

UNITY WORKS SOCIAL ENTERPRISES

England & Wales · Charity number 1185113

Details

Status	Registered
Legal form	Charitable company
Company number	11338498
Registered	2019-08-30
Register	View on the Charity Commission register

Contact

Address	The West House Alpha Court Swingbridge Road Grantham Lincolnshire NG31 7XT
Phone	03003031280
Email	Tarnya.Thompson@thera.co.uk
Website	www.unityworks.org.uk

Activities

Objects: THE COMPANY'S OBJECTS, FOR THE PUBLIC BENEFIT, ARE:(I) THE RELIEF OF PERSONS WITH A LEARNING DISABILITY, THEIR FAMILIES AND CARERS, IN PARTICULAR, BUT NOT EXCLUSIVELY, BY THE PROVISION OF CARE, SUPPORT AND SERVICES, INCLUDING, BUT NOT LIMITED TO, ASSISTANCE TO FIND EMPLOYMENT AND BY THE PROMOTION OF THE AWARENESS OF THE NEEDS OF SUCH PERSONS; AND(II) THE PROMOTION OF THE EFFECTIVE USE OF CHARITABLE RESOURCES BY THE PROVISION OF SERVICES TO ORGANISATIONS INVOLVED IN THE RELIEF OF PERSONS WITH A LEARNING DISABILITY, THEIR FAMILIES AND CARERSAND THE COMPANY CAN DO ALL OTHER THINGS THAT ARE INCIDENTAL OR CONDUCTIVE TO ITS OBJECTS OR ANY OF THEM.

Activities: Supporting people with a learning disability to gain skills, achieve qualifications, secure and sustain jobs and be part of their community. Working with employers to achieve a more inclusive workforce, increase employment opportunities for people with a learning disability. Running social enterprises to create work and training opportunities for people with a learning disability.

Classification

- **How:** Provides Services
- **What:** Disability
- **Who:** People With Disabilities

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,956,372	£2,863,701	£-728,285	66
2024-03-31	£2,172,423	£2,386,823	£-820,956	59
2023-03-31	£1,827,454	£2,111,669	£-606,556	61
2022-03-31	£1,989,321	£1,982,649	£-322,341	66
2021-03-31	£2,447,411	£2,239,467	£-329,013	66

Trustees

Name	Role	Appointed
Alison Jane Bunney		2023-05-09
Lorna Havard Weston		2023-12-31
Tavish Kumar		2022-01-18
VIRGINIA BEARDSHAW		2019-03-08

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England & Wales - Charity number 1185113

Accounts

UNITY WORKS SOCIAL ENTERPRISES

Registered Company No: 11338498

Charity No: 1185113

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 March, 2025

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

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INTRODUCTION

**These papers tell readers what the charitable company has been doing
between April, 2024 and March, 2025.**

**The trustees have written about what has gone well and
what needs development.**

You can see how the charitable company has managed its money.

The accounts have been checked by our Auditor – Sayer Vincent LLP

**Some of these papers must be written in legal language. We have
introduced each section with an Easy Read text box.**

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REFERENCE AND ADMINISTRATION INFORMATION

CHARITY NAME	Unity Works Social Enterprises
COMPANY NUMBER	11338498
COUNTRY OF INCORPORATION	United Kingdom
CHARITY NUMBER	1185113
COUNTRY OF REGISTRATION	England and Wales
REGISTERED OFFICE	134 Edmund Street Birmingham B3 2ES
COMPANY SECRETARY	Martin Pilkington
AUDITOR	Sayer Vincent LLP Statutory Auditor 110 Golden Lane London EC1Y 0TG

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REFERENCE AND ADMINISTRATION INFORMATION

BANKERS

Barclays Bank PLC
Sutton 9
Leicester
Leicestershire
LE87 2BB

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Reference and administrative information set out on pages 2-5 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

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REFERENCE AND ADMINISTRATION INFORMATION

BOARD OF TRUSTEE DIRECTORS

Members of the Board of Trustee Directors, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out below:

Virginia Beardshaw

Neil Bramley

Alison Bunney

Tavish Kumar

David Umpleby (Resigned 24 July, 2025)

Paul Warner (Appointed 21 August, 2024)

Lorna Weston*

The trustees have no financial interest in the company, it being limited by guarantee.

* Indicates a trustee of Thera Trust, the parent charity of Unity Works Social Enterprises

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REFERENCE AND ADMINISTRATION INFORMATION

SENIOR MANAGEMENT

Chris Browne Managing Director (appointed 01 July 2025)

Claire Hilton Managing Director (resigned 16 June 2025)

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TRUSTEES' REPORT
For the year ended 31 March, 2025

This section explains that directors are responsible for putting together accounts, which must show a true and fair view. This is the law.

The trustees present their report and financial statements for the year 1 April, 2024 to 31 March, 2025.

RESPONSIBILITIES OF THE BOARD OF TRUSTEE DIRECTORS

The directors (who are also the trustees of Unity Works Social Enterprises for the purposes of charity law) are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the charitable company's incoming resources and application of resources, including the income and expenditure, for the financial year. In preparing these financial statements, the Board of Directors is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;

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For the year ended 31 March, 2025

- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the charitable company will continue in operation.

The Board is responsible for keeping adequate accounting records, which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Board is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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For the year ended 31 March, 2025

AIMS AND OBJECTIVES

The principal activity of the charitable company during the year was to provide employment, training and social enterprise services to people with a learning disability largely in London and some other areas.

This is in line with company's charitable objects which are for the public benefit and are:

- the relief of persons with a learning disability, their families and carers, in particular, but not exclusively, by the provision of care, support and services, including, but not limited to, assistance to find employment and by the promotion of the awareness of the needs of such persons; and
- the promotion of the effective use of charitable resources by the provision of services to organisations involved in the relief of persons with a learning disability, their families and carers
- and the Company can do all other things that are incidental or conducive to its Objects or any of them.

In shaping our objectives and planning the organisation's activities, the Trustees have considered the Charity Commission guidance on public benefit, including the guidance 'Public Benefit: Running a Charity' (PB2). The main objectives and activities for the year continued to focus upon providing appropriate and responsive supported services that are user-led and are operated to a high standard.

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TRUSTEES' REPORT
For the year ended 31 March, 2025

Directors' and Strategic Report¹

An Update from Our Chairperson



chair

It has been another year of transition, consolidation and progress for Unity Works. We have remained true to our purpose of enabling people with learning disabilities to gain skills, experience and employment, while navigating a period of significant internal and external change. Through it all, our teams and partners have shown great resilience and commitment to our shared mission.

During the year Paul Warner joined the Board. Unfortunately, after the year end we saw the departure of our former Chair, David Umpleby and our Managing Director, Claire Hilton. I'd like to thank them both for their service, leadership and the huge impact and contribution they both had on Unity Works. Alongside this, after the year end we extended a warm welcome to Chris Browne, who joined us as Interim Managing Director. Both Paul and Chris bring fresh perspective and a wealth of experience that will help guide the organisation through its next stage of development.

Across our services, there has been a clear focus on stability, sustainability and meaningful outcomes. The Unity Futures programme, launched last

¹ Unity Works seeks to make its annual report and accounts accessible to all of its readers, including those with a learning disability, whilst meeting all statutory requirements. This approach requires us to "tell the story" comprehensively for the year. Key information required as part of the strategic report (context to the financial statements, analysis of our performance and insight into our objectives, strategies and risks) is woven throughout and a single integrated report is therefore being provided.

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For the year ended 31 March, 2025

year, has continued to thrive and we were delighted to see it extended for a further year — an important vote of confidence in the support to access employment, training or education opportunities, Unity Works provides to young Londoners with a learning disability. We expanded our network of supported internships, offering more young people with learning disabilities the opportunity to gain experience in real workplaces, and saw continued success with our Adult Community Learning (ACL) services.

Our social enterprises have continued to evolve, providing meaningful training and improving commercial performance. The opening of the new Lisson Grove Café, part of the Westminster City Council partnership, saw new opportunity for staff and trainees and the continued expansion of Mail Out and increased external garden maintenance opportunities at Mill Lane saw new services and approaches being tested. This work will continue into 2026 as we look at balancing the most effective operating models with the best support and experience for our trainees.

Our progress has been underpinned by collaboration. We continue to work closely with a wide range of partners — including local councils, Jobcentre Plus, colleges, and organisations such as The Felix Project, Greencore, Inclusive Working, Garden Studios, and Autonome — all of whom share our belief in creating opportunities for people with learning disabilities to flourish. These partnerships help us to open doors, challenge perceptions, and influence positive change within local communities and workplaces.

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We have made encouraging progress in addressing our financial deficit. We remain grateful to our funders and commissioners for their ongoing support and confidence and we are committed to improving financial sustainability whilst maximising the impact of our services.

Looking ahead, Unity Works will continue to build on the firm foundations formed over the last couple of years. Our strategic plan includes projects to improve personalised progression pathways for our trainees and to continue to expand our collaborative partnerships.

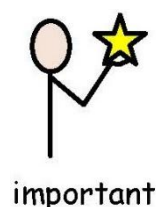
Thank you to everyone who has contributed to our progress this year. Together, we are continuing to create more inclusive workplaces and communities for individuals with learning disabilities.

Alison Bunney
Chairperson, Unity Works

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What is Important for Unity Works Social Enterprises²

Unity Works Social Enterprises is part of the Thera Group of companies, a charitable organisation supporting people with a learning disability.

Thera's Vision clearly sets out Thera's philosophy of control and involvement by people with a learning disability:

Our vision

 leader	Thera will show that people with a learning disability can be leaders in society
 control	Thera will be controlled by people with a learning disability
 managed	People supported by Thera can say how their Thera company is directed and managed
 choice	People with a learning disability will design the support they want from Thera.
 respect	Thera will respect the rights and wishes of people at work, at home and in the community
 quality	People with a learning disability will check the quality of support from their Thera company
 charity	Thera Group will be led by a charity

www.thera.co.uk



Supporting people with a learning disability

² Thera Trust is our parent company. Its charitable objects are "the relief of persons with learning disabilities, their families and carers by the provision of support services including services in the support of residential, respite and other suitable forms of care, education and work opportunities and to promote public awareness of the needs of such persons and to give support to their families" and "the promotion of the effective use of charitable resources for the benefit of the public by the provision of services to organisations involved in the relief of persons with learning disabilities, their families and carers."

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Unity Works Values



values

Work has continued this year on embedding our values within our organisation, implementing a “Values Award scheme” to celebrate individuals who exemplify the behaviours highlighted below:



Dynamic: Relentlessly positive, energised, and forward-thinking, seizing every new development and avenue to further our mission.



Effective: Providing exceptional, quality support to people with a learning disability that achieves sustainable outcomes.



Creative: Taking an enterprising approach to working with people with a learning disability and finding ways to overcome the barriers that people face.



Inclusive: People with a learning disability demonstrate incredible talents and skills when they are given the right opportunity.



Defiant: Defenders of the belief that people with a learning disability can and should have the same opportunities as everyone else and are resilient in the face of opposition to this.



Empowering: Enabling people with a learning disability to DECIDE their own future.

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support

Unity Works Supports People with a Learning Disability

As of recent statistics, approximately 4.7% of adults with learning disabilities in the UK are employed in paid positions and this continues to fall.

However, Unity Works has made significant efforts to counter this. Over the last year we have supported:

- ✓ 413 individuals enrolled on employment programmes
- ✓ 180 people to attend interviews
- ✓ 96 individuals to find employment and 123 to find volunteering or work placements.
- ✓ 112 young people on our Unity Futures programme
- ✓ 91 trainees across 6 social enterprises
- ✓ 43 ACL learners



story

Supported Employment:

Israel and Tomide are former supported interns at Queen Elizabeth and Kings College Hospital where they spent a successful year upskilling themselves across various rotations.

Following his year, Israel spent time as a sports coach as well as working with our Employment Advisors to decide what he wanted to do

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next. He was keen to find a paid job where he could use the physical and practical skills honed on his supported internship.

Similarly, Tomide was keen to continue using skills he had learnt on his internship. He completed several volunteering placements including one at the London Zoo and also one at The Felix Project's Deptford Warehouse.

Following the launch of the Felix Project's six-month paid trainee placements that Unity Works helped to devise, Israel and Tomide both successfully applied for the roles and began working at the Poplar site to gain skills and experience working as Packing Assistants in a fast-paced environment alongside staff and The Felix Project's many corporate volunteers.

Both Israel and Tomide quickly settled into their roles and by the time their placements had ended, they had both become integral members of their team even progressing so far as to support with the inducting and ongoing support of The Felix Project's corporate volunteers. Of his time on the programme Tomide said:

"When I first even got the job here, I was really, really shy... but once I met everyone, my mindset changed and so did my confidence. Felix has changed me. It's changed my mindset. It's changed my vision. It's changed my goals. It's changed everything in life for me."

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Of what he enjoyed doing the most on his placement, Israel said:

"I would say fluffing the rice [is the best thing] and have a good chat to help the volunteers to get along...most days are different, you have different volunteers and you help them and show them what to do. I enjoy helping and supporting the volunteers to carry various foods in large containers."

Wanting to build on the programme's success, The Felix Project reached out to one of their partners, Greencore, and we are delighted to announce that both Tommie and Israel have moved into full time roles as operatives at Greencore's manufacturing site in Bow.

Supported Internship:

Jayden joined our newest Supported Internship programme at Lambeth College with a quiet and reserved nature. He began his rotation with Bounce Back Foundation in Kennington, then with the Lambeth Council Research Department – Adult Social Care, where he took on various administrative and research support tasks. Although he was initially shy, Jayden showed strong dedication and a willingness to learn, the qualities that quickly earned the respect of his team.

Throughout his placement, Jayden gradually came out of his shell. With guidance and encouragement from his managers and colleagues, he began speaking up more, asking thoughtful questions, and actively

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contributing to team tasks. Over time, he gained confidence not only in his work but also in himself.

By the end of his rotation, Jayden had transformed into a confident and capable team member who is always ready to help and take initiative. Jayden is now looking for a paid role as an administrative assistant or warehouse assistant, where he can put his practical skills to good use. Jayden would love to connect with a small to medium-sized team or department that values supportive teamwork and would benefit from his dedication and calm, helpful presence.

Adult Community Learning Story

Danielle attended our 'Understanding And Managing Relationships' Adult Community Learning (ACL) course. She had always struggled to maintain healthy boundaries and had overshared personal information in the past, leading to her being scammed. The course helped her gain self-confidence, listen to people and their opinions, and participate in group discussions.

She also learned to group people – friends, acquaintances etc – and the boundaries of what to say and do with each group. This gave her the confidence to consider using these skills in the workplace and she completed our 'My Career' course. This has helped Danielle complete job searches and applications with a view to securing a volunteering position to gain social and workplace experience.

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An update from our Managing Director

Unity Works has continued through 2024 and 2025 to provide essential services to ensure people with learning disabilities are equipped to compete in the mainstream of employment. The charity has continued with its strategic journey of dovetailing our programmes to deliver outcomes for people trying to get into the workforce, and we continue to meet the challenges this creates, head-on.

The charity has seen significant success with the recommissioning of our Unity Futures project for another year. We are greatly encouraged that this provision has been seen for the critical service it provides to match the challenges for a young person with a learning disability navigating the complex world of employment and higher education.

Great work continued at our Greenwich ACL. A variety of new courses was well attended and the feedback from the commissioners was very positive. The social enterprises continue to compete well commercially, and the trainee attendance within the enterprises continued to increase.

The final position of our management accounts showed a surplus of 92k. Given that the previous three years has shown deficit returns, we are genuinely encouraged that the performance was achieved against the backdrop of a continually volatile funding picture and a change of government.

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Our recruitment picture is much improved with almost all vacancies filled or minimal waits for the onboarding of recruits.

The trainee experience is very much in the focus of the senior management strategic thinking and actions. The provision continues to be a well-respected and sought after experience with attendees and their families expressing how valued this is. The coming year will see us further integrate our My Unity Pathway digital experience for all the people we support. This will allow all our staff to use a web-based platform to log the referral, planning and review experience of people we support as well as their move on into employment. In addition, people we support will be able to access the site and develop their own plans and record achievements. The learning and skills team are very much involved in training roll out for the use of My Unity Pathway.

The Senior Leadership Team (SLT) are coming together to re-focus our strategic priorities and working closely with their Trust partners to drive up the fundamental standards of Unity Works' day to day business targets. We have a policy review strategy that has much improved our approach and allows us to assure our funding partners of our granular attention to detail. Our staff well-being and training is reviewed with board and HR business partners at our staff consultation committee. We have also integrated our attention to the critical area of risk management by promoting service champions who serve on a board attended health and safety committee.

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We look forward to the next year at Unity Works. Up ahead we will be doubling down on financial efficiency and are optimistic about our prospects of effecting fundraising partners to enhance and underpin our ambition. Contract negotiations to continue our work will of course come around in the cycle of business but early feedback is very positive. We will also be seeking out new opportunities to add to our portfolio as well as looking across the business to see where we may improve on mainstream success for our learners and trainees.



Achievement and Performance

Employment

Throughout the 2024-2025 period, our employment support programmes provided comprehensive support to a total of 413 individuals. These programmes were instrumental in offering extensive job search support, conducting 2,700 job search sessions, and facilitating 180 interviews. As a result of these concerted efforts, 96 individuals successfully secured jobs. This gives us a 23% conversion rate, well above the 4.7% of people with a learning disability in work.

In addition to direct employment outcomes, the programmes also emphasised the importance of volunteer engagement, with 123 participants involved in supported volunteering roles. This not only provided valuable work experience but also enhanced participants' employability.

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Employer engagement was a crucial aspect of these programmes, with 33 employers actively participating in our programmes. Partnerships developed with employers such as The Felix Project consolidated our mission in creating sustainable job opportunities for people with a learning disability.

Employment workstream development

We are pleased to report several exciting new developments in our employment services, marked by the acquisition of several new contracts. These initiatives reflect our ongoing commitment to supporting more individuals in finding meaningful employment.

Unity Connects

We were commissioned by Redbridge and Havering Council's to run a Supported Employment pilot programme, which provided tailored employment assistance to people with a learning disability across both boroughs. The pilot used personalised vocational assessments, action planning, and targeted support to help participants secure sustainable employment opportunities. While the programme faced challenges relating to specific employment needs and benefit concerns, the programme demonstrated success in building employment skills, increasing participant confidence, and securing employment outcomes for some of its participants. Work will continue with council partners to ensure that any future programme builds on these successes while expanding employer networks and addressing identified barriers.



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Southwark Works UKSPF Programme

Commissioned by Southwark Council via UKSPF to work with people who were economically inactive with a learning disability. We added to our staff team to help us with the delivery, increasing people's confidence and skills, helping them to look at work placements and voluntary work to increase employability. This all supported people to go into further training or employment.

Partnership work with council colleagues and DFN Project Search led to the launch of an additional supported internship with Lambeth Council in September, bringing our total number of supported internships in the borough to two, significantly expanding our capacity to assist more individuals in gaining the skills and experience they need for successful careers.

Our Employment Services Manager continues her work as Co Lead for Greenwich Council's Jobs and Activities Workstream, working alongside the Council's People's MP (a person with lived experience) to open up more opportunities for people with learning disability in the borough.

At the end of the year, we secured funding from Lambeth Council to run a pilot with the council and Autonomie. This partnership also aims to explore how technology can enhance opportunities and independence for people with a learning disability. This partnership will help us develop and pilot technology enabled solutions that can inform and shape future provision, ensuring our services remain cutting-edge and person-centred.

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These developments underscore our dedication to enhancing employment opportunities for all individuals, particularly those with unique challenges and experiences. We look forward to building on this progress and continuing to make a positive impact in the communities we serve.

Employer Engagement



We support employers through a variety of services, including disability awareness training, accessible recruitment processes, candidate matching, and ongoing post-recruitment support. Our comprehensive employer offer is adaptable for both online and in-person delivery and we have expanded our partnerships across the boroughs we serve, enhancing our network and increasing job opportunities for our candidates. We are focused on further strengthening these initiatives to better support both our jobseekers and employers in achieving successful outcomes.

This employer engagement included recruitment initiatives, opportunities for employment, participation in job fairs, and organising tours. The overall relationships with these employers have been very positive. Each employer we collaborated with showed a strong investment in our mission and efforts, contributing to increased awareness and understanding of learning disabilities and autism in their workplaces:

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We continued our work in delivering Disability Awareness Training for employers across London including to The Royal Opera House, Citizen M Hotels and the Felix Project.

Our teams continued to engage in local employer engagement to promote good jobs for people we support. We held 2 Reverse Jobs Fairs in Lambeth and Greenwich attended by 13 employers.

We further developed our partnerships with employers looking to make their recruitment and working practices more inclusive for people with a learning disability.

Whilst we had worked with production company Garden Studios for a number of years, 2024-2025 saw this work flourish. Following a visit to one of our Supported Internship Reverse Jobs Fair in Lambeth, Garden Studios invited people we support on tours of their studios in Park Royal. This was a fantastic opportunity for people to see the day-to-day activities of how a production company works, plus the huge variety of roles on offer in a wide-ranging industry.

Garden Studios expressed a desire to create their own work experience programme for the people we support looking for a career in the creative industry. We worked with Garden Studios to devise a Technical Assistant Opportunity that launched in early 2025. In an industry that is incredibly difficult to break into, Garden Studios wanted to offer an opportunity to

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portray the versatility of skills that a neurodivergent person has and the contribution they can make.

Over the past year we worked with The Felix Project, a charity that rescues surplus food from the food industry and delivers it to frontline charities and schools in London, to create two accessible paid Packing Assistant Trainee roles for people with a learning disability at The Felix Project, based in Felix's Kitchen in Poplar.

Unity Works and The Felix Project developed these roles in partnership and our team offered support with accessible job descriptions, task analysis and recruitment process and delivering tailored Disability Awareness Training. The opportunity was developed in collaboration with Felix's Kitchen managers, staff and the team with the goal to create trainee posts in which people with a learning disability can develop practical skills, receive training and experience and progress in their career.

Following a successful recruitment day, the first two assistants joined the team and have since flourished in their roles, working within a kitchen team to support volunteers at The Felix Kitchen and develop their employability skills. We're looking forward to seeing how this partnership develops over the course of the next year, engaging further with the Felix Project and their networks to carve out more opportunities for people with a learning disability.

We were delighted to find out that our Job Broker won ERSA's Employer Engagement Practitioner of the Year Award. We nominated Michael Donaghy

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to recognise the exceptional work he undertakes, consistently advocating for good work for people we support within our services by embodying our vision and values.

Unity Futures

Following news at the end of 2023-2024 that we had been awarded UKSPF funding from the Greater London Authority (GLA) to support young people with a learning disability at risk of becoming not in education employment or training This year marked the launch and establishment of our Unity Futures programme. Through a unique blend of health and wellbeing coaching, employment coaching, and group workshops, the programme has started to deliver meaningful outcomes for participants while building strong foundations for future impact.

Achievements of the past year include:

- Establishing regular group job search clubs and drop-in sessions, fostering peer support and building confidence in professional environments.
- Developing strong partnerships with Jobcentre Plus, local SEND teams, colleges, and community organisations, resulting in an expanding referral pipeline.
- Delivering bespoke employability workshops, including work experience opportunities at local enterprises and employability days featuring high-profile partners such as The Financial Times.

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- Supporting young people into diverse outcomes including paid roles in retail, hospitality, and the arts; volunteering placements; IT bootcamps; supported internships; and further education.
- Responding proactively to challenges in female participation and developing targeted approaches to ensure inclusivity.

Whilst the programme faced early mobilisation delays and seasonal dips in referral activity, particularly during summer and the festive period, we established a steady flow of referrals and have created a sustainable model for engagement.

Building on the past year's work, we are focusing on engaging more female participation, strengthening employer partnerships, and enhancing our group workshop offer. The upcoming year will also prioritise scaling successful approaches across boroughs and ensuring a robust pathway for young people to transition from initial engagement to sustained Employment, Education or Training (EET) outcomes.

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business

Social Enterprises

Our social enterprises continue to operate as credible businesses, providing products and services to both businesses and direct consumers, while also serving as platforms for delivering bespoke work-based learning placements, accredited industry training, and opportunities for upskilling individuals to enhance their employability.

Mail Out is our social enterprise providing mailing and fulfilment services to e-commerce businesses and SMEs. Over the past year, we supported 21 individuals across both sites with training in warehousing and storage as well as administration and customer service.

Both sites in Kentish Town have continued to operate at a high level with commercial sales exceeding budget. The Christmas season continues to be the busiest period for both sites, with over 10,000 parcels packed and sent in over 63 pickups over their busy end of year season.

Looking ahead, further work will be required to grow Mail Out 2's customer base as the first Mail Out site had reached capacity.

Work was undertaken to look at invoicing processes and looking at streamlining systems for pricing. A business case has been put together to implement the recommendations for the upcoming year.

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Mill Lane, our garden centre in West Hampstead, enriches the community with a diverse selection of plants, seeds, gardening equipment, and seasonal gifts.

Over the past year, we supported 13 individuals with training in horticulture and customer service, contributing to their vocational skills and promoting their health and wellbeing.

The site had a successful commercial year, exceeding its original budget by £5k from commercial sales. We successfully implemented a sales tracking sheet that provides real-time data and tracks top-selling products monthly. This helps with stock replenishment and better inventory management.

This year, a renewed focus was given to expanding gardening jobs for local business. Overall, the team completed over 30 jobs for a variety of business and domestic customers including the design and installation of a green space for a commercial office property in the heart of Clerkenwell which provided on the job training in a new environment for trainees.

Our successful partnership with West Hampstead's Fire Station grew. Thanks to funding from Camden Giving, we were commissioned by the Fire Station to transform the station's grey forecourt into a vibrant, welcoming space for the community. Trainees gained valuable carpentry, horticulture and teamwork skills by supporting with the design, construction and planting of custom-made wooden troughs, filled with specially engineered lightweight soil and plants, offering colourful, wildlife-friendly displays.

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Looking ahead to next year, our focus will turn to plans to redevelop the site and a continued focus on growing our external gardening services.



cafe

Social Enterprise Cafés

Our cafes have had an exciting year where they continue to provide high-quality training and paid employment opportunities for individuals with learning disabilities. Despite the closure of one of our cafes at the beginning of the year, we were proud to further grow our partnership with Westminster City Council in opening our second café at their Lisson Grove site. Our cafes remain dedicated to developing skills in roles such as baristas, chefs, and front-of-house staff, while also serving nutritious and affordable meals to support local communities and workplaces.

Jackson's Café:

Presently, we have 31 trainees, with a strong waiting list and ongoing taster sessions. Two trainees are working towards their NVQ qualifications that they should achieve by mid-2025.

In August, we came together to celebrate Jacksons 30th birthday as one of London's oldest social enterprise cafes.

Greenwood Café:

The café had a mixed year due to a drop in the number of people working at the Greenwood centre (where the café is located). Despite this, the café had a busy end of year period in events and hospitality bookings.

7 trainees were based at the café throughout the year.

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Lisson Grove:

Following the news that we were successful in our retender for Café Victoria and the addition of a new site to our repertoire, we opened Lisson Grove café on 1st April.

The café is located in a council office building that also houses the Council's Adult Education Service.

Our first year of opening was focussed on welcoming a new staff team to the Unity Works family, getting used to and adapting our offer to the fluctuations of a customer base that is for the most part present during term time only.

We hosted a trainee open day for prospective candidates at the beginning of 2025 and will shortly be welcoming our first wave of trainees to the site.

Café Victoria:

Following the opening of Lisson Grove café, Café Victoria was relaunched to its council customer base that same month.

9 trainees were based at the café during the year, 3 of which achieved NVQ Level 1

To provide Council staff consistency of offer, both sites launched a matching yearlong calendar of promotions including successes initiatives to engage customers. This included barista masterclasses for customers to learn how to craft their own drinks.

The café experienced recruitment difficulties, particularly in relation to the Head Chef role however we ended March with a fully staffed team.

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We were awarded two stars as part of the Sustainable Restaurant Association's Food Made Good Standard.

As an organisation focused on doing the right thing for society, we have a passion and commitment to support not only people with a learning disability but also our planet.

As committed members of the Sustainable Restaurant Association, we have implemented a range of measures across our social enterprises in line with the objectives of Sustainable Food Places including promoting sustainable food production, consumption and resource efficiency, and reducing, redirecting and recycling waste.

Looking to the future, we still have a journey to reach our sustainability goals but reaching this Standard and working towards achieving three stars will further support our goals.



Learning and Skills

Our social enterprises continue to be an effective vehicle for us to provide trainees with the opportunity to develop essential skills within a dynamic and thriving business environment. Our Learning and Skills team have been working alongside enterprise staff to drum up referrals. Hosting four open days throughout the year as well as attending job fairs, provider events and engaging with external stakeholders to increase our exposure, resulted in a total of 37 referrals from April 2024 to March 2025. By the end of March 2025, 91 trainees were attending 121.5 sessions per week.

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Over the course of the year, three trainees at Café Victoria achieved NVQ Level 1 in Hospitality Services. This number reflects the ongoing availability of assessors and the challenges we have faced recruiting new assessors.

Two individuals are currently enrolled on NVQ Level 1 in Warehousing. At the beginning of the year, City and Guilds closed new registrations to this qualification. We are in the process of identifying a new qualification, along with a qualification in Horticulture to run at Mill Lane.

Looking to augment our offer to help provide a pathway towards NVQs, to meet learners' needs at all levels, to provide holistic training and support, and to address vocational gaps has been a focus over the past year. We met with Inclusive Working, a company that provides bespoke e-learning employability training for Neurodivergent jobseekers and agreed to run a pilot of their platform from March 2025, which comprises eight CPD-accredited modules aimed at learners with a learning disability, course content based on employer engagement and research.



Adult Community Learning (ACL)

During the past year, our ACL program has made significant strides in delivering accessible education to our community.

In Greenwich, we currently operate with six dedicated tutors, with plans to expand our team through ongoing recruitment efforts. Despite challenges in attracting interest and lengthy onboarding processes, we remain committed to strengthening our teaching staff.

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Our tracking system, Learner Track, has recorded 43 unique learners and 217 enrolments to date, surpassing our initial RBG targets of 40 and 100 respectively, for the academic year. Achieving a commendable 95% achievement rate, 100% retention rate, and 93% attendance rate, our Individual Learner Plans for Spring and Summer Terms have received positive feedback from learners, highlighting the impactful teaching methodologies employed.

Our Adult Learning programmes were a Highly Commended Finalist in this year's Mayor of London Adult Learning Awards in the Inclusive Provider of Adult Education category. The awards, an annual flagship skills event, raise awareness of the fantastic adult learning happening in London, from the Londoners who have achieved great things through taking up adult learning, to the colleges and providers delivering high quality opportunities and the employers offering good work.

Bespoke learner management system for trainees, learners and jobseekers:



Work continued on developing My Unity Pathway, the online platform that will allow the people we support to engage effectively in a range of activities to help bolster their employment prospects and ensure effective training. Over the course of the year, we soft launched the platform with staff, running training sessions for staff to familiarise themselves with the platform and

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continued work with Meganexus, the company developing the platform, to ensure the platform met accessibility needs of the people we support. We trialled enrolling some of our learners onto the portal at the latter end of the year and looking ahead, we plan to drive engagement from people across all our services by the end of the year.



Unity Works Social Enterprises Employs Good Staff

At the end of March, 2025, Unity Works employed 81* staff members.

*actual staffing figures stated may differ slightly to those in the financial statements, due to those recording an average headcount over the reporting period.

Our staff are our most important asset and we take considerable pride in their achievements, their dedication and the level of commitment they make every day in delivering high quality support to people. We have continued to invest in staff by offering first class support, training and development throughout Unity Works, ensuring that staff are capable and motivated to meet the needs of the people we support.

As befits an organisation with Unity Work's Vision, we are committed to ensuring that all job applicants and employees are treated fairly and valued regardless of sex, disability, race, age, marital status, sexual orientation, religion, colour, ethnic or national origin. We value diversity and social inclusion across all our activities and our recruitment process ensures that all applicants have equal opportunity.

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Unity Works has an established Employee Consultative Council which considers a range of matters relating to its staff. This includes sharing important information about Thera and finding out what staff think about important decisions that may affect them. The Employee Consultative Councils are the formal mechanism for ensuring that Thera delivers on its philosophy of involvement in relation to its staff, as well as meeting its obligations under Information and Consultation Regulations, 2004, for example in relation to changes to pay, terms and conditions.

Ensuring staff development has remained a priority over the last year, with another successful organisational away day which focused on skill development and effectively supporting the people we work with.

Unity Works Social Enterprises' Money



Unity Works Social Enterprises' accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Unity Works Social Enterprises' Articles of Association, applicable law and the requirements of the 'Accounting and Reporting by Charities, Statement of Recommended Practice' and FRS102.

Total income from all activities in the year to 31st March 2025 was £2,956k (2023-2024 £2,172k) with a surplus for the year of £93k (2023-2024 deficit £-214k). Trustees are focussed on continuing returning surplus outcomes in future years as the charity develops and makes further inroads into our deficit balance sheet.

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Fund-raising

Unity Works' fundraising activities are undertaken directly by ourselves, with the support of Thera Trust's Fundraising team.

During the year, Unity Works received £51k in grants and donations, the details of which can be found in note 3 to the accounts. Our own fundraising activity was relatively limited and primarily directed at securing grants.

We made use of our own staff resources to do so and there was no use of any commercial participator.

Fundraising will continue to be delivered in a co-ordinated manner in partnership with Thera Trust's fundraisers. These fundraisers are focused on trust and grant income as well as laying the foundations for development of broader public fundraising in the future.

Having recognised the need for diversification in fundraising, in October we welcomed a new Strategic Fundraising Lead who has developed a new fundraising strategy for Unity Works.

The new strategy will see us develop stronger stewardship plans for our donors whilst also diversifying our income streams into corporate fundraising, public fundraising and major donors.

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All fundraisers are expected to work in line with the Fundraising Regulator's Code of Fundraising Practice, which is used as a reference point by the fundraisers when developing any new fundraising activity or reviewing existing activity.

We are registered with the Fundraising Regulator and have no reported compliance issues. We continue to review and update policies and procedures in line with the Code to ensure that compliance remains strong. We do not undertake door-to-door, face-to-face or direct mail fundraising and public fundraising in general is currently very limited. As a result, the risk of fundraising in relation to vulnerable people is extremely limited.

Fundraisers work closely with Thera Trust's Communications Team and our own staff to ensure that fundraising communications are easy to understand, respectful of potential donors, provide clarity about the cause and do not mislead in any way.

As public fundraising activity increases in the future, the fundraisers are planning to develop training for volunteers and other staff to ensure they understand the standards we aim to uphold and what to consider when it comes to vulnerable people and fundraising. Trustees are not aware of any complaints in relation to fundraising activities. We have clear processes in place as to how complaints will be handled should they arise.

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policy

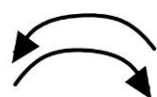
Reserves Policy

At 31 March, 2025, the charitable company had total net overdrawn reserves of £-728k (31 March, 2024 £-821k). Restricted reserves were £48k and net overdrawn unrestricted reserves were £-776k, which includes £-1,430k intra-group funding from the Thera Group.

As explained in the parent charity and financial support accounting policy within the accounts, as part of the intra-group funding agreement all other Thera group entities signed up to the agreement will provide support to any other entity as necessary, including not requiring the immediate repayment of intra-group debt.

Trustees reiterate that they intend over the medium term to move to a positive balance sheet with sufficient working capital to continue provision of charitable activities and to respond to emergencies and events that cannot be planned for.

Going Concern



Thera Trust Group Transformation Plans

In September 2024, Thera Trust Group successfully agreed a revised payment schedule for payment of its three Charity bonds. It also prepared a financial three-year transformation plan to support the revised payment plan. The transformation plan shows that Thera Trust Group has sufficient liquidity to make all payments as they become due and undertake all transformation

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plans. The plan ensures that Thera Trust Group has sufficient cash headroom to manage short term cashflow challenges such as in Q1 when national minimum wage (NMW) increases are paid to staff from 1 April but where there are shortfalls in fee uplifts from Local Authorities to cover the full cost of increases in the costs of delivery, as well as any potential delays in receiving the increased fees.

The financial plan aims to build reserves over time.

Elements of the transformation plan that have been delivered or being explored include:

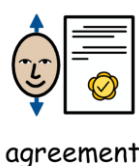
- ✓ Implementation of a new operational structure from July 2025.
- ✓ Securing additional liquidity via a new £4.5m Invoice Financing Facility from July 2025.
- ✓ Further Group simplification.

Details of these can be found in the Since the year End section of this report.

Unity Works Social Enterprises places reliance on Thera Trusts Group three-year transformation plan to support financial sustainability of the Group.

Intra-Group Funding agreement

As part of the intra-group funding agreement, all Thera Group entities signed up to the agreement will provide financial support to any other entity as necessary, including not requiring the immediate repayment of intra-group debt.



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Operational Performance

Directors remain confident in the leadership of the company and can see significant progress being made in operational performance. These continued improvements will ensure the company continues making a surplus, enabling it to start to pay down the intra-group debt.

The Directors have therefore received the necessary assurances to conclude that it is appropriate to prepare the accounts on a going concern basis.

Remuneration Policy



policy

Salaries to management and other staff are set in accordance with Thera Group's pay policy. The pay of key management personnel is set by Thera Trust's Remuneration and Pensions Committee. The Committee consists of three non-executive directors, who independently determine the remuneration of executive directors of the organisation, and of its subsidiary companies. In its remuneration policy, the Committee takes account of good practice guidelines in setting executive pay, including the principles set out in the NCVO's April, 2014 report on Charity Senior Executive Pay.

Managing Unity Works Social Enterprises' Risk



risk

The Directors assessed and monitored the major risks to which Unity Works may be exposed through a risk management strategy. New guidance and templates have also been issued by Thera Trust to support all the companies in the Thera Group to adequately capture and track their most critical risks.

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Thera maintains and constantly reviewed policy and guidelines in line with legal and regulatory requirements, and the Unity Works Board continues to monitor the external regulatory, funding and employment law environment closely.

The Unity Works Health and Safety Committee, along with the Operational Assurance Team, provides the formal framework through which Unity Works safety representatives fulfil their obligations under health and safety legislation, in line with the Group's Health and Safety Policy.

Unity Works also faces risks from damage to key relationships with commissioners and other important stakeholders, the loss of people in vital leadership and management roles, the risks associated with litigation and pension issues and potential reputational damage.

Our operations face significant risks, including the potential for abuse or neglect of vulnerable individuals, non-compliance with health and safety regulations, and not aligning with Thera's Vision. The tightening of the economy and labour markets since last year has exacerbated Unity Works' major risks.

The organisation's success hinges on its ability to attract and retain sufficient staff to sustain operations and drive growth initiatives, ensuring financial progress.

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Processes related to staff recruitment and retention have improved somewhat compared to last year, although still suffer from significant delays and sourcing and hiring suitable staff is still proving challenging, compounded by the dual demands of our roles which require high levels of empathy as well as technical competency.

The fundraising landscape has continued to pose additional challenges over the last year. Despite some successes, significant challenges around intense competition and rigorous assessment criteria remain. This underscored the critical need for a robust financial strategy to address funders' concerns about Unity Works' financial position.

Managing relationships with funders also proved challenging, with efforts focused on enhancing stewardship strategies to maintain existing grant funding. The decision to withdraw the Postcode Lottery's Social Investment programme application due to sustainability concerns further highlighted the importance of demonstrating financial viability and operational capacity to manage multiple major projects concurrently.

