As noted above many established and prospective sites within medical, educational or hospitality spheres were greatly impacted by the lockdown measures put in place to combat the spread of the virus.

In moving swiftly from the previous practice of onsite meeting and making effective use of online communication tools the team of Specialists worked hard to provide support for the sites who in turn continue to work with their 2019/20 interns online where facilities are available. Therefore it has not been necessary to furlough any staff; or indeed look to make use of any other support from central government.

The Board also made effective use of the pause in the normal level of activity caused by lockdown to instigate a strategic review of such operations to focus on how best to deliver the DFN Project SEARCH model with the most effective use of resources.

In undertaking this work during a time of reduced income, the Board acknowledge with grateful appreciation the financial resources provided by their supporters. Key to this is the ongoing financial support provided by the DFN Charitable Foundation (Charity No. 1155919, Company No. 08906571). Donations received from the DFN Charitable Foundation for the year to 31 December 2020 were £668,300 (2019 - £396,355) as set out in note 3.

The Board is pleased to report that there is a growing recognition of the success of the DFN Project SEARCH programme to deliver sustainable employment opportunities for young people with learning difficulties. On the back of this, and despite the considerable uncertainty at the time of the first lockdown, a further 10 sites were established in the period which was well in excess of initial expectations. These accounts therefore report income generated from the establishment of new DFN Project SEARCH sites (after adjusting for deferred income per note 17) of £114,273 (2019 - £42,371). Other sales, including the provision of services to the DFN Charitable Foundation totalled £16,948 (2019 - £9,223).

Direct costs consisted primarily of the cost and expenses of the specialists, associates, and the payment of the Master Franchise fee and support from Cincinnati Children's Hospital Medical Centre; such costs totalled £277,433 (2019 - £104,646).

Costs directly related to DFN Project SEARCH for management, office facilities and support costs, (inclusive of the one - off costs associated with the Strategic Review) totalled £439,688 (2019 - £128,564).

For expediency the DFN Charitable Foundation invited DFN Project SEARCH to share its office and for which a quarterly charge was raised. During the months of lockdown when staff operated from home the DFN Charitable Foundation was successful in agreeing a reduced rental charge

The Board are pleased to report a net inflow of funds in the year of £82,400 (2019 - £214,739).

Use of Resources

The Board consider it prudent to maintain resources at a level to enable the Charity to continue to fund its core services over a period of time in the event of a significant drop in funding; the Board considers that a suitable time period is 6 months.

At the current level of operations this indicates a level of reserves in the region of £250,000; at the year-end reserves total £297,247 (2019 - £214,739).

Whilst the Board recognise that the level of unrestricted reserves is greater than target these will service as a firm base as the DFN Project SEARCH programme is rolled out in the post COVID-19 environment.

Risk Management

The management team have developed a register of significant risks that the organisation is, or potentially could be, exposed to. Emulating from this is a risk assessment process coupled with practical operational mitigation procedures.

Responsibility for each class of risk is reflected within the register.

The Trustees and CEO will regularly review the register to address any changes in the likelihood and impact of each risk and risk mitigation measures are considered. The Register is updated periodically to reflect new and changing risks.

Progress during the Pandemic

The prime concern of the Board rightly remains the wellbeing and health of the staff and beneficiaries.

Working within the Government guidelines, wherever possible work has continued by embracing communication technology. There has been very positive feedback from many sites in terms of the move to virtual meetings.

Whilst recognising that the constraints of the lockdown and social distancing has resulted in a number of sites delaying their planned September start, the Board is pleased to be able to report that 6 sites were nevertheless able to commence with their 2020/21 interns, with a further 15 sites on board to commence in September 2021.

As noted above, the Board took the opportunity to undertake a high level strategic review of its operations.

As part of this review, and working in conjunction with the DFN Charitable Foundation the Board have concluded that the education and employability objectives are best served through bringing together the complimentary approaches of both DFN Project SEARCH and DFN MoveForward.

Evidence is building that underlines a greater level of success in assisting young people with learning difficulties into good quality and sustainable long term employment when young people have had the benefit of both programmes.

The Board has therefore concluded, with the approval of the DFN Charitable Foundation, that the employability objectives of both charities are best conducted under the stewardship of one CEO.

Accordingly on 6th April 2020 Claire Cookson was appointed to the dual role of CEO for both DFN Project SEARCH and DFN Charitable Foundation.

