



Annual Report and Accounts 2020





Contents

Legal and Administrative Information	01
A message from our Chairman and CEO	02
Interview with Des Murray	06
Continuing to Achieve High Goals	08
Strategic Plan for Growth	28
Our Partners	30
Trustees' Report on Financial and other Statutory Matters	39
Independent Auditor's Report to the Members of DFN Project SEARCH	49
Statement of Financial Activities for the year ended 31 December 2020	54
Balance Sheet as at 31 December 2020	55
Statement of Financial Policies and Notes to the Financial Statements for the year ended 31 December 2020	58

■ 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 undeniable¹. 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.

Not all superheroes wear capes...



... some are part of DFN Project SEARCH!

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.

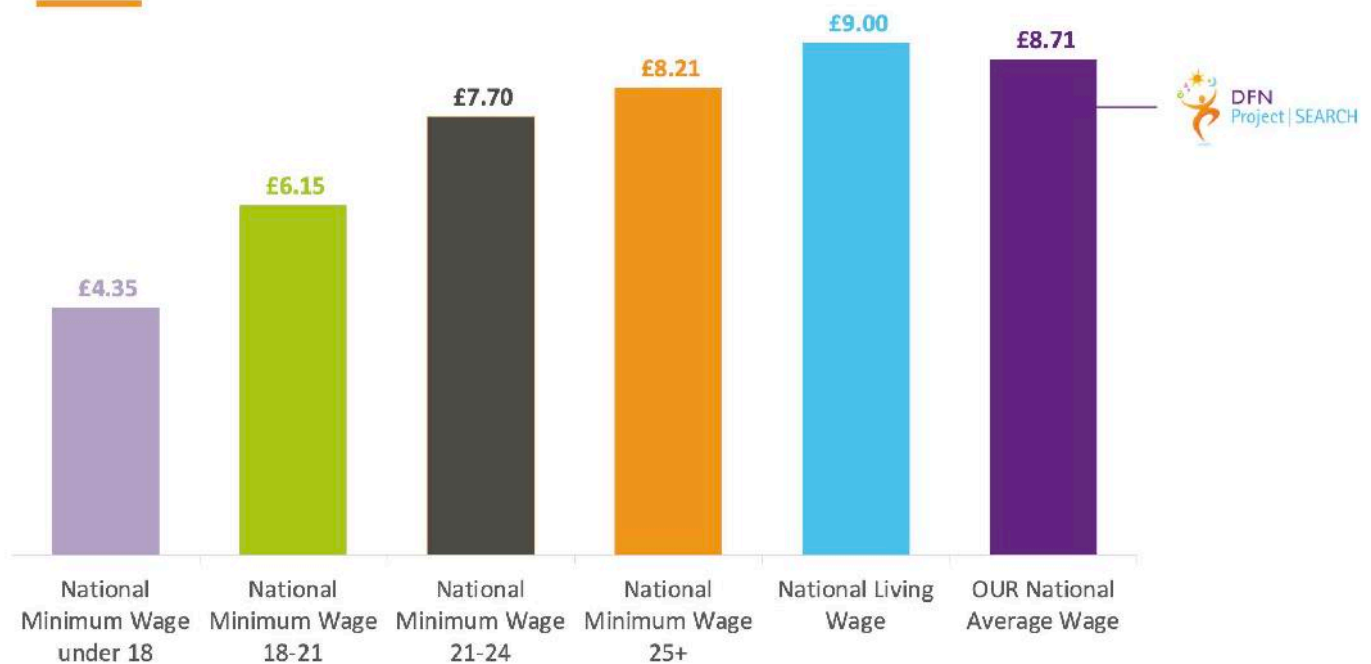


■ Achievements

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



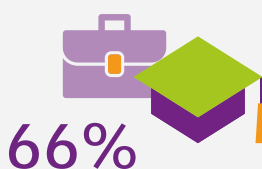
157 interns enrolled



93% retention rate



54% of all interns moved into full-time jobs



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

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,

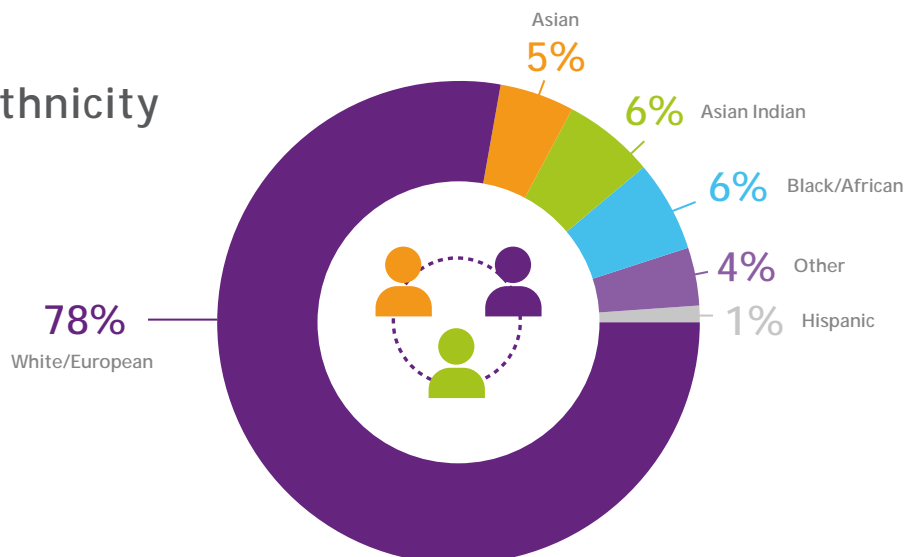
director at [Black Thrive](#) and trustee at DFN Project SEARCH

