



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## Trustees' annual report for the period

From: Period start date 19 November 2020 To: Period end date 31 October 2021

Charity name: United in Design Charitable Trust

Charity registration number: 1192413

## Objectives and activities

|                                                                                                                                                                      | SORP reference     |                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summary of the purposes of the charity as set out in its governing document                                                                                          | Para 1.17          | The objectives of the CIO are the promotion of equality and diversity for the public benefit by; (a) the elimination of discrimination on the grounds of race or religion, especially within the UK Interior Design industry; (b) advancing education and raising awareness in equality and diversity; (c) cultivating a sentiment in favour of equality and diversity. |
| Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts. | Para 1.17 and 1.19 | By providing a graduate apprenticeship scheme which grants a one-year placement across four prestigious London-based companies, welcoming applications from graduates and young aspiring designers.                                                                                                                                                                     |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit                                         | Para 1.18          | The trustees have had regard to the guidance issues by the Charity Commission on public benefit.                                                                                                                                                                                                                                                                        |

## Additional information (optional)

You may choose to include further statements where relevant about:

|                                                                  | SORP reference |     |
|------------------------------------------------------------------|----------------|-----|
| Policy on grant making                                           | Para 1.38      | N/A |
| Policy on social investment including program related investment | Para 1.38      | N/A |
| Contribution made by volunteers                                  | Para 1.38      | N/A |

|       |  |     |
|-------|--|-----|
|       |  |     |
| Other |  | N/A |

## Achievements and performance

|                                                                                                                                                                                                 |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole. | Para 1.20 | <p>United in Design Charitable Trust exists to promote equality and diversity to the public benefit by creating an equal opportunity pathway for entry into the Interior Design industry for people from black, Asian, ethnic minority and socio-economically disadvantaged backgrounds.</p> <p>To achieve this aim United in Design initiates a range of programmes, and training opportunities.</p> <p>Subscription fees, grants and donations fund the work of United in Design.</p> <p>When signing up to United in Design, we ask that our partners unlock doors and encourage others within the industry to share their wealth of expertise, time, advice and guidance with those who need it most.</p> <p>United in Design is a small charity founded in July 2020, in our first year we developed a framework for the future, focussing on a range of initiatives including an apprenticeship programme, a mentoring programme, work experience, careers guidance, schools outreach, education partnerships, delivering talks and panel discussions.</p> <p><b>Apprenticeship Programme</b></p> <p>We worked hard to facilitate five apprenticeships with respected industry professionals. The initial programme secured year long employment placement opportunities for five graduates.</p> <p>Overview:</p> <p>Four companies pooled together to each offer a 3 month paid placement. To give a United in Design applicant a full year of broad work experience, employment and training. The apprentices were paid a realistic annual living wage of £22000.00 pa.</p> <p>We are happy to report that following their apprenticeship year all five of the initial apprentice cohort is now in full time employment within the industry.</p> <p>Many of the unsuccessful applicants for the apprenticeship programme have since been offered either shorter paid internships or work experience as a result of United in Design initiatives.</p> |
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|  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  | <p><b>Mentoring Programme</b><br/> Many of our professional partners have been allocated a mentee from our pool of applicants. The mentoring programme has allowed opportunity for growth and guidance throughout a mentoring journey curated by mentor and mentee and supported by United in Design.<br/> Our mentees have gone on to further education, additional work experience within the industry and employment.</p> <p><b>Education Partnership</b><br/> The cost of education and training within the industry is often a financial barrier to the industry. We are thrilled to partner with KLC School of Design to spotlight and nurture emerging talent in the interior design industry. Aimed at design enthusiasts and without need for an existing qualification, the partnership and funding, has enabled one applicant to study on a Certificate Residential Interior Design course.</p> <p><b>Talks, Panel Discussions and Competitions</b><br/> Much of the first year has involved spreading the word about the charity and its aims. Promoting equality and diversity via press and PR platforms and encouraging and guiding our professional partners to follow suit.<br/> Education and increased awareness of issues around diversity and inclusion are at the heart of the aims and objectives of the charity.<br/> United in Design Trustees and partners have spoken at many industry events, and panel discussions. The team at United in Design also hosted at major design exhibitions, Focus and Decorex.<br/> In collaboration with United in Design, the Calico Club gave five complimentary memberships to our applicants, removing the financial barrier to this inspired educational resource.</p> <p>The Covid-19 Pandemic has affected many of the planned activities like those of so many other organisations. Our Diversity Festival, which would have been the main networking and education event in our first year, was cancelled due to the tightening of government restrictions.</p> <p><b>Recruitment</b><br/> United in Design have been instrumental in promoting the vacant positions of our professional partners amongst our applicants and on social media channels.<br/> The Resource Hub offers applicants guidance, support, information and advice on how to enter the industry.</p> |
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#### Additional information (optional)

