

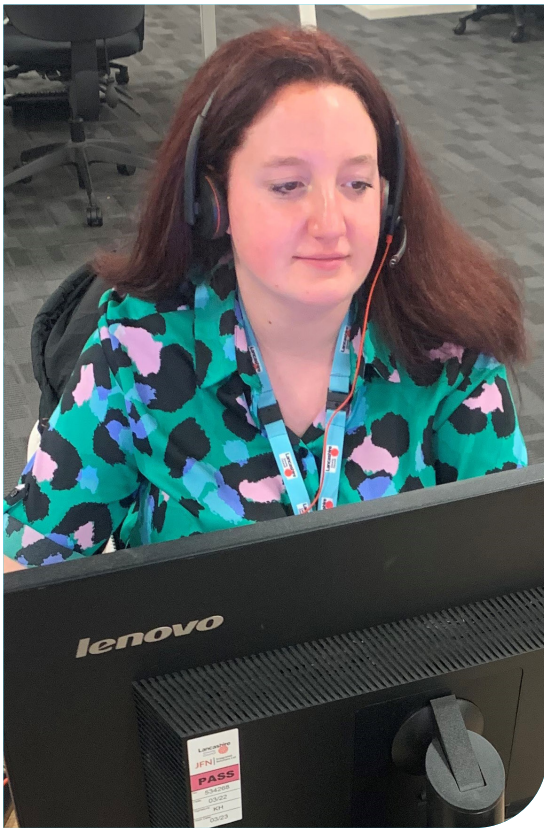
DFN Project SEARCH

Changing Lives Together



Annual Report and Accounts 2022





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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
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Charity number (Scotland)	SC049891
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Company number	11488209
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Registered office and principal address	10 Norwich Street London EC4A 1BD
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Auditor	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS
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Bankers	Barclays 1 Churchill Place Canary Wharf London E14 5HP
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Accountants	Humphrey & Co 7-9 The Avenue Eastbourne East Sussex BN21 3YA
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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

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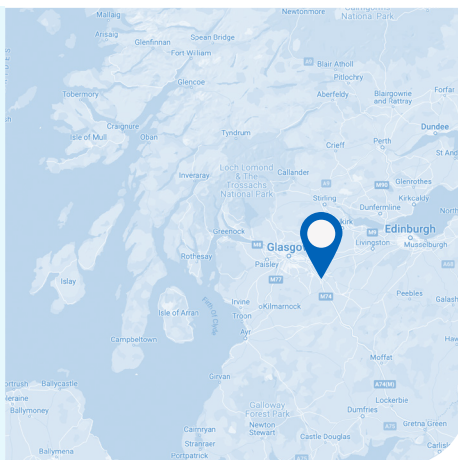
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Success story #1

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."

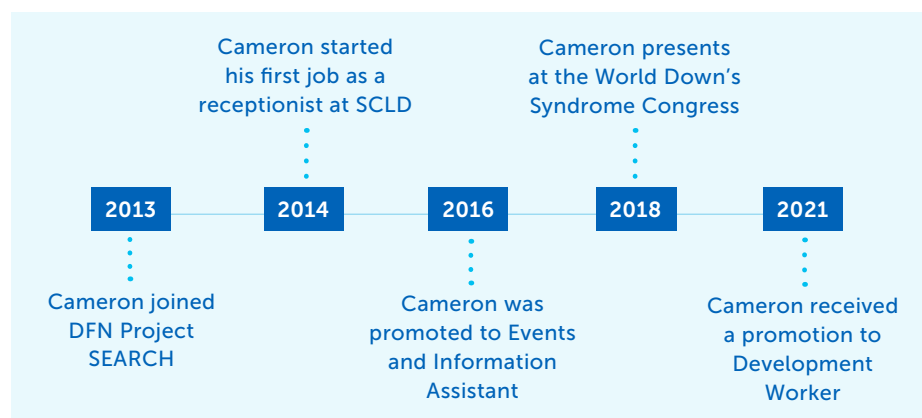
During his second rotation at **DFN Project SEARCH**, Cameron found he had been successful in his application to a part time (16 hours per week) receptionist job at SCLD. However, his journey did not stop there. After 2½ years, he progressed into a new role as an Events and Information Assistant. This 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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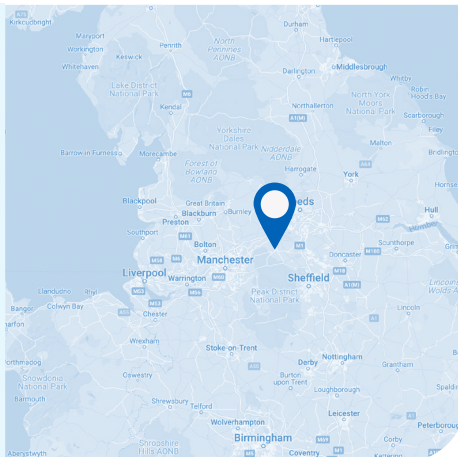
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Success story #2