Our project to increase the day rate for our trainees has been a significant endeavour, requiring considerable staff time. Nonetheless, we have made substantial progress compared to last year. This initiative has been crucial in establishing a stronger position with local councils and setting a precedent for future uplifts. Despite challenges, including some councils hesitating to recognise us solely as a training provider rather than a day opportunities provider, we have navigated these hurdles by actively affective outreach.

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After COVID-19, enterprises initially saw a strong resurgence in commercial income. However, like many others in the hospitality sector, we faced ongoing challenges, including the impact of Brexit, rising energy costs, and changes to the lunchtime economy due to increased remote working. As a result, sales were significantly down for several months, while our costs continued to rise. Nevertheless, to protect future profits, we only pursued lucrative tenders with a robust existing customer base. We worked diligently to ensure that our business model was both fit for purpose and future-proof, incorporating lessons learned from the pandemic about the types of enterprises that were more resilient in such challenging conditions.

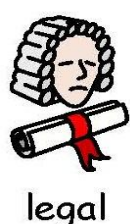
These risks were in part mitigated through support from Thera Trust in the form of a Social Investment Grant. Unfortunately, due to financial pressures, covered earlier in this report Thera Trust has made the decision to stop providing this grant in 2024-2025. Unity Works Social Enterprises will continue its robust annual planning and fundraising strategy to mitigate this and ensure its financial sustainability for the next financial year.

Other than those sector risks outlined above, there were no material strategic changes within the organisation during the year that are perceived to expose the organisation to additional material risk.

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Directors are satisfied that systems are in place to minimise the incidence and impact of risks to the extent to which these are in the control of Unity Works.

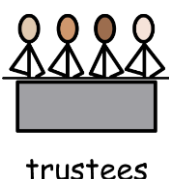


Governing document

Unity Works is a charitable company, incorporated on 1st May, 2018, and registered as a charity on 30th August, 2019. The company was established under a Memorandum of Association that established the objects and powers of the company and is governed by the Articles of Association.

In the event of the company being wound up members are required to contribute £1.

Unity Works Social Enterprises is a member of the Thera Group.



Recruitment and Appointment of Unity Works' Trustees

As Unity Works is part of the Thera Group and in accordance with its Articles, the majority of trustees are now appointed by Thera Trust.

Recruitment and appointment of new Trustees is managed through Thera Trust's Nominations Committee. This reinforces Unity Works' commitment both to equality of opportunity and to creating a skilled, balanced and accountable Board of Trustees.

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All trustees in the Thera Group follow a formal induction process to ensure they know the organisation and its aims and are aware of their responsibilities. All trustees are subject to references and enhanced DBS checks.

Trustees serve defined terms of office of up to four years, renewable for a second term of up to four years.

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, are shown in the company information at the start of this report and accounts.

All Trustees give their time freely and no Trustee received remuneration in the year for their services as a Trustee. Details of Directors' expenses are disclosed in note 11 to the accounts. Any related party transactions must be declared and there were no related party transactions reported in the year, other than those within the Thera Group.

Management of Unity Works Social Enterprises' Activities

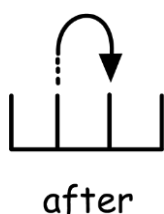
Thera Trust provides corporate services to Unity Works under a customer services agreement. Claire Hilton as Managing Director managed the activities of Unity Works Social Enterprises during 2024-2025, as delegated by the trustees.



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Since the Year End



Unity Works continues to be committed to a Group-wide drive to make operational improvements to deliver impact in a more financially sustainable way. We have been working hard to respond to challenges within the sectors across which we work by:

- ✓ negotiating more effectively with local authorities to obtain acceptable contract uplifts;
- ✓ reviewing our costs to limit non-essential expenditure.
- ✓ Securing further inflationary uplifts to training income next year
- ✓ Closing two financially unviable enterprises
- ✓ make further cost savings



Group simplification

Our parent company, Thera Trust was founded in 1998 with a clear vision: that people with a learning disability can be leaders in society. Our group structure was introduced in 2003 and we have continuously strived to keep people at the heart of what we do, whilst navigating challenges in the social care sector. Our commitment to supporting people with a learning disability to live great, ordinary lives is key to all we do.

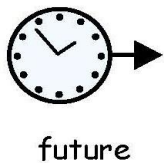
In August 2025 Thera Trust as the parent company of the Group has decided to simplify the Group Structure. At the date of signing the financial statements, the details of how this simplification will take place, its timing and the implications for Unity Works are still to be determined. In the

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meantime, the terms of the intra-group agreement will continue to apply and therefore the going concern basis of Unity Works is satisfied.

FUTURE PLANS



This section talks about what we will be working on next year.

We are proud of the significant work, effort, and successes to achieve a surplus at the end of the 2024/2025 financial year. Given that the previous 3 years has shown deficit returns, we are genuinely encouraged that the performance was achieved against the backdrop of a continually volatile funding picture and a change of government.

Over the next year we will be taking the time to focus our attention on the journey trainees across our social enterprises take. Another area of focus will be work to integrate with My Unity Pathway.

We will be doubling down on financial efficiency and are optimistic about our prospects of effecting fundraising partners to enhance and underpin our ambition.

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Contract negotiations to continue our work will of course come around in the cycle of business but early feedback is very positive. We will also be seeking out new opportunities to add to our portfolio as well as looking across the business to see where we may improve on mainstream success for our learners and trainees.

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This section explains that the directors have told the Auditor everything they should and that they have worked within the law.

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the persons who are directors at the time when this Trustees' Report is approved under Section 418 of the Companies Act 2006 has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

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**This section asks the Company Members to agree that the Auditor,
Sayer Vincent LLP, be chosen again as the company's Auditor.**

RE-APPOINTMENT OF AUDITOR

In accordance with s.485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the re-appointment of Sayer Vincent LLP as auditor of the Company.

The trustees' report has been prepared in accordance with the special provisions applicable to companies, subject to the small companies' regime.

The Report of the Directors and Trustees, has been approved by the trustees 27 November 2025 and signed on their behalf by

Martin Pilkington
Secretary

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This page explains that the Auditor is reporting that the accounts give a true and fair view of the charitable company and that they are put together as the law says they should be put together.

OPINION

We have audited the financial statements of Unity Works Social Enterprises (the 'charitable company') for the year ended 31 March, 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 March, 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

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This section explains that the Auditor has audited (checked) the accounts and that they are reporting to Company Members.

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 Unity Works Social Enterprises' ability to

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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 trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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This section explains that the Auditor must tell us if they are unhappy with how the directors managed the company.

The Audit report says that there is nothing bad the Auditor wishes to report to Company Members.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or

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- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

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

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

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Trustees' responsibilities are explained on page 4.
This page explains that it is the Auditors' responsibility to audit (check)
the accounts as the law says they should.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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 are set out below.

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This page explains how the Auditor checks the accounts.

CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, internal audit and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

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- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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USE OF OUR REPORT

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

22 December 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

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You will see that this report and accounts also includes accessible information so that the trustees of Unity Works Social Enterprises are ensuring that all Company Members, including those with a learning disability, are able to fulfil their duties in law including to receive the accounts and to appoint the trustees and Auditor.

The law does not say we must provide this information, but Sayer Vincent LLP says it is in line with the statutory report and accounts.

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SUMMARY OF MONEY

For the year ended 31 March, 2025

What we have earned and what we have spent: £

Money we got in	2,956,372
What we spent on our staff	(1,790,072)
Other money we spent	<u>(1,073,629)</u>
Money we got in more than money we spent	<u>92,671</u>

What Unity Works Social Enterprises had at 31, March 2025: £

Equipment	1,200
Stocks we own	8,411
How much cash we had in the bank	213,468
What we are owed by others	649,997
What we owe to other Thera companies	(1,430,141)
What we owe to others	<u>(171,220)</u>
Final amount the company had at 31 March, 2025	<u>(728,285)</u>

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STATEMENT OF FINANCIAL ACTIVITIES
(incorporating an income and expenditure account)

for the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Grants and donations	3	50,520	200	50,720	210,298	6,067	216,365
Charitable activities	4	2,688,526	217,126	2,905,652	1,716,059	235,999	1,952,058
Other income		-	-	-	4,000	-	4,000
Total income		2,739,046	217,326	2,956,372	1,930,357	242,066	2,172,423
Expenditure on:							
Raising funds		266	-	266	2,266	-	2,266
Charitable activities		2,606,148	256,514	2,862,662	2,143,582	234,156	2,377,738
Exceptional items		773	-	773	6,819	-	6,819
Total expenditure	5	2,607,187	256,514	2,863,701	2,152,667	234,156	2,386,823
Net movement in funds (being net income / (expenditure) for the year)		131,859	(39,188)	92,671	(222,310)	7,910	(214,400)
Reconciliation of funds:							
Total funds brought forward		(907,910)	86,954	(820,956)	(685,600)	79,044	(606,556)
Total funds carried forward		(776,051)	47,766	(728,285)	(907,910)	86,954	(820,956)

There were no other recognised gains or losses beyond those stated above. Movements in funds are disclosed in Note 20 to the financial statements.

Unity Works Social Enterprises
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BALANCE SHEET

as at 31 March 2025

COMPANY REGISTRATION NUMBER 11338498

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	13		1,200		4,330
			1,200		4,330
Current assets:					
Stocks	14	8,411		6,073	
Debtors	15	649,997		227,195	
Cash at bank and in hand		213,468		34,566	
		871,876		267,834	
Current liabilities:					
Creditors: amounts falling due within one year	16	(171,220)		(196,865)	
Net current assets			700,656		70,969
Total assets less current liabilities			701,856		75,299
Long term liabilities:					
Creditors: amounts falling due after one year	17		(1,430,141)		(896,255)
Total net liabilities			(728,285)		(820,956)
The funds of the charity:	20				
Restricted income funds			47,766		86,954
Unrestricted income funds:					
General funds		(776,051)		(907,910)	
Total unrestricted funds			(776,051)		(907,910)
Total charity funds			(728,285)		(820,956)

Approved by the trustees on 27 November 2025 and signed on their behalf by

Lorna Weston
Director

Alison Bunney
Director

Unity Works Social Enterprises
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STATEMENT OF CASH FLOWS
for the year ended 31 March 2025

	2025 £	£	2024 £	£
Cash flows from operating activities				
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		92,671		(214,400)
Depreciation charges	3,130		2,209	
Interest payable	45,975		38,408	
(Increase) / decrease in stocks	(2,338)		4,752	
Profit on sale of fixed assets	-		(4,000)	
Increase in debtors	(422,802)		(7,723)	
Increase in creditors	508,240		233,287	
		<u>132,206</u>		266,933
Net cash provided by operating activities		224,877		52,533
Cash flows from investing activities:				
Proceeds from the sale of fixed assets	-		4,000	
Payments to acquire tangible fixed assets	-		(3,050)	
		<u>-</u>		<u>950</u>
Net cash provided by investing activities		-		950
Cash flows from financing activities:				
Interest paid	(45,975)		(38,408)	
		<u>(45,975)</u>		<u>(38,408)</u>
Net cash used in financing activities		(45,975)		(38,408)
Change in cash and cash equivalents in the year		178,902		15,075
Cash and cash equivalents at the beginning of the year		<u>34,566</u>		<u>19,491</u>
Cash and cash equivalents at the end of the year		<u>213,468</u>		<u>34,566</u>

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

1 Accounting policies

a) Statutory information

Unity Works Social Enterprises is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, West Midlands, B3 2ES. 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.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in Sterling (£) which is the functional currency of the company. The financial statements are for the year ended 31 March 2025 (2024: 31 March 2024).

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Going concern

The Directors consider that the company can continue operating as a going concern. It places reliance on delivery of the Thera Trust Group Transformation plan which has already included, implementation of a new operational structure, and securing additional liquidity provided by a new £4.5m Invoice financing Facility. In addition Thera Trust - the parent company has decided to explore further group simplification. At the date of signing the financial statements, the details of how this simplification may take place, its timing and the implications for Unity Works Social Enterprises are still to be determined. The intra-group agreement remains in place and provides financial support to companies in the Group. On this basis the going concern basis of Unity Works Social Enterprises is satisfied.

d) Funds

Unrestricted funds are available for use at the discretion of the directors in the furtherance of the general objectives of the company. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

e) Income

All income is included in the Statement of Financial Activities (SoFA) when the company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations receivable are accounted for in the period in which the donation is received. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from trading activities includes income earned from cafe sales and events, a garden centre, trainee income and other activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The company receives income from contracts and revenue grants. Income contracts and revenue grants are recognised at fair value when the company has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Fees for care and support services comprise of income receivable from health authorities and social services departments under contracts for the supply of care and support services. For work undertaken on a contractual basis, any income is recognised in accordance with the terms of the contract. In general terms, this means that income is recognised as support is provided.

Grants receivable are accounted for in the period in which the grant is received or the conditions of the grant are met, if later, unless there is an agreement to make such grants and they are received prior to the date the financial statements are issued. In this case the appropriate debtor is included.

f) Government & local authority assistance

Government assistance in the form of Job Support Schemes is recognised as income when an eligible claim has been submitted.

Other government and local authority grants are recognised at fair value when the company has entitlement after any performance conditions have been met, the receipt is probable and the amount can be measured reliably.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities; split between 'employment', 'social enterprise cafes' and 'other activities'.

Irrecoverable VAT is not separately analysed and is charged to the statement of financial activities when the expenditure to which it relates is incurred and is allocated as part of the expenditure to which it relates.

Support costs are central administration costs which have been recharged to the various activities using a fair allocation based on each activity's expenditure as a proportion of the total expenditure by type of cost.

Governance costs include those incurred in the governance of the company's assets and are primarily associated with constitutional and statutory requirements. The costs are recharged to the various activities based on the activities' expenditure as a proportion of the total expenditure by type of cost.

All expenditure has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

The charity is exempt from income tax and capital gains tax under Section 505 ICTA 1988.

h) Operating leases

Rentals payable under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

i) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset over its expected useful life, as follows:

• Furniture and equipment	33.3% straight line

j) Stocks

Stocks are stated at the lower of cost and net realisable value. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

m) Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans from related parties. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

o) Pensions

The pension cost charged to the statement of financial activities represents amounts payable by the company in the accounting period. The company makes payments to The People's Pension Fund. The scheme is a defined contribution scheme and the pension charge represents the amounts payable to the fund in respect of the period.

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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

1 Accounting policies (continued)

p) Parent charity and financial support

An Intra-Group Agreement exists between Thera Trust and twenty four of its subsidiaries. This Intra-Group Agreement incorporates a Funding Agreement which allows Thera Group companies to benefit from the movement of funds around the Group. Each subsidiary, other than The Camden Society, Equal Futures and Thera Limited, has acceded to this Intra-Group Agreement with Board approval. In addition to this, Thera Trust and its subsidiaries have all individually agreed not to demand the repayment of any inter-company borrowings within twelve months of the date on which the balance sheet is signed. Any amounts due to or from Group companies that have been shown as due within one year relate to balances arising from operational activities and gift aid. A market rate of interest has been charged on balances between group companies.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

The directors of the company make estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the charitable company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

In preparing these financial statements, the directors have delegated authority to management to make the following judgements:

Group financial support

The directors of all of the subsidiaries within the Thera Group that have acceded to the Intra-Group Agreement as referred to above, have received assurance from the board of Thera Trust that adequate financing is in place to meet the group's financing needs and this has enabled the directors to confirm that management can prepare the accounts on a going concern basis.

Leases

The charitable company determines whether leases entered into by the charitable company either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis based on an evaluation of the terms and conditions of the arrangements, and accordingly whether the lease requires an asset and liability to be recognised in the statement of financial position.

Recoverability of trade debtors

Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, customer creditworthiness, current economic trends and changes in customer payment terms when making a judgement to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the statement of financial activities.

Provisions

A provision is recognised when the charitable company has a present legal or constructive obligation as a result of a past event for which it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgement. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings, and have concluded that asset lives and residual values are appropriate.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projects' disposal values.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

3 Income from grants and donations

	2025			2024		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Donations	46,520	200	46,720	35,298	-	35,298
Grants	4,000	-	4,000	-	6,067	6,067
Social Investment Grant	-	-	-	175,000	-	175,000
	50,520	200	50,720	210,298	6,067	216,365

4 Income from charitable activities

	2025			2024		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Employment income	592,089	-	592,089	342,438	-	342,438
Social enterprise cafes income	1,209,616	-	1,209,616	927,241	-	927,241
Social enterprise garden centre income	183,248	-	183,248	142,457	-	142,457
Mailing and training social enterprise income	703,573	-	703,573	258,122	-	258,122
Other charitable activities income	-	-	-	45,801	-	45,801
Charitable Grants	-	217,126	217,126	-	235,999	235,999
Total income from charitable activities	2,688,526	217,126	2,905,652	1,716,059	235,999	1,952,058

5 Analysis of expenditure

	Employment £	Social Enterprise cafes £	Other activities £	2025 £
Staff and agency costs	607,492	1,181,814	766	1,790,072
Property costs	32,388	117,042	-	149,430
Depreciation	-	3,130	-	3,130
Other support costs	127,775	793,021	273	921,069
	767,655	2,095,007	1,039	2,863,701
	Employment £	Social Enterprise cafes £	Other activities £	2024 £
Staff and agency costs	409,104	1,042,412	8,147	1,459,663
Property costs	-	150,802	-	150,802
Depreciation	-	2,209	-	2,209
Other support costs	76,183	684,522	13,444	774,149
	485,287	1,879,945	21,591	2,386,823

Other support costs includes overhead and governance costs.

Exceptional costs of £773 (2024: £6,819) have been incurred in the year. This includes costs incurred of £500 in relation to employment costs (2024: £3,207) and other costs of £273 (2024: £3,612).

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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

6 Governance costs (included within other support costs) comprise:

	2025 £	2024 £
External auditor's remuneration	11,412	10,860
	11,412	10,860

7 Interest payable and similar charges

	2025 £	2024 £
Interest payable on intra-group borrowings	45,975	38,408
	45,975	38,408

8 Net expenditure for the year

This is stated after charging:

	2025 £	2024 £
Depreciation	3,130	2,209
Operating lease rentals:		
Property	49,213	87,732
Other	2,640	2,440
Auditor's remuneration (excluding VAT):		
Audit	9,510	7,740
Other services	-	1,310

Auditor's remuneration for the group is disclosed in full in the parent charitable company and is recharged to the subsidiary as part of the overall recharge of the group's management and administration costs.

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	1,598,948	1,320,248
Social security costs	137,106	107,041
Pension costs		
Defined contribution	35,600	31,132
	1,771,654	1,458,421
Agency staff	18,418	1,242
	1,790,072	1,459,663

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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2025 No.	2024 No.
£70,000 - £79,999	1	1

These employees participated in the pension scheme during the year:

	2025 £	2024 £
Employer pension contributions	1,321	1,321

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £83,719 (2024: £83,424). The charitable company considers its key management personnel to comprise of the Service Director/Managing Director.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the period (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Trustees' expenses represents the payment or reimbursement of room hire, travel and subsistence costs and professional fees totalling £307 (2024: £563).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 66 (2024: 59).

Staff are split across the activities of the charitable company as follows:

	2025 No.	2024 No.
Employment	19	15
Social enterprise cafes	24	24
Other charitable activities	23	20
	66	59

11 Related party transactions

There are no related party transactions to disclose for 2025 (2024: none) other than those intra-group transactions and donations as disclosed below.

There were donations from two charity trustees in the year that totalled £718 (2024: £nil).

Thera Trust is the parent charitable company of Unity Works Social Enterprises. Any balances due to or from entities within the Thera group are disclosed within the relevant debtors and creditors notes.

Thera Trust makes a recharge of management and administration costs incurred on behalf of the group to all of its subsidiaries. The specific amounts recharged to each entity are not being disclosed on the grounds that the Thera Group operates in a competitive commissioning environment and this information is commercially sensitive.

As in the accounting policies note for Parent charity and financial support, a market rate of interest has been charged on balances between Thera Trust and Unity Works Social Enterprises, in 2025 £45,975 (2024: £38,408).

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

13 Tangible fixed assets

	Fixtures and equipment £	Total £
Cost		
At the start of the year	6,343	6,343
At the end of the year	6,343	6,343
Depreciation		
At the start of the year	2,013	2,013
Charge for the year	3,130	3,130
At the end of the year	5,143	5,143
Net book value		
At the end of the year	1,200	1,200
At the start of the year	4,330	4,330

All of the above assets are used for charitable purposes.

14 Stock

	2025 £	2024 £
Raw materials	8,411	6,073
	8,411	6,073

15 Debtors

	2025 £	2024 £
Trade debtors	365,666	173,284
Other debtors	4,722	2,169
Prepayments and accrued income	279,609	51,742
	649,997	227,195

16 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	32,931	36,265
Taxation and social security	54,498	41,872
Other creditors	15,298	2,131
Accruals	68,493	116,597
	171,220	196,865

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

17 Creditors: amounts falling due after one year

	2025 £	2024 £
Amounts due to group undertakings	1,430,141	896,255
	1,430,141	896,255

The repayment period for the amounts owed to group undertakings is disclosed in the accounting policy called Parent charity and financial support.

18 Pension schemes

The People's Pension Fund

The company participates in The People's Pension Fund, which is a defined contribution scheme for the benefit of its employees. Contributions to the scheme during the year amounted to £35,600 (2024: £31,132). As at the balance sheet date there were 58 members (2024: 50) of the Scheme employed by the company. The amount outstanding in respect of this Scheme at the year-end was £nil (2024: £nil).

19a Analysis of net assets between funds (current year)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	-	1,200	1,200
Net current assets	47,766	824,110	871,876
Creditors: amounts falling due within one year	-	(171,220)	(171,220)
Creditors: amounts falling due after one year	-	(1,430,141)	(1,430,141)
Net assets at 31 March 2025	47,766	(776,051)	(728,285)

19b Analysis of net assets between funds (prior period)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	-	4,330	4,330
Current assets	86,954	180,880	267,834
Creditors: amounts falling due within one year	-	(196,865)	(196,865)
Creditors: amounts falling due after one year	-	(896,255)	(896,255)
Net assets at 31 March 2024	86,954	(907,910)	(820,956)

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

20a Movements in funds (current year)

	At 1 April 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2025 £
Restricted funds:					
Donations	2,524	200	(2,724)	-	-
Deloitte	14,260	-	(14,260)	-	-
Great Escape	8,073	-	-	-	8,073
FSF Essex	9,976	-	-	-	9,976
FSF Barnet	4,192	-	-	-	4,192
Unity Works Walking Group ('The Adventurers' Club')	250	-	-	-	250
Bounceback Programme	24,386	25,000	(49,386)	-	-
LB of Camden Business Support Grants	1,758	-	-	-	1,758
Drappers Trust	9,398	-	(9,398)	-	-
Townsend Trust	2,799	-	(2,799)	-	-
BlackRock Gives	9,338	-	(9,338)	-	-
Greenwich Worktrain Project	-	168,609	(168,609)	-	-
North London Forensic Collaborative	-	10,000	-	-	10,000
North Central East London CAMHS Provider Collaborative	-	13,517	-	-	13,517
Total restricted funds	86,954	217,326	(256,514)	-	47,766
General funds	(907,910)	2,739,046	(2,607,187)	-	(776,051)
Total unrestricted funds	(907,910)	2,739,046	(2,607,187)	-	(776,051)
Total funds	(820,956)	2,956,372	(2,863,701)	-	(728,285)

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

20b Movements in funds (prior period)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
Donations	2,524	-	-	-	2,524
Deloitte	25,960	-	(11,700)	-	14,260
BGC JobsOhio	831	-	(831)	-	-
Great Escape	8,073	-	-	-	8,073
FSF Essex	9,982	-	(6)	-	9,976
FSF Barnet	4,192	-	-	-	4,192
Unity Works Walking Group ('The Adventurers' Club')	250	-	-	-	250
Bounceback Programme	13,277	48,768	(37,659)	-	24,386
LB of Camden Business Support Grants	1,758	-	-	-	1,758
Drappers Trust	9,398	-	-	-	9,398
Townsend Trust	2,799	-	-	-	2,799
Greenwich Worktrain Project	-	168,609	(168,609)	-	-
Gerard Basset Forum	-	11,833	(11,833)	-	-
The Cicely Northcote Trust	-	3,034	(3,034)	-	-
BlackRock Gives	-	9,822	(484)	-	9,338
Total restricted funds	79,044	242,066	(234,156)	-	86,954
General funds	(685,600)	1,930,357	(2,152,667)	-	(907,910)
Total unrestricted funds	(685,600)	1,930,357	(2,152,667)	-	(907,910)
Total funds	(606,556)	2,172,423	(2,386,823)	-	(820,956)

The narrative to explain the purpose of each fund is given below.

Purposes of restricted funds

Donations

Various donations including funds to support the homeless meals project and other temporary measures in Café Victoria.

Deloitte

To create an online portal giving students and job seekers access to a Virtual Learning Environment and Case Management System enabling people to independently access their details, CV, job search.

Great Escape

Annual break for a week of activities designed to build skills and confidence for the people we support.

FSF Essex

For delivery of an employment project.

FSF Barnet

For delivery of an employment project.

Unity Works Walking Group ('The Adventurers' Club')

To cover the costs of walking group sessions throughout the winter months.

Bounceback Programme

To help people complete a vocational profile and identified career pathway, build their confidence and social skills and receive support to attend at least one interview.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

20 Movements in funds (continued)

Purposes of restricted funds (continued)

LB of Camden Business Support Grants

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

Drappers Trust

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

Townsend Trust

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

Greenwich Worktrain Project

This grant is to support the AOPS employment support service.

BlackRock Gives

Funding to launch MailOut 2 to enable us to increase the number of training and work experience opportunities to individuals in a new area as well as increase commercial revenue that we can use to further improve quality.

North London Forensic Collaborative

This grant is for a work based placement for two trainees within Greenwood and Lisson Grove cafes for a period of 48 weeks providing 1:1 sessions support to the trainees to enable them gain future employment.

North Central East London CAMHS Provider Collaborative

The grant is to fund Wellness Works programme providing support to 50 people from Camden, Islington, Hackney, Havering, Redbridge, Barking, Newham, Barnet, Haringey, Tower Hamlets and the City of London boroughs over 12 months period.

Prior Year

BGC JobsOhio

To purchase a coffee cart and sell coffee, thereby creating further employment of people with a learning disability.

Greenwich Worktrain Project

This grant is to support the AOPS employment support service.

Gerard Basset Forum

The Foundation expects the funds gifted to Unity Works to be spent on the training activities undertaken in the Social Enterprise cafes including the creation of placements for future job opportunities.

The Cicely Northcote Trust

This grant will contribute towards the costs of room hire for meetings to support Unity Works' supported employment projects in Southwark and Lambeth

21 Operating lease commitments

The charity's total future minimum lease payments payable under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2025	2024	2025	2024
	£	£	£	£
Less than one year	45,190	74,612	2,440	2,440
One to five years	47,000	70,058	-	0
Over five years	7,750	15,500	-	-
	99,940	160,170	2,440	2,440

Unity Works Social Enterprises
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

22 Post balance sheet events

Operational restructure

On 1st July 2025 we implemented a new operational structure. The restructure required investment to ensure the organisation had appropriately equipped leaders. Leadership development is now in place to ensure quality and efficiency moving forward. Exceptional costs will be reflected in year one but will deliver efficiencies moving forward.

Group simplification

On 7th August 2025 Thera Trust as the parent company of the Group decided to seek to explore further simplification the Group Structure. At the date of signing the financial statements, the details of how this simplification may take place, its timing and the implications for Unity Works are still to be determined.

23 Ultimate holding company

Unity Works Social Enterprises's ultimate parent company is Thera Trust, a charitable company limited by guarantee (company number 3593418) and registered in England and Wales (charity number 1090163). Thera Trust is ultimately controlled by the board of trustees.

Copies of the consolidated Thera Trust financial statements are available from the Charity Commission.

Unity Works Social Enterprises
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

UNITY WORKS SOCIAL ENTERPRISES

England & Wales - Charity number 1185113

Accounts

UNITY WORKS SOCIAL ENTERPRISES

Registered Company No: 11338498

Charity No: 1185113

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 March, 2024

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

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UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

INTRODUCTION

**These papers tell readers what the charitable company has been doing
between April, 2023 and March, 2024.**

**The trustees have written about what has gone well and
what needs development.**

You can see how the charitable company has managed its money.

The accounts have been checked by our Auditor – Sayer Vincent LLP

**Some of these papers must be written in legal language. We have
introduced each section with an Easy Read text box.**

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

REFERENCE AND ADMINISTRATION INFORMATION

CHARITY NAME	Unity Works Social Enterprises
COMPANY NUMBER	11338498
COUNTRY OF INCORPORATION	United Kingdom
CHARITY NUMBER	1185113
COUNTRY OF REGISTRATION	England and Wales
REGISTERED OFFICE	134 Edmund Street Birmingham B3 2ES
COMPANY SECRETARY	Martin Pilkington
AUDITOR	Sayer Vincent LLP Statutory Auditor 110 Golden Lane London EC1Y 0TG

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

REFERENCE AND ADMINISTRATION INFORMATION

BANKERS

Barclays Bank PLC
Sutton 9
Leicester
Leicestershire
LE87 2BB

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Reference and administrative information set out on pages 2-3 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT
For the year ended 31 March, 2024

BOARD OF TRUSTEE DIRECTORS

Members of the Board of Trustee Directors, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out below:

Virginia Beardshaw

Neil Bramley

Alison Bunney (Appointed 9 May 2023)

Jennifer Garrigan* (Resigned 30 December, 2023)

Tavish Kumar

Claire Pearson (Resigned 14 July, 2023)

David Umpleby

Paul Warner (Appointed 21 August, 2024)

Lorna Weston* (Appointed 31 December, 2023)

The trustees have no financial interest in the company, it being limited by guarantee.

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT
For the year ended 31 March, 2024

* Indicates a trustee of Thera Trust, the parent charity of Unity Works Social Enterprises

SENIOR MANAGEMENT

Claire Hilton (Managing Director)

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT
For the year ended 31 March, 2024

This section explains that directors are responsible for putting together accounts, which must show a true and fair view. This is the law.

The trustees present their report and financial statements for the year 1 April, 2023 to 31 March, 2024.

RESPONSIBILITIES OF THE BOARD OF TRUSTEE DIRECTORS

The directors (who are also the trustees of Unity Works Social Enterprises for the purposes of charity law) are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the charitable company's incoming resources and application of resources, including the income and expenditure, for the financial year. In preparing these financial statements, the Board of Directors is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT
For the year ended 31 March, 2024

- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the charitable company will continue in operation.

The Board is responsible for keeping adequate accounting records, which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Board is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT

For the year ended 31 March, 2024

AIMS AND OBJECTIVES

The principal activity of the charitable company during the year was to provide employment, training and social enterprise services to people with a learning disability largely in London and some other areas.

This is in line with company's charitable objects which are for the public benefit and are:

- the relief of persons with a learning disability, their families and carers, in particular, but not exclusively, by the provision of care, support and services, including, but not limited to, assistance to find employment and by the promotion of the awareness of the needs of such persons; and
- the promotion of the effective use of charitable resources by the provision of services to organisations involved in the relief of persons with a learning disability, their families and carers
- and the Company can do all other things that are incidental or conducive to its Objects or any of them.

In shaping our objectives and planning the organisation's activities, the Trustees have considered the Charity Commission guidance on public benefit, including the guidance 'Public Benefit: Running a Charity' (PB2). The main objectives and activities for the year continued to focus upon providing appropriate and responsive supported services that are user-led and are operated to a high standard.

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT

For the year ended 31 March, 2024

Directors' and Strategic Report¹



An Update from Our Chairperson

“It has been a year of growth, resilience, and reflection at Unity Works. We have continued to focus on our mission, providing employment training and social enterprise opportunities to people with learning disabilities, while navigating the challenges of the current economic climate. Despite external pressures, our commitment to empowering individuals remains strong, and our accomplishments over the past year demonstrate the positive impact we continue to have in the communities we serve.

I would like to take this opportunity to thank our Trustees who continue to give freely of their time in support of our mission. Their energy, commitment and advice continues to add value to our mission. A special welcome to our newest Trustee Alison Bunney, a leader in their field, I look forward to working with her going forward. Sadly, Claire Pearson left us this year – thank you for your support and we wish you well in your future endeavours. Jenny Garrigan left the board on 30th December 2023. We're sorry to lose her Thera knowledge, wise guidance and expertise and wish her the very best for the future.

¹ Unity Works seeks to make its annual report and accounts accessible to all of its readers, including those with a learning disability, whilst meeting all statutory requirements. This approach requires us to "tell the story" comprehensively for the year. Key information required as part of the strategic report (context to the financial statements, analysis of our performance and insight into our objectives, strategies and risks) is woven throughout and a single integrated report is therefore being provided.

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT
For the year ended 31 March, 2024

This year, we secured new contracts, expanded our partnerships while strengthening our organisational structure. Accordingly, our referrals have increased and with new supported internships launched across boroughs we continue to drive up trainee placements. Additionally, we have successfully secured significant funding to extend the reach of our employment services, including a major award from the UK Shared Prosperity Fund.

Like many in the sector we have faced challenges, including the difficult decision to close some of our social enterprises. However, the retention of Café Victoria and the acquisition of a new site in Westminster mark significant wins for us, showcasing our ability to compete in tough markets. MailOut, our social enterprise, has expanded to a second site, positioning us well for future growth – something I would like the Board to focus on this year.

Our financial outlook also remains a key area of focus. We have taken significant strides towards improving our financial sustainability, with new contracts and business planning efforts helping to boost our turnover. Huge credit should go to Claire, our Managing Director, who has led her team through a very difficult year. She has shown enormous resilience and ensures we start this year in a much stronger position. However, fundraising continues to be a challenge and with inflation and rising costs we must remain focused. I will be asking the Board to work hard to support further growth and security.

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TRUSTEES' REPORT
For the year ended 31 March, 2024

Looking ahead, Unity Works is on a positive trajectory. We have demonstrated resilience in the face of adversity, and I am incredibly proud of the hard work and dedication shown by our staff, trustees, and partners. I am excited for the future and the opportunities that lie ahead. Our work has never been more important to the people we support.

Thank you to everyone who has contributed to our successes this year. Your support is invaluable as we work together to create a more inclusive society where people with learning disabilities can thrive in the workforce.”

David Umpleby
Chairperson

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT

For the year ended 31 March, 2024



What is Important for Unity Works Social Enterprises²

Unity Works Social Enterprises is part of the Thera Group of companies, a charitable organisation supporting people with a learning disability.

Thera's Vision clearly sets out Thera's philosophy of control and involvement by people with a learning disability:

Our vision

	Thera will show that people with a learning disability can be leaders in society
	Thera will be controlled by people with a learning disability
	People supported by Thera can say how their Thera company is directed and managed
	People with a learning disability will design the support they want from Thera.
	Thera will respect the rights and wishes of people at work, at home and in the community
	People with a learning disability will check the quality of support from their Thera company
	Thera Group will be led by a charity

www.thera.co.uk

Supporting people with a learning disability

² Thera Trust is our parent company. Its charitable objects are "the relief of persons with learning disabilities, their families and carers by the provision of support services including services in the support of residential, respite and other suitable forms of care, education and work opportunities and to promote public awareness of the needs of such persons and to give support to their families" and "the promotion of the effective use of charitable resources for the benefit of the public by the provision of services to organisations involved in the relief of persons with learning disabilities, their families and carers."

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TRUSTEES' REPORT

For the year ended 31 March, 2024



Unity Works Values

Work has continued this year on embedding our values within our organisation, implementing a “Values Award scheme” to celebrate individuals who exemplify the behaviours highlighted below:



Dynamic: Relentlessly positive, energised, and forward-thinking, seizing every new development and avenue to further our mission.



Effective: Providing exceptional, quality support to people with a learning disability that achieves sustainable outcomes.



Creative: Taking an enterprising approach to working with people with a learning disability and finding ways to overcome the barriers that people face.



Inclusive: People with a learning disability demonstrate incredible talents and skills when they are given the right opportunity.



Defiant: Defenders of the belief that people with a learning disability can and should have the same opportunities as everyone else and are resilient in the face of opposition to this.



Empowering: Enabling people with a learning disability to DECIDE their own future.

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT

For the year ended 31 March, 2024



support

Unity Works Supports People with a Learning Disability

As of recent statistics, approximately 4.8% of adults with learning disabilities in the UK are employed in paid positions and this continues to fall.

However, Unity Works has made significant efforts to counter this. Over the last year we have supported:

- ✓ 85 trainees across 5 social enterprises
- ✓ 77 ACL learners
- ✓ 274 individuals enrolled on employment programmes
- ✓ 142 people to attend interviews
- ✓ 67 individuals to find employment and 136 to find volunteering or work placements.



story

Dylan's Story:

"Starting as an apprentice, Dylan transitioned to the relief team for the cafes upon completing his apprenticeship. In January 2024, he joined Café Victoria full-time as a relief worker.

Immediately proving himself as a reliable and hardworking team member, Dylan confidently tackled tasks and integrated well within the

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TRUSTEES' REPORT
For the year ended 31 March, 2024

team. His ability to work independently and collaboratively made him an asset to Café Victoria.

When an opportunity for a permanent role at another site arose, staff encouraged Dylan to apply despite initial hesitations about the new location. Reflecting on his positive experience at Café Victoria, he accepted the position and is now a permanent member of the Unity Works team."

Kelly's Story:

"Kelly joined DFN Project Search at Lewisham and Greenwich Queen Elizabeth Hospital in September 2022 to gain new skills. She identified her strengths in communication, teamwork, and IT.

In her rotations, Kelly completed admin tasks, improved her phone skills with support, and assisted the recruitment team. Her dedication made her an asset in each department.

Kelly secured paid employment as an MP for the People's Parliament in Greenwich, advocating for people with learning disabilities, and continues to pursue administrative roles. She feels she is "making a real difference" and describes her DFN journey as "amazing."

"The DFN Supported Internship Programme helped me develop independence and confidence, use my IT skills, and try new things with

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For the year ended 31 March, 2024

the support of NHS mentors. This has been a great opportunity, and I am very happy."

Martin's Story

"Martin attends Unity Works' Adult Learning Courses in Greenwich. He enrolled on our Employability and Mental Health courses primarily to manage his emotions and to keep up his knowledge and skills around looking for a job.

The employability course provided Martin tips and tricks for applying for jobs online as well as things to be aware of such as fake news and jobs. Our mental health courses supported Martin to be able to self-advocate and speak about his lived experience of a learning disability. It also allowed him to explore the concept of a growth mindset in which he learnt how to set realistic and achievable goals.

Following his time on the course, we identified that finding a job might be a good next step for Martin as his confidence had grown and he was keen to apply his skills in self-advocacy. We supported him to successfully apply for a job as a co-trainer where he supports in delivering mandatory training on Learning Disability and Autism . In this role, he has learnt how to highlight his lived experience in a personal way. In this role, Martin has to travel to work which has been really positive for him to learn more about independent routes to work and

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TRUSTEES' REPORT

For the year ended 31 March, 2024

being out in the community. He also gets to interact with medical professionals and has developed real confidence presenting to them.

On why attending Unity Works' adult learning courses have supported him, Martin says: "It has helped me work better with employers by making it clear that I need clear instructions and other adjustment, advocating for myself, this has since I have come to Unity Works. I have to have a job, it is a really an important goal for me".