You may choose to include further statements where relevant about:

|                                     |           |     |
|-------------------------------------|-----------|-----|
| Achievements against objectives set | Para 1.41 | N/A |
|-------------------------------------|-----------|-----|

|                                                              |           |     |
|--------------------------------------------------------------|-----------|-----|
| Performance of fundraising activities against objectives set | Para 1.41 | N/A |
| Investment performance against objectives                    | Para 1.41 | N/A |
| Other                                                        |           | N/A |

## Financial review

|                                                                                  |           |                                                                                                                                                                          |
|----------------------------------------------------------------------------------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Review of the charity's financial position at the end of the period              | Para 1.21 | During the period, the charity had income of £38,701 and expenditure of £31,311, resulting in a surplus of £7,391.                                                       |
| Statement explaining the policy for holding reserves stating why they are held   | Para 1.22 | The charity does not currently have a formal reserves policy (to be addressed by trustees going forward), however, a £10k cash reserve would be the current ideal level. |
| Amount of reserves held                                                          | Para 1.22 | At the 31 October 2021, the charity had reserves of £7,931                                                                                                               |
| Reasons for holding zero reserves                                                | Para 1.22 | N/A                                                                                                                                                                      |
| Details of fund materially in deficit                                            | Para 1.24 | No funds are in deficit.                                                                                                                                                 |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | No uncertainties about the charity continuing as a going concern. The charity has sufficient funds to operate for the foreseeable future.                                |

## Additional information (optional)

You may choose to include further statements where relevant about:

|                                                                                 |           |     |
|---------------------------------------------------------------------------------|-----------|-----|
| The charity's principal sources of funds (including any fundraising)            | Para 1.47 | N/A |
| Investment policy and objectives including any social investment policy adopted | Para 1.46 | N/A |
|                                                                                 | Para 1.46 | N/A |

|                                                         |  |     |
|---------------------------------------------------------|--|-----|
| A description of the principal risks facing the charity |  |     |
| Other                                                   |  | N/A |

## Structure, governance and management

|                                                                                                                                                                           |           |                                                                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Description of charity's trusts:                                                                                                                                          |           |                                                                                                                                                                                                                                                                                                                              |
| Type of governing document: for example, trust deed, memorandum and articles of association etc                                                                           | Para 1.25 | Constitution                                                                                                                                                                                                                                                                                                                 |
| How is the charity constituted? for example limited company, unincorporated association, CIO                                                                              | Para 1.25 | Charitable Incorporated Organisation (CIO)                                                                                                                                                                                                                                                                                   |
| Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees | Para 1.25 | <p>Every Trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the Trustees.</p> <p>In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p> |
|                                                                                                                                                                           |           |                                                                                                                                                                                                                                                                                                                              |

### Additional information (optional)

You may choose to include further statements where relevant about:

|                                                                                           |           |     |
|-------------------------------------------------------------------------------------------|-----------|-----|
| Policies and procedures adopted for the induction and training of trustees                | Para 1.51 | N/A |
| The charity's organisational structure and any wider network with which the charity works | Para 1.51 | N/A |
| Relationship with any related parties                                                     | Para 1.51 | N/A |
| Other                                                                                     |           | N/A |

