

UNITY WORKS SOCIAL ENTERPRISES

Registered Company No: 11338498

Charity No: 1185113

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 March, 2025

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

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INTRODUCTION

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

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

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

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

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

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REFERENCE AND ADMINISTRATION INFORMATION

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

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REFERENCE AND ADMINISTRATION INFORMATION

BANKERS

Barclays Bank PLC
Sutton 9
Leicester
Leicestershire
LE87 2BB

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

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

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BOARD OF TRUSTEE DIRECTORS

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

Virginia Beardshaw

Neil Bramley

Alison Bunney

Tavish Kumar

David Umpleby (Resigned 24 July, 2025)

Paul Warner (Appointed 21 August, 2024)

Lorna Weston*

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

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

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SENIOR MANAGEMENT

Chris Browne Managing Director (appointed 01 July 2025)

Claire Hilton Managing Director (resigned 16 June 2025)

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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, 2024 to 31 March, 2025.

RESPONSIBILITIES OF THE BOARD OF TRUSTEE DIRECTORS

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

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

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

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- 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 Report¹

An Update from Our Chairperson



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

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

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

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

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

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

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

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

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

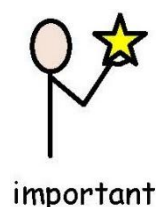
Thank you to everyone who has contributed to our progress this year. Together, we are continuing to create more inclusive workplaces and communities for individuals with learning disabilities.

Alison Bunney
Chairperson, Unity Works

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What is Important for Unity Works Social Enterprises²

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

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

Our vision

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

www.thera.co.uk



Supporting people with a learning disability

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

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Unity Works Values



values

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



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



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



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



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



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



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

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support

Unity Works Supports People with a Learning Disability

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

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

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



story

Supported Employment:

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

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

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

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

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

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

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

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

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

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

Supported Internship:

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

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

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

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

Adult Community Learning Story

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

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

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An update from our Managing Director

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

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

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

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

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

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

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

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



Achievement and Performance

Employment

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

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

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

Employment workstream development

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

Unity Connects

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



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Southwark Works UKSPF Programme

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

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

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

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

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

Employer Engagement



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

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

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

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

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

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

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

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

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

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

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

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

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

Unity Futures

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

Achievements of the past year include:

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

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

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

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

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Social Enterprises

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

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

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

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

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

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

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

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

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

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

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



cafe

Social Enterprise Cafés

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

Jackson's Café:

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

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

Greenwood Café:

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

7 trainees were based at the café throughout the year.

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Lisson Grove:

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

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

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

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

Café Victoria:

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

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

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

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

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

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

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

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

Learning and Skills

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



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

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

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



Adult Community Learning (ACL)

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

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

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

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

Bespoke learner management system for trainees, learners and jobseekers:



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

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



Unity Works Social Enterprises Employs Good Staff

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

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

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

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

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

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

Unity Works Social Enterprises' Money



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

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

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Fund-raising

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

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

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

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

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

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

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

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

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

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

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Reserves Policy

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

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

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

Going Concern

Thera Trust Group Transformation Plans

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

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

The financial plan aims to build reserves over time.

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

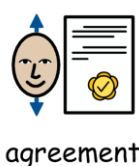
- ✓ Implementation of a new operational structure from July 2025.
- ✓ Securing additional liquidity via a new £4.5m Invoice Financing Facility from July 2025.
- ✓ Further Group simplification.

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

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

Intra-Group Funding agreement

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



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Operational Performance

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

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

Remuneration Policy



policy

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

Managing Unity Works Social Enterprises' Risk



risk

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

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

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

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

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

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

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

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

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

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

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

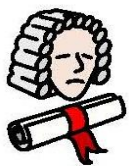
These risks were in part mitigated through support from Thera Trust in the form of a Social Investment Grant. Unfortunately, due to financial pressures, covered earlier in this report Thera Trust has made the decision to stop providing this grant in 2024-2025. Unity Works Social Enterprises will continue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

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

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



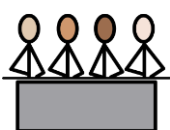
legal

Governing document

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

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

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



trustees

Recruitment and Appointment of Unity Works' Trustees

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

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

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

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

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

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

Management of Unity Works Social Enterprises' Activities

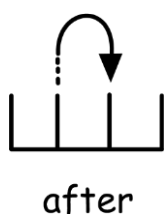
Thera Trust provides corporate services to Unity Works under a customer services agreement. Claire Hilton as Managing Director managed the activities of Unity Works Social Enterprises during 2024-2025, as delegated by the trustees.