An update from our Managing Director



It has been another busy year for Unity Works with a strong focus on effective budget setting and business planning, which presented significant challenges due to the complexity of integrating at least 10 smaller plans into our overarching strategy. Months of work at the back end of the year then went into achieving a cost-neutral budget following the conclusion of a longstanding social investment grant, emphasising cost-saving measures and securing five new contracts to enhance financial stability and social impact for the organisation.

Successes



With all main growth roles filled, significant progress has been made in business planning activities, facilitating better management of growth and development within both our enterprises and employment sectors. In 9months, we achieved a 27% growth in turnover with an expected net

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT

For the year ended 31 March, 2024

contribution of £181k. Our Learning and Skills division have been able to focus on driving up referrals and promoting Unity Works with external stakeholders.

We are attributing some of our success in retaining the Café Victoria site and the award of an additional café for Westminster council in the work we did to get to stage 2 of a tender for the cafes in the British library. Although not successful, we were able to compete credibly with some of the biggest commercial operators in England. We were fortunate enough to receive pro bono support from 'Sprung Collective', a hospitality consultancy who really opened our eyes to tendering in this arena and have since supported us to create a playbook for such opportunities going forward.

We were one of 11 (out of 140+ applicants) awarded UKSP funding from GLA (Greater London Authority) to support young people with a learning disability at risk of becoming not in education employment or training. Our longstanding and collaborative approach with the tendering team was bolstered by intensive support from one of our new trustees with a wealth of experience in this type of contract modelling and tendering. Young people are a new group for us so we have also been working closely with our central colleagues to look at implications for policy, learning and development.

Our Southwark Works contract benefited from a substantial award from UK Shared Prosperity Fund to expand its reach to adult jobseekers with a learning disability in the borough. This contract has additional benefits in that

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TRUSTEES' REPORT
For the year ended 31 March, 2024

it is enabling us to pilot the outcomes star to ascertain its effectiveness as a distance travelled tool for the people we support.

Employment services also secured another two supported internships as our success in this area gathers momentum.

We combined a move in our office/classroom base with an expansion to our MailOut operation and opened a sister site within Kentish Town. We hope to bring in additional revenue to budget and further reduce our overhead costs.

We also held our Annual Awards Ceremony in October, which was attended by the Lord Mayor. This heartfelt celebration was dedicated to honouring all the individuals we support and their remarkable achievements, across all workstreams not just trainees. It was the most successful ceremony to date and an event that embodies our commitment to fostering an inclusive and supportive environment, highlighting the true spirit of Unity Works and the positive impact we strive to make in the lives of those we serve.

Challenges

Whilst our recruitment processes have improved and we have been able to fill crucial roles throughout the organisation, we have still faced challenges with attracting talent to some of our social enterprises. We believe this is due to the state of the labour market and general difficulties faced by many within the hospitality space as a result of Covid and Brexit. Despite this we have



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For the year ended 31 March, 2024

found retention of staff has improved and within our employment department we are fully staffed and achieving key targets.

Unfortunately, we had to close two of our cafes: Plough Lane and Bromley-by-Bow due to financial variables out of our control.. However, we successfully retained our Cafe Victoria site after it went for tender in September and secured a new site in the process, "Lisson Grove".

Over the past year, we have implemented a clear action plan for managing our trainee charge uplift project. We now have agreements with almost every borough, with 76% of placements paying the uplifted amount. This has significantly benefitted the organisation and helped reduce the deficit. However, filling trainee placements remains a key priority and objective. We have seen our trainee number reduce over the last few years and a reduction in waiting lists at most of our social enterprises, excluding Jackson's cafe.

Another area of ongoing difficulty has been fundraising. Issues highlighted last year around our fundraising strategy, development and prospect research alongside a lack of diversified income, were emphasised by an external fundraising review. In light of this there has been a significant increase in board engagement with fundraising activities. Effective fundraising will remain a key focus for the upcoming year.

Commercial

As previously mentioned, we have faced significant challenges over the last year due to the economic climate. The ongoing inflationary pressures,



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coupled with rising energy costs and supply chain disruptions, have severely impacted our operational costs. Additionally, the uncertainty surrounding Brexit and its implications for trade agreements have created further obstacles, making it difficult to maintain stability and predictability in our business operations. The cost-of-living crisis has also affected consumer spending habits, leading to reduced footfall and lower revenues across our cafés. These compounded economic difficulties have required us to adapt swiftly and implement stringent cost-saving measures to navigate through these turbulent times.

Our training vacancies were not filled as swiftly as hoped due to gaps in recruitment, resulting in a larger deficit in this cost centre and the uplift work to our charges being significantly more administratively burdensome due to local authority delays and their staff turnover. This has had an impact on social enterprise income in particular Mailout and Mill Lane. This has prompted us to review our pricing strategy, streamline working practices and implement a recovery action plan.

A further project is underway to boost our profile and drum up trainee referrals, which will also help to reduce this deficit across all social enterprises.

We have seen a significant increase in income within employment due to the increase in new contracts and savings on staff and other non-pay costs. However, by far our biggest deficit was caused by not achieving our fundraising target this year. We are now working with the Board and the

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Group on a contingency plan, introducing a new fundraising strategy to focus on corporate partnerships and major donors.



Achievement and Performance

Employment

Throughout the 2023/24 period, the employment support programmes provided comprehensive support to a total of 274 individuals. These programmes were instrumental in offering extensive job search support, conducting 2,700 job search sessions, and facilitating 3,216 interviews. As a result of these concerted efforts, 67 individuals successfully secured job placements.

In addition to direct employment outcomes, the programmes also emphasised the importance of volunteer engagement, with 136 participants involved in supported volunteering roles. This not only provided valuable work experience but also enhanced participants' employability.

The programmes recognised the need for ongoing support for individuals who were employed. Consequently, 74 individuals received in-work support to help them maintain their employment, while 80 individuals benefited from travel training, ensuring they could reliably commute to their workplaces.

Employer engagement was a crucial aspect of these programmes, with 34 employers actively participating in our programmes. This collaboration between the programmes and employers facilitated smoother transitions

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into the workforce for participants and created more sustainable employment opportunities.

Sustained employment was a significant measure of success for these initiatives. 41 individuals received support to gain access to work grants in their employment, ensuring they had the necessary resources and accommodations. Impressively, 26 individuals sustained their employment for at least 26 weeks reflecting the long-term impact and effectiveness of the support provided.

These employment support programmes have demonstrated a significant positive impact on the lives of the participants, providing them with the necessary skills, support, and opportunities to secure and sustain employment. The continued engagement with employers and the provision of comprehensive support services are critical to the ongoing success of these initiatives.

Employment workstream development

We are pleased to report several exciting new developments in our employment services, marked by the acquisition of multiple new contracts. These initiatives reflect our ongoing commitment to supporting individuals in finding meaningful employment.

We have been working closely with Havering and Redbridge on the development of an employment pilot project. It will assist trainees transitioning from Jackson's cafe, and other local residents with lived



employment

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experience, to secure employment. This initiative is a crucial step in providing tailored support and opportunities to those ready to enter the workforce.

In addition to our existing programmes, we launched a Brighter Future Supported Internship in Greenwich. This new programme brings the total number of supported internships in the borough to three, significantly expanding our capacity to assist more individuals in gaining the skills and experience they need for successful careers.

Our Southwark Works contract received additional funding from the UK Shared Prosperity Fund (UKSPF). This funding will allow us to extend our services to adult jobseekers with learning disabilities within the Southwark borough. By expanding our reach, we can support a broader range of individuals, ensuring they have access to the resources and assistance needed to achieve their employment goals.

These developments underscore our dedication to enhancing employment opportunities for all individuals, particularly those with unique challenges and experiences. We look forward to building on this progress and continuing to make a positive impact in the communities we serve.

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Employer Engagement



We support employers through a variety of services, including disability awareness training, accessible recruitment processes, candidate matching, and ongoing post-recruitment support. Our comprehensive employer offer is adaptable for both online and in-person delivery and we have expanded our partnerships across the boroughs we serve, enhancing our network and increasing job opportunities for our candidates. We are focused on further strengthening these initiatives to better support both our jobseekers and employers in achieving successful outcomes.

Over the past year, we successfully engaged with 90 out of 140 targeted employers. This engagement included recruitment initiatives, opportunities for employment, participation in job fairs, and organising tours. The overall relationships with these employers have been very positive. Each employer we collaborated with showed a strong investment in our mission and efforts, contributing to increased awareness and understanding of learning disabilities and autism in their workplaces:



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Social Enterprises

Our social enterprises continue to operate as credible businesses, providing products and services to both businesses and direct consumers, while also serving as platforms for delivering bespoke work-based learning placements, accredited industry training, and opportunities for upskilling individuals to enhance their employability.

Mail Out is our social enterprise providing mailing and fulfilment services to e-commerce businesses and SMEs. We met with customers to plan activity and resources required to meet demand with sales surpassing budget forecasts. Following an extremely busy period over Christmas and the New Year, we have expanded into a second site. The new space is being outfitted to meet our needs, with development expected to span the first quarter of next year. Despite economic challenges, Mail Out maintained its sales momentum. A review of our practices and pricing strategy will be a key focus of the upcoming year, with a clear project plan being implemented to enable the effective management of both sites.

Mill Lane, our garden centre in West Hampstead, enriches the community with a diverse selection of plants, seeds, gardening equipment, and seasonal gifts. Over the past year, we have supported 15 individuals with training in horticulture and customer service, contributing to their vocational skills and promoting their health and wellbeing.

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Throughout the year, Mill Lane has actively engaged with the community through workshops aimed at fostering horticultural and creative skills, demonstrating our commitment to empowering individuals and promoting skill development within our community. These included a successful Summer Open Day, wreath-making and Mother's Day workshops.

Mill Lane has faced various challenges, including a break-in in August. The community rallied behind us, donating £300 after media coverage of the incident. Prompt repairs to damaged doors were made with support from local police and CCTV from a neighbouring business. Following a proactive fundraising campaign through JustGiving, engaging local businesses and individual donors in supporting our efforts to kickstart a refurbishment of the site. We are excited for the next steps in our planning application.

Amidst the current cost-of-living crisis and inflationary pressures, Mill Lane remains committed to improving operational efficiency and financial sustainability. The new supervisor's focus on sales and their previous experience is expected to drive performance enhancements, ensuring continued success in the year ahead.

Social Enterprise Cafés



cafe

Our cafes have had a dynamic year, navigating uncertainty with resilience. Despite a myriad of challenges, they have upheld their commitment to providing high-quality training and paid employment opportunities for individuals with learning disabilities. Our cafes remain dedicated to

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developing skills in roles such as baristas, chefs, and front-of-house staff, while also serving nutritious and affordable meals to support local communities and workplaces.

Jackson's Café:

In August, 'Wates' booked three external events, significantly boosting sales during a typically quiet summer month. The CEO of 'Wates' also visited our site, providing valuable feedback on both the events and our trainees.

Presently, we have 34 trainees, with a strong waiting list and ongoing taster sessions. Two trainees recently secured positions following interviews at Nando's, and two others are progressing well in their NVQ programs. Furthermore, our manager has conducted presentations for 'Roots 4 Life', offering potential opportunities for future trainees aimed at ensuring sustainable operations and fostering growth.

Bromley Café:

Despite various successes and receiving £12.5k in grants, the café has faced numerous challenges throughout the year. We trialled a placement with NHS trainees from a forensic unit to explore new opportunities and expanded our promotion offerings to boost revenue. Although these initiatives showed promise, they did not generate sufficient income to cover its deficit. Unity Works has therefore made the difficult decision to give notice of closure for the café as it has been deemed financially unsustainable. Existing staff will be relocated to other cafes, and meetings will be held with

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trainees and their support networks to discuss the café closures, with letters issued to inform them of the impending closure.

Greenwood Café:

Over the past year, we successfully concluded our food bank meals initiative, which proved to be a resounding success.

We closed the year with a total of 16 trainees, each contributing to our team's growth and success. In March, we successfully hired a fabulous new café manager after a challenging five-month period. This appointment was pivotal in elevating standards, enhancing quality, and refining attention to detail in our operations.

Café Victoria:

Our newly recruited Manager has seamlessly integrated into the team, quickly establishing a positive rapport with our trainees, contributing to a productive and supportive atmosphere.

Significant changes to our service and offerings have been made, aimed at enhancing our competitive edge. Our team have diligently crafted new menu proposals and conducted thorough costings in preparation for the tender submission by the end of September. This tender encompassed a second Council building situated approximately a 40-minute walk from our current location, presenting exciting growth opportunities. Thankfully we were successful in both our retention of Cafe Victoria and the addition of a new site to our repertoire.

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Looking ahead, we are actively seeking to onboard a new Head Chef who will bring strong performance and leadership to our kitchen operations.

Plough Lane:

Over the past year, we successfully onboarded our first trainee, who showed commendable progress and quickly integrated into our team. Following this achievement, we engaged our community in a competition to name the café, resulting in the selection of “Orchard Cafe”. The winner of the competition was treated to a complimentary lunch and had the opportunity to contribute to the design of our new café sign.

During this time, our café experienced a positive trend in sales, reflecting our growing customer base and increasing popularity within the community. We also held numerous successful events including a Christmas lunch which was welcomed and highly complimented by the local council. However, despite these successes, we faced challenges with rising utility costs, which unfortunately began to impact our profitability.

After careful consideration of these financial factors, we made the difficult decision to transfer the running of the café to the council. This decision was made with the best interests of our team and community in mind, ensuring that we can continue to provide quality service and support despite this transition.

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Learning and Skills Centre

Our social enterprises continue to be an effective vehicle for us to provide trainees with the opportunity to develop essential skills within a dynamic and thriving business environment. Our Learning and Skills team have been working alongside enterprise staff who are not only experts in their respective fields but also effective and supportive mentors, to look at how we can further improve the positive learning experience by developing a framework of regular reviews, enhancing the support system for our trainees and helping them visualise and take control of their progressions.

They have also been instrumental in drumming up referrals, having attended various job fairs and met with external stakeholders to increase our exposure, resulting in a total of 35 referrals from March 2023 to March 2024.

At the end of the year we had 85 trainees attending 121.5 sessions per week.

We've had 3 trainees who achieved their Level 1 NVQ in Food and Beverage Service and are in the process of inducting 3 more trainees into NVQs in Level 1 Food and Beverage Service and Level 1 Warehouse and Storage Skills. We are also looking for a provider to offer Food Safety levels 1 and 2 for all trainees.

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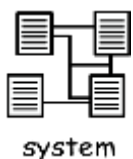


Adult Community Learning (ACL)

During the past year, our Adult Community Learning (ACL) program has made significant strides in delivering accessible education to our community. In Greenwich, we currently operate with two dedicated tutors, with plans to expand our team through ongoing recruitment efforts. Despite challenges in attracting interest and lengthy onboarding processes, we remain committed to strengthening our teaching staff.

Regrettably, funding for our Camden ACL program has stagnated since 2014 and no longer covers operational costs, leading us to discontinue services in the upcoming year.

Our tracking system, Learner Track, has recorded 47 unique learners and 205 enrolments to date, surpassing our initial targets of 35 and 100 respectively, for the academic year. Achieving a commendable 95% achievement rate, 96% retention rate, and 93% attendance rate, our Individual Learner Plans for the Spring Term have received positive feedback from learners, highlighting the impactful teaching methodologies employed.



Bespoke learner management system for trainees, learners and jobseekers:

Work has continued in developing our learner management system with Meganexus, resulting in the creation of a bespoke platform called “My Unity

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Pathway". This system will enable the people we support to engage effectively in a range of activities to help bolster their employment prospects and ensure effective training. A pivotal addition to our team for quality testing was a freelance contractor, uniquely qualified as someone we previously supported who then became a colleague and went on to set up his own business. Their role involved ensuring the portal's functionalities align closely with our community's needs, supported by their insights into organisational dynamics.

Looking forward, we are exploring integrating Artificial Intelligence (AI) to enhance content creation and job-seeking capabilities, ensuring alignment with accessibility standards and intellectual property considerations.

Health and Well-being



A new health and wellbeing delivery model has been drafted after considerable work with people we support and other stakeholders to ensure any proposal aligns with our other workstreams and our mission. The offer features a mix of hub spaces, talking sessions, coaching-style workshops, and the development of a podcast. This podcast will aim to empower individuals to share their experiences, inspire peer connections, and showcase talents to potential employers, shifting the focus towards recognising and nurturing individuals' abilities and potential in the workplace.

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From April, the focus will be on gaining funding to deliver pilot schemes of the proposed model and gathering evidence, as we prepare for future implementation.



Unity Works Social Enterprises Employs Good Staff

At the end of March, 2024, Unity Works employed 65 staff members.

Our staff are our most important asset and we take considerable pride in their achievements, their dedication and the level of commitment they make every day in delivering high quality support to people. We have continued to invest in staff by offering first class support, training and development throughout Unity Works, ensuring that staff are capable and motivated to meet the needs of the people we support.

As befits an organisation with Unity Work's Vision, we are committed to ensuring that all job applicants and employees are treated fairly and valued regardless of sex, disability, race, age, marital status, sexual orientation, religion, colour, ethnic or national origin. We value diversity and social inclusion across all our activities and our recruitment process ensures that all applicants have equal opportunity.

Unity Works has an established Employee Consultative Council which considers a range of matters relating to its staff. This includes sharing important information about Thera and finding out what staff think about important decisions that may affect them. The Employee Consultative Councils

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are the formal mechanism for ensuring that Thera delivers on its philosophy of involvement in relation to its staff, as well as meeting its obligations under Information and Consultation Regulations, 2004, for example in relation to changes to pay, terms and conditions.

Ensuring staff development has remained a priority over the last year, with another successful organisational away day which focused on skill development and effectively supporting the people we work with. We have also run the "Value Awards" Scheme which celebrated staff who displayed key behaviours associated with our values.

Unity Works Social Enterprises' Money



Unity Works Social Enterprises' accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Unity Works Social Enterprises' Articles of Association, applicable law and the requirements of the 'Accounting and Reporting by Charities, Statement of Recommended Practice' and FRS102.

Total income from all activities in the year to 31st March 2024 was £2,172k (2022-23 £1,827k) with a deficit for the year of -£214k (2022-23 -£284k). Trustees are focussed on returning to surplus in future years as the charity develops and makes further inroads into our deficit balance sheet.

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Fund-raising

Unity Works' fundraising activities are undertaken directly by ourselves, with the support of Thera Trust's Fundraising team.

During the year, Unity Works received £216k in grants and donations, the details of which can be found in note 3 to the accounts. Our own fundraising activity was relatively limited, and primarily directed at securing grants.

We made use of our own staff resources to do so and there was no use of any commercial participator.

Fundraising will continue to be delivered in a co-ordinated manner in partnership with Thera Trust's fundraisers. These fundraisers are focused on trust and grant income as well as laying the foundations for development of broader public fundraising in the future.

All fundraisers are expected to work in line with the Fundraising Regulator's Code of Fundraising Practice, which is used as a reference point by the fundraisers when developing any new fundraising activity or reviewing existing activity.

We are registered with the Fundraising Regulator and have no reported compliance issues. We continue to review and update policies and procedures in line with the Code to ensure that compliance remains strong.

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We do not undertake door-to-door, face-to-face or direct mail fundraising and public fundraising in general is currently very limited. As a result, the risk of fundraising in relation to vulnerable people is extremely limited.

Fundraisers work closely with Thera Trust's Communications Team and our own staff to ensure that fundraising communications are easy to understand, respectful of potential donors, provide clarity about the cause and do not mislead in any way.

As public fundraising activity increases in the future, the fundraisers are planning to develop training for volunteers and other staff to ensure they understand the standards we aim to uphold and what to consider when it comes to vulnerable people and fundraising. Trustees are not aware of any complaints in relation to fundraising activities. We have clear processes in place as to how complaints will be handled should they arise.

Reserves Policy

At 31 March, 2024, the charitable company had total net overdrawn reserves of -£821k (31 March, 2023 £-607k). Restricted reserves were £87k and net overdrawn unrestricted reserves were -£908k, which includes -£896k intra-group funding from the Thera Group.

As explained in the parent charity and financial support accounting policy within the accounts, as part of the intra-group funding agreement all other Thera group entities signed up to the agreement will provide support to any other entity as necessary, including not requiring the immediate repayment

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of intra-group debt. For this reason, the trustees have prepared the accounts on the basis that the company is a going concern.

Trustees reiterate that they intend generally to ensure over the medium term a positive balance sheet with sufficient working capital to continue provision of charitable activities and to respond to emergencies and events that cannot be planned for.



policy

Remuneration Policy

Salaries to management and other staff are set in accordance with Thera Group's pay policy. The pay of key management personnel is set by Thera Trust's Remuneration and Pensions Committee. The Committee consists of three non-executive directors, who independently determine the remuneration of executive directors of the organisation, and of its subsidiary companies. In its remuneration policy, the Committee takes account of good practice guidelines in setting executive pay, including the principles set out in the NCVO's April, 2014 report on Charity Senior Executive Pay.

Managing Unity Works Social Enterprises' Risk



risk

The directors assessed and monitored the major risks to which Unity Works may be exposed through a risk management strategy. New guidance and templates have also been issued by Thera Trust to support all the companies in the Thera Group to adequately capture and track their most critical risks.

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Unity Works also faces risks from damage to key relationships with commissioners and other important stakeholders, the loss of people in vital leadership and management roles, the risks associated with litigation and pension issues and potential reputational damage.

Other than those sector risks outlined above, there were no material strategic changes within the organisation during the year that are perceived to expose the organisation to additional material risk.

During the year, Thera has maintained and constantly reviewed policy and guidelines in line with legal and regulatory requirements.

The Board continues to monitor the external regulatory, funding and employment law environment closely. Directors are satisfied that systems are in place to minimise the incidence and impact of risks to the extent to which these are in the control of Unity Works.

Additionally, the Unity Works Health and Safety Committee, along with the Operational Assurance Team, provides the formal framework through which Unity Works safety representatives fulfil their obligations under health and safety legislation, in line with the Group's Health and Safety Policy.

Our operations face significant risks, including the potential for abuse or neglect of vulnerable individuals, non-compliance with health and safety regulations, and not aligning with Thera's Vision. The tightening of the economy and labour markets since last year has exacerbated Unity Works' major risks.

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The organisation's success hinges on its ability to attract and retain sufficient staff to sustain operations and drive growth initiatives, ensuring financial progress.

Processes related to staff recruitment and retention have improved somewhat compared to last year, although still suffer from significant delays and sourcing and hiring suitable staff is still proving challenging, compounded by the dual demands of our roles which require high levels of empathy as well as technical competency.

The fundraising landscape has continued to pose additional challenges over the last year. Despite some successes, significant challenges around intense competition and rigorous assessment criteria remain. This underscored the critical need for a robust financial strategy to address funders' concerns about Unity Works' financial position.

Managing relationships with funders also proved challenging, with efforts focused on enhancing stewardship strategies to maintain existing grant funding. The decision to withdraw the Postcode Lottery's Social Investment programme application due to sustainability concerns further highlighted the importance of demonstrating financial viability and operational capacity to manage multiple major projects concurrently.

Our project to increase the day rate for our trainees has been a significant endeavour, requiring considerable staff time. Nonetheless, we have made

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substantial progress compared to last year. This initiative has been crucial in establishing a stronger position with local councils and setting a precedent for future uplifts. Despite challenges, including some councils hesitating to recognise us solely as a training provider rather than a day opportunities provider, we have navigated these hurdles by actively affective outreach.

After COVID-19, enterprises initially saw a strong resurgence in commercial income. However, like many others in the hospitality sector, we faced ongoing challenges, including the impact of Brexit, rising energy costs, and changes to the lunchtime economy due to increased remote working. As a result, sales were significantly down for several months, while our costs continued to rise. Nevertheless, to protect future profits, we only pursued lucrative tenders with a robust existing customer base. We worked diligently to ensure that our business model was both fit for purpose and future-proof, incorporating lessons learned from the pandemic about the types of enterprises that were more resilient in such challenging conditions. These risks are in part mitigated through demonstrable support from Thera Trust in the form of a Social Investment Grant. Due to financial pressures, covered earlier in this report Thera Trust has made the decision to stop providing this grant in 2024/2025. Unity Works Social Enterprises will continue its robust annual planning and fundraising strategy to mitigate this and ensure its financial sustainability for the next financial year.

The accounts to which this report relates are for the year ending 31st March, 2024.

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Governing document

Unity Works is a charitable company, incorporated on 1st May, 2018, and registered as a charity on 30th August, 2019. The company was established under a Memorandum of Association that established the objects and powers of the company and is governed by the Articles of Association.

In the event of the company being wound up members are required to contribute £1.

Unity Works Social Enterprises is a member of the Thera Group.



Recruitment and Appointment of Unity Works' Trustees

trustees

As Unity Works is part of the Thera Group and in accordance with its Articles, the majority of trustees are now appointed by Thera Trust.

Recruitment and appointment of new Trustees is managed through Thera Trust's Nominations Committee. This reinforces Unity Works' commitment both to equality of opportunity and to creating a skilled, balanced and accountable Board of Trustees.

All trustees in the Thera Group follow a formal induction process to ensure they know the organisation and its aims and are aware of their responsibilities. All trustees are subject to references and enhanced DBS checks.

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Trustees serve defined terms of office of up to four years, renewable for a second term of up to four years.

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, are shown in the company information at the start of this report and accounts.

All Trustees give their time freely and no Trustee received remuneration in the year for their services as a Trustee. Details of Directors' expenses are disclosed in note 11 to the accounts. Any related party transactions must be declared and there were no related party transactions reported in the year, other than those within the Thera Group.

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, are shown in the company information at the start of this report and accounts.

Management of Unity Works Social Enterprises' Activities

Thera Trust provides corporate services to Unity Works under a customer services agreement. Claire Hilton is managing the activities of Unity Works Social Enterprises, as delegated by the trustees.



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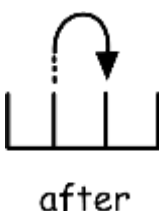
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Thera Trust News

Unity Works' parent company, Thera Trust, has appointed four new Executive Directors. Three of whom were appointed at the end of December 2023, with a further person joining the executive team in February 2024.



Since the Year End

As we move into a new financial year, Unity Works continues to be committed to a Group-wide drive to make operational improvements to deliver impact in a more financially sustainable way. We have been working hard to respond to challenges within the sectors across which we work by:

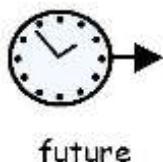
- ✓ negotiating more effectively with local authorities to obtain acceptable contract uplifts;
- ✓ reviewing our costs to limit non-essential expenditure.
- ✓ Further inflationary uplifts to training income next year
- ✓ Implemented
- ✓ Closed two unviable enterprises
- ✓ Made further cost savings

Throughout, we continue to ensure our focus is maintained on people with a learning disability and on our Vision that people can be leaders and can live the life they choose.

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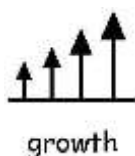
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FUTURE PLANS



This section talks about what we will be working on next year.

Despite another challenging financial year, we are proud of the significant work, effort, and successes achieved for the people we support. Our focus has been and continues to be on ensuring we deliver our services to the best of our ability. In light of this, we have been closely examining our various business planning activities, working towards making them more cohesive and functional. This process involves a comprehensive review to streamline our operations and enhance the quality of our services. Additionally, we are taking the time to ensure our offerings are not only fit for purpose in the current climate but also future-ready. We aim to position ourselves to better meet the evolving needs of those we support, whilst tackling the negative reserves position to ensure our financial position matches the quality of what we do.



Growth

We have seen a 27% increase in turnover this year as a result of the previous years recruitment drive and strategies, this coupled with work on tightening the belt without losing a focus on quality means that next year will see a combination of infrastructure work as well as income generation including:

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- Ensuring we deliver new contracts to the best of our ability whilst fostering the required stakeholder relationships to expand further as opportunities arise.
- Pushing the expansion of our Mailout second site.
- Implementing a sustainable infrastructure, underpinned by a robust quality assurance framework to springboard into another strong growth cycle the following year.
- Establishing a corporate partnership and major donor fundraising strategy to diversify our income streams and achieve further sustainable improvements in our income position.
- Development of a 3 year growth strategy

Whilst it is never easy undergoing a transformation that involves making savings and cutting costs, the whole process has had many benefits including providing a laser focus on alignment of the mission and the money and working more closely with frontline managers to upskill, nurture their ideas and input and therefore increase buy in around the development of the organisation.

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TRUSTEES' REPORT
For the year ended 31 March, 2024

This section explains that the directors have told the Auditor everything they should and that they have worked within the law.

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the persons who are directors at the time when this Trustees' Report is approved under Section 418 of the Companies Act 2006 has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

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TRUSTEES' REPORT
For the year ended 31 March, 2024

**This section asks the Company Members to agree that the Auditor,
Sayer Vincent LLP, be chosen again as the company's Auditor.**

RE-APPOINTMENT OF AUDITOR

In accordance with s.485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the re-appointment of Sayer Vincent LLP as auditor of the Company.

The trustees' report has been prepared in accordance with the special provisions applicable to companies, subject to the small companies' regime.

The Report of the Directors and Trustees, has been approved by the trustees on 26 January 2025 and signed on their behalf by

Martin Pilkington
Secretary

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This page explains that the Auditor is reporting that the accounts give a true and fair view of the charitable company and that they are put together as the law says they should be put together.

OPINION

We have audited the financial statements of Unity Works Social Enterprises (the 'charitable company') for the year ended 31 March, 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 March, 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

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This section explains that the Auditor has audited (checked) the accounts and that they are reporting to Company Members.

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 Unity Works Social Enterprises' ability to

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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 trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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This section explains that the Auditor must tell us if they are unhappy with how the directors managed the company.

The Audit report says that there is nothing bad the Auditor wishes to report to Company Members.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or

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- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

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

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

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Trustees' responsibilities are explained on page 4.

This page explains that it is the Auditors' responsibility to audit (check) the accounts as the law says they should.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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 are set out below.

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This page explains how the Auditor checks the accounts.

CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, internal audit and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

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- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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USE OF OUR REPORT

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

29 January 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

You will see that this report and accounts also includes accessible information so that the trustees of Unity Works Social Enterprises are ensuring that all Company Members, including those with a learning disability, are able to fulfil their duties in law including to receive the accounts and to appoint the trustees and Auditor.

The law does not say we must provide this information, but Sayer Vincent LLP says it is in line with the statutory report and accounts.

UNITY WORKS SOCIAL ENTERPRISES
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SUMMARY OF MONEY

For the year ended 31 March, 2024

What we have earned and what we have spent: £

Money we got in	2,172,423
What we spent on our staff	(1,459,663)
Other money we spent	<u>(927,160)</u>
Money we spent more than money we got in	<u>(214,400)</u>

What Unity Works Social Enterprises had at 31, March 2024: £

Equipment	4,330
Stocks we own	6,073
How much cash we had in the bank	34,566
What we are owed by others	227,195
What we owe to other Thera companies	(896,255)
What we owe to others	<u>(196,865)</u>
Final amount the company had at 31 March, 2024	<u>(820,956)</u>

Unity Works Social Enterprises

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STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an income and expenditure account)

for the year ended 31 March 2024

		Unrestricted	Restricted	2024 Total	Unrestricted	Restricted	2023 Total
	Note	£	£	£	£	£	£
Income from:							
Grants and donations	3	210,298	6,067	216,365	182,978	52,123	235,101
Charitable activities	4	1,716,059	235,999	1,952,058	1,526,436	65,917	1,592,353
Other income		4,000	-	4,000	-	-	-
Total income		1,930,357	242,066	2,172,423	1,709,414	118,040	1,827,454
Expenditure on:							
Raising funds		2,266	-	2,266	216	-	216
Charitable activities		2,143,582	234,156	2,377,738	1,975,970	125,587	2,101,557
Exceptional items		6,819	-	6,819	8,748	-	8,748
		2,152,667	234,156	2,386,823	1,984,934	125,587	2,110,521
Covid-19 exceptional expenditure		-	-	-	1,148	-	1,148
Total expenditure	5	2,152,667	234,156	2,386,823	1,986,082	125,587	2,111,669
Net movement in funds (being net income / expenditure) for the year		(222,310)	7,910	(214,400)	(276,668)	(7,547)	(284,215)
Reconciliation of funds:							
Total funds brought forward		(685,600)	79,044	(606,556)	(408,932)	86,591	(322,341)
Total funds carried forward		(907,910)	86,954	(820,956)	(685,600)	79,044	(606,556)

All of the above results are derived from continuing activities. There were no other recognised gains or losses beyond those stated above. Movements in funds are disclosed in Note 20 to the financial statements.

Unity Works Social Enterprises
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BALANCE SHEET

as at 31 March 2024

COMPANY REGISTRATION NUMBER 11338498

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	13		4,330		3,489
			4,330		3,489
Current assets:					
Stocks	14	6,073		10,825	
Debtors	15	227,195		219,472	
Cash at bank and in hand		34,566		19,491	
		267,834		249,788	
Current liabilities:					
Creditors: amounts falling due within one year	16	(196,865)		(157,333)	
Net current assets			70,969		92,455
Total assets less current liabilities			75,299		95,944
Long term liabilities:					
Creditors: amounts falling due after one year	17		(896,255)		(702,500)
Total net liabilities			(820,956)		(606,556)
The funds of the charity:	20				
Restricted income funds			86,954		79,044
Unrestricted income funds:					
General funds		(907,910)		(685,600)	
Total unrestricted funds			(907,910)		(685,600)
Total charity funds			(820,956)		(606,556)

Approved by the trustees on 26 January 2025 and signed on their behalf by

Lorna Weston
Director

Alison Bunney
Director

Unity Works Social Enterprises
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STATEMENT OF CASH FLOWS
for the year ended 31 March 2024

	2024		2023	
	£	£	£	£
Cash flows from operating activities				
Net expenditure for the reporting period		(214,400)		(284,215)
(as per the statement of financial activities)				
Depreciation charges	2,209		4,249	
Interest payable	38,408		25,227	
Decrease / (increase) in stocks	4,752		(4,094)	
Profit on sale of fixed assets	(4,000)		-	
(Increase) / decrease in debtors	(7,723)		127,021	
Increase in creditors	233,287		123,221	
		266,933		275,624
Net cash used in operating activities		52,533		(8,591)
Cash flows from investing activities:				
Proceeds from the sale of fixed assets	4,000		-	
Payments to acquire tangible fixed assets	(3,050)		(3,293)	
Net cash provided by / (used in) investing activities		950		(3,293)
Cash flows from financing activities:				
Interest paid	(38,408)		(25,227)	
Net cash used in financing activities		(38,408)		(25,227)
Change in cash and cash equivalents in the year		15,075		(37,111)
Cash and cash equivalents at the beginning of the year		19,491		56,602
Cash and cash equivalents at the end of the year		34,566		19,491

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

1 Accounting policies

a) Statutory information

Unity Works Social Enterprises is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, West Midlands, B3 2ES. 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.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in Sterling (£) which is the functional currency of the company. The financial statements are for the year ended 31 March 2024 (2023: 31 March 2023).

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Going concern

The directors have received assurances from the trustees of Thera Trust that they continue to support Unity Works Social Enterprise's work and will continue to support the operations of the company. On this basis the directors consider that the company has the ability to continue operating as a going concern and there are no known material uncertainties to this. Further information is given in the directors' annual report and below in Note 2 in the section on Group Financial Support.

The directors do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Funds

Unrestricted funds are available for use at the discretion of the directors in the furtherance of the general objectives of the company. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

e) Income

All income is included in the Statement of Financial Activities (SoFA) when the company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations receivable are accounted for in the period in which the donation is received. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from trading activities includes income earned from cafe sales and events, a garden centre, trainee income and other activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The company receives income from contracts and revenue grants. Income contracts and revenue grants are recognised at fair value when the company has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Fees for care and support services comprise of income receivable from health authorities and social services departments under contracts for the supply of care and support services. For work undertaken on a contractual basis, any income is recognised in accordance with the terms of the contract. In general terms, this means that income is recognised as support is provided.

Grants receivable are accounted for in the period in which the grant is received or the conditions of the grant are met, if later, unless there is an agreement to make such grants and they are received prior to the date the financial statements are issued. In this case the appropriate debtor is included.

f) Government & local authority assistance

Government assistance in the form of Job Support Schemes is recognised as income when an eligible claim has been submitted.

Other government and local authority grants are recognised at fair value when the company has entitlement after any performance conditions have been met, the receipt is probable and the amount can be measured reliably.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities; split between 'employment', 'social enterprise cafes' and 'other activities'.

Irrecoverable VAT is not separately analysed and is charged to the statement of financial activities when the expenditure to which it relates is incurred and is allocated as part of the expenditure to which it relates.

Support costs are central administration costs which have been recharged to the various activities using a fair allocation based on each activity's expenditure as a proportion of the total expenditure by type of cost.

Governance costs include those incurred in the governance of the company's assets and are primarily associated with constitutional and statutory requirements. The costs are recharged to the various activities based on the activities' expenditure as a proportion of the total expenditure by type of cost.

All expenditure has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

The charity is exempt from income tax and capital gains tax under Section 505 ICTA 1988.

h) Operating leases

Rentals payable under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

i) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset over its expected useful life, as follows:

- Furniture and equipment 33.3% straight line

j) Stocks

Stocks are stated at the lower of cost and net realisable value. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

m) Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans from related parties. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

o) Pensions

The pension cost charged to the statement of financial activities represents amounts payable by the company in the accounting period. The company makes payments to The People's Pension Fund. The scheme is a defined contribution scheme and the pension charge represents the amounts payable to the fund in respect of the period.

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

1 Accounting policies (continued)

p) Parent charity and financial support

An Intra-Group Agreement exists between Thera Trust and twenty six of its subsidiaries. This Intra-Group Agreement incorporates a Funding Agreement which allows Thera Group companies to benefit from the movement of funds around the Group. Each subsidiary, other than The Camden Society, Equal Futures and Thera Limited, has acceded to this Intra-Group Agreement with Board approval. In addition to this, Thera Trust and its subsidiaries have all individually agreed not to demand the repayment of any inter-company borrowings within twelve months of the date on which the balance sheet is signed. Any amounts due to or from Group companies that have been shown as due within one year relate to balances arising from operational activities and gift aid. A market rate of interest has been charged on balances between group companies.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

The directors of the company make estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the charitable company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

In preparing these financial statements, the directors have delegated authority to management to make the following judgements:

Group financial support

The directors of all of the subsidiaries within the Thera Group that have acceded to the Intra-Group Agreement as referred to above, have received assurance from the board of Thera Trust that adequate financing is in place to meet the group's financing needs and this has enabled the directors to confirm that management can prepare the accounts on a going concern basis.

Leases

The charitable company determines whether leases entered into by the charitable company either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis based on an evaluation of the terms and conditions of the arrangements, and accordingly whether the lease requires an asset and liability to be recognised in the statement of financial position.

Recoverability of trade debtors

Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, customer creditworthiness, current economic trends and changes in customer payment terms when making a judgement to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the statement of financial activities.