"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."

Gender



Ethnicity

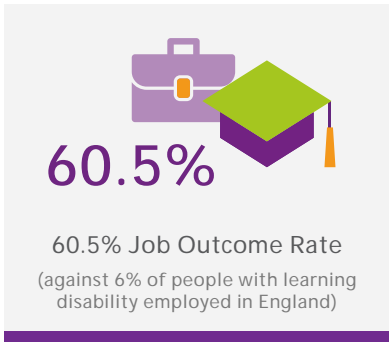
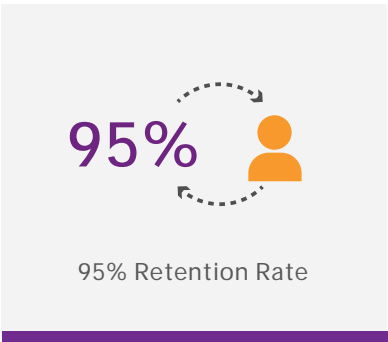
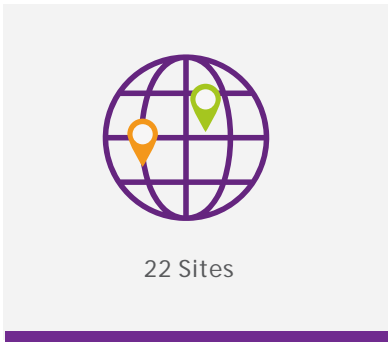


Spotlight on the NHS

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





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."

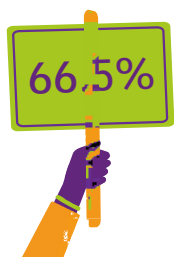


Listening to our Partners

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...



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

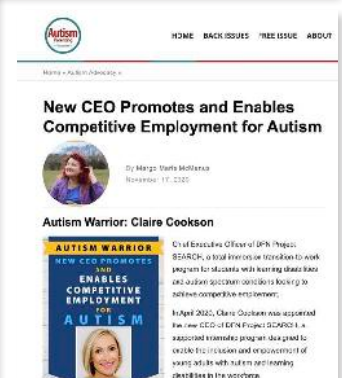
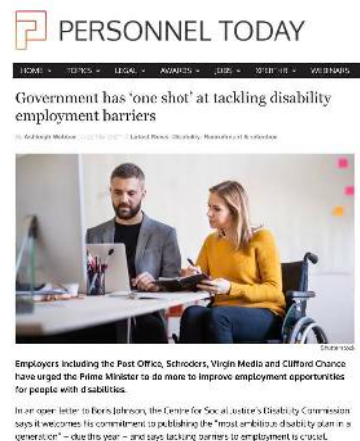
One of things **DFN Project SEARCH** has been so proud of during the pandemic is the number graduates who have been working in and securing key worker roles with NHS partners and local authorities. There have been so many inspiring stories that challenge the social hierarchy and force us to re-assess 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.