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Since the Year End



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

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



Group simplification

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

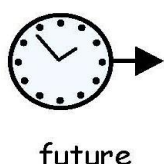
In August 2025 Thera Trust as the parent company of the Group has decided to simplify the Group Structure. At the date of signing the financial statements, the details of how this simplification will take place, its timing and the implications for Unity Works are still to be determined. In the

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

FUTURE PLANS



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

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

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

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

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

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

DISCLOSURE OF INFORMATION TO AUDITOR

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

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

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

RE-APPOINTMENT OF AUDITOR

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

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

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

Martin Pilkington
Secretary

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

OPINION

We have audited the financial statements of Unity Works Social Enterprises (the 'charitable company') for the year ended 31 March, 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March, 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

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

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Unity Works Social Enterprises' ability to

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continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

OTHER INFORMATION

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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This section explains that the Auditor must tell us if they are unhappy with how the directors managed the company.
The Audit report says that there is nothing bad the Auditor wishes to report to Company Members.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

RESPONSIBILITIES OF TRUSTEES

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

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

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

UNITY WORKS SOCIAL ENTERPRISES
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This page explains how the Auditor checks the accounts.

CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES

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

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

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

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

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

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)

22 December 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

UNITY WORKS SOCIAL ENTERPRISES

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

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

UNITY WORKS SOCIAL ENTERPRISES
(A company limited by guarantee)

SUMMARY OF MONEY

For the year ended 31 March, 2025

What we have earned and what we have spent: £

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

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

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

Unity Works Social Enterprises
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STATEMENT OF FINANCIAL ACTIVITIES
(incorporating an income and expenditure account)
for the year ended 31 March 2025

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

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

Unity Works Social Enterprises
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BALANCE SHEET

as at 31 March 2025

COMPANY REGISTRATION NUMBER 11338498

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

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

Lorna Weston
Director

Alison Bunney
Director

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

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

Unity Works Social Enterprises
(A company limited by guarantee)

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

1 Accounting policies

a) Statutory information

Unity Works Social Enterprises is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, West Midlands, B3 2ES. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

c) Going concern

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

d) Funds

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

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

e) Income

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

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

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

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

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

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

f) Government & local authority assistance

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

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

Unity Works Social Enterprises
(A company limited by guarantee)

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

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

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

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

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

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

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

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

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

h) Operating leases

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

i) Tangible fixed assets

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

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

- | | |
|---------------------------|---------------------|
| • Furniture and equipment | 33.3% straight line |
|---------------------------|---------------------|

j) Stocks

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

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors and provisions

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

n) Financial instruments

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

o) Pensions

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

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

1 Accounting policies (continued)

p) Parent charity and financial support

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

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

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

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

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

Group financial support

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

Leases

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

Recoverability of trade debtors

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

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

Provisions

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

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

Depreciation and residual values

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

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

Unity Works Social Enterprises
(A company limited by guarantee)

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

3 Income from grants and donations

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

4 Income from charitable activities

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

5 Analysis of expenditure

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

Other support costs includes overhead and governance costs.

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

Unity Works Social Enterprises
(A company limited by guarantee)

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

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

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

7 Interest payable and similar charges

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

8 Net expenditure for the year

This is stated after charging:

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

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

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

Staff costs were as follows:

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

Unity Works Social Enterprises
(A company limited by guarantee)

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

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

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

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

These employees participated in the pension scheme during the year:

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

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

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

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

10 Staff numbers

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

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

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

11 Related party transactions

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

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

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

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

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

12 Taxation

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

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

13 Tangible fixed assets

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

All of the above assets are used for charitable purposes.

14 Stock

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

15 Debtors

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

16 Creditors: amounts falling due within one year

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

Unity Works Social Enterprises
(A company limited by guarantee)

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

17 Creditors: amounts falling due after one year

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

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

18 Pension schemes

The People's Pension Fund

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

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

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

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

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

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20a Movements in funds (current year)

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

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20b Movements in funds (prior period)

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

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

Purposes of restricted funds

Donations

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

Deloitte

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

Great Escape

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

FSF Essex

For delivery of an employment project.

FSF Barnet

For delivery of an employment project.

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

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

Bounceback Programme

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

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20 Movements in funds (continued)

Purposes of restricted funds (continued)

LB of Camden Business Support Grants

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

Drappers Trust

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

Townsend Trust

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

Greenwich Worktrain Project

This grant is to support the AOPS employment support service.

BlackRock Gives

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

North London Forensic Collaborative

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

North Central East London CAMHS Provider Collaborative

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

Prior Year

BGC JobsOhio

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

Greenwich Worktrain Project

This grant is to support the AOPS employment support service.

Gerard Basset Forum

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

The Cicely Northcote Trust

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

21 Operating lease commitments

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

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

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22 Post balance sheet events

Operational restructure

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

Group simplification

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

23 Ultimate holding company

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

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

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