Provisions

A provision is recognised when the charitable company has a present legal or constructive obligation as a result of a past event for which it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgement. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings, and have concluded that asset lives and residual values are appropriate.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projects' disposal values.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

3 Income from grants and donations

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Donations	35,298	-	35,298	7,978	700	8,678
Grants	-	6,067	6,067	-	51,423	51,423
Social Investment Grant	175,000	-	175,000	175,000	-	175,000
	<u>210,298</u>	<u>6,067</u>	<u>216,365</u>	<u>182,978</u>	<u>52,123</u>	<u>235,101</u>

4 Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Employment income	342,438	-	342,438	431,009	-	431,009
Social enterprise cafes income	927,241	-	927,241	713,137	-	713,137
Social enterprise garden centre income	142,457	-	142,457	123,100	-	123,100
Mailing and training social enterprise income	258,122	-	258,122	188,998	-	188,998
Other charitable activities income	45,801	-	45,801	70,193	-	70,193
Charitable Grants	-	235,999	235,999	-	65,917	65,917
	<u>1,716,059</u>	<u>235,999</u>	<u>1,952,058</u>	<u>1,526,436</u>	<u>65,917</u>	<u>1,592,353</u>

5 Analysis of expenditure

	Employment £	Social Enterprise cafes £	Other activities £	2024 £
Staff and agency costs	409,104	1,042,412	8,147	1,459,663
Property costs	-	150,802	-	150,802
Depreciation	-	2,209	-	2,209
Other support costs	76,183	684,522	13,444	774,149
	<u>485,287</u>	<u>1,879,945</u>	<u>21,591</u>	<u>2,386,823</u>
	Employment £	Social Enterprise cafes £	Other activities £	2023 £
Staff and agency costs	355,642	997,663	25,305	1,378,610
Property costs	-	125,589	-	125,589
Depreciation	-	4,249	-	4,249
Other support costs	91,325	491,789	20,107	603,221
	<u>446,967</u>	<u>1,619,290</u>	<u>45,412</u>	<u>2,111,669</u>

Other support costs includes overhead and governance costs.

Exceptional costs of £6,819 (2023: £8,748) have been incurred in the year. This includes costs incurred of £3,207 in relation to employment costs (2023: £8,331) and other costs of £3,612 (2023: £417).

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

6 Governance costs (included within other support costs) comprise:

	2024 £	2023 £
External auditor's remuneration	10,860	11,460
	10,860	11,460

7 Interest payable and similar charges

	2024 £	2023 £
Interest payable on intra-group borrowings	38,408	25,227
	38,408	25,227

8 Net expenditure for the year

This is stated after charging:

	2024 £	2023 £
Depreciation	2,209	4,249
Operating lease rentals:		
Property	87,732	82,352
Other	2,440	2,400
Auditor's remuneration (excluding VAT):		
Audit	7,740	7,230
Other services	1,310	2,320

Auditor's remuneration for the group is disclosed in full in the parent charitable company and is recharged to the subsidiary as part of the overall recharge of the group's management and administration costs.

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	1,320,248	1,232,670
Redundancy and termination costs	-	1,813
Social security costs	107,041	107,649
Pension costs		
Defined contribution	31,132	32,558
	1,458,421	1,378,690
Agency staff	1,242	3,920
	1,459,663	1,378,610

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024	2023
	No.	No.
£60,000 - £69,999	-	1
£70,000 - £79,999	1	-
	1	-

These employees participated in the pension scheme during the year:

	2024	2023
	£	£
Employer pension contributions	1,321	1,321

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £83,424 (2023: £77,140). The charitable company considers its key management personnel to comprise of the Service Director/Managing Director.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the period (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of room hire, travel and subsistence costs and professional fees totalling £563 (2023: £1,825).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 59 (2023: 61).

Staff are split across the activities of the charitable company as follows:

	2024	2023
	No.	No.
Employment	15	14
Social enterprise cafes	24	28
Other charitable activities	20	19
	59	61

11 Related party transactions

There are no related party transactions to disclose for 2024 (2023: none) other than those intra-group transactions and donations as disclosed below.

Thera Trust is the parent charitable company of Unity Works Social Enterprises. Any balances due to or from entities within the Thera group are disclosed within the relevant debtors and creditors notes.

Thera Trust makes a recharge of management and administration costs incurred on behalf of the group to all of its subsidiaries. The specific amounts recharged to each entity are not being disclosed on the grounds that the Thera Group operates in a competitive commissioning environment and this information is commercially sensitive.

As in the accounting policies note for Parent charity and financial support, a market rate of interest has been charged on balances between Thera Trust and Unity Works Social Enterprises, in 2024 £38,408 (2023: £25,227).

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

13 Tangible fixed assets

	Fixtures and equipment £	Total £
Cost		
At the start of the year	13,293	13,293
Additions in year	3,050	3,050
Disposals in year	(10,000)	(10,000)
	6,343	6,343
Depreciation		
At the start of the year	9,804	9,804
Charge for the year	2,209	2,209
Eliminated on disposal	(10,000)	(10,000)
	2,013	2,013
Net book value		
At the end of the year	4,330	4,330
At the start of the year	3,489	3,489

All of the above assets are used for charitable purposes.

14 Stock

	2024 £	2023 £
Raw materials	6,073	10,825
	6,073	10,825

15 Debtors

	2024 £	2023 £
Trade debtors	173,284	148,035
Other debtors	2,169	20,552
Prepayments and accrued income	51,742	50,885
	227,195	219,472

16 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	36,265	46,753
Taxation and social security	41,872	37,965
Other creditors	2,131	4,855
Accruals	116,597	67,760
	196,865	157,333

17 Creditors: amounts falling due after one year

	2024 £	2023 £
Amounts due to group undertakings	896,255	702,500
	896,255	702,500

The repayment period for the amounts owed to group undertakings is disclosed in the accounting policy called Parent charity and financial support.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

18 Pension schemes

The People's Pension Fund

The company participates in The People's Pension Fund, which is a defined contribution scheme for the benefit of its employees.

Contributions to the scheme during the year amounted to £31,132 (2023: £32,545). As at the balance sheet date there were 50 members (2023: 45) of the Scheme employed by the company. The amount outstanding in respect of this Scheme at the year-end was £nil (2023: £nil).

19a Analysis of net assets between funds (current year)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	-	4,330	4,330
Net current assets	86,954	180,880	267,834
Creditors: amounts falling due within one year	-	(196,865)	(196,865)
Creditors: amounts falling due after one year	-	(896,255)	(896,255)
Net assets at 31 March 2024	86,954	(907,910)	(820,956)

19b Analysis of net assets between funds (prior period)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	280	3,209	3,489
Current assets	78,764	171,024	249,788
Creditors: amounts falling due within one year	-	(157,333)	(157,333)
Creditors: amounts falling due after one year	-	(702,500)	(702,500)
Net assets at 31 March 2023	79,044	(685,600)	(606,556)

20a Movements in funds (current year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
Donations	2,524	-	-	-	2,524
Deloitte	25,960	-	(11,700)	-	14,260
BGC JobsOhio	831	-	(831)	-	-
Great Escape	8,073	-	-	-	8,073
FSF Essex	9,982	-	(6)	-	9,976
FSF Barnet	4,192	-	-	-	4,192
Unity Works Walking Group ('The Adventurers' Club')	250	-	-	-	250
Bounceback Programme	13,277	48,768	(37,659)	-	24,386
LB of Camden Business Support Grants	1,758	-	-	-	1,758
Drappers Trust	9,398	-	-	-	9,398
Townsend Trust	2,799	-	-	-	2,799
Greenwich Worktrain Project	-	168,609	(168,609)	-	-
Gerard Basset Forum	-	11,833	(11,833)	-	-
The Cicely Northcote Trust	-	3,034	(3,034)	-	-
BlackRock Gives	-	9,822	(484)	-	9,338
Total restricted funds	79,044	242,066	(234,156)	-	86,954
General funds	(685,600)	1,930,357	(2,152,667)	-	(907,910)
Total unrestricted funds	(685,600)	1,930,357	(2,152,667)	-	(907,910)
Total funds	(606,556)	2,172,423	(2,386,823)	-	(820,956)

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

20b Movements in funds (prior period)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
Restricted funds:					
Donations	2,768	699	(943)	-	2,524
Deloitte	25,960	-	-	-	25,960
BGC JobsOhio	3,323	-	(2,492)	-	831
Great Escape	8,073	-	-	-	8,073
FSF Essex	9,982	-	-	-	9,982
Postcode Neighbourhood Trust Unity Pies	3,765	-	(3,765)	-	-
FSF Barnet	4,192	-	-	-	4,192
Peripatetic, Baily Thomas	15,000	-	(15,000)	-	-
Unity Works Walking Group ('The Adventurers' Club')	250	-	-	-	250
Bounceback Programme	13,278	49,917	(49,918)	-	13,277
LB of Camden Business Support Grants	-	12,538	(10,780)	-	1,758
The Fishmongers' Company's Charitable	-	15,000	(15,000)	-	-
Drapers Trust	-	10,000	(602)	-	9,398
Townsend Trust	-	3,000	(201)	-	2,799
The Rangoowala Foundation	-	9,818	(9,818)	-	-
The National Lottery Community Fund	-	10,000	(10,000)	-	-
The Cicely Northcote Trust	-	6,068	(6,068)	-	-
Santa Barbara Heights Charitable Trust	-	1,000	(1,000)	-	-
Total restricted funds	86,591	118,040	(125,587)	-	79,044
General funds	(408,932)	1,709,414	(1,986,082)	-	(685,600)
Total unrestricted funds	(408,932)	1,709,414	(1,986,082)	-	(685,600)
Total funds	(322,341)	1,827,454	(2,111,669)	-	(606,556)

The narrative to explain the purpose of each fund is given below.

Purposes of restricted funds

Donations

Various donations including funds to support the homeless meals project and other temporary measures in Café Victoria.

Deloitte

To create an online portal giving students and job seekers access to a Virtual Learning Environment and Case Management System enabling people to independently access their details, CV, job search.

BGC JobsOhio

To purchase a coffee cart and sell coffee, thereby creating further employment of people with a learning disability.

Great Escape

Annual break for a week of activities designed to build skills and confidence for the people we support.

FSF Essex

For delivery of an employment project.

FSF Barnet

For delivery of an employment project.

Unity Works Walking Group ('The Adventurers' Club')

To cover the costs of walking group sessions throughout the winter months.

Bounceback Programme

To help people complete a vocational profile and identified career pathway, build their confidence and social skills and receive support to attend at least one interview.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

20 Movements in funds (continued)

Purposes of restricted funds (continued)

LB of Camden Business Support Grants

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

Drappers Trust

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

Townsend Trust

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

Greenwich Worktrain Project

This grant is to support the AOPS employment support service.

Gerard Basset Forum

The Foundation expects the funds gifted to Unity Works to be spent on the training activities undertaken in the Social Enterprise cafes including the creation of placements for future job opportunities.

The Cicely Northcote Trust

This grant will contribute towards the costs of room hire for meetings to support Unity Works' supported employment projects in Southwark and Lambeth

BlackRock Gives

Funding to launch MailOut 2 to enable us to increase the number of training and work experience opportunities to individuals in a new area as well as increase commercial revenue that we can use to further improve quality.

Prior Year

Postcode Neighbourhood Trust Unity Pies

To develop new SE Café business stream.

Peripatetic, Baily Thomas

To cover the cost of an employment advisor and support people who do not qualify for support under statutory supported employment schemes.

The Fishmongers' Company's Charitable Trust

This grant is to contribute towards catering training, qualifications and pathways to employment for people with a learning disability.

The Rangoowala Foundation

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

The National Lottery Community Fund

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.



In partnership with
**THE NATIONAL LOTTERY
COMMUNITY FUND**

The Cicely Northcote Trust

This grant will contribute towards the costs of room hire for meetings to support Unity Works' supported employment projects in Southwark and Lambeth.

Santa Barbara Heights Charitable Trust

To match funding for the grant that was received from the Baily Thomas Foundation, which covers a portion of cost of an employment advisor and support people who do not qualify for support under statutory supported employment schemes.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

21 Operating lease commitments

The charity's total future minimum lease payments payable under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2024	2023	2024	2023
	£	£	£	£
Less than one year	74,612	50,612	2,440	2,440
One to five years	70,058	31,000	-	0
Over five years	15,500	23,250	-	-
	160,170	104,862	2,440	2,440

22 Ultimate holding company

Unity Works Social Enterprises's ultimate parent company is Thera Trust, a charitable company limited by guarantee (company number 3593418) and registered in England and Wales (charity number 1090163). Thera Trust is ultimately controlled by the board of trustees.

Copies of the consolidated Thera Trust financial statements are available from the Charity Commission.

UNITY WORKS SOCIAL ENTERPRISES

England & Wales - Charity number 1185113

Accounts

UNITY WORKS SOCIAL ENTERPRISES

Registered Company No: 11338498

Charity No: 1185113

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 March, 2023

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

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UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

INTRODUCTION

**These papers tell readers what the charitable company has been doing
between April, 2022 and March, 2023.**

**The trustees have written about what has gone well and
what needs development.**

You can see how the charitable company has managed its money.

The accounts have been checked by our Auditor – Sayer Vincent LLP

**Some of these papers must be written in legal language. We have
introduced each section with an Easy Read text box.**

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

REFERENCE AND ADMINISTRATION INFORMATION

TRUSTEES	David Umpleby (Chairperson) Virginia Beardshaw Neil Bramley Alison Bunney Jennifer Garrigan Tavish Kumar
COMPANY SECRETARY	Martin Pilkington
COMPANY NUMBER	11338498
COUNTRY OF INCORPORATION	United Kingdom
CHARITY NUMBER	1185113
COUNTRY OF REGISTRATION	England and Wales
REGISTERED OFFICE	134 Edmund Street Birmingham B3 2ES

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

REFERENCE AND ADMINISTRATION INFORMATION

OPERATIONAL ADDRESS

The West House
Alpha Court
Swingbridge Road
Grantham
NG31 7XT

AUDITOR

Sayer Vincent LLP
Statutory Auditor
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

BANKERS

Barclays Bank PLC
43 High Street
Sutton
Surrey
SM1 1DR

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

REFERENCE AND ADMINISTRATION INFORMATION

Reference and administrative information set out on pages 2-3 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT
For the year ended 31 March, 2023

This section explains that directors are responsible for putting together accounts, which must show a true and fair view. This is the law.

The trustees present their report and financial statements for the year 1 April, 2022 to 31 March, 2023.

RESPONSIBILITIES OF THE BOARD OF TRUSTEE DIRECTORS

The directors (who are also the trustees of Unity Works Social Enterprises for the purposes of charity law) are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the charitable company's incoming resources and application of resources, including the income and expenditure, for the financial year. In preparing these financial statements, the Board of Directors is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT
For the year ended 31 March, 2023

- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the charitable company will continue in operation.

The Board is responsible for keeping adequate accounting records, which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Board is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT
For the year ended 31 March, 2023

AIMS AND OBJECTIVES

The principal activity of the charitable company during the year was to provide employment, training and social enterprise services to people with a learning disability largely in London and some other areas.

This is in line with company's charitable objects which are for the public benefit and are:

- the relief of persons with a learning disability, their families and carers, in particular, but not exclusively, by the provision of care, support and services, including, but not limited to, assistance to find employment and by the promotion of the awareness of the needs of such persons; and
- the promotion of the effective use of charitable resources by the provision of services to organisations involved in the relief of persons with a learning disability, their families and carers
- and the Company can do all other things that are incidental or conducive to its Objects or any of them.

In shaping our objectives and planning the organisation's activities, the Trustees have considered the Charity Commission guidance on public benefit, including the guidance 'Public Benefit: Running a Charity' (PB2). The main objectives and activities for the year continued to focus upon

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT
For the year ended 31 March, 2023

providing appropriate and responsive supported services that are user-led and are operated to a high standard.

BOARD OF TRUSTEE DIRECTORS

Members of the Board of Trustee Directors, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out below:

Virginia Beardshaw

Neil Bramley

Alison Bunney (Appointed 9 May 2023)

Simon Conway (Resigned 31 August, 2022)

Jennifer Garrigan

Tavish Kumar

Persis Maskey (Resigned 11 March, 2023)

Claire Pearson (Resigned 14 July 2023)

David Umpleby

The trustees have no financial interest in the company, it being limited by guarantee.

SENIOR MANAGEMENT

Claire Hilton (Managing Director)

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT

For the year ended 31 March, 2023

Chairperson's Report



chairman

I was delighted to be offered the role of Chair of the board of Trustees this year and have continued to be impressed by the collective expertise the Board provides and uses to support and challenge Unity Works in delivering its core objectives.

The board continues to develop and we have welcomed Alison Bunney as a new Trustee. Alison brings a wealth of experience in employability and I am excited to see how she can support us. We also said goodbye to Persis Maskey from Deloitte who has been with us from the start. I would like to formally recognise her valuable contribution alongside that of Jenny Garrigan who led us brilliantly in an interim capacity. We continue to benefit from her input and links to the wider Thera group. Tavish continues to flourish in his role as a Trustee and is taking on more and more with support. I'm excited to be supporting the Thera pilot for Trustees with lived experience which will further support Tavish's development as a director and the insight and value he brings to the board.

The organisation continued to operate in a difficult external environment. Our emergence from Covid was particularly challenging as it was for the majority of businesses in our sector. Our ability to recruit staff has been the single biggest inhibitor to progressing our growth plans this year and our cafes were hard hit by food inflation, rail strikes and hybrid working impacting on footfall. Sadly, we ended up closing our New Horizons café as a result.

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT
For the year ended 31 March, 2023

Our financial position is a key risk and area of focus for the board, and this year is an important one for us on the road to self-sufficiency. For the first year in a long history of highly successful fundraising, additional revenue through fundraising did not materialise. This has become a key priority for us moving forward.

Despite the challenges, it feels very much like we have stabilised and I am excited about the future. Claire and her teams' relentless focus and enthusiasm have positioned us well going forward and for the first time in a long time we finished the year with a full complement of staffing roles. In addition, frontline managers have embraced a new staff learner management system and we are starting to see an upturn in café footfall from the previous 12months. Coupled with an increase in training incomes this will further improve our revenue position as will the achievement of our growth plans.

I am continually grateful to our many partners, funders and customers without whom we couldn't play our part in the fight to ensure that the skills and talent of people with a learning disability are part of the UK workforce.

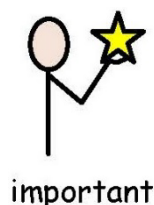
I remain positive about the future and the opportunity to support as many people with learning disabilities as we can to be leaders in society.

David Umpleby
Chairperson

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT

For the year ended 31 March, 2023



What is Important for Unity Works Social Enterprises¹

Unity Works Social Enterprises is part of the Thera Group of companies, a charitable organisation supporting people with a learning disability.

Thera's Vision clearly sets out Thera's philosophy of control and involvement by people with a learning disability:

- ✓ Thera will show that people with a learning disability can be leaders in society;
- ✓ Thera will be controlled by people with a learning disability;
- ✓ People supported by Thera can say how their Thera company is directed and managed;
- ✓ People with a learning disability will design the support they want from Thera;
- ✓ Thera will respect the rights and wishes of people at work, at home and in the community;
- ✓ People with a learning disability will check the quality of support from their Thera company;
- ✓ Thera Group will be led by a charity

¹ Thera Trust is our parent company. Its charitable objects are "the relief of persons with learning disabilities, their families and carers by the provision of support services including services in the support of residential, respite and other suitable forms of care, education and work opportunities and to promote public awareness of the needs of such persons and to give support to their families" and "the promotion of the effective use of charitable resources for the benefit of the public by the provision of services to organisations involved in the relief of persons with learning disabilities, their families and carers."

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT

For the year ended 31 March, 2023



values

Unity Works Values

This year Unity Works staff came together to revisit our vision and mission and review our values. Using the mnemonic DECIDE we replaced a couple and added a 6th value that we felt epitomised what we do and how we do it.



Dynamic: Relentlessly positive, energised, and forward-thinking, seizing every new development and avenue to further our mission.



Effective: Providing exceptional, quality support to people with a learning disability that achieves sustainable outcomes.



Creative: Taking an enterprising approach to working with people with a learning disability and finding ways to overcome the barriers that people face.



Inclusive: People with a learning disability demonstrate incredible talents and skills when they are given the right opportunity.



Defiant: Defenders of the belief that people with a learning disability can and should have the same opportunities as everyone else and are resilient in the face of opposition to this.



Empowering: Enabling people with a learning disability to DECIDE their own future.

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

TRUSTEES' REPORT

For the year ended 31 March, 2023



Trustee's Report

Overview

overview

It has been a year of immense change and enormous financial challenge for the voluntary sector, navigating major recruitment issues alongside the cost-of-living crisis and a significant drop in charitable giving.

The year has been a busy one for Unity Works across all areas, with pressures on time and resources that felt even greater than during the pandemic. Although we have faced significant challenges, as always, we too have had much to celebrate.

Challenges:

The ability to recruit staff has been the single biggest inhibitor to progressing our growth plans this year. Roles identified as critical for growth have been vacant for most of the year. This has been due to a combination of poor quality applicants and frontline staff shortages at an all-time high. This unfortunately has seen Senior Leadership Team members, including the Managing Director, having to cover frontline shifts as well as staff supervision thus diverting them from growth endeavours.

Although Contract Managers were promoted internally which is fantastic testament to our in-house talent strategy this left two frontline employment adviser roles vacant which have proved incredibly difficult to fill.

UNITY WORKS SOCIAL ENTERPRISES
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TRUSTEES' REPORT
For the year ended 31 March, 2023

All staff have worked tirelessly to further strengthen our administrative infrastructure. Initiatives included implementing a staff learner management system, reviewing and creating policies, engaging with e-learning and implementing our RARPA system to track and record learner progress. Whilst these all provide long term gains in terms of reducing time and resourcing pressures, they have come at a price with a short term but hefty demand on capacity.

Our cafes have powered ahead in revitalising commercial income but with ,food inflation, rail strikes and hybrid working impacting on footfall this has taken the wind out of the sails somewhat and sadly we ended up closing the New Horizons café.

Training income has suffered across all our social enterprises due to the diminished capacity of the Learning & Skills team through vacancies and therefore an inability to implement the increased training charge, fill vacant placements and build up a pipeline.

For the first year in a long history of highly successful fundraising, additional revenue through fundraising did not materialise which was very disappointing. A lot of work went into some large applications that in previous years would have yielded something, if not all we had asked for but this year were rejected in favour of cost of living projects as trusts and foundations shifted their priorities and were overwhelmed with applications.

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Successes

Growth endeavours:

Thankfully we end the year with an almost full staffing complement through rolling recruitment rounds including social media campaigns and buy-in from staff to promote the roles across the organisation. The annual pay rise also contributed to a greater number and quality of applications. ALL growth roles are now populated providing the capacity for SLT members to engage in some lucrative and potentially game-changing tendering activity and networking.

Contract Managers have been fully inducted now allowing our Employment Manager time to pursue growth activities – resulting in the award of 2 additional supported internship contracts and preliminary discussions taking place for a further 2 as well as retaining one of our largest employment contracts in Greenwich that came up for tender.

Our new Learning and Skills team – comprising of staff returning to the organisation (and therefore able to hit the ground running) have made significant strides in securing agreement from local authorities for the new training day rate, an uplift of almost 50% in some cases and reviving the trainee referral pipeline.

The Managing Director attended a 12-week Small Business programme with Goldman Sachs and although it was tough it was also rewarding and

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culminated in an organisational growth strategy as well as a project team of alumni keen to work on a Mill Lane garden centre renovation.

Frontline managers have embraced a new staff learner management system and had much greater involvement in organisational planning that has led to the creation of enterprise business model canvases, business and marketing plans. They have also taken ownership of expenditure and initiatives to drive-up sales/contractual revenue. All skills and enterprise staff are now using a new RARPA system for tracking trainees learning and progress.

Staff development and wellbeing:

There has been a continued focus on staff development with our organisational awayday focusing on wellbeing, some smarter not harder training, tailored safeguarding training and a day of free leadership training from a professor at Ashridge Business school.

We rolled out the Able Futures mental health support programme and our Mental Health First Aiders took on the task of planning awareness-raising activities throughout the year to support positive mental health strategies both in and out of work,

We ran elections for our Employee Consultation Council that will champion the staff voice and also lead on staff engagement. Through the council we agreed on a recognition scheme for staff to be implemented that would

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encourage colleagues to nominate each other for a reward when they demonstrated behaviours reflective of our new values.

Staff also enjoyed an evening of summer drinks, our uplifting annual Awards Ceremony, the best attended ever Christmas party and a fun Christmas jumper Zoom session.

Commercial

Cafes continued to see an increase in footfall over the last 12 months despite the litany of curveballs described above and we successfully launched a new café in the Hereford Council offices, supported by our sister subsidiary Aspire, that has smashed our sales forecasts by over a third. Our Greenwood café has also benefited from income to deliver thousands of meals to families using foodbanks.

Debt levels have been bought down by over £70k due to some excellent collaboration with the central sales ledger team.

All in all, a very tough year financially and in terms of toll on managers in particular, however the latter few months has seen payoff of the hard work and provided a much needed boost in morale. The organisation really feels like it is coming together as a whole to continue to battle against the dire employment statistic that plagues us all. Staff are clear on how they contribute to the mission and keen to work collaboratively both internally and with external partners to achieve an increase in the employment rate of people with a learning disability.

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This year's apprentices and award winning learners with their achievement certificates at the awards evening.

The next few pages summarise performance against the years objectives.

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Activities



UNITY WORKS

This section talks about the support Unity Works offers to people with a learning disability.

activities

Last year we reported that the numbers of people with a learning disability/autism in employment nationally had fallen from a dire 6.8% to an even more dismal 5.1%. This has further declined to a depressing 4.8%.

However, Unity has been working solidly to counter this achieving 89 jobs this year and working with over 100 trainees and 5 apprentices to progress them towards the labour market.

Over the year Unity Works has supported:

- 300 people across 8 employment contracts – 305 (89) were successful in finding work this is up from 21% last year (105 out of 500 people)
- 100 people to access volunteering and work placements to improve their employability skills and confidence
- 83 people in our social enterprises
- 5 apprentices to complete NVQ level 2 and 5 into work
- 47 young people towards work via our supported internships, 6 are in work and 4 have received job offers
- 78 people through our adult community learning and health and wellbeing programmes
- 6 employers via our disability awareness training

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Achievement and Performance

Employment

The reasons for the dramatic drop in employment rates vary from the impact of pandemic on people with a learning disability, to the current nationwide recruitment trends. This is of concern as we have also seen a decline in both Local Authority and Department of Work and Pensions funding for supported employment resulting in a reduction in the number of employment contracts we have both tendered for and are delivering.

Our employment service currently has 8 programmes running across London supporting over 300 people on the pathway to employment. We have supported 89 people into work over the last year into a variety of roles from seasonal work to working full time in a hospital cardiology department.

We have also supported over 100 people to access volunteering and work placements to improve their employability skills and confidence to move towards jobs.

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M is autistic and was referred to Unity Works by Kennington Job centre to receive specialist employment support

To get a better understanding of M's aspirations and goals his employment advisor met with him and found out what he wanted to achieve and discussed how Unity Works could support him with some of the things he found challenging. M was reassured that Unity Works had a person-centred approach and would not force him to apply for jobs that didn't match his skills or interests so was happy to engage with his employment adviser in appointments at the jobcentre.

M's job coach alerted him to a jobs fair in Central London where different employers would be in attendance. M was initially nervous but before the event his Employment adviser supported M to practice his approach to employers. He helped M to prepare a small script detailing a brief introduction of himself and expressing what type of role he was looking for.

When the event arrived M put into practice what had been discussed and secured an interview with Thistle Hotels.

M's Employment Adviser practiced interview techniques with M so he would feel confident and prepared for the interview process. During the interview, M spoke confidently, expressed his answers clearly and made a great impression on the interviewer.

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As a result, M was offered the job and has now been there for 2 months. M receives regular positive feedback from his manager and Thistle Hotel work with Unity Works to ensure sustainment in the role.

Employment workstream development

Unity Works has been able to capitalise on a recent increase in supported internships for young people with a learning disability. We have delivered across 4 sites in London; Westminster Kingsway College, Berkeley Homes, Queen Elizabeth Hospital Lewisham and Greenwich NHS Trust and Kings College NHS foundation trust, supporting 47 young people to develop their employability skills and move to employment .

The government recently announced it was investing £18million in strengthening supported internships. A contract has been awarded to the British Association of Supported Employment (BASE), the National Development Team for Inclusion (NDTi) and DFN Project search with the aim of doubling the number of supported internships in every local authority, improving the quality of supported internships and training over 700 job coaches by 2025.

We are taking an active part in this project both through our delivery programmes, accessing the training for staff, as well as positioning

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ourselves strategically to work with Local authorities in the development of the new accompanying SEN employment forums.

We also successfully retained our Greenwich Worktrain contract for another 4 years in partnership with Greenwich Mencap and Volunteer Centre Greenwich.

Employer Engagement



We support employers with a range of services, including disability awareness training, accessible recruitment processes, matching candidates to job opportunities and ongoing support after recruitment. We have developed a comprehensive employer offer that can be delivered online and in person. Unfortunately, this has been an area that has suffered considerably due to move on of staff and will be a major focus for us next year. Thankfully existing links remain strong, providing plenty of vacancies for our jobseekers and our current job broker, a colleague with lived experience, is working hard to ensure both existing and new relationships are nurtured and is supporting us to pull together an employer engagement strategy to inform activity in this area.

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We have actively engaged 90 employers including:



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Royal Opera House London: The Visitor Experience team at the Royal Opera House has been delighted to work with Unity Works for some time. Their vision of an inclusive world where people with a learning disability can work, fully supports our vision of a supportive and engaged workforce. Unity Works drive to create employment and training opportunities for people with a learning disability is vital to ensuring that everyone has the right to work and access to work. A brilliant organisation for the Royal Opera House to work with and support.

Pines and Needles: Since our partnership with Unity Works began in 2018, we have cherished the connections we have formed with our exceptional Unity Workers. Their role as sales assistants in our Christmas tree stores has had a profound impact on our business. We have witnessed the growth of long-term, returning Unity Workers, as well as the development of dedicated and passionate staff members. The effectiveness of many Unity Workers can be attributed to their meticulous work ethic and genuine enthusiasm for tasks at hand. Their contributions have not only enhanced our operations but also fostered an environment of efficiency and inclusivity. We take great pride in our collaboration with Unity Works, as it exemplifies the transformative potential of diversity and inclusivity in our business.

Landmark Hotel London: Unity Works is a highly specialized organisation that focuses on delivering exceptional employment support, helping job seekers find work in a variety of different fields. The Landmark London Hotel takes pride in offering customised support and guidance to the team members with a learning disability who want to work and can work. The company is dedicated to assisting individuals achieve their goals and reach their full potential in their chosen career path. Also being partners with Unity Works we are creating a mutually beneficial relationship between those seeking employment and the business looking for candidates.

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Social Enterprises



work

Our social enterprises are both credible businesses delivering products and / or services to other businesses or direct to customers as well as being the vehicle through which we deliver our bespoke apprentice programmes, accredited industry training and create additional opportunities for upskilling people to find work.

Mail Out supports a range of ethical social enterprises and small start-up companies to store and distribute their products to train people for a career in warehousing and customer service.

Mail Out has increased its customer base significantly over the last year with 6 new businesses choosing our service for their storage and fulfilment requirements. As a result of the increased business, we have been able to develop and widen the range of skills and experience our 15 trainees are receiving. We have had one apprentice successfully graduate with an NVQ level 2 and enter paid work as a steward and our new apprentice has swiftly become the main contact for 2 of our biggest customers.

We successfully promoted a member of staff to Manager and recruited a new supervisor. They have both been inducted and are actively researching new systems and tools, the potential impact of automation on our provision and how this all might impact on the type of second site we search for next year. The Manager also obtained his alcohol licence enabling us to increase

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the products we can store and transit and therefore the orders for some of our clients.

We have added the click and drop service as a new supplier as well as DHL as this is a preference for several customers since the postal strike rather than relying on Royal Mail services. As part of our environmental and sustainability drive we have also met with a new courier company called pedivan, they use cycle and electric couriers and will replace Addison lee for zone 1 and 2 deliveries.

Mill Lane, is our community garden centre in West Hampstead. We have supported 16 people with training in horticulture and customer service over the last year to increase people's vocational skills and health and wellbeing.

Mill Lane has also had a year of transition. It began with the resignation due to relocation of the long-term manager and an application to renew and extend our lease so we can commence work on a large re-development project. We then successfully welcomed a new manager and supervisor – the latter was one of the growth roles designed to increase commercial sales, however due to covering staffing issues this was not enacted until towards the end of the period so we won't see the benefits until next year.

We had another good Christmas though selling over 800 trees in 4 weeks and adding a delivery service. We also launched a small but successful funding campaign to raise money to repair the greenhouse.

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Our focus for the year ahead is to increase our footfall all year round to increase sales and to build upon the feasibility proposal that we commissioned from a local architect and Goldman Sachs small business programme alumni to refurbish/rebuild our premises that are in a dilapidated state.



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Social Enterprise Cafés

The Cafes have had yet another whirlwind year, not really knowing which way the wind is going to blow. All have retained their 5 star food hygiene rating though and continue to successfully train people to become baristas, chefs and front of house staff whilst offering healthy, affordable food to local communities and workplaces.

New Horizons:

Unfortunately, despite repeated attempts to engage local residents, low footfall in a discreet location and fruitless work with the landlord to allow us greater access to the building meant the sales remained dire in the café at New Horizons and it was closed on 2nd December 2022. Trainees were successfully transferred to other cafes and only one redundancy was made.

Jackson's Café:

This café continues to provide 40 training places a week and holds a small pipeline. The Family size Unity pie continues to be a roaring success and Christmas was very busy with lunches, seasonal cakes and events. Our local veteran's breakfast club has also grown to 20 members who visit each month. A donation from a loyal customer of £1000 allowed us to purchase new chairs to give the place a spruce too.

Unfortunately, 'Wates' construction are experiencing delays with their site and issues which may mean they can't contribute to a kitchen fit out which would hamper this particular project with them. We also waved goodbye to

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a member of staff after 14 years service. Her time with us was celebrated on our away day with a small presentation and gift. The new supervisor has slotted in extremely well.

Bromley Café:

This café is still dependant on centre occupation and unfortunately the client continues with a hybrid model and the regular food bank operating next to the café each Monday which has impacted sales.

However, our innovative team there have been working with local residents and have encouraged footfall with a range of promotions and creative ideas, including pumpkin soup, spiced hot chocolate and pumpkin pie at Halloween. We received a donation of a blender from one of the locals and have been teaching the trainees to make smoothies. We have also been given a section of the roof garden, to grow our own vegetables. Our trainees are very keen and love being involved in this as they get to grow, nurture, pick then prepare a dish using these ingredients.

We trialled opening on Saturdays throughout August but there was little uptake. We continue to work alongside the client to trial and showcase new ideas and results. However, searching for new premises is a top priority.

Bromley's sales have flourished due to the endeavours however not enough to cover the gap in trainee vacancies and increased running costs. The learning and skills team have been working closely with managers to prioritise vacancy filling at this site. Bromley had the highest number of returns of the annual customer survey with all comments citing excellence

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for food offer, customer experience and the Unity Works ethos. It is therefore incredibly disappointing that we struggled to cover our costs this year.



Greenwood Café:

This café has experienced a dramatic turnaround in its fortunes. Not only have they been producing 80 meals a week for Castlehaven foodbank they have done a roaring trade in events catering within the centre as restrictions were finally dropped and the

centre opened its doors to public and private hire again. Centre staff promote the café to hirers for catering purposes.

Trainees were able to visit the foodbank to see where the fruits of their labour were going and meet the recipients. They found this both exciting and humbling. Christmas was very busy and the staff were constantly trying out new and innovative recipes to tantalise customers taste buds.

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D has been involved with the foodbank project from the outset. He helps by; preparing various vegetables, following recipes and apportioning finished dishes into meal containers, counting forty portions and lids for each option and then sealing and labelling. D then stores them in the fridge ready for collection the following day.

When asked how he feels about the Project, D said “Working on the project gives me mixed emotions. I feel sad that I am making meals for people who would otherwise go hungry but at the same time it makes me happy that I can contribute to helping people.” This quote shows how much D has grown emotionally over the past year where previously he struggled to show emotion or compassion. Furthermore, the foodbank project has helped D with his portion control and counting skills. D is able to serve the correct number of evenly distributed meals and no longer requires support to ensure his counting is accurate.

Café Victoria:

Hospitality events have continued to dominate this year smashing targets in this area and compensating for the three days a week hybrid working model Westminster council have implemented. Footfall continues to slowly increase compared to last year, and towards the end of the year Mondays also looked to be experiencing an upturn. However numbers are still down compared to pre-pandemic levels.

The café team and service are so well loved by council staff that they were nominated for, and won, the Westminster council staff choice award. The

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team were invited to a gala dinner and awards ceremony at Porchester hall and had a great time.

The café team provided a fine dining experience for the Thera Trust chairpersons dinner to showcase their talents both back and front of house, receiving high praise from all attendees for both food and customer service quality.



Unfortunately, the coffee cart has been plagued with issues and we are trying to sell it. The model itself is not particularly viable and whilst we understand a cart can be a lucrative earner an electric model is a much more sustainable and preferred concession.

Plough Lane:

The café was tendered for early in the year and operational by August thanks to our whole café management team jumping on board and getting over to Hereford.

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The café team have been smashing targets since opening as council staff are loving the new offer and the ethos behind what Unity Works does. Events are non existent but sales are a third over forecasts and greater than Café Victoria's.

An open day and 5 individual taster days have taken place with 2 trainees starting in the new year. Staff will require a lot of support in this area but are very excited about the prospect and eager to welcome their new learners. There were initial wranglings over costs for works and equipment and higher energy bills than anticipated were concerning but these have been remedied.



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Training and Awards Centre

Training:

Our training opportunities across our social enterprises give trainees an opportunity to develop key skills within a real, thriving business, working alongside highly qualified staff who are competent both within their industry sector and also as effective and supportive mentors.

Placements are funded through a variety of means and are not time limited, meaning we can tailor the individual learning plan around that person and take their needs and aspirations into account holistically. Trainees may also be able to access our other services such as Adult Community Learning and Supported Employment.

Referrals are made by social workers, key workers, teachers/tutors/lecturers, parents, the person themselves or anyone else who may know someone who is interested. Enquiries can be made to the Learning and Skills Team via phone or email, or by handing a referral form into the social enterprise they are interested in, who will pass it on. A free taster session can then be arranged.

We have now appointed a Learning and Skills Manager and a new Learning and Skills Co-ordinator to oversee the trainee offer, and in the last quarter of the year we have engaged new referral partners and offered tasters to prospective trainees, with three new trainees already with a start date confirmed. The Learning and Skills team are working closely with enterprise



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managers to develop a framework of regular reviews, to support the RARPA system already in use and using easy read Individual Learner Plans to help trainees visualise and take control of their progressions.

Current numbers: at the end of the year we were 74% full with 78 trainees attending 114.5 sessions per week

- Mill Lane – 15 trainees (22.5 sessions per week)
- MailOut – 13 trainees (18 sessions per week)
- Café Victoria – 9 trainees (14 sessions per week)
- BbBC – 4 trainees (7 sessions per week)
- Greenwood – 7 trainees (15 sessions per week)
- Jacksons – 30 trainees (38 sessions per week)

Qualifications: Trainees can access a Level 1 or level 2 qualification (details below) and we are currently reviewing the scheduled start for new learners on these qualifications. There are 6 trainees currently working towards a Level 1 or Level 2 qualification. We have engaged a new assessor for catering and are training a member of the learning and skills team to be able to assess front of house and customer service skills. Most trainees undertaking a qualification will start with a Level 1 and can access Level 2 as and when ready. This will be explored with trainees as part of the regular review and Individual Learner Plans.