Structure, Governance and Management

The Charity is a company limited by guarantee, incorporated on 28 July 2018 and registered with the Charity Commission for England and Wales (No. 1183834) on 11th June 2019. The Company was established under a Memorandum of Association which established the objects and powers of the Charitable Company (as amended) and is governed under its Articles of Association. The Charity was registered with the Scottish Charity Regulator on 23 January 2020 (No. SC049891).

The Board of Trustees is responsible for the overall governance of the Charity and meets as a Board at least three times a year; this year also saw the creation of a subcommittee to address financial and operational issues reporting to the Board.

The Trustees, who are also directors for the purposes of company law, and who have served since the end of the previous period are:

- David Forbes-Nixon (Chairman)
- Elaine Colquhoun
- Mark Hudson
- Lelabari Kogbara
- Janet Riehle
- Susan Rutowski
- Lawrence Sullivan
- Emily Sun
- James Scales (retired 11 February 2020)
- Rosa Monckton (retired 11 February 2020)

The number of Trustees shall not be less than two.

None of the Trustees receive remuneration or other benefit from their work for the Charity. Expenses incurred by the Trustees in the performance of their duties are reimbursed when requested. None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The Board of Trustees administers the Charity. In doing so the Trustees have delegated the day-to-day administration of the Charity to the CEO who works closely with the Chairman and other members of the Board.

Trustees receive regular reports on the progress of the projects in hand and meet (formally as noted above and via telephone/ virtual meetings) to discuss progress, future projects and to approve current and future expenditure and the funding thereof.

Trustees Selection and Induction

The Trustees regularly review the composition of the Board and its various sub-committees. When a vacancy arises the Trustees look at the blend of experience and skills of Trustees to ensure that these meet the needs of the Charity and instigate a recruitment process if required. This will involve advertising both locally and nationally as well as more informal approaches to individuals who have the relevant skills and experience.

All new Trustees attend induction training with the Chair and CEO. New Trustees are briefed on their legal obligations under charity and company law, on their role and responsibilities as Trustees, the Charity Commission guidance on public benefit, the content of the governing document, the decision making process, the business plans and recent financial performance of the Charity. Additionally, all Trustees receive safeguarding training annually.

Statement of Trustees' Responsibilities and Corporate Governance

The Trustees, who are also the directors of DFN Project SEARCH for the purposes of company law, are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of those resources, including the income and expenditure, of the Charity for that period.

In preparing these statements, the Trustees are required to:

01

Select suitable accounting policies and then apply them consistently

02

Observe the methods and principles in the Charities SORP

03

Make judgements and accounting estimates that are reasonable and prudent

04

State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements

05

Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment Act (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Auditor

Dixon Wilson Audit Services LLP were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a General Meeting.

Discloser of Information to Auditor

The Trustees who were in office on the date of the approval of these financial statements, having made reasonable enquiry, have collectively confirmed that, as far as they are aware, there is no relevant audit information undisclosed to the company's auditor and that they have taken the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

This Report was approved by the Board of Trustees and signed on its behalf by:

Dated: 9th June 2021

Mr David Forbes-Nixon (Chairman)

INTRODUCTION

Independent Auditor's Report to the members of DFN Project SEARCH

Opinion

We have audited the financial statements of DFN Project Search (the 'charitable company') for the year ended 31 December 2020, which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' Report report;
- sufficient and proper accounting records have not been kept;

- the financial statements are not in agreement with the accounting records;
- we have not received all the information and explanations we require for our audit

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 46 and 47, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector in which it operates,

and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Charities Act 2011, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third parties.
As in all our audits, we also addressed the risk management override internal controls, including testing journals and evaluating whether there was any evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

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

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Dixon Wilson Audit Services LLP

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Dated: 11th June 2021

Dixon Wilson Audit Services LLP - Statutory Auditor

22 Chancery Lane
London
WC2A 1LS

Dixon Wilson Audit Services LLP is eligible to act an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities including Income and Expenditure Account for the year ended 31 December 2020

		Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	Notes	**£**	**£**
Income from:			
Donations	3	668,300	396,355
Charitable activities	4	114,273	42,371
Other incoming resources	5	16,948	9,223
Total income		**799,521**	**447,949**
Expenditure on:			
Charitable activities	6	717,121	233,210
Net income for the year/ Net incoming resources		**82,400**	**214,739**
Other recognised gains and losses			
Other gains or losses	12	108	-
Net movement in funds		**82,508**	**214,739**
Fund balances at 1 January 2020		214,739	-
Fund balances at 31 December 2020		**297,247**	**214,739**

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Balance Sheet as at 31 December 2020

		2020		2019	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	13		1,462		2,925
Current assets					
Debtors	14	259,521		219,245	
Cash at bank and in hand		224,622		165,252	
		484,143		**384,497**	
Creditors: amounts falling due within one year	15	(148,108)		(142,483)	
Net current assets			336,035		242,014
Total assets less current liabilities			**337,497**		**244,939**
Creditors: amounts falling due after more than one year	16		(40,250)		(30,200)
Net assets			**297,247**		**214,739**
Income funds					
Unrestricted funds			297,247		214,739
			297,247		**214,739**

For the year ended 31 December 2020 the Charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements have been audited under the requirements of section 144 of the Charities Act 2011.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime in part 15 of the Companies Act 2006.