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.



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Department
for Education



DFN
Project | SEARCH



National Development Team for Inclusion

base

british association for
supported employment

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



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National Development Team for Inclusion

base

british association for
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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



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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!

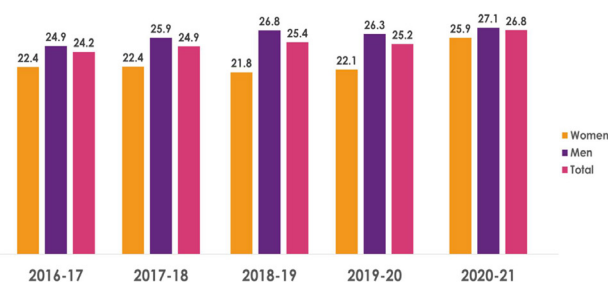
We also saw a very significant increase in the number of hours women work since we started our gender research in the previous year. Interns work 26 hours per week on average, considerably more than the 16 hour threshold. The chart opposite shows how the weekly working hours of interns of all genders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

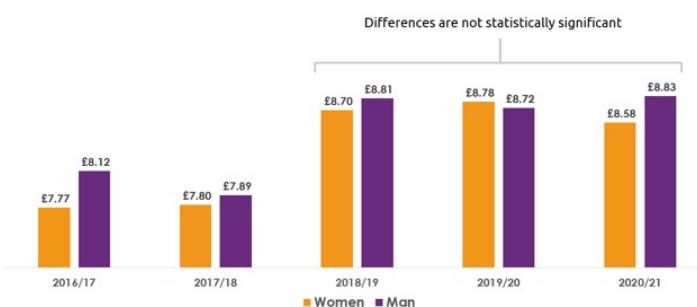
National Minimum Wage from April 2021 and DFN Project SEARCH wages by age (2020/21)



Weekly working hours by gender



Hourly Wages of Women at DFN Project SEARCH



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

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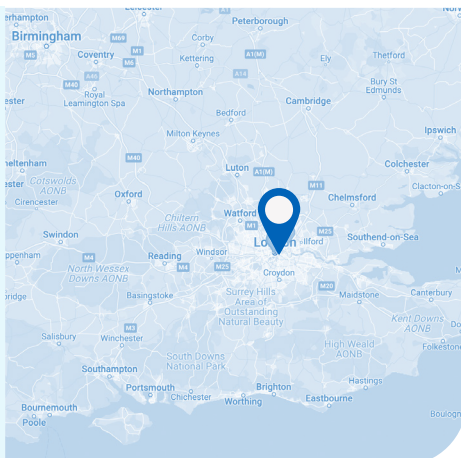
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Success story #3

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!

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.



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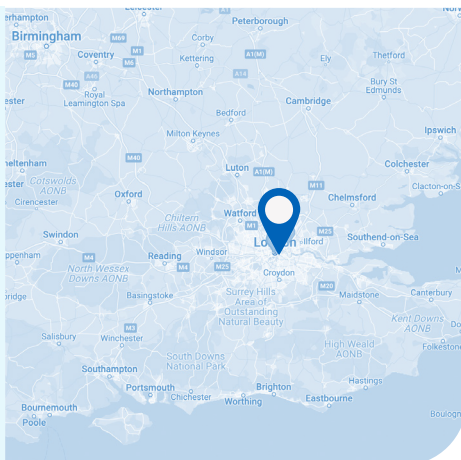
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Success story #4

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!