- Level 1 NVQ Certificate in Hospitality Services (7131-04)
- Level 1 NVQ Certificate in Food Preparation and Cooking (7131-03)
- Level 1 NVQ in Warehouse and Storage Skills (1016-01)

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Accessible Apprentice Programme

Our accessible apprentice programme has been running for 13 years. Based on the formal apprenticeship model, we created a scheme tailored around the needs of people with a learning disability who would like to gain vocational training whilst working. Our programme sits outside the levy scheme and this enable us to assess prospective candidates purely on vocational skills and desire to work in the catering and warehousing sectors. As a result, we do not set any English or maths requirements, and embed functional skills throughout the programme using real workplace scenarios. It is a 12 month paid role comprising of 30 hours per week on the job training and one day in a classroom. Apprentices are enrolled onto one of the following qualifications:

- Level 2 NVQ in Food Production and Cooking (7132-06)
- Level 2 NVQ Certificate in Hospitality Services (7132-09)
- Level 2 NVQ in Warehouse and Storage Skills (1016-02)

In 2022-23 we enrolled 8 apprentices with 5 graduating and being supported to find employment. As well as their vocational qualifications, apprentices also have access to our new Learning Management System (LMS) for staff, giving them access to a range of training such as autism awarenss, equality and diversity and manual handling.

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N has a learning disability and struggles with reading and writing. He has a keen interest in cooking but has been unable to find paid employment since finishing school. N gained a place in the Unity Works apprentice programme at the Café Victoria in 2021 as a back of house catering apprentice. Finishing in 2022, N had gained skills in food preparation, customer service, team working, hospitality event and working under health and safety regulations. He also gained experience of working in a restaurant kitchen and an NVQ level 2 qualification in food production and cooking.

He continued to increase in confidence through the programme and his working relationships with his advisors. After the programme N continued to receive support from employment advisors from Unity Works where he developed skills in creating an effective CV, applying for jobs and job interview skills.

N was introduced to an employer that Unity Works had an existing relationship with at a gourmet pub. With the experience N had gained from his apprentice programme including his catering experience, food preparation and working in a high-end restaurant – N was offered an interview. With the skills N had gained from his employment support N performed well in his interview and was offered a permanent part time position at the pub as a kitchen porter.

N has been offered continued support whilst in employment such as travel support to make sure he is confident in travelling alone. Unity Works is also in

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contact with N's manager to ensure that N maintains and thrives in his first ever job.

N is over the moon about his new job, he is excited to start saving his money. He already has a friendly relationship with his manager and co-workers.

Adult Community Learning (ACL)

Our ACL aims to support learners to develop skills around confidence, travelling around the borough and London, keeping healthy and managing emotions, employability, staying safe online and using social media, managing money and being active in the community. Our courses are suitable for people with a learning disability who want to know more about work and wellbeing, who are thinking about finding a job, and people who are in work but want to improve their skills. Our programmes in Camden and Greenwich have gone through some change over the past year, also being plagued with tutor recruitment issues, despite a competitive rate. However, we managed to eventually recruit three new tutors to deliver our popular courses, including:

- Confidence in the Community
- Am I Ready For Work?
- My Career
- Being the Best Me
- Staying Healthy: Hearts and Bodies

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- Staying Healthy: Mind and Wellbeing
- Digital World: Computer Basics

We keep our group sizes small, to ensure each learner can receive support from the tutor and in recognition of the fact that many of our learners prefer smaller groups. Our courses are all now in person, with occasional workshops offered online or hybrid. Recruitment is ongoing as we build a strong team who can meet the needs of our learners. Part of our recruitment process now involves a trial workshop with a representative group of our learners. This helps us ensure learners have a stake in selecting the right staff, increasing engagement and giving them the opportunity to feedback and develop their own skills in communication, evaluation and talking to new people.

We refrained from pursuing Lambeth ACL this year to get our delivery straight and established. Basing our offer on our longstanding Camden ACL delivery model and costs was not appropriate for Lambeth who have very different support mechanisms and trainign and provider engagement expectations that we could not fulfil on such a small contract with such a small team.

We were successfully awarded places on 3 new ACL frameworks in Suffolk, Hackney and Hertfordshire. However, we did not pursue call offs this year after learning a valuable lesson with our Lambeth delivery that we need to do an enormous amount of prep work to make ACL delivery a successful

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standalone provision. We liaised with commissioners in these areas who are happy with our approach and keen to work with us to support us to reach the numbers we'd like to.

Bespoke learner management system for trainees, learners and jobseekers: We are working with MegaNexus to build an online portal that will enable our learners to have control over their portfolios of work, to access resources outside of their time with us, and to be able to contact us easily for help or guidance as needed. This will also help us to promote our courses and opportunities, spotlight individual learners' achievements and engage potential employers or partners who could help us achieve our goals of making training and employment accessible to all. This project is still in its early stages, as we work to ensure the plans are accessible and effective.

National Apprenticeship Week- we wrote an article about accessible apprenticeships which we published on our website and posted to social media. This explained how our scheme works and outlined the need for accessible programmes, as well as acting as a call to arms to employers and learning providers who may be interested in learning about us and/or working with us. This article was broken into five blog posts, with one posted each day of the week.

Day 1: <https://www.thera.co.uk/news/apprenticeships-why-we-need-to-embed-inclusion-diversity-and-accessibility/>

Day 2: <https://www.thera.co.uk/news/national-apprenticeship-week-apprentices-experiences/>

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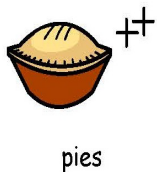
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Day 3: <https://www.thera.co.uk/news/national-apprenticeship-week-so-what-about-unity-works/>

Day 4: <https://www.thera.co.uk/news/national-apprentice-week-accessible-apprenticeships/>

Day 5: <https://www.thera.co.uk/news/national-apprenticeship-week-how-can-you-get-involved/>

Unity Pies



Our pie production remained stunted due to the recruitment issues and lack of availability of production kitchens. However, we continue to produce small numbers, across our cafés and hope to pursue this with greater resource next year.

Health and Well-being



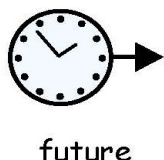
For the first half of the year our Health and Wellbeing Manager was on maternity leave and upon her return she was drafted in to support our ACL delivery having been extremely involved in this previously.

Work to reform the offer will begin in earnest next year. However, surveys of people we support, staff, parents/carers have already taken place and the mapping exercise of Southwark and Lambeth borough provision has begun.

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FUTURE PLANS



This section talks about what we will be working on next year.

After a disappointing financial year despite an enormous amount of work, effort and success for the people we support the focus remains on growth and increasing revenue for next year whilst also taking time out to examine how we can further improve quality and ensure our services are not only fit for purpose in the current climate but fit for the future.

Growth

As a company with many distinct and moving parts from tendered contracts to commercial enterprises and on to delivery of adult learning, the number of potential growth opportunities are significant. Our strategy day homed in on 3 key areas for the year that it would felt were critical to underpin the success of the organisations growth aspirations:

- The expansion of Mailout 2
- Key enablers including a recruitment strategy to ensure critical roles remained filled, our learner management system implementation and improvements to our data collection and reporting
- Fundraising strategy to diversify our income streams and achieve sustainable improvements in our income position.

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- We will of course still be looking at the following too, as part of continuously developing our core offer now we have growth roles in place to either directly impact on, or free up the time of others to deliver, growth.
- Increasing the number of employment and skills contracts through tendering, sub-contracting and pilots both in and outside of the M25.
- Raising funds to start the pre- app and planning applications for redevelopment of the Mill Lane site with a view to starting any major works in 2025.
- Completing the project to increase our training day rate

We are going to work with trustees to draft a business case that can be used for Trust or funders to secure cap ex funding to support catering bids. This is an area with huge fiscal and quality training potential if we can have an offer that puts us on an equal footing to commercial catering operators.



Unity Pie is still being produced and sold within our cafes but due to capacity issues and the needs of the organisation to focus its attention elsewhere will continue at this level for this year.

Apprentice programme plans: Over the past few months, there has been a lot of discussion about proposed changes to NVQs and T-levels. NVQ's are a key element of the programme we offer, and as we have based our programme on the formal apprenticeship model, it is important to us that the

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training and qualifications we offer are relevant and transferable to mainstream employment.

Our goal is to ensure our graduate apprentices can take the experiences and skills they have developed to a mainstream employer, helping to address the learning disability employment gap and providing people with a real choice as to where they take their careers. This means we need to review our programme, keep up to date with proposed changes and advice, and take part in consultations and round tables to ensure the voice of our apprentices is heard.

For this reason, we will be pausing our apprentice programme for 2023-24 while we review its position and form for the future. We will be holding focus groups to ensure what we offer is still what people with a learning disability want, and that the skills and qualifications we offer meet the needs and criteria of prospective employers.

While the world still feels full of uncertainty the organisation's capacity has changed drastically throughout this year and we look forward with optimism at being able to finally implement the raft of strategies we have been planning and supporting as many people with a learning disability into work as we can.

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Unity Works Social Enterprises Employs Good Staff



staff

At the end of the year, Unity Works Social Enterprises employed 69 people, 15 of whom have a learning disability.

Our staff continue to demonstrate excellence in everything they do and their passion and commitment did not waiver, even during a tough few months of consultation over terms and conditions. They remain our most important asset and we take considerable pride in their achievements, their dedication and the level of commitment they make every day in delivering high quality support to people. We have continued to invest in staff by offering first class support, training and development throughout Thera, ensuring that staff are capable and motivated to meet the needs of the people we support.

As befits an organisation with Thera's Vision, we are committed to ensuring that all job applicants and employees are treated fairly and valued regardless of sex, disability, race, age, marital status, sexual orientation, religion, colour, ethnic or national origin. We value diversity and social inclusion across all our activities and our recruitment process ensures that all applicants have equal opportunity.

Unity Works Social Enterprises' Money



money

Unity Works Social Enterprises' accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Unity Works Social Enterprises' Articles of Association,

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applicable law and the requirements of the 'Accounting and Reporting by Charities, Statement of Recommended Practice' and FRS102.

Total income from all activities in the year from 1st April, 2022 to 31st March, 2023, was £1,827k (2021-22 £1,989k) with a deficit for the year of £-284k (2021-22 +£7k). Trustees are focussed on returning to surplus in future years as the charity develops and makes further inroads into our deficit balance sheet.

Fund-raising



Unity Works' fundraising activities are undertaken directly by ourselves, with fundraising the support of Thera Trust's Fundraising team.

During the year, Unity Works received £235k in grants and donations, the details of which can be found in note 3 to the accounts. Our own fundraising activity was relatively limited, and primarily directed at securing grants.

We made use of our own staff resources to do so and there was no use of any commercial participator.

Fundraising will continue to be delivered in a co-ordinated manner in partnership with Thera Trust's fundraisers. These fundraisers are focused on trust and grant income as well as laying the foundations for development of broader public fundraising in the future.

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All fundraisers are expected to work in line with the Fundraising Regulator's Code of Fundraising Practice, which is used as a reference point by the fundraisers when developing any new fundraising activity or reviewing existing activity.

We are registered with the Fundraising Regulator and have no reported compliance issues. We continue to review and update policies and procedures in line with the Code to ensure that compliance remains strong. We do not undertake door-to-door, face-to-face or direct mail fundraising and public fundraising in general is currently very limited. As a result, the risk of fundraising in relation to vulnerable people is extremely limited.

Fundraisers work closely with Thera Trust's Communications Team and our own staff to ensure that fundraising communications are easy to understand, respectful of potential donors, provide clarity about the cause and do not mislead in any way.

As public fundraising activity increases in the future, the fundraisers are planning to develop training for volunteers and other staff to ensure they understand the standards we aim to uphold and what to consider when it comes to vulnerable people and fundraising. Trustees are not aware of any complaints in relation to fundraising activities. We have clear processes in place as to how complaints will be handled should they arise.

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Reserves and Reserves Policy

At 31 March, 2023, the charitable company had total net overdrawn reserves of £-607k (31 March, 2022 £-322k). Restricted reserves were £79k and net overdrawn unrestricted reserves were £-686k, which includes £-703k intra-group funding from the Thera Group.

As explained in the parent charity and financial support accounting policy within the accounts, as part of the intra-group funding agreement all other Thera group entities signed up to the agreement will provide support to any other entity as necessary, including not requiring the immediate repayment of intra-group debt. For this reason, the trustees have prepared the accounts on the basis that the company is a going concern.

Trustees reiterate that they intend generally to ensure over the medium term a positive balance sheet with sufficient working capital to continue provision of charitable activities and to respond to emergencies and events that cannot be planned for.

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Managing Unity Works Social Enterprises' Risk



risk

Key risks which are inherent in the nature of our work include the abuse or neglect of vulnerable people, a failure to comply with a range of health and safety and related regulatory requirements in our establishments or a failure to realise Thera's Vision. As the wider economy has deteriorated and labour markets tightened, Unity Works' biggest risks are;

1. The organisation's ability to retain and recruit sufficient staff to be able to continue to run the full range of its activities and engage in the required growth endeavours to set the organisation on an upward financial trajectory.

Whilst recruitment systems and processes have improved somewhat there are still issues around timings and the capacity of the central team to process the huge numbers of candidates and new staff requiring onboarding that impact on our ability to get people in quickly even for roles with no lone working. We are also back in the position of lagging behind competitors who are paying significantly more so need every advantage we can get to drive applicants into roles quickly and smoothly. The Managing Director has been working closely with the group Head of People's services around improving communication and processes between teams and using alternative recruitment software and apps such as Crooton.

2. The cost of living and competitiveness of the fundraising landscape.

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This means that we need to consider alternative approaches and funding streams based on experience of the last year we hope to mitigate some of this through the investment we are making in external expertise to complement our inhouse team.

Both the employability and social care markets in which Unity Works Social Enterprises operates continue to experience significant funding challenges as commissioners attempt to reconcile increasing demand within a tighter funding environment. These limitations are expected to continue and we're conscious that the labour market has become infinitely more competitive for those we support. This puts immense pressure on staff to support people to meet not only their contractual job outcomes, but also to ensure that people we support are achieving their own employment goals. There is however an upside to this risk in that we know from our collective experience that the reduction in the disability employment rate will eventually result in more focus on, and funding in, this area.

Our work to increase the trainee day rate has been underpinned by a robust communication plan however some councils are still dragging their heels and reluctant to acknowledge us as a training provider as opposed to a day opportunities provider. There is a risk that we could experience a large drop off in some enterprises or simply not receive the correct or any payment and accrue debt. We are therefore targeting new boroughs for trainees, and younger adults with education health and care plans who are not restricted by day service spending caps.

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Unity Works Social Enterprises may also face risk from damage to key relationships with local authorities or other key strategic partners, the loss of key leadership and management or risk from litigation, financial or pension matters.

Enterprises are seeing a strong revival of commercial income and where hospitality was a huge risk over the last two years due to the impact of the pandemic this is no longer the case and we are seeing more and more lucrative tenders in this space. We are working to ensure the model we put forward is one that is fit for purpose and the future and learning the lessons from the pandemic of what types of enterprises do not weather such a storm.

These risks are also, in part, mitigated through demonstrable support from Thera Trust, alongside robust annual planning and fundraising strategy.

Unity Works Social Enterprises' Health and Safety Committee provides the formal mechanism for Thera jointly with staff safety representatives to fulfil their obligations under health and safety legislation and in line with the Group's Health and Safety Policy.

The trustees will assess and monitor the major risks to which Unity Works Social Enterprises may be exposed through a risk management strategy. The board will continue to monitor the external regulatory, funding and employment law environment closely. Trustees are satisfied that systems are in place to minimise the incidence and impact of risks to the extent to which these are in the control of Unity Works Social Enterprises.

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The accounts to which this report relates are for the year ending 31st March, 2023.



Governing document

Unity Works is a charitable company, incorporated on 1st May, 2018, and registered as a charity on 30th August, 2019. The company was established under a Memorandum of Association that established the objects and powers of the company and is governed by the Articles of Association.

In the event of the company being wound up members are required to contribute £1.

Unity Works Social Enterprises is a member of the Thera Group.

Unity Works Social Enterprises' Trustees

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, are shown in the company information at the start of this report and accounts.

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Management of Unity Works Social Enterprises' Activities

Thera Trust provides corporate services to Unity Works under a customer services agreement. Claire Hilton is managing the activities of Unity Works Social Enterprises, as delegated by the trustees.

Unity Works Social Enterprises Makes Sure that it has Good Trustees
(Recruitment, Induction and Training of Trustees)

As Unity Works Social Enterprises is part of the Thera Group and, in accordance with its Articles, the majority of trustees are appointed by Thera Trust.

All trustees in the Thera Group follow a formal induction process to ensure they know the organisation and its aims and are aware of their responsibilities. All trustees are subject to references and enhanced DBS checks.

Remuneration Policy

Salaries to management and other staff are set in accordance with Thera Group's pay policy. The pay of key management personnel is set by Thera Trust's Remuneration and Pensions Committee. The Committee consists of three non-executive directors, who independently determine the remuneration of executive directors of the organisation, and of its subsidiary companies. In its remuneration policy, the Committee takes account of good

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practice guidelines in setting executive pay, including the principles set out in the NCVO's April, 2014 report on Charity Senior Executive Pay.

This section explains that the directors have told the Auditor everything they should and that they have worked within the law.

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the persons who are directors at the time when this Trustees' Report is approved under Section 418 of the Companies Act 2006 has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

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**This section asks the Company Members to agree that the Auditor,
Sayer Vincent LLP, be chosen again as the company's Auditor.**

RE-APPOINTMENT OF AUDITOR

In accordance with s.485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the re-appointment of Sayer Vincent LLP as auditor of the Company.

The trustees' report has been prepared in accordance with the special provisions applicable to companies, subject to the small companies' regime.

Approved by the Board of Trustees on 18 December 2023 and signed on its behalf.

Jennifer Garrigan
Trustee

David Umpleby
Trustee

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This page explains that the Auditor is reporting that the accounts give a true and fair view of the charitable company and that they are put together as the law says they should be put together.

OPINION

We have audited the financial statements of Unity Works Social Enterprises (the 'charitable company') for the year ended 31 March, 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 March, 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

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This section explains that the Auditor has audited (checked) the accounts and that they are reporting to Company Members.

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 Unity Works Social Enterprises' ability to

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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 trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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This section explains that the Auditor must tell us if they are unhappy with how the directors managed the company.

The Audit report says that there is nothing bad the Auditor wishes to report to Company Members.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or

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- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

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

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

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Trustees' responsibilities are explained on page 4.
This page explains that it is the Auditors' responsibility to audit (check)
the accounts as the law says they should.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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 are set out below.

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CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, internal audit and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.

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- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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USE OF OUR REPORT

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

21 December 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

You will see that this report and accounts also includes accessible information so that the trustees of Unity Works Social Enterprises are ensuring that all Company Members, including those with a learning disability, are able to fulfil their duties in law including to receive the accounts and to appoint the trustees and Auditor.

The law does not say we must provide this information, but Sayer Vincent LLP says it is in line with the statutory report and accounts.

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SUMMARY OF MONEY

For the year ended 31 March, 2023

What we have earned and what we have spent: £

Money we got in	1,827,454
What we spent on our staff	(1,378,610)
Other money we spent	<u>(733,059)</u>
Money we spent more than money we got in	<u>(284,215)</u>

What Unity Works Social Enterprises had at 31, March 2023: £

Equipment	3,489
Stocks we own	10,825
How much cash we had in the bank	19,491
What we are owed by others	219,472
What we owe to other Thera companies	(702,500)
What we owe to others	<u>(157,333)</u>
Final amount the company had at 31 March, 2023	<u>(606,556)</u>

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STATEMENT OF FINANCIAL ACTIVITIES
(incorporating an income and expenditure account)
for the year ended 31 March 2023

		Unrestricted	Restricted	2023 Total	Unrestricted	Restricted	2022 Total
	Note	£	£	£	£	£	£
Income from:							
Grants and donations	3	182,978	52,123	235,101	353,026	6,114	359,140
Charitable activities	4	1,526,436	65,917	1,592,353	1,424,311	132,556	1,556,867
		1,709,414	118,040	1,827,454	1,777,337	138,670	1,916,007
Covid-19 exceptional income	5	-	-	-	73,314	-	73,314
Total income		1,709,414	118,040	1,827,454	1,850,651	138,670	1,989,321
Expenditure on:							
Raising funds		216	-	216	600	-	600
Charitable activities		1,975,970	125,587	2,101,557	1,750,428	129,562	1,879,990
Exceptional items		8,748	-	8,748	5,543	-	5,543
		1,984,934	125,587	2,110,521	1,756,571	129,562	1,886,133
Covid-19 exceptional expenditure		1,148	-	1,148	96,516	-	96,516
Total expenditure	6	1,986,082	125,587	2,111,669	1,853,087	129,562	1,982,649
Net movement in funds (being net (expenditure) / income for the year)		(276,668)	(7,547)	(284,215)	(2,436)	9,108	6,672
Reconciliation of funds:							
Total funds brought forward		(408,932)	86,591	(322,341)	(406,496)	77,483	(329,013)
Total funds carried forward		(685,600)	79,044	(606,556)	(408,932)	86,591	(322,341)

All of the above results are derived from continuing activities. There were no other recognised gains or losses beyond those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

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BALANCE SHEET

as at 31 March 2023

COMPANY REGISTRATION NUMBER 11338498

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	14		3,489		4,445
			3,489		4,445
Current assets:					
Stocks	15	10,825		6,731	
Debtors	16	219,472		346,493	
Cash at bank and in hand		19,491		56,602	
		249,788		409,826	
Current liabilities:					
Creditors: amounts falling due within one year	17	(157,333)		(203,649)	
Net current assets			92,455		206,177
Total assets less current liabilities			95,944		210,622
Long term liabilities:					
Creditors: amounts falling due after one year	18		(702,500)		(532,963)
Total net liabilities			(606,556)		(322,341)
The funds of the charity:	21				
Restricted income funds			79,044		86,591
Unrestricted income funds:					
General funds		(685,600)		(408,932)	
Total unrestricted funds			(685,600)		(408,932)
Total charity funds			(606,556)		(322,341)

Approved by the trustees on 18 December 2023 and signed on their behalf by

Jennifer Garrigan
Director

David Umpleby
Director

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STATEMENT OF CASH FLOWS
for the year ended 31 March 2023

	2023 £	£	2022 £	£
Cash flows from operating activities				
Net (expenditure) / income for the reporting period (as per the statement of financial activities)		(284,215)		6,672
Depreciation charges	4,249		3,333	
Interest payable	25,227		18,866	
Increase in stocks	(4,094)		(3,671)	
Decrease / (increase) in debtors	127,021		(32,846)	
Increase / (decrease) in creditors	123,221		(103,094)	
		<u>275,624</u>		<u>(117,412)</u>
Net cash used in operating activities		(8,591)		(110,740)
Cash flows from investing activities:				
Payments to acquire tangible fixed assets	(3,293)		-	
		<u>(3,293)</u>		<u>-</u>
Net cash used in investing activities		(3,293)		-
Cash flows from financing activities:				
Interest paid	(25,227)		(18,866)	
		<u>(25,227)</u>		<u>(18,866)</u>
Net cash used in financing activities		(25,227)		(18,866)
Change in cash and cash equivalents in the year		(37,111)		(129,606)
Cash and cash equivalents at the beginning of the year		56,602		186,208
Cash and cash equivalents at the end of the year		<u><u>19,491</u></u>		<u><u>56,602</u></u>

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

1 Accounting policies

a) Statutory information

Unity Works Social Enterprises is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Anthony Collins Solicitors Llp, 134 Edmund Street, Birmingham, West Midlands, B3 2ES . 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.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in Sterling (£) which is the functional currency of the company. The financial statements are for the year ended 31 March 2023 (2022: 31 March 2022).

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Going concern

The directors have received assurances from the trustees of Thera Trust that they continue to support Unity Works Social Enterprise's work and will continue to support the operations of the company. On this basis the directors consider that the company has the ability to continue operating as a going concern and there are no known material uncertainties to this. Further information is given in the directors' annual report and below in Note 2 in the section on Group Financial Support.

The directors do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Funds

Unrestricted funds are available for use at the discretion of the directors in the furtherance of the general objectives of the company. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

e) Income

All income is included in the Statement of Financial Activities (SoFA) when the company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations receivable are accounted for in the period in which the donation is received. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from trading activities includes income earned from cafe sales and events, a garden centre, trainee income and other activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The company receives income from contracts and revenue grants. Income contracts and revenue grants are recognised at fair value when the company has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Fees for care and support services comprise of income receivable from health authorities and social services departments under contracts for the supply of care and support services. For work undertaken on a contractual basis, any income is recognised in accordance with the terms of the contract. In general terms, this means that income is recognised as support is provided.

Grants receivable are accounted for in the period in which the grant is received or the conditions of the grant are met, if later, unless there is an agreement to make such grants and they are received prior to the date the financial statements are issued. In this case the appropriate debtor is included.

f) Government & local authority assistance

Government assistance in the form of Coronavirus Job Retention Scheme and Job Support Schemes is recognised as income when an eligible claim has been submitted.

Other government and local authority grants are recognised at fair value when the company has entitlement after any performance conditions have been met, the receipt is probable and the amount can be measured reliably.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities; split between 'employment', 'social enterprise cafes' and 'other activities'.

Irrecoverable VAT is not separately analysed and is charged to the statement of financial activities when the expenditure to which it relates is incurred and is allocated as part of the expenditure to which it relates.

Support costs are central administration costs which have been recharged to the various activities using a fair allocation based on each activity's expenditure as a proportion of the total expenditure by type of cost.

Governance costs include those incurred in the governance of the company's assets and are primarily associated with constitutional and statutory requirements. The costs are recharged to the various activities based on the activities' expenditure as a proportion of the total expenditure by type of cost.

All expenditure has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

The charity is exempt from income tax and capital gains tax under Section 505 ICTA 1988.

h) Operating leases

Rentals payable under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

i) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset over its expected useful life, as follows:

- Furniture and equipment 33.3% straight line

j) Stocks

Stocks are stated at the lower of cost and net realisable value. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

m) Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans from related parties. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

o) Pensions

The pension cost charged to the statement of financial activities represents amounts payable by the company in the accounting period. The company makes payments to The People's Pension Fund. The scheme is a defined contribution scheme and the pension charge represents the amounts payable to the fund in respect of the period.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

1 Accounting policies (continued)

p) Parent charity and financial support

An Intra-Group Agreement exists between Thera Trust and twenty seven of its subsidiaries. This Intra-Group Agreement incorporates a Funding Agreement which allows Thera Group companies to benefit from the movement of funds around the Group. Each subsidiary, other than The Camden Society, Equal Futures and Thera Limited, has acceded to this Intra-Group Agreement with Board approval. In addition to this, Thera Trust and its subsidiaries have all individually agreed not to demand the repayment of any inter-company borrowings within twelve months of the date on which the balance sheet is signed. Any amounts due to or from Group companies that have been shown as due within one year relate to balances arising from operational activities and gift aid. A market rate of interest has been charged on balances between group companies.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

The directors of the company make estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the charitable company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

In preparing these financial statements, the directors have delegated authority to management to make the following judgements:

Group financial support

The directors of all of the subsidiaries within the Thera Group that have acceded to the Intra-Group Agreement as referred to above, have received assurance from the board of Thera Trust that adequate financing is in place to meet the group's financing needs and this has enabled the directors to confirm that management can prepare the accounts on a going concern basis.

Leases

The charitable company determines whether leases entered into by the charitable company either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis based on an evaluation of the terms and conditions of the arrangements, and accordingly whether the lease requires an asset and liability to be recognised in the statement of financial position.

Recoverability of trade debtors

Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, customer creditworthiness, current economic trends and changes in customer payment terms when making a judgement to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the statement of financial activities.

Provisions

A provision is recognised when the charitable company has a present legal or constructive obligation as a result of a past event for which it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgement. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings, and have concluded that asset lives and residual values are appropriate.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projects' disposal values.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

3 Income from grants and donations

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Donations	7,978	700	8,678	177,026	2,721	179,747
Grants	-	51,423	51,423	1,000	3,393	4,393
Social Investment Grant	175,000	-	175,000	175,000	-	175,000
	182,978	52,123	235,101	353,026	6,114	359,140

4 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Employment income	431,009	-	431,009	601,978
Social enterprise cafes income	713,137	-	713,137	492,380
Other charitable activities income	382,290	-	382,290	462,509
Charitable Grants	-	65,917	65,917	-
Total income from charitable activities	1,526,436	65,917	1,592,353	1,556,867

In the previous year all income from charitable activities was unrestricted.

5 Covid-19 exceptional income

Income from central government and local authorities in relation to Covid-19 exceptional income amounted to £nil (2022: £73,314).

6 Analysis of expenditure

	Employment £	Social Enterprise cafes £	Other activities £	2023 £
Staff and agency costs	355,642	997,663	25,305	1,378,610
Property costs	-	125,589	-	125,589
Depreciation	-	4,249	-	4,249
Other support costs	91,325	491,789	20,107	603,221
	446,967	1,619,290	45,412	2,111,669

	Employment £	Social Enterprise cafes £	Other activities £	2022 £
Staff and agency costs	380,047	751,380	151,795	1,283,222
Property costs	106	99,392	71	99,569
Depreciation	-	3,333	-	3,333
Other support costs	143,585	399,096	53,844	596,525
	523,738	1,253,201	205,710	1,982,649

Other support costs includes overhead and governance costs.

Exceptional costs of £8,748 (2022: £5,543) have been incurred in the year. This includes costs incurred of £8,331 in relation to employment costs (2022: £5,432) and other costs of £417 (2022:£111).

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

7 Governance costs (included within other support costs) comprise:

	2023	2022
	£	£
External auditor's remuneration	11,460	9,216
	11,460	9,216

8 Interest payable and similar charges

	2023	2022
	£	£
Interest payable on intra-group borrowings	25,227	18,866
	25,227	18,866

9 Net income / (expenditure) for the year

This is stated after charging:

	2023	2022
	£	£
Depreciation	4,249	3,333
Operating lease rentals:		
Property	82,352	69,653
Other	2,400	2,437
Auditor's remuneration (excluding VAT):		
Audit	7,230	6,570
Other services	2,320	1,110

Auditor's remuneration for the group is disclosed in full in the parent charitable company and is recharged to the subsidiary as part of the overall recharge of the group's management and administration costs.

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	1,232,670	1,155,582
Redundancy and termination costs	1,813	5,432
Social security costs	107,649	84,519
Pension costs		
Defined contribution	32,558	29,152
	1,374,690	1,274,685
Agency staff	3,920	8,537
	1,378,610	1,283,222

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023 No.	2022 No.
£60,000 - £69,999	1	1

These employees participated in the pension scheme during the year:

	2023 £	2022 £
Employer pension contributions	1,321	1,321

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £77,140 (2022: £74,120). The charitable company considers its key management personnel to comprise of the Service Director/Managing Director.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the period (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of room hire, travel and subsistence costs and professional fees totalling £1,825 (2022: £1,299).

11 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 61 (2022: 66).

Staff are split across the activities of the charitable company as follows:

	2023 No.	2022 No.
Employment	14	18
Social enterprise cafes	28	28
Other charitable activities	19	20
	61	66

12 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none) other than intra-group transactions as disclosed below.

Thera Trust is the parent charitable company of Unity Works Social Enterprises. Any balances due to or from entities within the Thera group are disclosed within the relevant debtors and creditors notes.

Thera Trust makes a recharge of management and administration costs incurred on behalf of the group to all of its subsidiaries. The specific amounts recharged to each entity are not being disclosed on the grounds that the Thera Group operates in a competitive commissioning environment and this information is commercially sensitive.

As in the accounting policies note for Parent charity and financial support, a market rate of interest has been charged on balances between Thera Trust and Unity Works Social Enterprises, in 2023 £25,227 (2022: £18,866).

13 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

14 Tangible fixed assets

	Fixtures and equipment £	Total £
Cost		
At the start of the year	10,000	10,000
Additions in year	3,293	3,293
At the end of the year	<u>13,293</u>	<u>13,293</u>
Depreciation		
At the start of the year	5,555	5,555
Charge for the year	4,249	4,249
At the end of the year	<u>9,804</u>	<u>9,804</u>
Net book value		
At the end of the year	<u>3,489</u>	<u>3,489</u>
At the start of the year	<u><u>4,445</u></u>	<u><u>4,445</u></u>

All of the above assets are used for charitable purposes.

15 Stock

	2023 £	2022 £
Raw materials	10,825	6,731
	<u>10,825</u>	<u>6,731</u>

16 Debtors

	2023 £	2022 £
Trade debtors	148,035	224,405
Other debtors	20,552	2,778
Prepayments and accrued income	50,885	119,310
	<u>219,472</u>	<u>346,493</u>

17 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	46,753	46,740
Taxation and social security	37,965	31,182
Other creditors	4,855	5,424
Accruals	67,760	120,303
	<u>157,333</u>	<u>203,649</u>

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

18 Creditors: amounts falling due after one year

	2023	2022
	£	£
Amounts due to group undertakings	702,500	532,963
	702,500	532,963

The repayment period for the amounts owed to group undertakings is disclosed in the accounting policy called Parent charity and financial support.

19 Pension schemes

The People's Pension Fund

The company participates in The People's Pension Fund, which is a defined contribution scheme for the benefit of its employees. Contributions to the scheme during the year amounted to £32,545 (2022: £29,152). As at the balance sheet date there were 45 members (2022: 54) of the Scheme employed by the company. The amount outstanding in respect of this Scheme at the year-end was £nil (2022: £nil).

20a Analysis of net assets between funds (current year)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	280	3,209	3,489
Net current assets	78,764	171,024	249,788
Creditors: amounts falling due within one year	-	(157,333)	(157,333)
Creditors: amounts falling due after one year	-	(702,500)	(702,500)
Net assets at 31 March 2023	79,044	(685,600)	(606,556)

20b Analysis of net assets between funds (prior period)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	1,122	3,323	4,445
Current assets	85,469	324,357	409,826
Creditors: amounts falling due within one year	-	(203,649)	(203,649)
Creditors: amounts falling due after one year	-	(532,963)	(532,963)
Net assets at 31 March 2022	86,591	(408,932)	(322,341)

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

21a Movements in funds (current year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
Restricted funds:					
Donations	2,768	699	(943)	-	2,524
Deloitte	25,960	-	-	-	25,960
BGC JobsOhio	3,323	-	(2,492)	-	831
Great Escape	8,073	-	-	-	8,073
FSF Essex	9,982	-	-	-	9,982
Postcode Neighbourhood Trust Unity Pies	3,765	-	(3,765)	-	-
FSF Barnet	4,192	-	-	-	4,192
Peripatetic, Baily Thomas	15,000	-	(15,000)	-	-
Unity Works Walking Group ('The Adventurers' Club')	250	-	-	-	250
Bounceback Programme	13,278	49,917	(49,918)	-	13,277
LB of Camden Business Support Grants	-	12,538	(10,780)	-	1,758
The Fishmongers' Company's Charitable Trust	-	15,000	(15,000)	-	-
Drappers Trust	-	10,000	(602)	-	9,398
Townsend Trust	-	3,000	(201)	-	2,799
The Rangoowala Foundation	-	9,818	(9,818)	-	-
The National Lottery Community Fund	-	10,000	(10,000)	-	-
The Cicely Northcote Trust	-	6,068	(6,068)	-	-
Santa Barbara Heights Charitable Trust	-	1,000	(1,000)	-	-
Total restricted funds	86,591	118,040	(125,587)	-	79,044
General funds	(408,932)	1,709,414	(1,986,082)	-	(685,600)
Total unrestricted funds	(408,932)	1,709,414	(1,986,082)	-	(685,600)
Total funds	(322,341)	1,827,454	(2,111,669)	-	(606,556)

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

21 Movements in funds (continued)

21b Movements in funds (prior period)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Donations	379	2,721	(332)	-	2,768
Deloitte	25,960	-	-	-	25,960
BGC JobsOhio	5,815	-	(2,492)	-	3,323
Great Escape	7,823	250	-	-	8,073
Hampstead Wells & Campden Trust ESA	4,653	-	(4,653)	-	-
FSF Essex	9,982	37,287	(37,287)	-	9,982
Postcode Neighbourhood Trust Unity Pies	18,679	7,000	(21,914)	-	3,765
FSF Barnet	4,192	31,394	(31,394)	-	4,192
FSF Greenwich	-	20,845	(20,845)	-	-
Peripatetic, Baily Thomas	-	15,000	-	-	15,000
Unity Works Walking Group ('The Adventurers' Club')	-	250	-	-	250
Bounceback Programme	-	20,780	(7,502)	-	13,278
LB of Camden Business Support Grants	-	3,143	(3,143)	-	-
Total restricted funds	77,483	138,670	(129,562)	-	86,591
General funds	(406,496)	1,850,651	(1,853,087)	-	(408,932)
Total unrestricted funds	(406,496)	1,850,651	(1,853,087)	-	(408,932)
Total funds	(329,013)	1,989,321	(1,982,649)	-	(322,341)

The narrative to explain the purpose of each fund is given below.

Purposes of restricted funds

Donations

Various donations including funds to support the homeless meals project and other temporary measures in Café Victoria.

Deloitte

To create an online portal giving students and job seekers access to a Virtual Learning Environment and Case Management System enabling people to independently access their details, CV, job search.

BGC JobsOhio

To purchase a coffee cart and sell coffee, thereby creating further employment of people with a learning disability.

Great Escape

Annual break for a week of activities designed to build skills and confidence for the people we support.

FSF Essex

For delivery of an employment project.

Postcode Neighbourhood Trust Unity Pies

To develop new SE Café business stream.

FSF Barnet

For delivery of an employment project.

Peripatetic, Baily Thomas

To cover the cost of an employment advisor and support people who do not qualify for support under statutory supported employment schemes.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

21 Movements in funds (continued)

Purposes of restricted funds (continued)

Unity Works Walking Group ('The Adventurers' Club')

To cover the costs of walking group sessions throughout the winter months.

Bounceback Programme

To help people complete a vocational profile and identified career pathway, build their confidence and social skills and receive support to attend at least one interview.

LB of Camden Business Support Grants

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

The Fishmongers' Company's Charitable Trust

This grant is to contribute towards catering training, qualifications and pathways to employment for people with a learning disability.

Drapers Trust

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

Townsend Trust

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

The Rangoowala Foundation

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.

The National Lottery Community Fund

This grant will pay for trainees with a learning disability at Greenwood Café. The aim is to make meals which will be delivered by bicycle courier to Castlehaven Community Association for distribution at their weekly foodbank.



In partnership with
**THE NATIONAL LOTTERY
COMMUNITY FUND**

The Cicely Northcote Trust

This grant will contribute towards the costs of room hire for meetings to support Unity Works' supported employment projects in Southwark and Lambeth.

Santa Barbara Heights Charitable Trust

To match funding for the grant that was received from the Baily Thomas Foundation, which covers a portion of cost of an employment advisor and support people who do not qualify for support under statutory supported employment schemes.

Prior Year

Hampstead Wells & Campden Trust ESA

To cover the costs of a part time Employment Support Advisor to work with people from the trust's area of benefit in Camden.

FSF Greenwich

Help to improve employment outcomes or prospects of future employment outcomes for long-term unemployed individuals and

LB of Camden Business Support Grants

Grant to support the business.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

22 Operating lease commitments

The charity's total future minimum lease payments payable under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2023	2022	2023	2022
	£	£	£	£
Less than one year	50,612	43,193	2,440	2,440
One to five years	31,000	31,000	-	0
Over five years	23,250	31,000	-	-
	<u>104,862</u>	<u>105,193</u>	<u>2,440</u>	<u>2,440</u>

23 Ultimate holding company

Unity Works Social Enterprise's ultimate parent company is Thera Trust, a charitable company limited by guarantee (company number 3593418) and registered in England and Wales (charity number 1090163). Thera Trust is ultimately controlled by the board of trustees.

