

**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**  
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**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.**

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**REFERENCE AND ADMINISTRATION INFORMATION**

<b>CHARITY NAME</b>	Unity Works Social Enterprises
<b>COMPANY NUMBER</b>	11338498
<b>COUNTRY OF INCORPORATION</b>	United Kingdom
<b>CHARITY NUMBER</b>	1185113
<b>COUNTRY OF REGISTRATION</b>	England and Wales
<b>REGISTERED OFFICE</b>	134 Edmund Street Birmingham B3 2ES
<b>COMPANY SECRETARY</b>	Martin Pilkington
<b>AUDITOR</b>	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 2-3 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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**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.

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

**SENIOR MANAGEMENT**

Claire Hilton (Managing Director)

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**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;



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

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**Directors' and Strategic Report<sup>1</sup>**



**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 30<sup>th</sup> December 2023. We're sorry to lose her Thera knowledge, wise guidance and expertise and wish her the very best for the future.

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<sup>1</sup> 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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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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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**

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**What is Important for Unity Works Social Enterprises<sup>2</sup>**

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

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

**Thera Group<sup>®</sup>**  
Supporting people with a learning disability

[www.thera.co.uk](http://www.thera.co.uk)

<sup>2</sup> 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**

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 4.8% 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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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."

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

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### 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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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



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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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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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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



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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**



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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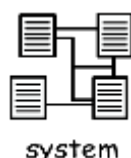


### **Adult Community Learning (ACL)**

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 31<sup>st</sup> 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.



### **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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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 30<sup>th</sup> 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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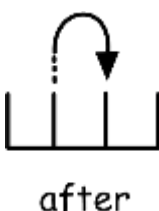
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## **Thera Trust News**

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:

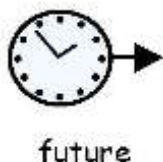
- ✓ negotiating more effectively with local authorities to obtain acceptable contract uplifts;
- ✓ reviewing our costs to limit non-essential expenditure.
- ✓ Further inflationary uplifts to training income next year
- ✓ Implemented
- ✓ Closed two unviable enterprises
- ✓ Made further cost savings

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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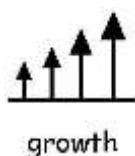
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**FUTURE PLANS**



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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**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 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.

**UNITY WORKS SOCIAL ENTERPRISES**  
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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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**UNITY WORKS SOCIAL ENTERPRISES**  
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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

(A company limited by guarantee)

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

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

**STATEMENT OF CASH FLOWS**  
**for the year ended 31 March 2024**

	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>				
<b>Net expenditure for the reporting period (as per the statement of financial activities)</b>		<b>(214,400)</b>		<b>(284,215)</b>
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	
		<b>266,933</b>		<b>275,624</b>
<b>Net cash used in operating activities</b>		<b>52,533</b>		<b>(8,591)</b>
<b>Cash flows from investing activities:</b>				
Proceeds from the sale of fixed assets	4,000		-	
Payments to acquire tangible fixed assets	(3,050)		(3,293)	
<b>Net cash provided by / (used in) investing activities</b>		<b>950</b>		<b>(3,293)</b>
<b>Cash flows from financing activities:</b>				
Interest paid	(38,408)		(25,227)	
<b>Net cash used in financing activities</b>		<b>(38,408)</b>		<b>(25,227)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>15,075</b>		<b>(37,111)</b>
Cash and cash equivalents at the beginning of the year		19,491		56,602
<b>Cash and cash equivalents at the end of the year</b>		<b>34,566</b>		<b>19,491</b>

**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.

**Unity Works Social Enterprises**  
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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	-	<b>35,298</b>	7,978	700	8,678
Grants	-	6,067	<b>6,067</b>	-	51,423	51,423
Social Investment Grant	175,000	-	<b>175,000</b>	175,000	-	175,000
	<u>210,298</u>	<u>6,067</u>	<u><b>216,365</b></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	-	<b>342,438</b>	431,009	-	431,009
Social enterprise cafes income	927,241	-	<b>927,241</b>	713,137	-	713,137
Social enterprise garden centre income	142,457	-	<b>142,457</b>	123,100	-	123,100
Mailing and training social enterprise income	258,122	-	<b>258,122</b>	188,998	-	188,998
Other charitable activities income	45,801	-	<b>45,801</b>	70,193	-	70,193
Charitable Grants	-	235,999	<b>235,999</b>	-	65,917	65,917
	<u>1,716,059</u>	<u>235,999</u>	<u><b>1,952,058</b></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	<b>1,459,663</b>
Property costs	-	150,802	-	<b>150,802</b>
Depreciation	-	2,209	-	<b>2,209</b>
Other support costs	76,183	684,522	13,444	<b>774,149</b>
	<u>485,287</u>	<u>1,879,945</u>	<u>21,591</u>	<u><b>2,386,823</b></u>
	Employment £	Social Enterprise cafes £	Other activities £	2023 £
Staff and agency costs	355,642	997,663	25,305	<b>1,378,610</b>
Property costs	-	125,589	-	<b>125,589</b>
Depreciation	-	4,249	-	<b>4,249</b>
Other support costs	91,325	491,789	20,107	<b>603,221</b>
	<u>446,967</u>	<u>1,619,290</u>	<u>45,412</u>	<u><b>2,111,669</b></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**  
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**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
	<b>10,860</b>	<b>11,460</b>