The accounts on pages 54 to 75 were approved by the Trustees on 9th June 2021 and were signed on its behalf by

David Forbes-Nixon (Chairman)

Company Registration No. 11488209

Statement of Cash flows

For the year ended 31 December 2020

		Year to 31 December 2020		Period to 31 December 2019	
	Notes	**£**	**£**	**£**	**£**
Cash flows from operating activities					
Cash generated from operations	20		59,370		168,177
Investing activities					
Purchase of tangible fixed assets		-		(2,925)	
Net cash used in investing activities			**-**		**(2,925)**
Net cash used in financing activities			**-**		**-**
Net increase in cash and cash equivalents			**59,370**		**165,252**
Cash and cash equivalents at beginning of year			165,252		-
Cash and cash equivalents at end of year			**224,622**		**165,252**

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

1. Accounting Policies

Charity information

DFN Project SEARCH is a private company limited by guarantee incorporated in England and Wales. The registered office is 10 Norwich Street, London, EC4A 1BD.

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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) (effective 1 January 2019)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in pounds sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

In the early part of the year under review the Board conducted a strategic review of the delivery of the DFN Project SEARCH programme and how best to focus resources to gain the greatest impact. In addition, by the innovative use of technology, the Board and the team adapted to the impact of the measures introduced to combat the spread of the COVID-19 to be able to maintain core services to existing and new sites.

In parallel to this work, existing projections were reviewed and extensively updated to be shared with existing funders. In addition, coupled with the publication of a report of the impact of the DFN Project SEARCH programme to date, the Board worked to establish an

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

ambitious fund raising programme demonstrating the very positive impact on the lives of beneficiaries.

In updating the projections DFN Project SEARCH recognises the need for continuing financial support for an initial period. The DFN Charitable Foundation has indicated its willingness to support the operation of DFN Project SEARCH (subject to the achievement of satisfactory performance indicators) until such time that DFN Project SEARCH is self-sufficient in terms of incoming resources, for which the Board is grateful.

Accordingly at the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity will have adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives. All funds are considered unrestricted.

1.4 Income

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

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

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

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

Assets given for use by the Charity are recognised when receivable.

Where the Charity has entered into a contract for the supply of services over a period exceeding one year, income received at the commencement of the contract is recognised within the accounts on a time apportioned basis associated with the expected delivery of that service over the life of the contract.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its charitable activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are associated with meeting the constitutional and statutory arrangements of the Charity, including external audit and the cost of preparing statutory accounts, the cost of Trustees' meetings and other costs involved with the Charity's strategic management.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Wherever possible, costs relating to a particular activity are allocated directly; others are apportioned on the basis of the ratio of resources expended in respect of each charitable activity.

Irrecoverable VAT is included with the items of expenditure to which it relates.

1.6 Tangible fixed assets

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

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

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

IT Equipment	2 year straight line method

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

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

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

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.10 Employee benefits

Where material the cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

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

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

1.11 Retirement benefits

The Charity operates a defined contribution pension scheme for employees whereby the assets of the scheme are held separately within an independently administered fund.

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

1.12 Foreign Exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation are included in net income/(expenditure) for the period.

2. Critical accounting estimates and judgements

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

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

The Board do not feel that any judgements have been made in the process of applying the Charity's accounting policies, other than those including estimation, that have had a significant effect on the amounts reported in the financial statements.

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

Critical Estimates – Deferred Income

As set out in note 1.4 above, where the Charity has entered into contracts for the supply of services over a period exceeding one year, income received at commencement of the contract is recognised within the accounts on a time apportioned basis associated with the expected delivery of that service over the life of the contract.

In applying this policy the Board acknowledge that the recognition of income under each Project SEARCH Licence agreement is dependent on the completion of each stage under the contract.

To the extent that timing of the delivery of each stage of the contract is not known with certainty (or may be subject to change due to the potential impact of the measures to combat the COVID 19 pandemic) the Board have applied estimates based on the expected timing of the delivery of the service.