Copies of the consolidated Thera Trust financial statements are available from the Charity Commission.

UNITY WORKS SOCIAL ENTERPRISES

England & Wales - Charity number 1185113

Accounts

UNITY WORKS SOCIAL ENTERPRISES

Registered Company No: 11338498

Charity No: 1185113

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 March, 2022

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

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UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

INTRODUCTION

**These papers tell readers what the charitable company has been doing
between April, 2021 and March, 2022.**

**The trustees have written about what has gone well and
what needs development.**

You can see how the charitable company has managed its money.

The accounts have been checked by our Auditor – Sayer Vincent LLP

**Some of these papers must be written in legal language. We have
introduced each section with an Easy Read text box.**

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REFERENCE AND ADMINISTRATION INFORMATION

TRUSTEES	Jennifer Garrigan (Chairperson)
	Virginia Beardshaw
	Neil Bramley
	Tavish Kumar
	Persis Maskey
	Claire Pearson
	David Umpleby
COMPANY SECRETARY	Tarnya Thompson
COMPANY NUMBER	11338498
COUNTRY OF INCORPORATION	United Kingdom
CHARITY NUMBER	1185113
COUNTRY OF REGISTRATION	England and Wales
REGISTERED OFFICE	134 Edmund Street
	Birmingham
	B3 2ES

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REFERENCE AND ADMINISTRATION INFORMATION

OPERATIONAL ADDRESS

The West House
Alpha Court
Swingbridge Road
Grantham
NG31 7XT

AUDITOR

Sayer Vincent LLP
Statutory Auditor
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

BANKERS

Barclays Bank PLC
43 High Street
Sutton
Surrey
SM1 1DR

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

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REFERENCE AND ADMINISTRATION INFORMATION

Reference and administrative information set out on pages 2-3 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

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TRUSTEES' REPORT
For the year ended 31 March, 2022

This section explains that directors are responsible for putting together accounts, which must show a true and fair view. This is the law.

The trustees present their report and financial statements for the year 1 April, 2021, to 31 March, 2022.

RESPONSIBILITIES OF THE BOARD OF TRUSTEE DIRECTORS

The directors (who are also the trustees of Unity Works Social Enterprises for the purposes of charity law) are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the charitable company's incoming resources and application of resources, including the income and expenditure, for the financial year. In preparing these financial statements, the Board of Directors is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;

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- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the charitable company will continue in operation.

The Board is responsible for keeping adequate accounting records, which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Board is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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AIMS AND OBJECTIVES

The principal activity of the charitable company during the year was to provide employment, training and social enterprise services to people with a learning disability largely in London and some other areas.

This is in line with company's charitable objects which are for the public benefit and are:

- the relief of persons with a learning disability, their families and carers, in particular, but not exclusively, by the provision of care, support and services, including, but not limited to, assistance to find employment and by the promotion of the awareness of the needs of such persons; and
- the promotion of the effective use of charitable resources by the provision of services to organisations involved in the relief of persons with a learning disability, their families and carers
- and the Company can do all other things that are incidental or conducive to its Objects or any of them.

In shaping our objectives and planning the organisation's activities, the Trustees have considered the Charity Commission guidance on public benefit, including the guidance 'Public Benefit: Running a Charity' (PB2). The main objectives and activities for the year continued to focus upon

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providing appropriate and responsive supported services that are user-led and are operated to a high standard.

BOARD OF TRUSTEE DIRECTORS

Members of the Board of Trustee Directors, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out below:

Virginia Beardshaw

Neil Bramley (Appointed 10 September, 2021)

Karen Boyce-Dawson (Resigned 28 September, 2021)

Simon Conway (Resigned 31 August, 2022)

Jennifer Garrigan

Tavish Kumar (Appointed 18 January, 2022)

Persis Maskey

Claire Pearson (Appointed 18 May, 2021)

David Umpleby (Appointed 25 September, 2021)

The trustees have no financial interest in the company, it being limited by guarantee.

SENIOR MANAGEMENT

Claire Hilton (Managing Director)

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TRUSTEES' REPORT
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Chairperson's Report

Our board of Trustees has provided tireless support and challenge to ensure that Unity Works can continue to work well alongside people with a learning disability. Our board is further developing in strength, welcoming Claire Pearson in early 2021 and Neil Bramley and David Umpleby in the autumn of 2021. Tavish Kumar joined in January 2022, further broadening our range of knowledge, talent and expertise.

We said goodbye to Karen Boyce-Dawson, who is pursuing other opportunities and travel, alongside time with her family.

A further year of Covid-19 pandemic restrictions has continued to have a negative impact on the work that we do; in particular, on our social enterprises that operate in the hospitality industry.

I am in awe of our senior team, who have maintained an energetic and creative commitment in the leadership of our teams of staff, who themselves have continued to show tremendous resilience and worked hard to deliver to such a high standard in the difficult circumstances of Covid-19 restrictions and, more recently, through staff supply concerns.

Despite the challenges, you will read in our report this year of the many achievements of our learners and those supported by us through:

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TRUSTEES' REPORT

For the year ended 31 March, 2022

- ✓ The creative approach to working alongside our learners keeping the support and development of people with a learning disability moving forward through our training and wellbeing programmes, to new programmes and contracts commencing.
- ✓ Continued support to people with opportunities in volunteering, internships, and paid employment, including in new geographical areas.
- ✓ The continued offer of training and support to a range of employers and having the opportunity to influence those setting strategy.

We are grateful to our many partners, funders and customers without whom we couldn't play our part in the fight to ensure that the skills and talent of people with a learning disability are part of the UK workforce.

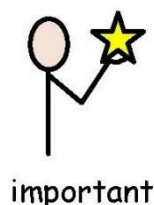
I remain privileged to sit in the chair of Unity Works Social Enterprises' board, whilst looking forward to the appointment of a permanent chairperson who can take us further.

Jenny Garrigan
Chairperson (Interim)

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What is Important for Unity Works Social Enterprises¹

Unity Works Social Enterprises is part of the Thera Group of companies, a charitable organisation supporting people with a learning disability.

Thera's Vision clearly sets out Thera's philosophy of control and involvement by people with a learning disability:

- ✓ Thera will show that people with a learning disability can be leaders in society;
- ✓ Thera will be controlled by people with a learning disability;
- ✓ People supported by Thera can say how their Thera company is directed and managed;
- ✓ People with a learning disability will design the support they want from Thera;
- ✓ Thera will respect the rights and wishes of people at work, at home and in the community;
- ✓ People with a learning disability will check the quality of support from their Thera company;
- ✓ Thera Group will be led by a charity

¹ Thera Trust is our parent company. Its charitable objects are "the relief of persons with learning disabilities, their families and carers by the provision of support services including services in the support of residential, respite and other suitable forms of care, education and work opportunities and to promote public awareness of the needs of such persons and to give support to their families" and "the promotion of the effective use of charitable resources for the benefit of the public by the provision of services to organisations involved in the relief of persons with learning disabilities, their families and carers."

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TRUSTEES' REPORT

For the year ended 31 March, 2022



values

Unity Works Values

- **Positive** – we believe that people with a learning disability demonstrate incredible talents and skills when they are given the right opportunities.
- **Committed** – we do everything we can to support people with a learning disability to reach their full potential.
- **Creative** – we take an imaginative and innovative approach to working with people with a learning disability and finding ways to overcome the barriers that people face.
- **Supportive** – we provide the best possible personalised support to people with a learning disability.
- **Defiant** – we aren't afraid to stand up for people with a learning disability and do whatever it takes to ensure people have equality of opportunity.

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Trustee's Report

Overview

overview

Another tumultuous year for the world combined with the upheaval of a staff terms and conditions review in order to embed the London Living Wage has really put the organisation through its paces. However, Unity Works' resilience has prevailed and as we end the year with a slight financial surplus, spirits are high. We have a road map for the future with an ambitious but achievable growth plan and solid infrastructure from which to launch our next phase.

Post pandemic, our mission has become even more critical. Although the Government has committed to halve the disability employment gap, the impact of Covid has caused it to increase and people with a learning disability in the workplace have been disproportionately impacted – with numbers in employment falling from a dire 6.8% to an even more dismal 5.1%.

At Unity Works, we see an even greater business case for creating opportunities for adults with a learning disability. They are an untapped committed work force, who can contribute much to the country's economic recovery and whose presence on a local level benefits the whole team.

Alongside creating training and employment opportunities, we need to ensure that a holistic approach is taken to an individual's progression. Adults with a learning disability are also disproportionately affected by social

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For the year ended 31 March, 2022

isolation, poor mental and physical health. It is crucial that we ensure people are also signposted and supported in these areas in order to sustain their training and employment outcomes.

In the past year, we have recruited four new trustees, including a trustee with lived experience of a learning disability. They come with an array of skills, knowledge and experience and, with our existing board members, are keen to support the Managing Director to lead the ever resilient and renewed Senior Leadership Team (“SLT”) to deliver a robust three year strategy.

So, although this year started with a lot of uncertainty and unease, it has ended with a sense of achievement and confidence about the future.



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This section talks about the support Unity Works offers to people with a learning disability.

Last year's restorative strategies were hampered greatly by the fluctuating operating restrictions on hospitality, a monumental recruitment crisis (particularly in hospitality) and supply chain issues, so the recovery we expected to see did not manifest itself. However:

- additional revenue through fundraising and alternative provision bolstered some commercial loss;
- debt is steadily reducing;
- cost modellers are now in use with strict targets for contributions from contracts to ensure viability;
- cafés have started to see increased footfall and have pivoted their focus on alternative income streams and finding suitable alternative premises/opportunities;
- fundraising from trusts and grants was highly successful as usual. However, the fundraiser was scuppered repeatedly by further Covid restrictions.

Over the year Unity Works has supported:

- 500 people across our employment services - 105 were successful in finding work

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- 82 people in our social enterprises towards NVQ accredited qualifications
- Seven apprentices to complete NVQ level 2 and five into work
- 80 people through our adult community learning and health and wellbeing programmes
- 170 employers via our disability awareness training

Online delivery was reduced as a return to face to face phased back in, but we still delivered some daily sessions and have started to look at how we can implement an improved and sustainable online offer.

Unity Works has also worked with a wide range of partners and customers including:



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TRUSTEES' REPORT
For the year ended 31 March, 2022



Achievement and Performance

achievements

Employment

Our employment programmes provided specialist support for people with a disability across London and in Essex. We utilise a 'place and train model', which enables people to secure paid work, improve their skills and develop their careers. The employment team had a very successful year supporting 500 people; with employment support 105 people were successful in finding work and 209 attended job interviews; the employer engagement team worked with over 170 employers.

Throughout the pandemic we offered our disability confident training online with an impressive take up and extremely positive feedback from employers.



employment

We delivered three new employment contracts in Essex in partnership with the Department of Work and Pensions; supporting people across the borough to move towards the labour market and secure employment. We have achieved all the required targets.

We supported 42 people to gain and sustain employment through our partnership contract Southwark Works. This was above our targeted outcomes and despite ongoing restrictions due to the pandemic. The partnership with Toucan worked very well and allowed us to have a strong local offer across the whole borough, maximising opportunities for people with a learning disability.

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Our partnership with Advocacy in Greenwich Volunteer centre enabled us to offer a wide range of provision to complement our supported employment service and we have worked with 63 people. We also ran an employment service for young persons under 24 years old with neuro diverse conditions in partnership with Greenwich Local labour and Business and the Department of Work and Pensions. This contract secured and sustained 22 jobs including apprenticeships across Royal Borough of Greenwich.

Our partnerships with Westminster Kingsway and Lambeth College continued to flourish. Their main objective is to manage and develop their supported internship programmes. We delivered the first year of a 'Project Search' internship at Kings College Hospital with several other programmes in development.

Greenwich WorkTrain has a strong track record in the borough, so we were asked to get involved in the council's strategy for employment and day opportunities that has subsequently raised the profile of people with a learning disability in employment and apprenticeships.

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JL joined Greenwich WorkTrain project at the end of 2019, prior to lockdown. He had just finished college and was interested in finding opportunities in acting, theatre and customer service. JL has a learning disability which affects his ability to retain information or take on complex tasks such as working on a till or remembering lots of information at once.

JL had never worked before and suffers with low confidence and anxiety so he wanted to find work locally and only travel within daylight hours.

JL's first aim was to work on building his confidence. He joined the regular group job search meetings, which gave him the opportunity to meet new people and explore local opportunities.

JL also joined Unity Works "My Career" and "Am I ready for Work?" courses via Zoom which supported him in applying for work, creating a CV and practising interview techniques.

In July, 2021, JL was supported to start a volunteering role with Greenwich Theatre and has since taken part in several productions with the theatre. JL was also offered a paid customer service role with "Wickes" in Plumstead in September, 2021 and now has his first ever paid job! His employer has been able to make the reasonable adjustments that he needs in work, such as extra support when using the tills and extra time for training – JL has reported that he is enjoying his new paid role with Wickes and continues to volunteer for Greenwich Theatre.

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Employer Engagement

We support employers with a range of services, including disability awareness training, accessible recruitment processes, matching candidates to job opportunities and ongoing support after recruitment. We have developed a comprehensive employer offer that can be delivered online and in person.

Employers we have actively engaged with include Bartlett Mitchell, Berkeley Homes, The Breakfast Club, Tate, and Kings College Hospital.

We first began working with Bartlett Mitchell, a contract caterer, in 2019. They were really impressed upon visiting one of our cafés and offered one of our trainees a role as a breakfast chef; keen to help him develop in his career. We provided job coaching and talked to the team on site about the best ways to help their new colleague integrate and feel supported.

When the pandemic hit, their team were keen to use their time on furlough to develop their awareness of disability and we ran several online training sessions.

In 2021, with their sites now open, Bartlett Mitchell reached out again as they were looking for staff for a new location. We matched three suitable candidates and arranged a site tour and informal interview. Our candidates really impressed the team and were invited to do a work trial (a good

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reasonable adjustment for them to really showcase their skills). Two of the candidates were successful in being offered a job!

We provided job coaching to help them settle in and Bartlett Mitchell even invited one of the candidates' parents to visit; understanding how this would make her feel supported as it would be easier for her to describe her day to them once they had seen where she worked and met her new colleagues. We are in regular contact and continue to offer advice and guidance, such as attending reviews.

Social Enterprises



Our social enterprises are the vehicle through which we deliver apprenticeship programmes, accredited industry training and create additional opportunities for upskilling people to find work.

Mail Out supports a range of ethical social enterprises and small start-up companies to store and distribute their products to train people for a career in warehousing and customer service. Mail Out has built upon its customer base and is now at capacity. We are looking to expand to another site to offer more training and employment opportunities at Mail Out 2.

Mill Lane, a garden centre in West Hampstead, offers flexible training for people who enjoy horticulture or want to develop their careers in this sector.

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Mill Lane has had another good year and we have managed to build upon the local support to increase garden centre sales all year round. We set up an online site for selling and delivering Christmas trees which proved successful, selling over 700 trees.

Social Enterprise Cafés

Our cafés train people to become baristas, chefs and front of house staff whilst offering healthy, affordable food to local communities and workplaces.

Jackson's Café:

This café continued to achieve a consistent offer for their regular customers, as well as incorporate production of Unity Pies. We have created a solid relationship with 'Wates' construction with a view to potentially operating two of their sites, as well as supplying external events to them. We also cater for a local veteran's breakfast club each month. During lockdown, we pivoted our model into a takeaway service; we also benefited from voluntary support to make deliveries by loyal customers.

Bromley Café:

Run by an incredibly talented and creative manager, this café has unfortunately been hit with very low footfall as a result of Covid. The café is within a local community / health centre where most of the staff have been working from home and will continue to work a hybrid model. A regular food bank operating next to the café each Monday has also impacted upon sales.

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We trialled opening on Saturdays throughout August but there was little uptake. We continue to work alongside the client to trial and showcase new ideas and results. However, searching for new premises is a top priority.

New Horizons:

This café only reopened in January, 2022. The sales have pleasantly surprised us as our regular customers made a return. We met with the Guinness Trust estate, to whom our landlord sub-contracts, which enabled us to liaise with the local residents as well as tap into their national employment model. This is still a café at risk though and another where we are looking for alternative premises.

Greenwood Café:

This centre still has strict Covid restrictions in place. Therefore, the internal user footfall is not as high as usual. We approached the centre, requesting if we can temporarily utilise the kitchen as a pie production base. In the meantime, we supplied meals to four schools in the area, during school holiday season, as well as produced pies for 'Ignition Brewery' food themed market. We also worked with 'Langdon' college, supplying work experience placements for their students.

Café Victoria:

Our footfall within this site is predominantly three days a week. We are hoping this will increase in time, but council staff have been encouraged to adopt a hybrid working model. Our hospitality events saw a boost though as we reaped the benefit of departments using up their budgets in March.

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We also worked alongside 'Abingdon House' school in supplying work experience for their students with a learning disability.

AC joined Unity Works in 2019 as a trainee. He spent two years working and training at Café Victoria. Over this time, he really developed in confidence and gained skills in the catering sector. Last year AC used this training to gain a NVQ level 1 in hospitality services.

He then successfully applied for our apprentice scheme - this position is highly competitive and showed that he was ready to take on higher levels of responsibilities and challenges. He started in September and is working towards his NVQ level 2; continuing to build up his confidence, helping serve customers, cook food and make coffees.

AC will also be working on his CV and interview skills as we hope to assist him with finding a job in hospitality once the apprentice programme finishes.

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Training and Awards Centre



training

Adult Community Learning (ACL)

We delivered to 80 Adult Community Learning students this year. Courses include: Am I Ready for Work, Ask the Employer, CV Workshop, My Career, Digital World Social Media Safety, Quids In and Being the Best Me.

We added three sessional tutors to our teaching team due to increasing our provision across another two boroughs. We delivered ACL provision in Camden, Lambeth and Greenwich.

Training

There were 82 trainees across the Enterprises (127 occupied day spaces) and six apprentices completed an NVQ level 2.

We implemented a new RARPA (Recognising and Recording Progress and Achievement) system for tracking learning across the enterprises. The new process brought all paperwork online and offers a clear system for reviews, target setting and next steps. This standardised approach across all the enterprises is used to inform trainees, families, carers and funders of individuals' progress and achievement in the workplace.

We were also busy constructing the following policies too that have been ratified and implemented:

- Assessment policy

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- Information Advice and Guidance
- Learner Involvement
- Quality Improvement

Implementing an infrastructure around our training provision has been the first step to formalising our offer. This allows us to both monitor and continually improve quality, which means we will further increase impact for the people we support.

CB wanted to submit their own testimony:

"I have finished a course called 'Digital World: Skills for Employment' about computers: computer safety, how to avoid being hacked or having your identity stolen, how to make videos and animations and I am doing 'Am I Ready for Work' and a well-being course: 'Staying Well: Heart and Bodies.'

I decided to do these courses so that I could learn new skills that could help me get jobs. The other reason why is to learn how to stay safe on the internet and how to keep healthy.

I learnt that there are many ways that people can spam you or try and hack into your account, such as them pretending to be your friend online and sending you links/emails that are spam emails.

I also learnt that when making an application, like Twitter or YouTube, different colours mean different things; for example, red on fast food stores increases your appetite so that's why McDonalds uses it, to make you feel hungry. We watched a video about the things we should do when trying to make a YouTube video successful, by aiming for a specific audience. It made me very interested in learning to make my own YouTube videos.

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It is good to learn new skills because they help you to get jobs and opportunities. It helps with doing the jobs too because, if you have certain skills, it will make the jobs easier and more enjoyable because you will be better at it.

The good thing about the support we get in Unity Works is the fact that they are really helpful and if you need help travelling to a place, they are willing to do that which is really cool because not many other organisations do that. It's helpful to me because sometimes I can struggle with getting to places the first time I go there and also getting used to new situations and getting involved in the first few days.

The support from Unity Works makes me more confident and able to get involved when I start a new job, like my first paid job last year. I find Unity Works is helpful when looking for jobs and making applications because they help you read through the questions and understand what the questions are asking.

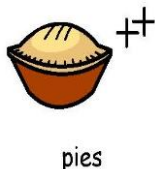
I would recommend it because if you need help getting a job, then Unity Works can help you find out what kind of jobs you want and stride forwards. They can help you look for jobs and fill out the CV and application form as well as help you at interviews.

I would say you should do a course with Unity Works because they are very informative, and they give you many essential skills that you will need to be more confident and employable."

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Unity Pies



Our pie production was hampered by the hospitality recruitment crisis and the surging rental cost of production kitchen costs. However, we are still producing, albeit in small numbers, across our cafés and in partnership with Ignition brewery and continue to search for premises.

Health and Well-being



Our Health and Wellbeing provision was minimal this year both on purpose; as we look to restructure the offer to ensure it is fully congruent with our core delivery and works solely with our learners and jobseekers, but also because of staff shortages due to maternity leave and another staff member leaving.

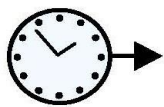
This year, provision was via delivery of physical activities through our PASS contract from Camden Public Health and our adult community learning contracts.

We have, however, agreed with Camden Public Health that we will not be pursuing this funding going forward as the nature of the fund, whilst fantastic in its own right, does not fit with our strategic direction.

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FUTURE PLANS



future



This section talks about what we will be working on over the next three years.

After an enormous amount of reactive energy and input into managing an organisation through the pandemic, it was refreshing for the SLT to gather together to look to a future without restrictions.

Nobody was in any doubt that the biggest areas to focus on this year are;

- **The support and development of staff** to ensure they feel valued and equipped to drive up quality and capacity.
- **Growth**, both in terms of commercial revenue and delivery expansion out of London, in order to move towards self-sufficiency.

The People:

The organisation has been forcibly disconnected for too long so, at a fundamental level, it will be critical to re-connect with each other and with the mission and values.

This will be followed swiftly by development of our Employee Consultative Council and implementation of a performance management framework, supported by a bespoke learning and development offer.

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As part of our staff engagement strategy, we will be developing a communication plan, implementing job swap days to encourage further integration across workstreams, consulting on and actioning a staff reward and recognition programme and devising a staff health and wellbeing initiative.

We will also be looking at how we can increase the numbers of colleagues with lived experience and leading work for the group on devising an employment pathway across Thera.

Growth:

The faith that has been placed in us by Thera Trust is testament to a fantastic delivery team and an effective operating model.

Every role across the organisation has now been evaluated and is in line with the Group's pay structure. Role profiles have been reviewed to ensure they fit squarely with the mission.

Introduction of the London Living Wage demonstrates the commitment to the organisation and acknowledges the value in what we do.

In order to pay our teams the wages they deserve, we have had to secure significant investment that has put us at an unrestricted operating deficit. The proposal for investment was supported by a robust strategy for growth. The central tenets of this include:

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- increasing the number of employment and skills contracts through tendering, sub-contracting and pilots;
- expanding Mailout and Mill Lane; two of our existing social enterprises and driving up year round commercial revenue;
- identifying and nurturing new social enterprise initiatives including securing a footing for Unity Pie;
- reconfiguring our health and wellbeing delivery;
- increasing our training day rate via a robustly planned and executed strategy;
- working with other Thera subsidiaries to develop enterprises and services such as Aspire Grow in Hereford;
- a strong and coherent approach to the promotion and marketing of our services, both support and commercial;
- hosting the first of an annual fundraiser;
- implementing a digital solution to monitoring and recording progress and outcomes;
- reducing outstanding debt.

We have started new delivery in some boroughs and will continue to seek out opportunities in other areas, both in and outside of the M25, as well as searching for potential warehouse and catering opportunities.

We are going to work with trustees to draft a business case that can be used for Thera Trust or funders to secure capital expenditure funding to support catering bids. This is an area with huge fiscal and quality training potential if

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we can have an offer that puts us on an equal footing to commercial catering operators.

The progress of Unity Pie has been hindered by slow recruitment and lack of premises. However, whilst we are looking for someone to head the initiative and identify reasonable accessible premises, we will be delivering out of cafés with lower footfall. We will also continue to promote the pies at food and artisan markets across London.

Underpinning our growth strategy are numerous activities around infrastructure and quality. We want the best possible tools and resources to deliver, monitor and evaluate the highest quality services and attract as many people with a learning disability and employers as we can. These include:

- fit for purpose website
- a digital portal for recording, monitoring and teaching
- stakeholder engagement strategy
- separate Employer engagement strategy
- premises Strategy
- organisational marketing strategy
- enterprise marketing plans
- audit tools
- Health and Safety and Employee Consultative Councils

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Unity Works Social Enterprises Employs Good Staff



At the end of the year, Unity Works Social Enterprises employed 87 people, 20 of whom have a learning disability.

Our staff continue to demonstrate excellence in everything they do and their passion and commitment did not waiver, even during a tough few months of consultation over terms and conditions. They remain our most important asset and we take considerable pride in their achievements, their dedication and the level of commitment they make every day in delivering high quality support to people. We have continued to invest in staff by offering first class support, training and development throughout Thera, ensuring that staff are capable and motivated to meet the needs of the people we support.

As befits an organisation with Thera's Vision, we are committed to ensuring that all job applicants and employees are treated fairly and valued regardless of sex, disability, race, age, marital status, sexual orientation, religion, colour, ethnic or national origin. We value diversity and social inclusion across all our activities and our recruitment process ensures that all applicants have equal opportunity.

Unity Works Social Enterprises' Money



Unity Works Social Enterprises' accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Unity Works Social Enterprises' Articles of Association,

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applicable law and the requirements of the 'Accounting and Reporting by Charities, Statement of Recommended Practice' and FRS102.

Total income from all activities in the year from 1st April, 2021 to 31st March, 2022, was £1,989k (2020-21 £2,447k) with a surplus for the year of £7k (2020-21 £208k). After the major changes this year, it is expected that this surplus will increase in future years as the charity develops and makes further inroads into our deficit balance sheet.

Fund-raising



Unity Works' fundraising activities are undertaken directly by ourselves, with fundraising the support of Thera Trust's Fundraising team.

During the year, Unity Works received £359k in grants and donations, the details of which can be found in note 3 to the accounts.

Our own fundraising activity was relatively limited, though more significant than our previous year and primarily directed at securing grants. We made use of our own staff resources to do so and there was no use of any commercial participator.

Fundraising will continue to be delivered in a co-ordinated manner in partnership with Thera Trust's fundraisers. These fundraisers are focused on trust and grant income as well as laying the foundations for development of broader public fundraising in the future.

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All fundraisers are expected to work in line with the Fundraising Regulator's Code of Fundraising Practice, which is used as a reference point by the fundraisers when developing any new fundraising activity or reviewing existing activity. We are registered with the Fundraising Regulator and have no reported compliance issues. We continue to review and update policies and procedures in line with the Code to ensure that compliance remains strong.

We do not undertake door-to-door, face-to-face or direct mail fundraising and public fundraising in general is currently very limited. As a result, the risk of fundraising in relation to vulnerable people is extremely limited. Fundraisers work closely with Thera Trust's Communications Team and our own staff to ensure that fundraising communications are easy to understand, respectful of potential donors, provide clarity about the cause and do not mislead in any way. As public fundraising activity increases in the future, the fundraisers are planning to develop training for volunteers and other staff to ensure they understand the standards we aim to uphold and what to consider when it comes to vulnerable people and fundraising. Trustees are not aware of any complaints in relation to fundraising activities. We have clear processes in place as to how complaints will be handled should they arise.

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Reserves and Reserves Policy

At 31 March, 2022, the charitable company had total net overdrawn reserves of £-322k (31 March, 2021 £-329k). Restricted reserves were £87k and net overdrawn unrestricted reserves were £-409k, which includes £-533k intra-group funding from the Thera Group.

As explained in the parent charity and financial support accounting policy within the accounts, as part of the intra-group funding agreement all other Thera group entities signed up to the agreement will provide support to any other entity as necessary, including not requiring the immediate repayment of intra-group debt. For this reason, the trustees have prepared the accounts on the basis that the company is a going concern.

Last year, the trustees intended to review progress with trading in the first full year of operation of the charity to establish a longer term reserves policy. However, following the return to some sense of normal trading during the year, trustees also put significant investment in re-structuring and laying the foundations for the charity's future growth and development. At this point therefore, trustees reiterate that they intend generally to ensure over the medium term a positive balance sheet with sufficient working capital to continue provision of charitable activities and to respond to emergencies and events that cannot be planned for.

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Managing Unity Works Social Enterprises' Risk



risk

Key risks which are inherent in the nature of our work include the abuse or neglect of vulnerable people, a failure to comply with a range of health and safety and related regulatory requirements in our establishments or a failure to realise Thera's Vision. As the wider economy has deteriorated and labour markets tightened, Unity Works' biggest risk is now to its ability to retain and recruit sufficient staff to be able to continue to run the full range of its activities.

Unity Works therefore faces significant risks around staff recruitment from both a quantity and quality of application perspective, as well as a systems and processes issue. However, we are working closely with the new Head of People Services to remedy this for future practice. The pandemic has caused people to reflect on their work/life balance and we have lost some staff to countryside living, as well some of our competitors paying significantly more and deploying huge recruitment drives.

Both the employability and social care markets in which Unity Works Social Enterprises operates continue to experience significant funding challenges as commissioners attempt to reconcile increasing demand within a tighter funding environment. These limitations are expected to continue and we're conscious that the labour market has become infinitely more competitive for those we support. This puts immense pressure on staff to support people to meet not only their contractual job outcomes, but also to ensure that people we support are achieving their own employment goals. We are also aware

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that increasing the trainee day rate is not without risk and seek to underpin this with a robust communication and marketing strategy.

Unity Works Social Enterprises may also face risk from damage to key relationships with local authorities or other key strategic partners, the loss of key leadership and management or risk from litigation, financial or pension matters. However, the hospitality enterprises are at the most risk due to low and slow return to viable footfall levels. This is in part mitigated by our Unity Pie endeavour and negotiation around a blended training provision with commissioners.

These risks are also, in part, mitigated through demonstrable support from Thera Trust, alongside robust annual planning and fundraising strategy.

Unity Works Social Enterprises' Health and Safety Committee provides the formal mechanism for Thera jointly with staff safety representatives to fulfil their obligations under health and safety legislation and in line with the Group's Health and Safety Policy.

The trustees will assess and monitor the major risks to which Unity Works Social Enterprises may be exposed through a risk management strategy. The board will continue to monitor the external regulatory, funding and employment law environment closely. Trustees are satisfied that systems are in place to minimise the incidence and impact of risks to the extent to which these are in the control of Unity Works Social Enterprises.

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The accounts to which this report relates are for the year ending 31st March, 2022. As described elsewhere in this report, there have been substantial periods of time during which the activities of Unity Works have been disrupted or curtailed. During the year, Thera has maintained and constantly reviewed policy and guidelines in line with legal and regulatory requirements. Sufficient supplies of personal protective equipment were secured and maintained throughout the year. Governance, management and administrative activity was facilitated and maintained with access to online meeting facilities.

Throughout the year, a number of Unity Works' areas of work have needed to reduce in volume or to be suspended entirely as outlined earlier in this report. These include support to people in the community, support to people in venues where people congregate and our social enterprises. Instead, activities have often been delivered in other ways, with staff being re-deployed to undertake work rather than being furloughed; or alternative means of virtual support. There has been no material impact since the balance sheet date on financial performance or working capital as a direct result of Covid-19. Additional costs, for example on personal protective equipment, have been funded either in this way or with additional specifically targeted income.

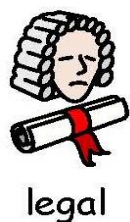
The impact of these factors has diminished after the balance sheet date.

The directors continue to ensure that they act in line with policy and guidance issued by Thera Trust, the parent company of Unity Works, to review the

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specific risks relating to Unity Works' work arising from Covid-19 and to respond accordingly as necessary.



Governing document

Unity Works is a charitable company, incorporated on 1st May, 2018, and registered as a charity on 30th August, 2019. The company was established under a Memorandum of Association that established the objects and powers of the company and is governed by the Articles of Association.

In the event of the company being wound up members are required to contribute £1.

Unity Works Social Enterprises is a member of the Thera Group.

Unity Works Social Enterprises' Trustees

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, are shown in the company information at the start of this report and accounts.

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Management of Unity Works Social Enterprises' Activities

Thera Trust provides corporate services to Unity Works under a customer services agreement. Claire Hilton is managing the activities of Unity Works Social Enterprises, as delegated by the trustees.

Unity Works Social Enterprises Makes Sure that it has Good Trustees
(Recruitment, Induction and Training of Trustees)

As Unity Works Social Enterprises is part of the Thera Group and, in accordance with its Articles, the majority of trustees are appointed by Thera Trust.

All trustees in the Thera Group follow a formal induction process to ensure they know the organisation and its aims and are aware of their responsibilities. All trustees are subject to references and enhanced DBS checks.

Remuneration Policy

Salaries to management and other staff are set in accordance with Thera Group's pay policy. The pay of key management personnel is set by Thera Trust's Remuneration and Pensions Committee. The Committee consists of three non-executive directors, who independently determine the remuneration of executive directors of the organisation, and of its subsidiary companies. In its remuneration policy, the Committee takes account of good

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practice guidelines in setting executive pay, including the principles set out in the NCVO's April, 2014 report on Charity Senior Executive Pay.

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This section explains that the directors have told the Auditor everything they should and that they have worked within the law.

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the persons who are directors at the time when this Trustees' Report is approved under Section 418 of the Companies Act 2006 has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

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TRUSTEES' REPORT
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**This section asks the Company Members to agree that the Auditor,
Sayer Vincent LLP, be chosen again as the company's Auditor.**

RE-APPOINTMENT OF AUDITOR

In accordance with s.485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the re-appointment of Sayer Vincent LLP as auditor of the Company.

The trustees' report has been prepared in accordance with the special provisions applicable to companies, subject to the small companies' regime.

Approved by the Board of Trustees on 15 December 2022 and signed on its behalf.

Jennifer Garrigan
Trustee

David Umpleby
Trustee

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This page explains that the Auditor is reporting that the accounts give a true and fair view of the charitable company and that they are put together as the law says they should be put together.

OPINION

We have audited the financial statements of Unity Works Social Enterprises (the 'charitable company') for the year ended 31 March, 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 March, 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

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This section explains that the Auditor has audited (checked) the accounts and that they are reporting to Company Members.

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 Unity Works Social Enterprises' ability to

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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 trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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This section explains that the Auditor must tell us if they are unhappy with how the directors managed the company.

The Audit report says that there is nothing bad the Auditor wishes to report to Company Members.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or

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- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

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

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

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Trustees' responsibilities are explained on page 4.

This page explains that it is the Auditors' responsibility to audit (check) the accounts as the law says they should.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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 are set out below.

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CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, internal audit and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.

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- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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USE OF OUR REPORT

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

15 December 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

You will see that this report and accounts also includes accessible information so that the trustees of Unity Works Social Enterprises are ensuring that all Company Members, including those with a learning disability, are able to fulfil their duties in law including to receive the accounts and to appoint the trustees and Auditor.

The law does not say we must provide this information, but Sayer Vincent LLP says it is in line with the statutory report and accounts.

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SUMMARY OF MONEY

For the year ended 31 March, 2022

What we have earned and what we have spent: £

Money we got in	1,989,321
What we spent on our staff	(1,283,222)
Other money we spent	<u>(699,427)</u>
Money we spent less than money we got in	<u>6,672</u>

What Unity Works Social Enterprises had at 31, March 2022: £

Equipment	4,445
Stocks we own	6,731
How much cash we had in the bank	56,602
What we are owed by others	346,493
What we owe to other Thera companies	(532,963)
What we owe to others	<u>(203,649)</u>
Final amount the company had at 31 March, 2022	<u>(322,341)</u>

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STATEMENT OF FINANCIAL ACTIVITIES
(incorporating an income and expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restated restricted £	2021 Total £
Income from:							
Grants and donations	3	353,026	6,114	359,140	381,787	158,425	540,212
Charitable activities	4	1,424,311	132,556	1,556,867	1,415,676	155,682	1,571,358
		<u>1,777,337</u>	<u>138,670</u>	<u>1,916,007</u>	<u>1,797,463</u>	<u>314,107</u>	<u>2,111,570</u>
Covid-19 exceptional income	5	73,314	-	73,314	335,841	-	335,841
		<u>1,850,651</u>	<u>138,670</u>	<u>1,989,321</u>	<u>2,133,304</u>	<u>314,107</u>	<u>2,447,411</u>
Total income							
Expenditure on:							
Raising funds		600	-	600	50	-	50
Charitable activities		1,750,428	129,562	1,879,990	1,563,054	273,093	1,836,147
Exceptional items		5,543	-	5,543	53,673	-	53,673
		<u>1,756,571</u>	<u>129,562</u>	<u>1,886,133</u>	<u>1,616,777</u>	<u>273,093</u>	<u>1,889,870</u>
Covid-19 exceptional expenditure		96,516	-	96,516	349,597	-	349,597
		<u>1,853,087</u>	<u>129,562</u>	<u>1,982,649</u>	<u>1,966,374</u>	<u>273,093</u>	<u>2,239,467</u>
Total expenditure	6						
Net movement in funds		(2,436)	9,108	6,672	166,930	41,014	207,944
Reconciliation of funds:							
Total funds brought forward		(406,496)	77,483	(329,013)	(573,426)	36,469	(536,957)
		<u>(408,932)</u>	<u>86,591</u>	<u>(322,341)</u>	<u>(406,496)</u>	<u>77,483</u>	<u>(329,013)</u>
Total funds carried forward							

All of the above results are derived from continuing activities. There were no other recognised gains or losses beyond those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

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BALANCE SHEET

as at 31 March 2022

COMPANY REGISTRATION NUMBER 11338498

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	14		<u>4,445</u>		<u>7,778</u>
			4,445		7,778
Current assets:					
Stocks	15	6,731		3,060	
Debtors	16	346,493		313,647	
Cash at bank and in hand		56,602		186,208	
			<u>409,826</u>	<u>502,915</u>	
Current liabilities:					
Creditors: amounts falling due within one year	17	(203,649)		<u>(165,716)</u>	
Net current assets			<u>206,177</u>		<u>337,199</u>
Total assets less current liabilities			210,622		344,977
Long term liabilities:					
Creditors: amounts falling due after one year	18		<u>(532,963)</u>		<u>(673,990)</u>
Total net liabilities			<u>(322,341)</u>		<u>(329,013)</u>
The funds of the charity:	21				
Restricted income funds			86,591		77,483
Unrestricted income funds:					
General funds		(408,932)		<u>(406,496)</u>	
Total unrestricted funds			<u>(408,932)</u>		<u>(406,496)</u>
Total charity funds			<u>(322,341)</u>		<u>(329,013)</u>

Approved by the trustees on 15 December 2022 and signed on their behalf by

Jennifer Garrigan
Director

David Umpleby
Director

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STATEMENT OF CASH FLOWS
for the year ended 31 March 2022

	2022 £	£	2021 £	£
Cash flows from operating activities				
Net (expenditure) / income for the reporting period (as per the statement of financial activities)		6,672		207,944
Depreciation charges	3,333		2,222	
Interest payable	18,866		25,212	
(Increase) / decrease in stocks	(3,671)		2,455	
Increase in debtors	(32,846)		(174,538)	
(Decrease) / increase in creditors	(103,094)		133,157	
		<u>(117,412)</u>		<u>(11,492)</u>
Net cash (used in) / provided by operating activities		(110,740)		196,452
Cash flows from investing activities:				
Payments to acquire tangible fixed assets	-		(10,000)	
		<u>-</u>		<u>(10,000)</u>
Net cash used in investing activities		-		(10,000)
Cash flows from financing activities:				
Interest paid	(18,866)		(25,212)	
		<u>(18,866)</u>		<u>(25,212)</u>
Net cash used in financing activities		(18,866)		(25,212)
Change in cash and cash equivalents in the year		(129,606)		161,240
Cash and cash equivalents at the beginning of the year		<u>186,208</u>		<u>24,968</u>
Cash and cash equivalents at the end of the year		<u>56,602</u>		<u>186,208</u>

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

1 Accounting policies

a) Statutory information

Unity Works Social Enterprises is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, West Midlands, B3 2ES. 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.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in Sterling (£) which is the functional currency of the company. The financial statements are for the year ended 31 March 2022 (2021: 31 March 2021).