**7 Interest payable and similar charges**

	2024 £	2023 £
Interest payable on intra-group borrowings	38,408	25,227
	<b>38,408</b>	<b>25,227</b>

**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
	<b>1,458,421</b>	<b>1,374,690</b>
Agency staff	1,242	3,920
	<b>1,459,663</b>	<b>1,378,610</b>

**Unity Works Social Enterprises**  
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**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:

	<b>2024 No.</b>	2023 No.
£60,000 - £69,999	-	1
£70,000 - £79,999	1	-
	<b>1</b>	<b>1</b>

These employees participated in the pension scheme during the year:

	<b>2024 £</b>	2023 £
Employer pension contributions	<b>1,321</b>	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:

	<b>2024 No.</b>	2023 No.
Employment	<b>15</b>	14
Social enterprise cafes	<b>24</b>	28
Other charitable activities	<b>20</b>	19
	<b>59</b>	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 £
<b>Cost</b>		
At the start of the year	13,293	<b>13,293</b>
Additions in year	3,050	<b>3,050</b>
Disposals in year	(10,000)	<b>(10,000)</b>
	<hr/> 6,343	<hr/> <b>6,343</b>
<b>Depreciation</b>		
At the start of the year	9,804	<b>9,804</b>
Charge for the year	2,209	<b>2,209</b>
Eliminated on disposal	(10,000)	<b>(10,000)</b>
	<hr/> 2,013	<hr/> <b>2,013</b>
<b>Net book value</b>		
<b>At the end of the year</b>	<hr/> 4,330	<hr/> <b>4,330</b>
<b>At the start of the year</b>	<hr/> 3,489	<hr/> <b>3,489</b>

All of the above assets are used for charitable purposes.

**14 Stock**

	2024 £	2023 £
Raw materials	<b>6,073</b>	10,825
	<hr/> <b>6,073</b>	<hr/> 10,825

**15 Debtors**

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

**16 Creditors: amounts falling due within one year**

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

**17 Creditors: amounts falling due after one year**

	2024 £	2023 £
Amounts due to group undertakings	<b>896,255</b>	702,500
	<hr/> <b>896,255</b>	<hr/> 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	<b>4,330</b>
Net current assets	86,954	180,880	<b>267,834</b>
Creditors: amounts falling due within one year	-	(196,865)	<b>(196,865)</b>
Creditors: amounts falling due after one year	-	(896,255)	<b>(896,255)</b>
<b>Net assets at 31 March 2024</b>	<b>86,954</b>	<b>(907,910)</b>	<b>(820,956)</b>

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

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

**20a Movements in funds (current year)**

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

**Unity Works Social Enterprises**  
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**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 £
<b>Restricted funds:</b>					
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)	-	-
<b>Total restricted funds</b>	<b>86,591</b>	<b>118,040</b>	<b>(125,587)</b>	<b>-</b>	<b>79,044</b>
<b>General funds</b>	<b>(408,932)</b>	<b>1,709,414</b>	<b>(1,986,082)</b>	<b>-</b>	<b>(685,600)</b>
<b>Total unrestricted funds</b>	<b>(408,932)</b>	<b>1,709,414</b>	<b>(1,986,082)</b>	<b>-</b>	<b>(685,600)</b>
<b>Total funds</b>	<b>(322,341)</b>	<b>1,827,454</b>	<b>(2,111,669)</b>	<b>-</b>	<b>(606,556)</b>

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

	<b>Property</b>		<b>Equipment</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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	-	-
	<b>160,170</b>	<b>104,862</b>	<b>2,440</b>	<b>2,440</b>

**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.