Details of income deferred to subsequent periods in accordance with the above are set out in note 17 .

3. Donations

	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	£	£
Donations	668,300	396,355

4. Charitable activities

	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	£	£
Project SEARCH Licence Fees	114,273	42,371

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

5. Other Income

	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	£	£
Services provided to the DFN Charitable Foundation	8,073	9,223
Other sales	8,875	-
	16,948	**9,223**

6. Charitable activities

	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
DFN Project SEARCH Costs	£	£
Staff costs	102,205	43,371
Other direct costs	91,429	25,796
Hosting UK Conference	-	8,981
Franchise fee and support costs	83,799	26,498
	277,433	**104,646**
Share of support costs (see note 7)	340,402	99,887
Share of governance costs (see note 7)	99,286	28,677
	717,121	**233,210**

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

7. Support Costs

	Support costs	Governance costs	2020	Support costs	Governance costs	2019
	£	£	£	£	£	£
Staff costs	128,043	-	128,043	39,276	-	39,276
Depreciation	1,463	-	1,463	-	-	-
Management costs	76,094	-	76,094	-	-	-
Website costs and hosting	12,059	-	12,059	459	-	459
Staff travel and accommodation	4,521	-	4,521	7,154	-	7,154
IT and communication costs	9,771	-	9,771	1,957	-	1,957
Training and recruitment costs	7,720	-	7,720	2,393	-	2,393
Product evaluation	3,400	-	3,400	-	-	-
Public relations	55,541	-	55,541	38,295	-	38,295
Rent of office and facilities	31,483	-	31,483	10,193	-	10,193
Safeguarding and GDPR	4,076	-	4,076	-	-	-
Administration costs	6,231	-	6,231	160	-	160
Audit fees	-	12,986	12,986	-	3,600	3,600
Accounting and administration support	-	78,970	78,970	-	21,206	21,206
Legal and professional	-	5,167	5,167	-	3,250	3,250
Trustees' expenses	-	192	192	-	621	621
Board meeting expenditure	-	1,971	1,971	-	-	-
Analysed between Charitable activities	**340,402**	**99,286**	**439,688**	**99,887**	**28,677**	**128,564**

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

In applying the charitable objectives the Board have directed the Charity to focus on the delivery of the DFN Project SEARCH programmes within the UK, Eire and Iberia. Accordingly all support and governance costs are allocated to the DFN Project SEARCH operations.

8. Auditor's remuneration

The analysis of the auditor's remuneration is as follows:

	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	£	£
Audit of the annual accounts	12,986	3,600

Included within the charge of £12,986 for the year is an under provision for the 2019 audit of £4,586.

9. Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year (2019 - nil). One trustee was reimbursed expenditure of £192 in the year (2019 - £621).

10. Employees

The average monthly number of employees over the course of the year were:

	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	Number	Number
Productive	2	3
Management	1	2
	3	**5**

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

Employment costs	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	£	£
Wages and salaries	199,791	72,518
Social security costs	19,353	5,516
Other pension costs	11,104	4,613
	230,248	**82,647**

In the year the Charity paid £37,500 for a payment in lieu of notice for one employee on termination of employment.

The number of employees whose annual remuneration was £60,000 or more were as follows:

	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	Number	Number
£70,000 - £79,999	1	-

11. Management costs of the CEO

The Board has considered the mounting evidence that a greater level of success can be achieved when young people have had the benefit of both the DFN MoveForward (operated through the DFN Charitable Foundation) and DFN Project SEARCH programmes.

Working in conjunction with the DFN Charitable Foundation, and as part of the strategic review the Board concluded that the education and employability objectives are best served through the bringing together of the complimentary approaches of the DFN Project SEARCH and DFN MoveForward programmes.

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

To facilitate this the Board recommended, with the approval of the DFN Charitable Foundation, that the operations are best conducted under the stewardship of one CEO.

Accordingly from the 6th April 2020 Claire Cookson undertook the dual role of CEO of both the DFN Project SEARCH and the DFN Charitable Foundation.

All employment costs of the CEO were met by the DFN Charitable Foundation. From 6th April a fair proportion of such employment costs are recharged to DFN Project SEARCH.

The total costs recharged to DFN Project SEARCH were £76,094 as set out in note 7 above.