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Going concern

The directors have received assurances from the trustees of Thera Trust that they continue to support Unity Works Social Enterprise's work and will continue to support the operations of the company. On this basis the directors consider that the company has the ability to continue operating as a going concern and there are no known material uncertainties to this. Further information is given in the directors' annual report and below in Note 2 in the section on Group Financial Support.

The directors do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Funds

Unrestricted funds are available for use at the discretion of the directors in the furtherance of the general objectives of the company. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

e) Income

All income is included in the Statement of Financial Activities (SoFA) when the company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

The company receives income from contracts and revenue grants. Income contracts and revenue grants are recognised at fair value when the company has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Fees for care and support services comprise of income receivable from health authorities and social services departments under contracts for the supply of care and support services. For work undertaken on a contractual basis, any income is recognised in accordance with the terms of the contract. In general terms, this means that income is recognised as support is provided.

Grants receivable are accounted for in the period in which the grant is received or the conditions of the grant are met, if later, unless there is an agreement to make such grants and they are received prior to the date the financial statements are issued. In this case the appropriate debtor is included.

f) Government & local authority assistance

Government assistance in the form of Coronavirus Job Retention Scheme and Job Support Schemes is recognised as income when an eligible claim has been submitted.

Other government and local authority grants are recognised at fair value when the company has entitlement after any performance conditions have been met, the receipt is probable and the amount can be measured reliably.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities; split between 'employment', 'social enterprise cafes' and 'other activities'.

Irrecoverable VAT is not separately analysed and is charged to the statement of financial activities when the expenditure to which it relates is incurred and is allocated as part of the expenditure to which it relates.

Support costs are central administration costs which have been recharged to the various activities using a fair allocation based on each activity's expenditure as a proportion of the total expenditure by type of cost.

Governance costs include those incurred in the governance of the company's assets and are primarily associated with constitutional and statutory requirements. The costs are recharged to the various activities based on the activities' expenditure as a proportion of the total expenditure by type of cost.

All expenditure has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

The charity is exempt from income tax and capital gains tax under Section 505 ICTA 1988.

h) Operating leases

Rentals payable under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

i) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset over its expected useful life, as follows:

- Furniture and equipment 33.3% straight line

j) Stocks

Stocks are stated at the lower of cost and net realisable value. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

m) Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans from related parties. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

o) Pensions

The pension cost charged to the statement of financial activities represents amounts payable by the company in the accounting period. The company makes payments to The People's Pension Fund. The scheme is a defined contribution scheme and the pension charge represents the amounts payable to the fund in respect of the period.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

1 Accounting policies (continued)

p) Parent charity and financial support

An Intra-Group Agreement exists between Thera Trust and twenty eight of its subsidiaries. This Intra-Group Agreement incorporates a Funding Agreement which allows Thera Group companies to benefit from the movement of funds around the Group. Each subsidiary, other than The Camden Society, Equal Futures and Thera Limited, has acceded to this Intra-Group Agreement with Board approval. In addition to this, Thera Trust and its subsidiaries have all individually agreed not to demand the repayment of any inter-company borrowings within twelve months of the date on which the balance sheet is signed. Any amounts due to or from Group companies that have been shown as due within one year relate to balances arising from operational activities and gift aid. A market rate of interest has been charged on balances between group companies.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

The directors of the company make estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the charitable company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

Management have considered whether Covid-19 has impacted on any areas of estimation in reporting these accounts. Other than the general background uncertainty created by Covid-19's economic impact, management do not believe that it impacts on any specific aspects of the numbers reported in these accounts.

In preparing these financial statements, the directors have delegated authority to management to make the following judgements:

Group financial support

The directors of all of the subsidiaries within the Thera Group that have acceded to the Intra-Group Agreement as referred to above, have received assurance from the board of Thera Trust that adequate financing is in place to meet the group's financing needs and this has enabled the directors to confirm that management can prepare the accounts on a going concern basis.

Leases

The charitable company determines whether leases entered into by the charitable company either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis based on an evaluation of the terms and conditions of the arrangements, and accordingly whether the lease requires an asset and liability to be recognised in the statement of financial position.

Recoverability of trade debtors

Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, customer creditworthiness, current economic trends and changes in customer payment terms when making a judgement to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the statement of financial activities.

Provisions

A provision is recognised when the charitable company has a present legal or constructive obligation as a result of a past event for which it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgement. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

2 Judgements in applying accounting policies and key sources of estimation uncertainty (continued)

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings, and have concluded that asset lives and residual values are appropriate.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projects' disposal values.

3 Income from grants and donations

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restated restricted £	2021 Total £
Donations	177,026	2,721	179,747	206,787	76,905	283,692
Grants	1,000	3,393	4,393	-	81,520	81,520
Social Investment Grant	175,000	-	175,000	175,000	-	175,000
	353,026	6,114	359,140	381,787	158,425	540,212

4 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Restated 2021 Total £
Employment income	476,672	125,306	601,978	451,426
Social enterprise cafes income	492,380	-	492,380	677,065
Other charitable activities income	455,259	7,250	462,509	442,867
Total income from charitable activities	1,424,311	132,556	1,556,867	1,571,358

In the previous year all income from charitable activities was unrestricted.

5 Covid-19 exceptional income

Income from central government and local authorities in relation to Covid-19 exceptional income amounted to £73,314 (2021: £335,841).

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

6 Analysis of expenditure

	Employment £	Social Enterprise cafes £	Other activities £	2022 £
Staff and agency costs	380,047	751,380	151,795	1,283,222
Property costs	106	99,392	71	99,569
Depreciation	-	3,333	-	3,333
Other support costs	143,585	399,096	53,844	596,525
	523,738	1,253,201	205,710	1,982,649
	Employment £	Social Enterprise cafes £	Other activities £	2021 £
Staff and agency costs	241,180	630,756	499,693	1,371,629
Property costs	141	137,730	36	137,907
Depreciation	-	2,222	-	2,222
Other support costs	87,931	611,542	28,236	727,709
	329,252	1,382,250	527,965	2,239,467

Other support costs includes overhead and governance costs.

Exceptional costs of £5,543 (2021: £53,673) have been incurred in the year. This includes costs incurred of £5,432 in relation to employment costs (2021: £53,673) and other costs of £111 (2021: £Nil).

7 Governance costs (included within other support costs) comprise:

	2022 £	2021 £
External auditor's remuneration	9,216	9,936
	9,216	9,936

8 Interest payable and similar charges

	2022 £	2021 £
Interest payable on intra-group borrowings	18,866	25,212
	18,866	25,212

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

9 Net income / (expenditure) for the year

This is stated after charging:

	2022	2021
	£	£
Depreciation	3,333	2,222
Operating lease rentals:		
Property	69,653	64,032
Other	2,437	2,440
Auditors' remuneration (excluding VAT):		
Audit	6,570	6,260
Other services	1,110	2,020

Auditors' remuneration for the group is disclosed in full in the parent charitable company and is recharged to the subsidiary as part of the overall recharge of the group's management and administration costs.

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	1,161,014	1,263,535
Social security costs	84,519	72,688
Pension costs		
Defined contribution	29,152	33,742
	1,274,685	1,369,965
Agency staff	8,537	1,664
	1,283,222	1,371,629

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2022 No.	2021 No.
£60,000 - £69,999	1	-
£70,000 - £79,999	-	1

These employees participated in the pension scheme during the year:

	2022 £	2021 £
Employer pension contributions	1,321	4,945

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £74,120 (2021: £145,892). The charitable company considers its key management personnel to comprise of the Service Director/Managing Director.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the period (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of room hire and travel and subsistence costs totalling £1,299 (2021: £529).

11 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 66 (2021: 66).

Staff are split across the activities of the charitable company as follows:

	2022 No.	2021 No.
Employment	18	17
Social enterprise cafes	28	31
Other charitable activities	20	18
	66	66

12 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none) other than intra-group transactions as disclosed below.

Tera Trust is the parent charitable company of Unity Works Social Enterprises. Any balances due to or from entities within the Tera group are disclosed within the relevant debtors and creditors notes.

Tera Trust makes a recharge of management and administration costs incurred on behalf of the group to all of its subsidiaries. The specific amounts recharged to each entity are not being disclosed on the grounds that the Tera Group operates in a competitive commissioning environment and this information is commercially sensitive.

As in the accounting policies note for Parent charity and financial support, a market rate of interest has been charged on balances between Tera Trust and Unity Works Social Enterprises, in 2022 £18,866 (2021: £25,212).

13 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

14 Tangible fixed assets

	Fixtures and equipment £	Total £
Cost		
At the start of the year	10,000	10,000
At the end of the year	10,000	10,000
Depreciation		
At the start of the year	2,222	2,222
Charge for the year	3,333	3,333
At the end of the year	5,555	5,555
Net book value		
At the end of the year	4,445	4,445
At the start of the year	7,778	7,778

All of the above assets are used for charitable purposes.

15 Stock

	2022 £	2021 £
Raw materials	6,731	3,060
	6,731	3,060

16 Debtors

	2022 £	2021 £
Trade debtors	224,405	216,530
Other debtors	2,778	3,205
Prepayments and accrued income	119,310	93,912
	346,493	313,647

17 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	46,740	12,610
Taxation and social security	31,182	22,702
Other creditors	5,424	946
Accruals	120,303	129,458
	203,649	165,716

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

18 Creditors: amounts falling due after one year

	2022 £	2021 £
Amounts due to group undertakings	532,963	673,990
	532,963	673,990

The repayment period for the amounts owed to group undertakings is disclosed in the accounting policy called Parent charity and financial support.

19 Pension schemes

The People's Pension Fund

The company participates in The People's Pension Fund, which is a defined contribution scheme for the benefit of its employees. Contributions to the scheme during the year amounted to £29,152 (2021: £33,742). As at the balance sheet date there were 54 members (2021: 54) of the Scheme employed by the company. The amount outstanding in respect of this Scheme at the year-end was £nil (2021: £nil).

20a Analysis of net assets between funds (current year)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	1,122	3,323	4,445
Net current assets	85,469	324,357	409,826
Creditors: amounts falling due within one year	-	(203,649)	(203,649)
Creditors: amounts falling due after one year	-	(532,963)	(532,963)
Net assets at 31 March 2022	86,591	(408,932)	(322,341)

20b Analysis of net assets between funds (prior period)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	1,963	5,815	7,778
Current assets	75,520	427,395	502,915
Creditors: amounts falling due within one year	-	(165,716)	(165,716)
Creditors: amounts falling due after one year	-	(673,990)	(673,990)
Net assets at 31 March 2021	77,483	(406,496)	(329,013)

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

21a Movements in funds (current year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Donations	379	2,721	(332)	-	2,768
Deloitte	25,960	-	-	-	25,960
BGC JobsOhio	5,815	-	(2,492)	-	3,323
Great Escape	7,823	250	-	-	8,073
Hampstead Wells & Campden Trust ESA	4,653	-	(4,653)	-	-
FSF Essex	9,982	37,287	(37,287)	-	9,982
Postcode Neighbourhood Trust Unity Pies	18,679	7,000	(21,914)	-	3,765
FSF Barnet	4,192	31,394	(31,394)	-	4,192
FSF Greenwich	-	20,845	(20,845)	-	-
Peripatetic, Baily Thomas	-	15,000	-	-	15,000
Unity Works Walking Group ('The Adventurers' Club')	-	250	-	-	250
Bounceback Programme	-	20,780	(7,502)	-	13,278
LB of Camden Business Support Grants	-	3,143	(3,143)	-	-
Total restricted funds	77,483	138,670	(129,562)	-	86,591
General funds	(406,496)	1,850,651	(1,853,087)	-	(408,932)
Total unrestricted funds	(406,496)	1,850,651	(1,853,087)	-	(408,932)
Total funds	(329,013)	1,989,321	(1,982,649)	-	(322,341)

The narrative to explain the purpose of each fund is given below.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

21 Movements in funds (continued)

21b Movements in funds (prior period)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2021 £
Restricted funds:					
Donations	-	3,615	(1,338)	(1,898)	379
Deloitte	25,960	-	-	-	25,960
BGC JobsOhio	7,476	-	(1,661)	-	5,815
Great Escape	3,033	5,073	(283)	-	7,823
CIA Big Lottery	-	28,000	(28,000)	-	-
LB Havering Business Support Grants	-	20,241	(20,241)	-	-
LCRF Wave 1, Chelsea FC Foundation & MCC	-	88,091	(89,989)	1,898	-
ESFA	-	16,000	(16,000)	-	-
Young Camden & Camden SAF - Employment Project	-	5,933	(5,933)	-	-
LCRF Wave 2	-	29,035	(29,035)	-	-
Arsenal FC Foundation	-	1,000	(1,000)	-	-
Hampstead Wells & Campden Trust ESA	-	7,500	(2,847)	-	4,653
FSF Essex	-	11,613	(1,631)	-	9,982
Rank Foundation	-	25,000	(25,000)	-	-
The National Lottery Community Fund	-	46,479	(46,479)	-	-
Postcode Neighbourhood Trust Unity Pies	-	18,679	-	-	18,679
FSF Barnet	-	7,848	(3,656)	-	4,192
Total restricted funds	36,469	314,107	(273,093)	-	77,483
General funds	(573,426)	2,133,304	(1,966,374)	-	(406,496)
Total unrestricted funds	(573,426)	2,133,304	(1,966,374)	-	(406,496)
Total funds	(536,957)	2,447,411	(2,239,467)	-	(329,013)

Purposes of restricted funds

Donations

Various donations including funds to support the homeless meals project and other temporary measures in Café Victoria.

Deloitte

To create an online portal giving students and job seekers access to a Virtual Learning Environment and Case Management System enabling people to independently access their details, CV, job search.

BGC JobsOhio

To purchase a coffee cart and sell coffee, thereby creating further employment of people with a learning disability.

Great Escape

Annual break for a week of activities designed to build skills and confidence for the people we support.

Hampstead Wells & Campden Trust ESA

To cover the costs of a part time Employment Support Advisor to work with people from the trust's area of benefit in Camden.

FSF Essex

For delivery of an employment project.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

21 Movements in funds (continued)

Purposes of restricted funds (continued)

The National Lottery Community Fund

To support continued delivery of employment projects including online sessions.



In partnership with
**THE NATIONAL LOTTERY
COMMUNITY FUND**

Postcode Neighbourhood Trust Unity Pies

To develop new SE Café business stream.

FSF Barnet

For delivery of an employment project.

FSF Greenwich

Help to improve employment outcomes or prospects of future employment outcomes for long-term unemployed individuals and groups facing the most complex and intractable barriers to work.

Peripatetic, Baily Thomas

To cover the cost of an employment advisor and support people who do not qualify for support under statutory supported employment schemes.

Unity Works Walking Group ('The Adventurers' Club')

To cover the costs of walking group sessions throughout the winter months.

Bounceback Programme

To help people complete a vocational profile and identified career pathway, build their confidence and social skills and receive support to attend at least one interview.

LB of Camden Business Support Grants

Grant to support the business.

Prior Year

CIA Big Lottery

For delivery of a Health & Wellbeing project.

LB Havering Business Support Grants

Grant to support Jacksons Café during 2020.

LCRF Wave 1, Chelsea FC Foundation & MCC Foundation

Supporting the homeless meals project and other temporary measures in Café Victoria.

ESFA

For delivery of an employment project.

Young Camden & Camden SAF - Employment Project

For delivery of a Health & Wellbeing project.

LCRF Wave 2

To cover the costs of staff to deliver online accreditation and employment support and tablets and dongles to be granted to 20 people supported by Unity Works to help them to get online.

Arsenal FC Foundation

Grant to support the business during 2020.

Rank Foundation

Grant to support delivery and management costs.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

22 Operating lease commitments

The charity's total future minimum lease payments payable under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	43,193	7,750	2,440	2,440
One to five years	31,000	31,000	-	2,440
Over five years	31,000	38,750	-	-
	<u>105,193</u>	<u>77,500</u>	<u>2,440</u>	<u>4,880</u>

23 Ultimate holding company

Unity Works Social Enterprises' ultimate parent company is Thera Trust, a charitable company limited by guarantee (company number 3593418) and registered in England and Wales (charity number 1090163). Thera Trust is ultimately controlled by the board of trustees.

Copies of the consolidated Thera Trust financial statements are available from the Charity Commission.

UNITY WORKS SOCIAL ENTERPRISES

England & Wales - Charity number 1185113

Accounts

UNITY WORKS SOCIAL ENTERPRISES

Registered Company No: 11338498

Charity No: 1185113

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 March, 2021

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

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UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

INTRODUCTION

**These papers tell readers what the charitable company has been doing
between April, 2020 and March, 2021.**

**The trustees have written about what has gone well and
what needs development.**

You can see how the charitable company has managed its money.

The accounts have been checked by our Auditor – Sayer Vincent LLP

**Some of these papers must be written in legal language. We have
introduced each section with an Easy Read text box.**

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

REFERENCE AND ADMINISTRATION INFORMATION

TRUSTEES	Jennifer Garrigan (Chairperson) Virginia Beardshaw Neil Bramley Simon Conway Persis Maskey Claire Pearson David Umpleby
COMPANY SECRETARY	Simon Conway
COMPANY NUMBER	11338498
COUNTRY OF INCORPORATION	United Kingdom
CHARITY NUMBER	1185113
COUNTRY OF REGISTRATION	England and Wales
REGISTERED OFFICE	134 Edmund Street Birmingham B3 2ES

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

REFERENCE AND ADMINISTRATION INFORMATION

OPERATIONAL ADDRESS

The West House
Alpha Court
Swingbridge Road
Grantham
NG31 7XT

AUDITOR

Sayer Vincent LLP
Statutory Auditor
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

BANKERS

Barclays Bank PLC
43 High Street
Sutton
Surrey
SM1 1DR

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

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TRUSTEES' REPORT
For the year ended 31 March, 2021

This section explains that directors are responsible for putting together accounts, which must show a true and fair view. This is the law.

The trustees present their report and financial statements for the year 1 April, 2020, to 31 March, 2021.

RESPONSIBILITIES OF THE BOARD OF TRUSTEE DIRECTORS

The directors (who are also the trustees of Unity Works Social Enterprises for the purposes of charity law) are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the charitable company's incoming resources and application of resources, including the income and expenditure, for the financial year. In preparing these financial statements, the Board of Directors is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;

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- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the charitable company will continue in operation.

The Board is responsible for keeping adequate accounting records, which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Board is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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AIMS AND OBJECTIVES

The principal activity of the charitable company during the year was to provide employment, training and social enterprise services to people with a learning disability in the London area.

This is in line with company's charitable objects which are for the public benefit and are:

- the relief of persons with a learning disability, their families and carers, in particular, but not exclusively, by the provision of care, support and services, including, but not limited to, assistance to find employment and by the promotion of the awareness of the needs of such persons; and
- the promotion of the effective use of charitable resources by the provision of services to organisations involved in the relief of persons with a learning disability, their families and carers
- and the Company can do all other things that are incidental or conducive to its Objects or any of them.

In shaping our objectives and planning the organisation's activities, the Trustees have considered the Charity Commission guidance on public benefit, including the guidance 'Public Benefit: Running a Charity' (PB2). The main objectives and activities for the year continued to focus upon

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providing appropriate and responsive supported services that are user-led and are operated to a high standard.

BOARD OF TRUSTEE DIRECTORS

Members of the Board of Trustee Directors, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out below:

Virginia Beardshaw

Neil Bramley (Appointed 10 September, 2021)

Karen Boyce-Dawson (Resigned 28 September, 2021)

Simon Conway

Jennifer Garrigan

Persis Maskey

Claire Pearson (Appointed 18 May, 2021)

Kevin Price (Resigned 9 June, 2020)

Heidi Stone (Resigned 31 January, 2021)

Alexander Taylor (Resigned 19 February, 2021)

David Umpleby (Appointed 25 September, 2021)

The trustees have no financial interest in the company, it being limited by guarantee.

SENIOR MANAGEMENT

Claire Hilton (Managing Director)

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Chairperson's Report

It has been a most challenging year as a result of the Covid-19 pandemic. I am grateful for the support of the board of Trustees in their sharing of knowledge and expertise to enable us to continue to respond, in particular, to the challenging environment for the hospitality sector and to take decisions to ensure that the charity can both weather the storm and develop into the future.

We have had three Trustees leave the board this year and we will miss their invaluable input. Two are pursuing other commitments and opportunities and one, we hope, will be able to return later this coming year. We are actively seeking to replace the skills we've lost and broaden the diversity of our board.

We welcomed Claire Hilton on 1st June, 2020, as interim Lead Director. She and the senior team have shown immense resilience through this year and, moreover, have shown great determination and an innovative approach to offering our services in different ways, to enable continued support to people with a learning disability, in their employment, training and with their well-being. They have shown great skill and motivation in their leadership of our amazing teams of staff.

Our report tells you of the challenges and successes of the year and a little about our plans for the future. Through this report, we also offer you

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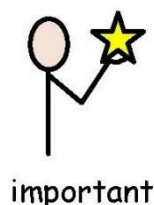
the opportunity to celebrate with us the many successes of the people with a learning disability we work alongside.

Jenny Garrigan
Chairperson (Interim)

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What is Important for Unity Works Social Enterprises¹

Unity Works Social Enterprises is part of the Thera Group of companies, a charitable organisation supporting people with a learning disability.

Thera's Vision clearly sets out Thera's philosophy of control and involvement by people with a learning disability:

- ✓ Thera will show that people with a learning disability can be leaders in society;
- ✓ Thera will be controlled by people with a learning disability;
- ✓ People supported by Thera can say how their Thera company is directed and managed;
- ✓ People with a learning disability will design the support they want from Thera;
- ✓ Thera will respect the rights and wishes of people at work, at home and in the community;
- ✓ People with a learning disability will check the quality of support from their Thera company;
- ✓ Thera Group will be led by a charity

¹ Thera Trust is our parent company. Its charitable objects are "the relief of persons with learning disabilities, their families and carers by the provision of support services including services in the support of residential, respite and other suitable forms of care, education and work opportunities and to promote public awareness of the needs of such persons and to give support to their families" and "the promotion of the effective use of charitable resources for the benefit of the public by the provision of services to organisations involved in the relief of persons with learning disabilities, their families and carers."

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values

Unity Works Values

- **Positive** – we believe that people with a learning disability demonstrate incredible talents and skills when they are given the right opportunities.
- **Committed** – we do everything we can to support people with a learning disability to reach their full potential.
- **Creative** – we take an imaginative and innovative approach to working with people with a learning disability and finding ways to overcome the barriers that people face.
- **Supportive** – we provide the best possible personalised support to people with a learning disability.
- **Defiant** – we aren't afraid to stand up for people with a learning disability and do whatever it takes to ensure people have equality of opportunity.

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Trustee's Report

Overview

overview

For Unity Works, the tumultuous year has produced as many highs as it has lows and the charity has seen incredible resilience and innovation both amongst the people it supports and our staff.

The Unity Works team have been relentlessly positive and proactive despite some tough challenges presented by the Covid-19 pandemic taking its toll on energy levels and morale including, having to close doors to business-as-usual, the declining well-being of some trainees and apprentices, staff facing their own personal tragedies and mental health issues, supporting people to find jobs in an increasingly difficult and competitive labour market and the impact this has on meeting contractual KPI's, supporting people who were initially helped into employment through redundancy and the sheer mountainous level of work presented by constant logistical and resourcing shifts.

Unity Works' priorities throughout have been the well-being of the people we support and our employees, whilst planning for what a sustainable future looks like. In their usual pragmatic manner, the team have been focusing on solutions to the problems and contingency planning for the unknown.

They have been responding to ever-changing government guidance, risk assessing people, activity and places, consistently making and changing plans, submitting countless funding applications, coming up with new training

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delivery methods, shifting delivery online, making regular well-being calls to trainees, furloughed staff and apprentices, kickstarting a new business venture, expanding an existing enterprise, passing the Matrix accreditation review with flying colours, implementing six new employment contracts, ensuring the people we support and staff access testing and vaccinations, holding team building activities online including a panto performance and making and sending cupcakes out to all of our staff. Additional to, and because of, some of this work we have progressed financially and have formulated a robust growth and development strategy that will put Unity Works on an even keel by the end of the next financial year.

This year has been tough, but we have proved we are tougher!

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This section talks about the support Unity Works offers to people with a learning disability.

Unity Works' mission is to close the employment gap that exists for people with a learning disability through the provision of accessible skills, qualifications and workplace experience within its social enterprises, employment support to access job opportunities, in-work support and health and well-being programmes to support the sustainment of employment and employer engagement to raise awareness and present the business case for increasing the employment of people with a learning disability.

The impact of Covid-19 was felt far and wide across Unity Works services in 2020-21. People with a learning disability have been disproportionately affected across all areas of their lives and employment is no exception.

Following Government guidance, we stopped all face to face support sessions and closed our social enterprises to the public in March, 2020 and, for the most part, our support has remained online since then.

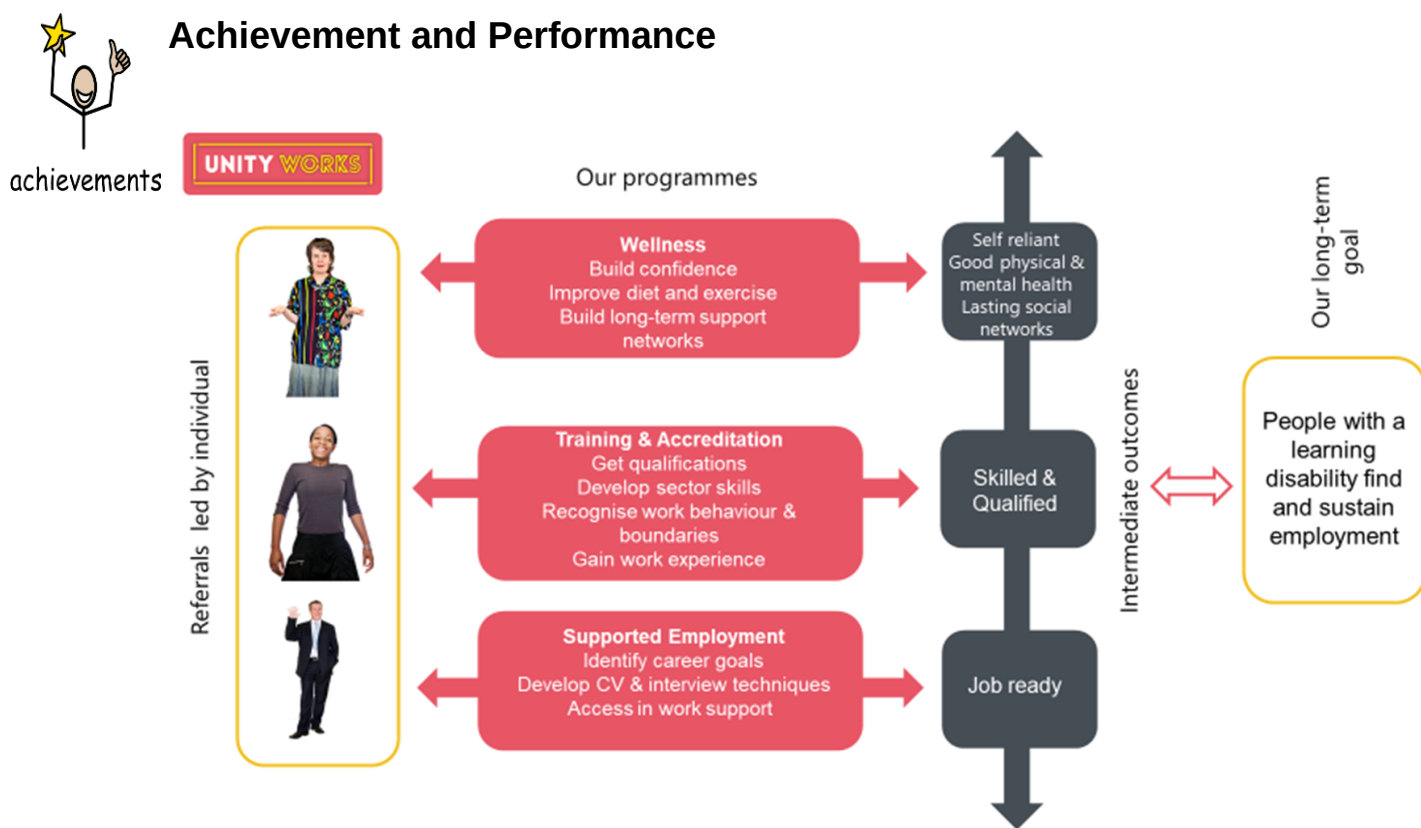
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Achievement and Performance



Employment



Our employment programmes are extremely well regarded, and we have secured a further six employment contracts over the course of the year. Our provision includes specialist support for people with a learning disability, co-located within mainstream provision such as job centres, colleges and schools and employer engagement to promote the benefits of, and create opportunities for, jobseekers with a learning disability. Due to the Covid-19 pandemic, all services (both 1:1 and in groups) have taken place online. We have supported 521 people (up from 325 people in 2019-20 due to an increase in employment contracts). 26 people were successful in finding work and 96 attended job interviews; the employer engagement team worked with over 138 employers.

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At the beginning of the year, we secured two new Dynamic Purchasing System ('DPS') contracts from the Department for Work and Pensions in Essex, delivering employability and engagement support to 60 people across two locations in the county and a new flexible support fund (FSF) contract in Southend. The latter we are delivering in partnership with a sister subsidiary, Thera East, supporting people with autism move towards work over a 12-month period.

We also secured a new Flexible Support Fund (FSF) contract in Barnet for a year that started in the last quarter of the year, supporting over 40 people in North London with 15 job outcomes.

Our links to Southwark and Lambeth were further strengthened by the award of a new six month 'DPS' contract across the boroughs to support people with autism into work.

Hampstead and Wells (a local grant giving organisation) kindly funded a Camden-based employment project to support seven people to move towards employment over a six month period. This project links with our health and well-being service in the same area (funded by Camden Social Action and Young Camden Foundation) to develop a joint approach to supporting people in the borough.

Delivery on our Waltham Forest employment contract paused at the beginning of the pandemic before returning for the end of the contract in the third quarter of the year.

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Our Southwark Works contract, a partnership with Toucan employment, supported upwards of 106 people over the past year, of whom 16 secured jobs. The team have supported people with a wide range of needs from mental health and well-being, financial awareness, understanding furlough and redundancy. The contract has been reviewed and we have an extension for another two years and continue to work with all partners in the network.

Work Train Greenwich has continued to provide support with 17 people gaining employment. Our partnerships in the borough have continued being part of the 100-day challenge to support people with a learning disability to direct the support they would like.

The scale up of our employment services started in earnest with the delivery of online employment sessions for people supported by Thera East Anglia. These sessions were run on themes including job search, mock interview and employability. There was mixed engagement and we will be producing a report on the outcomes and lessons learnt.

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'Abdul' was first referred to our Lambeth ProWork service when he was in college. He quickly got involved with Unity Works Online. For 'Abdul', this fitted around his home responsibilities perfectly and enabled him to practice his computer skills. He became a regular on many sessions, from interview skills to sports chat and Ask the Employer.

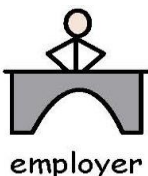
During Learning Disability Work Experience Week, 'Abdul' was part of a group of candidates who discussed their experiences of job hunting before and during the pandemic during a series of sessions to employers and business partners. The sessions generated new contacts and partnerships for Unity Works, and helped renew existing connections, such as with Unilever, Royal Opera House and Westminster CC. 'Abdul' really enjoyed participating in this and we later invited him to come and talk to CSJV/HS2 (a joint venture working to build the HS2 train line from London to Birmingham), who had asked Unity Works to join them to talk about hidden disabilities during their regular lunchtime training session. He and another candidate, who had also completed work experience with a transport provider, learned how to use MS Teams and shared their story across two sessions with 132 delegates - the biggest group he had ever talked to!

More recently, following an Ask the Employer session with Unilever, 'Abdul' impressed so much during the session with his carefully considered questions and his politeness that he was invited to an informal interview with them. He impressed during this and was selected to go through to a second stage of recruitment.

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Employer Engagement

We continued our well-established employer engagement support by delivering disability awareness training, group interviews sessions and networking events for our candidates. We have trained over 30 different organisations (this equates to 50 staff) in disability awareness and we have held over 20 'Ask the Employer' events for the people we support to find out more about working with a specific company.

Unity Works and Unilever

We first made contact with Unilever at an event they hosted with Business Disability Forum, where they spoke about their aspirations to be a world leader in diverse recruitment and showcased initiatives they had spearheaded across the business. We held follow-up meetings and invited representatives to attend our events, including a Disability Confident event with Lambeth Council and our disability awareness training. For Learning Disability Work Experience Week 2020, we held a series of online sessions for people interested in increasing their awareness and hearing from our apprentices, candidates and ambassadors about their experiences of jobhunting and working before and during the pandemic. Several representatives joined from Unilever and followed up with us to explore ways we could support them in their goal to create opportunities for people with disabilities in 2021.

Unilever offered to attend an Ask the Employer session and asked us to hold a focus group as part of our regular Take Control Zoom session, to look at

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a draft copy of their campaign 'We Are Missing U', aiming to promote their opportunities to disabled people. Our focus group created a report with their feedback and several candidates put forward anonymised profiles for consideration for the opportunities.

In March 2021, five candidates were invited to attend an informal interview over Zoom, hosted and supported by Unity Works. Unilever asked us to review the proposed questions ahead of the session to help ensure these were accessible and to help candidates understand what to expect. Unilever provided prompt feedback to each candidate via Unity Works and invited four to a second stage of recruitment.

Unilever are planning to hold a recruitment event online with business partners who are interested in hosting placements, following training sessions with us to help them develop their awareness and understanding of different ways to effectively interview our candidates including rephrasing questions, offering work trials and the role of workplace buddies and mentors.

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Matrix Accreditation



The Employment team successfully retained their Matrix accreditation following a virtual assessment which involved staff, people we support and partners. The Matrix Standard is a unique quality standard for organisations to assess and measure their advice and support services, which ultimately support individuals in their choice of career, learning, work and life goals.

Social Enterprises



Our social enterprises are the vehicle through which we deliver apprenticeship programmes, accredited industry training, and create additional opportunities for upskilling people to find work.

Our cafés train people to become baristas, chefs and front of house staff whilst offering healthy, affordable food to local communities and workplaces.

MailOut offers an ethical fulfilment and distribution service for businesses, organisations and charities whilst providing training and employment opportunities for people with a learning disability.

Mill Lane, a garden centre in West Hampstead, offers flexible training for people who enjoy horticulture or want to develop their careers in this sector.

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Social Enterprise Cafés

Whilst our cafés have been hit particularly hard as part of the hospitality sector, the innovation and determination to keep providing quality training opportunities sparked a new way of working throughout the lockdown restrictions.

During the height of the pandemic in 2020, our staff and apprentices team supported Westminster Council with making and distributing meals to the borough's homeless community. We made over 68,000 meals in three months.

Jackson's Café in Romford remained functioning for most of lockdown either as open to customers when restrictions permitted or through a delivery and takeaway service - with the exception of a couple of months earlier in 2021, due to a local surge in infection rates.

When restrictions have allowed it, our cafés at Bromley by Bow Centre, Greenwood Centre and Westminster City Hall have opened for face-to-face training, even though they could not open to serve customers.

The New Horizons café has been completely shut throughout the year, so when we could offer face-to-face training again our trainees attached to this café joined provision at Westminster.

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Unfortunately, we were given notice on our café at the Forum@Greenwich in June, 2020 and, due to Covid-19, we have been unable to find alternative premises. We are actively pursuing some leads in this area though and look forward to opening a new enterprise as soon as possible.

Mill Lane Garden Centre

Once again, Mill Lane saw tremendous community support during its busy Christmas period despite an impending third national lockdown.

We successfully launched an e-shop, which allowed customers to pre-order Christmas trees for delivery/click and collect which we hope to expand over the course of the year to include all stock sold at the centre.

As part of expanding our range of products sold at Mill Lane, we also invested in an ice cream freezer to sell refreshments to the public over the hot summer months.

Working with Thera's fundraising team, we set up a tap donate machine in the centre to encourage support from members of the public.

We are looking at securing a new lease for the centre and launching a capital fundraising appeal to refurbish the site to maximise training opportunities and community engagement.

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Mail Out

As the sole social enterprise mailing site in London, Mail Out has realised a business model that has not just weathered the effects of the pandemic but thrived; increasing its revenue against budget and securing additional businesses that want to use the service for their storage and distribution.

We've also worked with Thera's central services to assist with Personal Protective Equipment (PPE) distribution for the whole of the Thera Group across the UK over the course of the past year and are now in a position to look for a second site.

Working with a range of public, private and social enterprise organisations to handle large mailings, Mail Out provides training to people for a career in warehousing and customer service.

Expansion will allow us to cope with demand and the additional revenue and space will enable us to improve facilities, resources and opportunities for people with a learning disability (by taking on more trainees and carving out new paid roles for people with a learning disability). This is an exciting new chapter for Mail Out and hopefully a social enterprise model we can look to replicate as part of Unity Works scaling up across the Thera Group.

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Training and Awards Centre



Apprentice and Training programme

training

Due to the impact of Covid-19, we have extended delivery of our apprentice programme for a further year to ensure that our apprentices meet their learner outcomes. They are on track to graduate in Summer, 2021.

Unity Works Academy

Over the course of the pandemic, social distancing greatly impacted the number of trainees able to train in a café at any given time. To mitigate this, we developed a new model, Unity Works Academy, that would allow us to run both practical and classroom-based training at each café; making the most of the café equipment we have available to maintain the experiential element of our learning model.

Unity Works Online

At the beginning of the Covid-19 pandemic, we launched what is now Unity Works Online; a comprehensive programme of training, health and well-being and employment support, broadly in line with our regular programmes of support.

This by far has been the biggest success of 2020-21, with 200 people regularly accessing 30 hours of support on a weekly basis.

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Unity Works Online has now had its first birthday. As a team we are delighted at the impact that connecting with the people we support remotely has provided to everyone.

Staff have reported back that it has allowed them to engage with more people Unity Works supports, giving them a wider picture of the organisation, but also provided structure and motivation to them throughout lockdown. It has also managed to start the process of engaging social enterprise trainees with employment opportunities and has sped up the process of providing health and well-being support to everyone. Unity Works Online has all the attributes of a community, and it's something we want to maintain.

For the people we support, relationships have blossomed, business ventures have begun. It's only been a year since we set up the programme and we couldn't be prouder of where it's taken us. Here's to the next year!