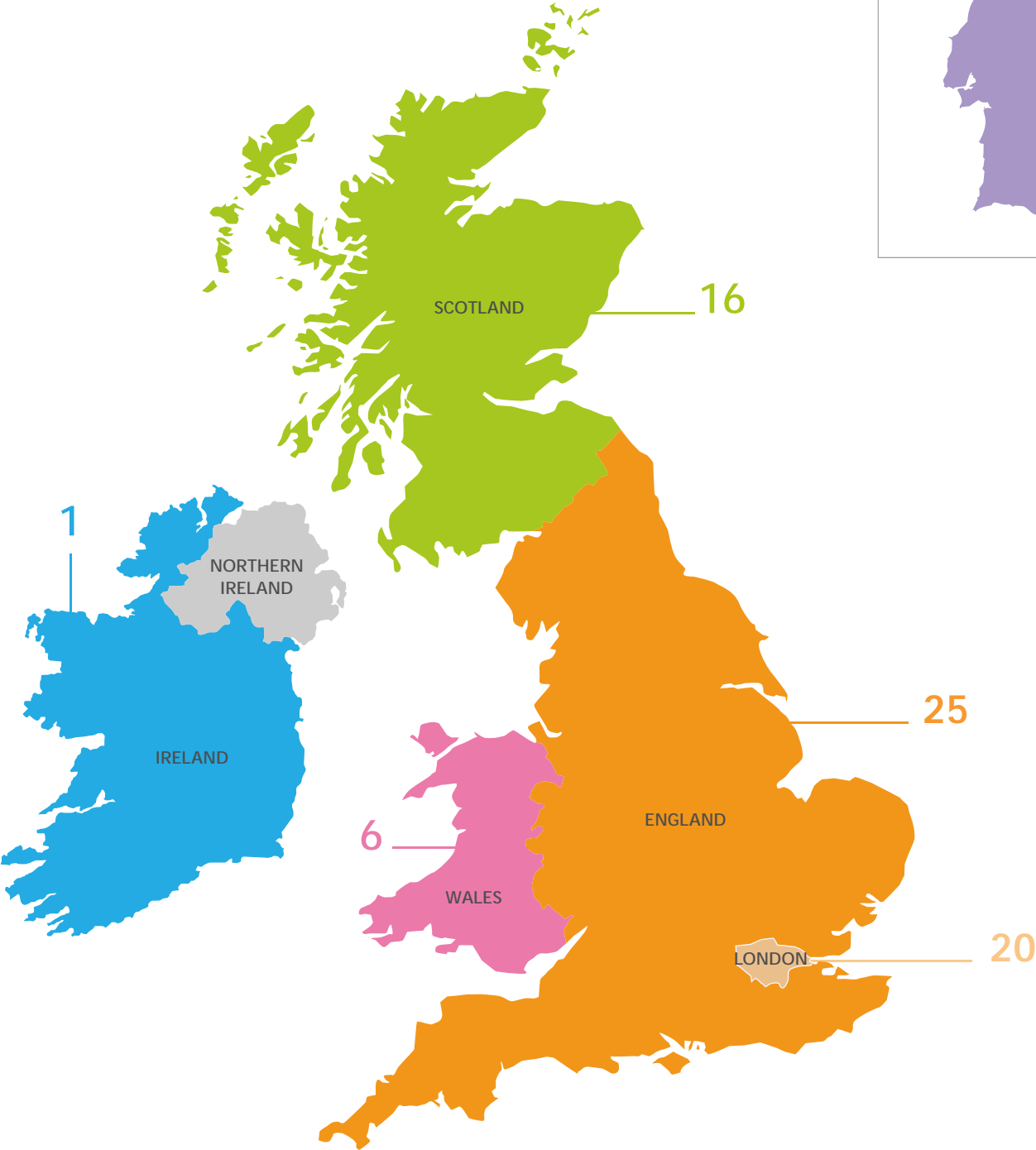
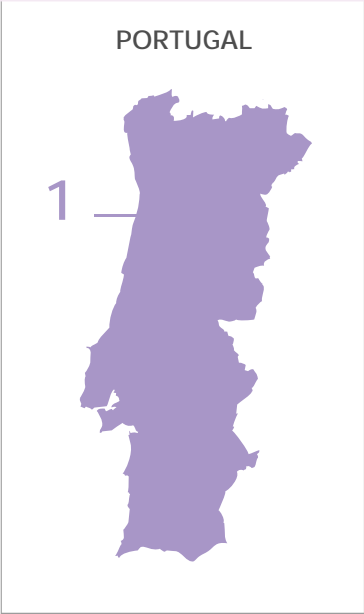
Our Programme Reach

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.



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

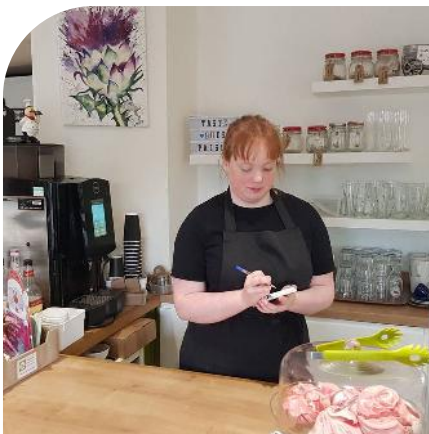
Programme Affiliated Partners

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.





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 policies 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 SEARCH 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.

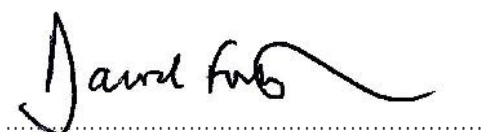
■ Auditor

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:

A handwritten signature in black ink, appearing to read 'David Forbes-Nixon', written over a dotted line.

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.



.....

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

A handwritten signature in black ink, appearing to read 'David Forbes-Nixon', with a long, sweeping horizontal flourish extending to the right. Below the signature is a horizontal dotted line.

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 office 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 office 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

Claire Cookson

Telephone

0203 432 3402

Email

info@dfnprojectsearch.org

Office Location

10 Norwich Street
London EC4A 1BD