12. Other gains or losses

	Unrestricted funds Year to 31 December 2020	Unrestricted funds Period to 31 December 2019
	£	£
Foreign exchange gains/(losses)	108	-

13. Tangible fixed assets

	IT Equipment
	£
Cost	
At 1 January 2020 and 31 December 2020	2,925

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

13. Tangible fixed assets (continued)

	IT Equipment
	£
Depreciation and impairment	
At 1 January 2020	-
Depreciation charged in the year	1,463
At 31 December 2020	1,463
Carrying amount	
At 31 December 2020	1,462
At 31 December 2019	2,925

14. Debtors

	2020	2019
Amounts falling due within one year:	£	£
Trade debtors	60,001	12,000
Other debtors	197,859	207,245
Prepayments and accrued income	1,661	-
Carrying amount	**259,521**	**219,245**

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

15. Creditors: amounts falling due within one year

		2020	2019
	Notes	£	£
Other taxation and social security		3,982	5,588
Deferred income	17	63,700	52,923
Trade creditors		48,461	24,247
Accruals		31,965	59,725
		148,108	**142,483**

16. Creditors: amounts falling due after more than one year

		2020	2019
	Notes	£	£
Deferred income	17	40,250	30,200

17. Deferred income

	2020	2019
	£	£
Arising from services provided	103,950	83,123

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

17. Deferred income (continued)

	2020	2019
Deferred income is included in the financial statements as follows:		
Current liabilities	63,700	52,923
Non-current liabilities	40,250	30,200
	103,950	**83,123**

Working within the framework of the Franchise Agreement, a one off fee is charged for the creation of a DFN Project SEARCH Site to contribute to the costs of establishing the partnership and the support network vital to each unique project. Once established ongoing services, support and training is made available for which an annual fee is charged.

In setting up each site, and in working with the site partners, each Programme Specialist undertakes a series of tasks commencing in the preparation year prior to operation and concluding with a mandatory Continuous Improvement Review and follow up consultation in the year after the first year of operation; overall a three year cycle.

In keeping with the guidance in the SORP part of any fees received for the set up of each site is deferred to subsequent periods on the basis of the proportion of the work to deliver the programme over a three year cycle.

18. DFN Charitable Foundation

Prior to the assignment of the Master Franchise of Project SEARCH on 30th September 2019, the day to day operations of DFN Project SEARCH were carried out as a Restricted Fund within the DFN Charitable Foundation.

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

Accordingly the comparative income and expenditure figures reflect activity for a three month period only. In the early part of the year under review the Board has conducted a strategic review of the delivery of the DFN Project SEARCH programme and how best to focus resources to gain the greatest impact.

In parallel to this work, existing projections were reviewed and extensively updated to be shared with existing and potential funders. The Board wish to register its continued appreciation to the Board of the DFN Charitable Foundation who have indicated their willingness to provide initial support for the operation of Project SEARCH (subject to satisfactory performance indicators) until such time that DFN Project SEARCH is self sufficient in terms of incoming resources.

On the basis of the ongoing support as provided by the DFN Charitable Foundation and in anticipation of an ambitious fund raising programme targeting external grant funding and Government support, the Board have reasonable expectation that the Charity has adequate resources to continue in operation for the foreseeable future.

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

19. Related party transactions

The Charities SORP defines related parties as applied for charities. In accordance with the SORP, DFN Charitable Foundation is considered a related party following the appointment of a joint CEO.

The transactions between the two organisations are:

- Grants paid to DFN Project SEARCH by the DFN Charitable Foundation of £668,300 (2019 - £396,355) as reported in note 3.

- Charges made at cost for the services of the CEO of £76,094 (2019 – nil) (inclusive of irrecoverable VAT) as reported in note 11.

- DFN Charitable Foundation received the services of the o f ce manager employed by DFN Project SEARCH for which invoices were raised at cost totalling £8,073 (2019 - £9,223). These costs are reported in other income within note 5.

- At the year end DFN Project SEARCH was owed £190,819 (2019 - £200,000) by the DFN Charitable Foundation.

- Shared o f ce facilities were recharged by DFN Charitable Foundation to DFN Project SEARCH totalling £45,629 (2019 - £15,456).

Notes to the Financial Statements

For the year ended 31 December 2020 (Continued)

20. Cash generated from operations

	Year to 31 December 2020	Period to 31 December 2019
	£	£
Surplus for the year	82,508	214,739
Adjustments for:		
Depreciation and impairment of tangible fixed assets	1,463	-
Movements in working capital:		
(Increase) in debtors	(40,276)	(219,245)
(Decrease)/increase in creditors	(5,152)	89,560
(Decrease)/increase in deferred income	20,827	83,123
Cash generated from operations	**59,370**	**168,177**

21. Analysis of changes in net funds

The Charity had no debt during the year.

Contact us

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