Feedback on Unity Works Online from family members of individuals accessing Unity Works Online:

"I just want to say thank you to you and your team for the daily webinars. It makes such a difference we really appreciate it. This has given J structure to her day". *Patricia Mbasani, Parent of Unity Works Job Seeker*

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“We wanted to thank you and your colleagues for doing such an amazing job of keeping L and the other apprentices connected and engaged during the shutdown. Instead of sitting around at home, L is staying motivated and focused on her timetable and helping out in the kitchen. We are so impressed with Unity Works and the difference you are making to L's life. Thank you”. *Maura Cardy, Parent of Unity Works Apprentice*

‘Mary’ is a Unity Works apprentice and has been working at Bromley by Bow since 2019. She adapted to online learning during lockdown well and found that being online allowed her to connect with more people across Unity Works and make the most of utilising her cooking skills at home.

‘Mary’ wanted to demonstrate her skills to her colleagues and peers so worked with the staff team to set up a weekly Pilates zoom session. The Pilates showcased ‘Mary’s’ abilities as a leader with her excellent communication skills and encouragement to participants. From running the sessions, ‘Mary’s’ confidence grew and she was selected to speak at an event with Westminster Council, which included members of the council, local employers and other local job support providers.

Now ‘Mary’ has returned to work, she is able to use this newfound confidence to complete her qualification. She recently completed a work trial and blew away the employer! She has secured a position at the Wild Goose Bakery as a kitchen assistant and is looking forward to getting her teeth into a new role.

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'Rhonda' is a trainee at Jackson's café in Romford. 'Rhonda' has autism and works as an advocate for a group that represent people with Autism.

When the pandemic hit, 'Rhonda's' anxiety surged, and she was consistently feeling worried about leaving the house and was becoming more and more isolated.

'Rhonda' didn't have the resources to access Unity Works online or stay in touch with her friends and colleagues at Jackson's café.

The Unity Works team raised funds to procure tablets for the people we support at risk of social exclusion and prioritised a tablet for 'Rhonda' so that she was able to connect to Zoom.

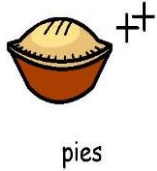
Zoom provided structure and motivation for 'Rhonda', she was delighted to be able to connect with people and her confidence has grown and grown. She loves the cooking sessions and has been using this as an opportunity to create a range of exciting meals for her and her mum.

After feeling anxious about the news, 'Rhonda' now regularly participates in our weekly News Breakdown session and any sessions ran on Coronavirus updates and feels more confident in the easing of restrictions.

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Unity Pies



One of the most popular groups on Unity Works Online was, and remains to this day, the weekly cooking group. Over the course of the year, people taking part in the group discussed ways in which they could expand their skill set in the kitchen as well as futureproof our cafés.

“What if we could create a product designed by Unity Works trainees, apprentices and job seekers, test it, refine it and ultimately bring it to the market?”

Off the back of this plan, ideas came thick and fast. Eventually, we decided on pies. We felt that as well as having enduring popularity, they are a versatile product that could change seasonally, could be served as an eat in or takeaway option and would also be easy to package.

Over the summer we began recipe testing and following a successful funding bid, we were awarded a transformative grant from the Postcode Neighbourhood Trust (part of the Postcode Lottery).

Since then, we’ve been busy refining the product, conducting market research and drawing up marketing plans (including its own website and branding) to bring the product to life. 2021 will surely be the year of Unity Pies!

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Health and Well-being

Alongside our social enterprise and employment delivery, we offer a wide range of adult community learning and health and well-being programmes, designed to support and sustain positive outcomes.

Our Big Lottery funded Community in Action project ended in September having had 221 access the service over the three years; 53 of which maintained consistently active with the project throughout the three years. A further 62 people were also supported through online provision through this project from March, 2020 to September, 2020. Critical to the success of the project was the establishment of solid relationships with 18 partners across Camden and Islington, with whom we are continuing to work. We also recruited 22 volunteers through the 3^{1/2} years of the project.

The project was externally evaluated by CordisBright. It shows the impact the project has on people's lives both in terms of hard data, but also at an individual level. It has been great for the team to pause and reflect on their achievements but, going forward, we will use it to demonstrate the impact of the programme to funders and have a set of outcomes that we can measure with consistency. In terms of improvements to health and well-being, the study found that participants:

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- ✓ were better able to express how they feel
- ✓ showed an improvement in levels of anxiety and depression, better energy levels, reduced feelings of anger and frustration, and improved sleep
- ✓ reported feeling more in control of their health
- ✓ were better able to make healthy choices around food
- ✓ reported learning about how to stay well and improve their own health and well-being
- ✓ felt better able to make positive healthy choices

Despite the impact of the pandemic on our ability to run face to face sessions, our TFL Groundworks funded Walking Group supported 22 people to gain confidence and structure by taking part in weekly walks (where Covid-19 restrictions allowed).

The PASS Project went online with most of its activities this year. Despite the fact that the vast majority of the people we support across this project had minimal IT access at the beginning of the pandemic, with the help of a Covid-19 National Lottery grant, we rolled out digital devices across the group and provided online physical activity sessions across the year.

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'Anna' has a learning disability and is in her early 60's. Although retired after over 30 years of working as a kitchen assistant, she still volunteers at a local advocacy project three days a week, sings and tours in a band and spends a lot of time out in the community and socialising with her friends and partner. The Covid-19 pandemic hit 'Anna' quite badly; spending time at home alone in lockdown was very different to her usual busy lifestyle and she found it very hard to adapt.

Throughout the year 'Anna' has received weekly well-being phone calls from our Health and Well-being programmes. In October, 'Anna' was able to come to the physical activity sessions we re-started in Covid-19 secure locations for bubbles² of up to six people. These demonstrated an instant impact on 'Anna's' well-being, who would often turn up at sessions crying; overcome with emotions with seeing old friends. Being able to chat face to face, take in some exercise and competitive Boccia and Curling games was a great lift to 'Anna's' overall emotional and physical state. 'Anna' was then also able to access our walking group programme.

Through these sessions we have been able to further teach 'Anna' how to use Zoom and in early 2021, 'Anna' has been attending sessions every week. One of her favourite sessions is Let's Talk:

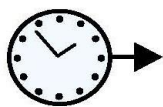
² During the Covid-19 pandemic, all face-to-face sessions take place in small 'bubbles' which we aim to keep the same for duration of courses. All places must be pre booked for sessions and we are currently not excepting any drop ins. All bubbles are recorded for track and trace purposes.

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"I'm fed up with all this lockdown business. I just want it to be over, but I don't know when that will be. It's been fun on Zoom, but sometimes it's hard cos everyone talks over each other. I've met so many new people [lists five names] on there and they always ask how I am, they all know me now. [an old friend] has joined too, I've not seen her in over a year. It's good to see and hear people."

FUTURE PLANS



future



This section talks about what we will be working on over the next three years.

These are the main strategic objectives we will be focusing on over the next three years:

- ✓ Continuous improvement of service delivery
- ✓ Improving the financial position of the organisation
- ✓ Growing the level of activity both within and outside of London
- ✓ Integrating health and well-being support
- ✓ Workforce support and development

Our main objectives over the next year include:

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Continuous improvement of service delivery

We will establish a new quality assurance framework that fits our delivery model. Following a tender and build process, we will look to launch our new learner portal to better facilitate our training programmes. We will review our policies, in particular around social enterprise and training and learning, to ensure that they are fit for purpose.

Improving the financial position of the organisation

We will increase revenue across our social enterprises by expanding successful sites and the commerciality of other enterprises. We will implement pricing models, increase trainee price per day, ensure all new contracts make a contribution to overheads, review expenditure and structure to make savings. Working with the Fundraising team, we will develop a fundraising strategy that will have a targeted approach including new platforms such as major donors and public fundraising.

Growing the level of activity both within and outside London

We will look to deliver more employment contracts outside London, piloting them where applicable across the geography of other Thera companies. We will focus on improving the marketing and promotion of the organisation by developing a new website and marketing strategies for our enterprises.

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Integrating health and well-being support

We will take a whole organisation approach to our health and well-being support. As part of integrating this work stream with employment and training, we'll first work to map provision of health and well-being across areas where Unity Works has a sustained presence.

Workforce support and development

We will ensure a positive work culture by recognising and rewarding staff teams. We will work to establish efficient and effective recruitment practices as well as improving knowledge and confidence of staff teams across the organisation.

Unity Works Social Enterprises Employs Good Staff



staff

At the end of the year Unity Works Social Enterprises employed 91 people, 14 of whom have a learning disability.

Through this year of organisational change our staff have shown passion and true commitment to delivering exceptional quality of support to people with a learning disability, employers and each other. Their enthusiasm and innovative spirit will continue to be the driving force in ensuring the progression and sustainability of Unity Works.

Our staff continue to be our most important asset and we take considerable pride in their achievements, their dedication and the level of commitment

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they make every day in delivering high quality support to people. We have continued to invest in staff by offering first class support, training and development throughout Thera, ensuring that staff are capable and motivated to meet the needs of the people we support.

As befits an organisation with Thera's Vision, we are committed to ensuring that all job applicants and employees are treated fairly and valued regardless of sex, disability, race, age, marital status, sexual orientation, religion, colour, ethnic or national origin. We value diversity and social inclusion across all our activities and our recruitment process ensures that all applicants have equal opportunity.



Unity Works Social Enterprises' Money

Unity Works Social Enterprises' accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Unity Works Social Enterprises' Articles of Association applicable law and the requirements of the 'Accounting and Reporting by Charities, Statement of Recommended Practice' and FRS102.

Total income from all activities in the year from 1st April, 2020, to 31st March, 2021, was £2,447k (2019-20 £2,391k) with a surplus for the year of £208k (2019-20 -£342k). The surplus makes a material improvement to the charity's balance sheet.

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For the year ended 31 March, 2021

Fund-raising



Unity Works' fundraising activities are undertaken directly by ourselves with the support of Thera Trust's Fundraising team.

During the year, Unity Works received £696k in grants and donations, the details of which can be found in note 3 to the accounts. Having seen an increase in fundraising activity across the year, we expect that future investment by Thera Trust in their fundraising team will continue to enable an increase in such charitable income in future years.

Our own fundraising activity was relatively limited, though more significant than our previous year and primarily directed at securing grants. We made use of our own staff resource to do so and there was no use of any commercial participator.

Fundraising will continue to be delivered in a co-ordinated manner by Thera Trust's fundraisers on our behalf. These fundraisers are focused on trust and grant income as well as laying the foundations for development of broader public fundraising in the future.

All fundraisers are expected to work in line with the Fundraising Regulator's Code of Fundraising Practice, which is used as a reference point by the fundraisers when developing any new fundraising activity or reviewing existing activity. We are registered with the Fundraising Regulator and have no reported compliance issues. We continue to review and update policies

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and procedures in line with the Code to ensure that compliance remains strong.

We do not undertake door-to-door, face-to-face or direct mail fundraising and public fundraising in general is currently very limited. As a result, the risk of fundraising in relation to vulnerable people is extremely limited. Fundraisers work closely with Thera Trust's Communications Team and our own staff to ensure that fundraising communications are easy to understand, respectful of potential donors, provide clarity about the cause and do not mislead in any way. As public fundraising activity increases in the future, the fundraisers are planning to develop training for volunteers and other staff to ensure they understand the standards we aim to uphold and what to consider when it comes to vulnerable people and fundraising. Trustees are not aware of any complaints in relation to fundraising activities. We have clear processes in place as to how complaints will be handled should they arise.

Reserves and Reserves Policy

At 31 March, 2021, the charitable company had total net overdrawn reserves of £-329k (31 March, 2020 £-537k). Restricted reserves were £+77k and net overdrawn unrestricted reserves were £-406k, which includes £-674k intra-group funding from the Thera Group.

As explained in the parent charity and financial support accounting policy within the accounts, as part of the intra-group funding agreement all other

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Thera group entities signed up to the agreement will provide support to any other entity as necessary, including not requiring the immediate repayment of intra-group debt. For this reason, the trustees have prepared the accounts on the basis that the company is a going concern.

Last year, the trustees intended to review progress with trading in the first full year of operation of the charity to establish a longer term reserves policy. However, despite the wealth of positive activities and impact “normal” trading last year was clearly materially disrupted. At this point therefore, trustees reiterate that they intend generally to ensure over the medium term a positive balance sheet with sufficient working capital to continue provision of charitable activities and to respond to emergencies and events that cannot be planned for.

Managing Unity Works Social Enterprises' Risk



risk

Key risks which are inherent in the nature of our work include the abuse or neglect of vulnerable people, a failure to comply with a range of health and safety and related regulatory requirements in our establishments or a failure to realise Thera's Vision.

Both the employability and social care markets in which Unity Works Social Enterprises operates continue to experience significant funding challenges as commissioners attempt to reconcile increasing demand within a tighter funding environment. These limitations are expected to continue and we're conscious that the labour market has become infinitely more competitive for

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those we support. This puts immense pressure on staff to support people to meet not only their contractual job outcomes, but also to ensure that people we support are achieving their own employment goals. We are also aware that increasing the trainee day rate is not without risk and seek to underpin this with a robust communication and marketing strategy.

Unity Works Social Enterprises may also face risk from damage to key relationships with local authorities or other key strategic partners, the loss of key leadership and management or risk from litigation, financial or pension matters. However, the hospitality enterprises are at the most risk due to low and slow return to viable footfall levels. This is in part mitigated by our Unity Pie endeavour and negotiation around a blended training provision with commissioners.

These risks are also in part mitigated through demonstrable support from Thera Trust, alongside robust annual planning and fundraising strategy.

Unity Works also faces risks around staff recruitment. Some of our competitors are paying more and deploying huge recruitment drives. Unity Works is assimilating into the Thera Group structures that allow swift responses to vacancies.

Unity Works Social Enterprises' Health and Safety Committee provides the formal mechanism for Thera jointly with staff safety representatives to fulfil their obligations under health and safety legislation and in line with the Group's Health and Safety Policy.

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The trustees will assess and monitor the major risks to which Unity Works Social Enterprises may be exposed through a risk management strategy. The Board will continue to monitor the external regulatory, funding and employment law environment closely. Trustees are satisfied that systems are in place to minimise the incidence and impact of risks to the extent to which these are in the control of Unity Works Social Enterprises.

The accounts to which this report relates are for the year ending 31st March, 2021. As described elsewhere in this report, there have been substantial periods of time during which the activities of Unity Works have been disrupted or curtailed. During the year, Thera has maintained and constantly reviewed policy and guidelines in line with legal and regulatory requirements. Sufficient supplies of personal protective equipment were secured and maintained throughout the year. Governance, management and administrative activity was facilitated and maintained with access to online meeting facilities.

Throughout the year, a number of Unity Works' areas of work have needed to reduce in volume or to be suspended entirely as outlined earlier in this report. These include support to people in the community, support to people in venues where people congregate and our social enterprises. Instead, activities have often been delivered in other ways, with staff being re-deployed to undertake work rather than being furloughed; or alternative means of virtual support. There has been no material impact since the balance sheet date on financial performance or working capital as a direct

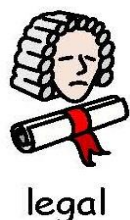
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result of Covid-19. Additional costs, for example on personal protective equipment, have been funded either in this way or with additional specifically targeted income.

Many of these factors have continued after the balance sheet date into the first half of the 2021-22 financial year.

The directors continue to ensure that they act in line with policy and guidance issued by Thera Trust, the parent company of Unity Works, to review the specific risks relating to Unity Works' work arising from Covid-19 and to respond accordingly as necessary.



Governing document

Unity Works is a charitable company, incorporated on 1st May, 2018, and registered as a charity on 30th August, 2019. The company was established under a Memorandum of Association that established the objects and powers of the company and is governed by the Articles of Association.

In the event of the company being wound up members are required to contribute £1.

Unity Works Social Enterprises is a member of the Thera Group.

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Unity Works Social Enterprises' Trustees

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, are shown in the company information at the start of this report and accounts.

Management of Unity Works Social Enterprises' Activities

Thera Trust provides corporate services to Unity Works under a customer services agreement. Claire Hilton is managing the activities of Unity Works Social Enterprises, as delegated by the trustees.

Unity Works Social Enterprises Makes Sure that it has Good Trustees
(Recruitment, Induction and Training of Trustees)

As Unity Works Social Enterprises is part of the Thera Group and, in accordance with its Articles, the majority of trustees are appointed by Thera Trust.

All trustees in the Thera Group follow a formal induction process to ensure they know the organisation and its aims and are aware of their responsibilities. All trustees are subject to references and enhanced DBS checks.

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For the year ended 31 March, 2021

This section explains that the directors have told the Auditor everything they should and that they have worked within the law.

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the persons who are directors at the time when this Trustees' Report is approved under Section 418 of the Companies Act 2006 has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

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TRUSTEES' REPORT
For the year ended 31 March, 2021

**This section asks the Company Members to agree that the Auditor,
Sayer Vincent LLP, be chosen again as the company's Auditor.**

RE-APPOINTMENT OF AUDITOR

In accordance with s.485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the re-appointment of Sayer Vincent LLP as auditor of the Company.

The trustees' report has been prepared in accordance with the special provisions applicable to companies, subject to the small companies' regime.

Approved by the Board of Trustees on 13 December 2021 and signed on its behalf.



Jennifer Garrigan
Trustee



Simon Conway
Trustee

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This page explains that the Auditor is reporting that the accounts give a true and fair view of the charitable company and that they are put together as the law says they should be put together.

OPINION

We have audited the financial statements of Unity Works Social Enterprises (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

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This section explains that the Auditor has audited (checked) the accounts and that they are reporting to Company Members.

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 Unity Works Social Enterprises' ability to

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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 trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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This section explains that the Auditor must tell us if they are unhappy with how the directors managed the company.
The Audit report says that there is nothing bad the Auditor wishes to report to Company Members.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or

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- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

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

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

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Trustees' responsibilities are explained on page 4.
This page explains that it is the Auditors' responsibility to audit (check)
the accounts as the law says they should.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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 are set out below.

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CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, internal audit and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.

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- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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USE OF OUR REPORT

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Sayer Vincent LLP

Jonathan Orchard (Senior statutory auditor)

17 December 2021

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

You will see that this report and accounts also includes accessible information so that the trustees of Unity Works Social Enterprises are ensuring that all Company Members, including those with a learning disability, are able to fulfil their duties in law including to receive the accounts and to appoint the trustees and Auditor.

The law does not say we must provide this information, but Sayer Vincent LLP says it is in line with the statutory report and accounts.

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SUMMARY OF MONEY

For the year ended 31 March, 2021

What we have earned and what we have spent: £

Money we got in	2,447,411
What we spent on our staff	(1,371,629)
Other money we spent	<u>(867,838)</u>
Money we spent less than money we got in	<u>207,944</u>

What Unity Works Social Enterprises had at 31, March 2021: £

Equipment	7,778
Stocks we own	3,060
How much cash we had in the bank	186,208
What we are owed by others	313,647
What we owe to other Thera companies	(673,990)
What we owe to others	<u>(165,716)</u>
Final amount the company had at 31 March 2021	<u>(329,013)</u>

Unity Works Social Enterprises
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STATEMENT OF FINANCIAL ACTIVITIES
(incorporating an income and expenditure account)
for the year ended 31 March 2021

				Restated		Restated
			2021			2020
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £
Income from:						
Grants and donations	3	381,787	314,107	695,894	226,378	36,509
Charitable activities	4	1,415,676	-	1,415,676	2,095,428	-
		1,797,463	314,107	2,111,570	2,321,806	36,509
Covid-19 exceptional Income	5	335,841	-	335,841	32,892	-
Total income		2,133,304	314,107	2,447,411	2,354,698	36,509
Expenditure on:						
Raising funds		50	-	50	35,956	-
Charitable activities		1,563,054	273,093	1,836,147	2,647,109	40
Exceptional Items		53,673	-	53,673	20,882	-
		1,616,777	273,093	1,889,870	2,703,947	40
Covid-19 exceptional expenses		349,597	-	349,597	29,162	-
Total expenditure	6	1,966,374	273,093	2,239,467	2,733,109	40
Net income / (expenditure) for the period being the net movement in funds		166,930	41,014	207,944	(378,411)	36,469
Reconciliation of funds:						
Total funds brought forward		(573,426)	36,469	(536,957)	(195,015)	-
Total funds carried forward		(406,496)	77,483	(329,013)	(573,426)	36,469

All of the above results are derived from continuing activities. There were no other recognised gains or losses beyond those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

Unity Works Social Enterprises
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BALANCE SHEET
as at 31 March 2021

COMPANY REGISTRATION NUMBER 11338498

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	14		<u>7,778</u>		<u>-</u>
			7,778		-
Current assets:					
Stocks	15	3,060		5,515	
Debtors	16	313,647		139,109	
Cash at bank and in hand		<u>186,208</u>		<u>24,968</u>	
		502,915		169,592	
Current liabilities:					
Creditors: amounts falling due within one year	17	<u>(165,716)</u>		<u>(118,291)</u>	
Net current assets			<u>337,199</u>		<u>51,301</u>
Total assets less current liabilities			344,977		51,301
Long term liabilities:					
Creditors: amounts falling due after one year	18		<u>(673,990)</u>		<u>(588,258)</u>
Total net liabilities			<u>(329,013)</u>		<u>(536,957)</u>
The funds of the charity:	21				
Restricted income funds			77,483		36,469
Unrestricted income funds:					
General funds		<u>(406,496)</u>		<u>(573,426)</u>	
Total unrestricted funds			<u>(406,496)</u>		<u>(573,426)</u>
Total charity funds			<u>(329,013)</u>		<u>(536,957)</u>

Approved by the trustees on 13 December 2021 and signed on their behalf by



Simon Conway
Director



Jennifer Garrigan
Director

Unity Works Social Enterprises
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STATEMENT OF CASH FLOWS
for the year ended 31 March 2021

	Note	2021 £	2020 £
Net cash provided by operating activities	22	196,452	42,783
Cash flows from investing activities:			
Payments to acquire tangible fixed assets		<u>(10,000)</u>	<u>-</u>
Net cash provided by / (used in) investing activities		(10,000)	-
Cash flows from financing activities:			
Interest paid		<u>(25,212)</u>	<u>(18,608)</u>
Net cash used in financing activities		(25,212)	(18,608)
Change in cash and cash equivalents in the year		161,240	24,175
Cash and cash equivalents at the beginning of the year		<u>24,968</u>	<u>793</u>
Cash and cash equivalents at the end of the year		<u>186,208</u>	<u>24,968</u>

Unity Works Social Enterprises
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

1 Accounting policies

a) Statutory information

Unity Works Social Enterprises is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, West Midlands, B3 2ES. 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.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in Sterling (£) which is the functional currency of the company. The financial statements are for the period ended 31 March 2021 (2020: year ended 31 March 2020).

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Going concern

The directors have received assurances from the trustees of Thera Trust that they continue to support Unity Works Social Enterprise's work and will continue to support the operations of the company. On this basis the directors consider that the company has the ability to continue operating as a going concern and there are no known material uncertainties to this. Further information is given in the directors' annual report and below in Note 2 in the section on Group Financial Support.

The directors do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Funds

Unrestricted funds are available for use at the discretion of the directors in the furtherance of the general objectives of the company. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

e) Income

All income is included in the Statement of Financial Activities (SoFA) when the company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Unity Works Social Enterprises
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

1 Accounting policies (continued)

e) Income (continued)

The company receives income from contracts and revenue grants. Income contracts and revenue grants are recognised at fair value when the company has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Fees for care and support services comprise of income receivable from health authorities and social services departments under contracts for the supply of care and support services. For work undertaken on a contractual basis, any income is recognised in accordance with the terms of the contract. In general terms, this means that income is recognised as support is provided.

Grants receivable are accounted for in the period in which the grant is received or the conditions of the grant are met, if later, unless there is an agreement to make such grants and they are received prior to the date the financial statements are issued. In this case the appropriate debtor is included.

f) Government & local authority assistance

Government assistance in the form of Coronavirus Job Retention Scheme and Job Support Schemes is recognised as income when an eligible claim has been submitted.

Other government and local authority grants are recognised at fair value when the company has entitlement after any performance conditions have been met, the receipt is probable and the amount can be measured reliably.

g) Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities; split between 'employment', social enterprise cafes' and 'other activities'.

Irrecoverable VAT is not separately analysed and is charged to the statement of financial activities when the expenditure to which it relates is incurred and is allocated as part of the expenditure to which it relates.

Support costs are central administration costs which have been recharged to the various activities using a fair allocation based on each activity's expenditure as a proportion of the total expenditure by type of cost.

Governance costs include those incurred in the governance of the company's assets and are primarily associated with constitutional and statutory requirements. The costs are recharged to the various activities based on the activities expenditure as a proportion of the total expenditure by type of cost.

All expenditure has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

The charity is exempt from income tax and capital gains tax under Section 505 ICTA 1988.

h) Operating leases

Rentals payable under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

i) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset over its expected useful life, as follows:

• Furniture and equipment	33.3% straight line

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

1 Accounting policies (continued)

j) Stocks

Stocks are stated at the lower of cost and net realisable value. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

m) Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans from related parties. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

o) Pensions

The pension cost charged to the statement of financial activities represents amounts payable by the company in the accounting period. The company makes payments to The People's Pension Fund. The scheme is a defined contribution scheme and the pension charge represents the amounts payable to the fund in respect of the period.

p) Parent charity and financial support

An Intra-Group Agreement exists between Thera Trust and twenty eight of its subsidiaries. This Intra-Group Agreement incorporates a Funding Agreement which allows Thera Group companies to benefit from the movement of funds around the Group. Each subsidiary, other than The Camden Society, Equal Futures and Thera Limited, has acceded to this Intra-Group Agreement with Board approval. In addition to this, Thera Trust and its subsidiaries have all individually agreed not to demand the repayment of any inter-company borrowings within twelve months of the date on which the balance sheet is signed. Any amounts due to or from Group companies that have been shown as due within one year relate to balances arising from operational activities and gift aid. A market rate of interest has been charged on balances between group companies.

q) Restatement of prior year SOFA

Due to the ongoing Covid-19 pandemic the associated costs and income from this event have been split out from inclusion in Charitable Activities in the prior year, this has had the effect of increasing income by £32,892 and reducing overall costs by the same amount. Covid expenses have been differentiated from exceptional items on the face of the SOFA. There has been no other impact on the financial statements.

2 Judgments in applying accounting policies and key sources of estimation uncertainty

The directors of the company make estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the charitable company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed in note 2 overleaf.

Management have considered whether Covid-19 has impacted on any areas of estimation in reporting these accounts. Other than the general background uncertainty created by Covid-19's economic impact, management do not believe that it impacts on any specific aspects of the numbers reported in these accounts.

In preparing these financial statements, the directors have delegated authority to management to make the following judgements:

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

2 Judgments in applying accounting policies and key sources of estimation uncertainty (continued)

Group financial support

The directors of all of the subsidiaries within the Thera Group that have acceded to the Intra-Group Agreement as referred to above, have received assurance from the board of Thera Trust that adequate financing is in place to meet the group's financing needs and this has enabled the directors to confirm that management can prepare the accounts on a going concern basis.

Leases

The charitable company determines whether leases entered into by the charitable company either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis based on an evaluation of the terms and conditions of the arrangements, and accordingly whether the lease requires an asset and liability to be recognised in the statement of financial position.

Recoverability of trade debtors

Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, customer creditworthiness, current economic trends and changes in customer payment terms when making a judgement to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the statement of financial activities.

Provisions

A provision is recognised when the charitable company has a present legal or constructive obligation as a result of a past event for which it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgment. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings, and have concluded that asset lives and residual values are appropriate.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projects disposal values.

3 Income from grants and donations

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Donations	206,787	76,905	283,692	2,821	10,509	13,330
Grants	-	237,202	237,202	48,557	26,000	74,557
Social Investment Grant	175,000	-	175,000	175,000	-	175,000
	<u>381,787</u>	<u>314,107</u>	<u>695,894</u>	<u>226,378</u>	<u>36,509</u>	<u>262,887</u>

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2021

4 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Employment income	380,997	-	380,997	533,618
Social enterprise cafes income	658,386	-	658,386	1,104,146
Other charitable activities income	376,293	-	376,293	457,664
Total income from charitable activities	<u>1,415,676</u>	<u>-</u>	<u>1,415,676</u>	<u>2,095,428</u>

In the previous year all income from charitable activities was unrestricted.

5 Covid-19 exceptional income

Income from central government and local authorities in relation to Covid-19 exceptional income amounted to £335,841 (2020 - £32,892)

6 Analysis of expenditure

	Employment £	Social Enterprise cafes £	Other activities £	2021 £
Staff and agency costs	241,180	630,756	499,693	1,371,629
Property costs	141	137,730	36	137,907
Other support costs	87,931	611,542	28,236	727,709
	<u>329,252</u>	<u>1,382,250</u>	<u>527,965</u>	<u>2,239,467</u>

	Employment £	Social Enterprise cafes £	Restated Other activities £	Restated 2020 £
Staff and agency costs	257,922	1,305,536	122,698	1,686,156
Property costs	-	125,511	-	125,511
Other support costs	98,752	747,746	74,984	921,482
	<u>356,674</u>	<u>2,178,793</u>	<u>197,682</u>	<u>2,733,149</u>

Other support costs includes overhead and governance costs.

Exceptional costs of £53,673 have been incurred in relation to employment costs in the year. In the previous year £20,882 was incurred for employment and other costs in relation to restructuring.

7 Governance costs (included within other support costs) comprise:

	2021 £	2020 £
External auditor's remuneration	<u>9,936</u>	<u>9,744</u>
	<u>9,936</u>	<u>9,744</u>

8 Interest payable and similar charges

	2021 £	2020 £
Interest payable on intra-group borrowings	<u>25,212</u>	<u>18,608</u>
	<u>25,212</u>	<u>18,608</u>

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

9 Net income / (expenditure) for the year

This is stated after charging:

	2021	2020
	£	£
Depreciation	2,222	-
Operating lease rentals:		
Property	64,032	55,514
Other	2,440	2,768
Auditors' remuneration (excluding VAT):		
Audit	6,260	6,140
Other services	2,020	1,980
	72,688	66,300

Auditors' remuneration for the group is disclosed in full in the parent charitable company and is recharged to the subsidiary as part of the overall recharge of the group's management and administration costs.

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021	Restated 2020
	£	£
Salaries and wages	1,263,535	1,392,019
Social security costs	72,688	105,260
Pension costs		
Defined contribution	33,742	44,602
	1,369,965	1,541,881
Agency staff	1,664	144,275
	1,371,629	1,686,156

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2021	2020
	No.	No.
£70,000 - £79,999	1	1

These employees participated in the pension scheme during the year:

	2021	2020
	No.	No.
Employer pension contributions	4,945	6,593

No employee earned more than £60,000 during the current year.

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £145,892 (2020: £91,146). The charitable company considers its key management personnel to comprise of the Service Director/Managing Director.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the period. No charity trustee received payment for professional or other services supplied to the charity.

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £529 (2020:£131).

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

11 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 66 (2020: 83).

Staff are split across the activities of the charitable company as follows:

	2021 No.	2020 No.
Employment	17	18
Social enterprise cafes	31	42
Other charitable activities	18	23
	<u>66</u>	<u>83</u>

12 Related party transactions

There are no related party transactions to disclose for 2021 other than intra-group transactions as disclosed below.

Thera Trust is the parent charitable company of Unity Works Social Enterprises. Any balances due to or from entities within the Thera group are disclosed within the relevant debtors and creditors notes.

Thera Trust makes a recharge of management and administration costs incurred on behalf of the group to all of its subsidiaries. The specific amounts recharged to each entity are not being disclosed on the grounds that the Thera Group operates in a competitive commissioning environment and this information is commercially sensitive.

As in the Accounting policies note for Parent charity and financial support, a market rate of interest has been charged on balances between Thera Trust and Unity Works Social Enterprises, in 2021 £25,212 (2020 £18,608).

13 Taxation

	2021 £	2020 £
UK corporation tax at 19% (2020: 19%)	-	-

Factors affecting the tax charge for the year

The tax assessed for the year is lower than (2020 - lower than) the standard rate of corporation tax in the UK of 19% (2020 - 19%). The differences are explained below:

Result from ordinary activities before tax	(329,013)	(536,957)
Result from ordinary activities before tax multiplied by standard rate of corporation tax in the UK of 19% (2020 - 19%)	-	-
Effects of:		
Tax losses utilised	-	-
Total tax charge for the year	<u>-</u>	<u>-</u>

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
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14 Tangible fixed assets

	Fixtures and equipment £	Total £
Cost		
Additions in year	10,000	10,000
At the end of the year	10,000	10,000
Depreciation		
Charge for the year	2,222	2,222
At the end of the year	2,222	2,222
Net book value		
At the end of the year	7,778	7,778
At the start of the year	-	-

All of the above assets are used for charitable purposes.

15 Stock

	2021 £	2020 £
Raw materials	3,060	5,515
	3,060	5,515

16 Debtors

	2021 £	2020 £
Trade debtors	216,530	67,360
Other debtors	3,205	15,965
Prepayments and accrued income	93,912	55,784
	313,647	139,109

17 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	12,610	34,409
Taxation and social security	22,702	28,407
Other creditors	946	4,917
Accruals	129,458	50,558
	165,716	118,291

18 Creditors: amounts falling due after one year

	2021 £	2020 £
Amounts due to group undertakings	673,990	588,258
	673,990	588,258

The repayment period for the amounts owed to group undertakings is disclosed in the accounting policy called Parent charity and financial support.

19 Pension schemes

The People's Pension Fund

The company participates in The People's Pension Fund, which is a defined contribution scheme for the benefit of its employees. Contributions to the scheme during the year amounted to £33,742 (2020: £44,602). As at the balance sheet date there were 54 (2020: 65) of the Scheme employed by the company. The amount outstanding in respect of this Scheme at the year-end was £nil (2020: £nil).

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2021

20a Analysis of net assets between funds (current year)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	1,963	5,815	7,778
Net current assets	75,520	427,395	502,915
Creditors: amounts falling due within one year	-	(165,716)	(165,716)
Creditors: amounts falling due after one year	-	(673,990)	(673,990)
Net assets at 31 March 2021	77,483	(406,496)	(329,013)

20b Analysis of net assets between funds (prior period)

	Restricted reserve £	General unrestricted £	Total funds £
Current assets	36,469	133,123	169,592
Creditors: amounts falling due within one year	-	(118,291)	(118,291)
Creditors: amounts falling due after one year	-	(588,258)	(588,258)
Net assets at 31 March 2020	36,469	(573,426)	(536,957)

21a Movements in funds (current year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2021 £
Restricted funds:					
Donations	-	3,615	(1,338)	(1,898)	379
Deloitte	25,960	-	-	-	25,960
BGC JobsOhio	7,476	-	(1,661)	-	5,815
Great Escape	3,033	5,073	(283)	-	7,823
CIA Big Lottery	-	28,000	(28,000)	-	-
LB Havering Business Support Grants	-	20,241	(20,241)	-	-
LCRF Wave 1, Chelsea FC Foundation & MCC	-	-	-	-	-
Foundation	-	88,091	(89,989)	1,898	-
ESFA	-	16,000	(16,000)	-	-
Young Camden & Camden SAF - Employment Project	-	5,933	(5,933)	-	-
LCRF Wave 2	-	29,035	(29,035)	-	-
Arsenal FC Foundation	-	1,000	(1,000)	-	-
Hampstead Wells & Campden Trust ESA	-	7,500	(2,847)	-	4,653
FSF Essex	-	11,613	(1,631)	-	9,982
Rank Foundation	-	25,000	(25,000)	-	-
The National Lottery Community Fund	-	46,479	(46,479)	-	-
Postcode Neighbourhood Trust Unity Pies	-	18,679	-	-	18,679
FSF Barnet	-	7,848	(3,656)	-	4,192
Total restricted funds	36,469	314,107	(273,093)	-	77,483
General funds	(573,426)	2,133,304	(1,966,374)	-	(406,496)
Total unrestricted funds	(573,426)	2,133,304	(1,966,374)	-	(406,496)
Total funds	(536,957)	2,447,411	(2,239,467)	-	(329,013)

The narrative to explain the purpose of each fund is given below.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

21 Movements in funds (continued)

21b Movements in funds (prior period)

	At 1 April 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2020 £
Restricted funds:					
Deloitte	-	26,000	(40)	-	25,960
BGC JobsOhio	-	7,476	-	-	7,476
Great Escape	-	3,033	-	-	3,033
Total restricted funds	-	36,509	(40)	-	36,469
General funds	(195,015)	2,321,806	(2,700,217)	-	(573,426)
Total unrestricted funds	(195,015)	2,321,806	(2,700,217)	-	(573,426)
Total funds	(195,015)	2,358,315	(2,700,257)	-	(536,957)

Purposes of restricted funds

Donations

Various donations including funds to support the homeless meals project and other temporary measures in Café Victoria.

Deloitte

Create an online portal giving students and job seekers access to a Virtual Learning Environment and Case Management System enabling people to independently access their details, CV, job search.

BGC JobsOhio

To purchase a coffee cart and sell coffee, thereby creating further employment of people with a learning disability.

Great Escape

Annual break for a week of activities designed to build skills and confidence for the people we support.

CIA Big Lottery

For delivery of a Health & Wellbeing project.

LB Havering Business Support Grants

Grant to support Jacksons Café during 2020.

LCRF Wave 1, Chelsea FC Foundation & MCC Foundation

Supporting the homeless meals project and other temporary measures in Café Victoria.

ESFA

For delivery of an employment project.

Young Camden & Camden SAF - Employment Project

For delivery of a Health & Wellbeing project.

LCRF Wave 2

To cover the costs of staff to deliver online accreditation and employment support and tablets and dongles to be granted to 20 people supported by Unity Works to help them to get online.

Arsenal FC Foundation

Grant to support the business during 2020.

Hampstead Wells & Campden Trust ESA

To cover the costs of a part time Employment Support Advisor to work with people from the trust's area of benefit in Camden.

FSF Essex

For delivery of an employment project.

Rank Foundation

Grant to support delivery and management costs.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

21 Movements in funds (continued)

Purposes of restricted funds (continued)

The National Lottery Community Fund

To support continued delivery of employment projects including online sessions.



In partnership with
**THE NATIONAL LOTTERY
COMMUNITY FUND**

Postcode Neighbourhood Trust Unity Pies

To develop new SE Café business stream.

FSF Barnet

For delivery of an employment project.

Transfer of funds

Transfer between restricted funds

The transfer between funds to cover costs of supporting the homeless meals project and other temporary measures in Café Victoria.

22 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2021 £	2020 £
Net income /(expenditure) for the reporting period (as per the statement of financial activities)	207,944	(341,942)
Depreciation charges	2,222	-
Interest payable	25,212	18,608
Decrease / (increase) in stocks	2,455	(5,515)
Increase in debtors	(174,538)	(86,970)
Increase in creditors	133,157	458,602
Net cash provided by operating activities	196,452	42,783

23 Operating lease commitments

The charity's total future minimum lease payments payable under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2021	2020	2021	2020
	£	£	£	£
Less than one year	7,750	-	2,440	-
One to five years	31,000	-	2,440	-
Over five years	38,750	-	-	-
	77,500	-	4,880	-

24 Ultimate holding company

Unity Works Social Enterprises's ultimate parent company is Thera Trust, a charitable company limited by guarantee (company number 3593418) and registered in England and Wales (charity number 1090163). Thera Trust is ultimately controlled by the board of trustees.

Copies of the consolidated Thera Trust financial statements are available from the Charity Commission.