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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	 FAMILY/CARER	 ECONOMY
<ul style="list-style-type: none"> 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 <p>RECOMMENDATIONS</p> <ul style="list-style-type: none"> Use of established wellbeing methods and a pre and post programme can help quantify the benefits on mental health 	<ul style="list-style-type: none"> 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 <p>RECOMMENDATIONS</p> <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 <p>RECOMMENDATIONS</p> <ul style="list-style-type: none"> Use of established wellbeing methods and a pre and post programme can help quantify the benefits on mental health

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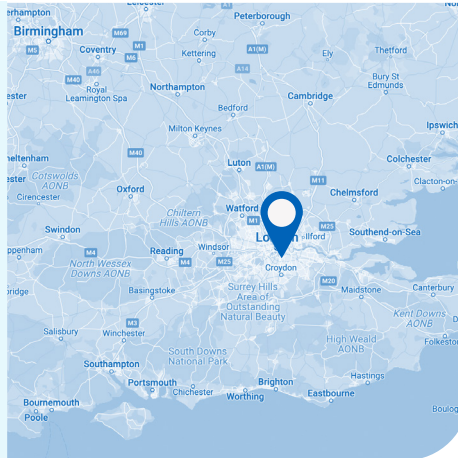
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Success story #5

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 Tidesley
Parent to Jack

Written by Mel Tidesley, 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!”

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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.

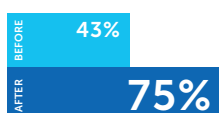
99%

of interns thought the programme was useful

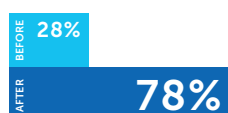
“ DFN Project SEARCH changed my life. ”

“ 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. ”

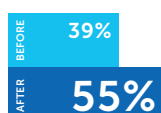
Happiness



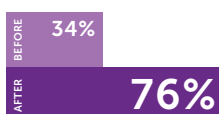
Self-esteem



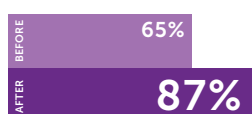
Independence



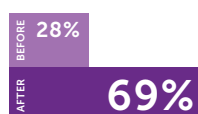
Communication Skills



Keep Myself Safe



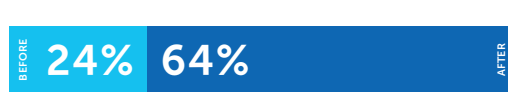
Ability to Manage Change



Time Management Skills



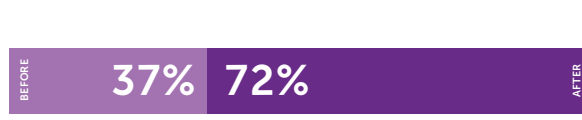
Ability to Manage Pressure



Organisational Skills



Problem Solving Skills



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)

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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).

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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 business 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

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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

“More training for employers to learn about different learning difficulties and autism, to upskill everyone”

“We need more awareness for managers with regards autism courses and talking”

“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.”

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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](#)

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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

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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

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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.

DFN Charitable Foundation

The Henry Smith Charity
founded in 1628

W

Garfield Weston
FOUNDATION

phf Paul Hamlyn Foundation

youth futures
FOUNDATION

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 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 (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.

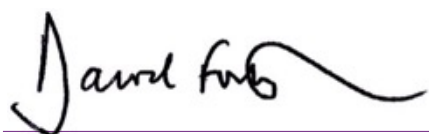
Auditor

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.



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 £
<u>Income and endowments from:</u>					
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
<u>Expenditure on:</u>					
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
<u>Other recognised gains and losses</u>					
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 £
<u>Income and endowments from:</u>				
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
<u>Expenditure on:</u>				
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
<u>Other recognised gains and losses</u>				
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

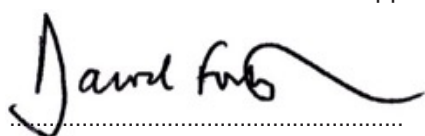
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the period ended 31 August 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the period ended 31 August 2022

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.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the period ended 31 August 2022

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.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the period ended 31 August 2022

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 £
<u>Fundraising and publicity</u>				
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.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the period ended 31 August 2022

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.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the period ended 31 August 2022

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.