## Reference and administrative details

|                             |                                        |
|-----------------------------|----------------------------------------|
| Charity name                | United in Design Charitable Trust      |
| Other name the charity uses | UID                                    |
| Registered charity number   | 1192413                                |
| Charity's principal address | 23 Caxton Street<br>London<br>SW1H 0PY |

## Names of the charity trustees who manage the charity

|    | Trustee name      | Office (if any) | Dates acted if not for whole year | Name of person (or body) entitled to appoint trustee (if any) |
|----|-------------------|-----------------|-----------------------------------|---------------------------------------------------------------|
| 1  | A L Dauley        |                 |                                   |                                                               |
| 2  | S G K Ashby       |                 |                                   |                                                               |
| 3  | Prof. G J Brooker |                 |                                   |                                                               |
| 4  |                   |                 |                                   |                                                               |
| 5  |                   |                 |                                   |                                                               |
| 6  |                   |                 |                                   |                                                               |
| 7  |                   |                 |                                   |                                                               |
| 8  |                   |                 |                                   |                                                               |
| 9  |                   |                 |                                   |                                                               |
| 10 |                   |                 |                                   |                                                               |
| 11 |                   |                 |                                   |                                                               |
| 12 |                   |                 |                                   |                                                               |
| 13 |                   |                 |                                   |                                                               |
| 14 |                   |                 |                                   |                                                               |
| 15 |                   |                 |                                   |                                                               |
| 16 |                   |                 |                                   |                                                               |
| 17 |                   |                 |                                   |                                                               |
| 18 |                   |                 |                                   |                                                               |
| 19 |                   |                 |                                   |                                                               |
| 20 |                   |                 |                                   |                                                               |

## Corporate trustees – names of the directors at the date the report was approved

|               |     |
|---------------|-----|
| Director name | N/A |
|               |     |
|               |     |
|               |     |
|               |     |
|               |     |
|               |     |

## Name of trustees holding title to property belonging to the charity

|              |                                   |
|--------------|-----------------------------------|
| Trustee name | Dates acted if not for whole year |
|              | N/A                               |
|              |                                   |
|              |                                   |
|              |                                   |
|              |                                   |

|  |  |
|--|--|
|  |  |
|--|--|

## Funds held as custodian trustees on behalf of others

|                                                                                                                               |     |
|-------------------------------------------------------------------------------------------------------------------------------|-----|
| Description of the assets held in this capacity                                                                               | N/A |
| Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects | N/A |
| Details of arrangements for safe custody and segregation of such assets from the charity's own assets                         | N/A |

## Additional information (optional)

### Names and addresses of advisers (optional information)

| Type of adviser | Name | Address |
|-----------------|------|---------|
| N/A             |      |         |
|                 |      |         |
|                 |      |         |
|                 |      |         |

### Name of chief executive or names of senior staff members (optional information)

|     |
|-----|
| N/A |
|-----|

## Exemptions from disclosure

Reason for non-disclosure of key personnel details

|      |
|------|
| None |
|------|

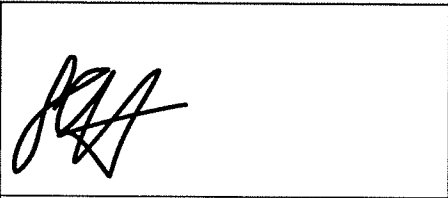
## Other optional information

|  |
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|  |
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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

|                                              |                                                                                   |  |
|----------------------------------------------|-----------------------------------------------------------------------------------|--|
| Signature(s)                                 |  |  |
| Full name(s)                                 | Sophie Casely-Hayford (nee Ashby)                                                 |  |
| Position (for example Secretary, Chair, etc) | Trustee                                                                           |  |
| Date                                         | 12 <sup>th</sup> December 2022                                                    |  |

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**Independent examiners report to the Trustees of United in Design Charitable Trust**

I report to the trustees on my examination of the accounts for United in Design Charitable Trust ("the charity") for the period ended 31 October 2021.

**Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Michelle Ferris BSc (Hons) FCA DChA  
Albert Goodman LLP  
Goodwood House  
Blackbrook Park Avenue  
Taunton  
Somerset  
TA1 2PX

Date: 20 December 2022



CHARITY COMMISSION  
FOR ENGLAND AND WALES

United in Design Charitable Trust

1192413

## Receipts and payments accounts

CC16a

For the period  
from

19/11/2020

To

31/10/2021

### Section A Receipts and payments

|                                                       | Unrestricted<br>funds<br>to the nearest<br>£ | Restricted<br>funds<br>to the nearest £ | Endowment<br>funds<br>to the nearest £ | Total funds<br>to the nearest £ | Last year<br>to the nearest £ |
|-------------------------------------------------------|----------------------------------------------|-----------------------------------------|----------------------------------------|---------------------------------|-------------------------------|
| <b>A1 Receipts</b>                                    |                                              |                                         |                                        |                                 |                               |
| Sponsorships                                          | 30,250                                       | -                                       | -                                      | 30,250                          | -                             |
| Donations                                             | 5,389                                        | -                                       | -                                      | 5,389                           | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Sub total</b> (Gross income for AR)                | 35,639                                       | -                                       | -                                      | 35,639                          | -                             |
| <b>A2 Asset and investment sales, (see table).</b>    |                                              |                                         |                                        |                                 |                               |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Sub total</b>                                      | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Total receipts</b>                                 | 35,639                                       | -                                       | -                                      | 35,639                          | -                             |
| <b>A3 Payments</b>                                    |                                              |                                         |                                        |                                 |                               |
| Advertising & Marketing                               | 1,400                                        | -                                       | -                                      | 1,400                           | -                             |
| Accountancy/bookkeeping fees                          | 154                                          | -                                       | -                                      | 154                             | -                             |
| Consulting                                            | 19,275                                       | -                                       | -                                      | 19,275                          | -                             |
| Postage, Freight & Courier                            | 101                                          | -                                       | -                                      | 101                             | -                             |
| General Expenses                                      | 7,123                                        | -                                       | -                                      | 7,123                           | -                             |
| Staff Training                                        | 131                                          | -                                       | -                                      | 131                             | -                             |
| Bank/stripe charges                                   | 64                                           | -                                       | -                                      | 64                              | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Sub total</b>                                      | 28,248                                       | -                                       | -                                      | 28,248                          | -                             |
| <b>A4 Asset and investment purchases, (see table)</b> |                                              |                                         |                                        |                                 |                               |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
|                                                       | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Sub total</b>                                      | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Total payments</b>                                 | 28,248                                       | -                                       | -                                      | 28,248                          | -                             |
| <b>Net of receipts/(payments)</b>                     | 7,391                                        | -                                       | -                                      | 7,391                           | -                             |
| <b>A5 Transfers between funds</b>                     | -                                            | -                                       | -                                      | -                               | -                             |
| <b>A6 Cash funds last year end</b>                    | -                                            | -                                       | -                                      | -                               | -                             |
| <b>Cash funds this year end</b>                       | 7,391                                        | -                                       | -                                      | 7,391                           | -                             |

## Section B Statement of assets and liabilities at the end of the period

| Categories                                                  | Details                                                | Unrestricted funds<br>to nearest £                                                  | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|-------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------|---------------------------------|
| <b>B1 Cash funds</b>                                        | Treasurer's account @ Lloyds Bank                      | 7,391                                                                               | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             | <b>Total cash funds</b>                                | 7,391                                                                               | -                                | -                               |
|                                                             | (agree balances with receipts and payments account(s)) | OK                                                                                  | OK                               | OK                              |
| <b>B2 Other monetary assets</b>                             | <b>Details</b>                                         |                                                                                     |                                  |                                 |
|                                                             | Sponsorship debtors                                    | 13,760                                                                              | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
|                                                             |                                                        | -                                                                                   | -                                | -                               |
| <b>B3 Investment assets</b>                                 | <b>Details</b>                                         |                                                                                     |                                  |                                 |
|                                                             |                                                        | Fund to which asset belongs                                                         | Cost (optional)                  | Current value (optional)        |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
| <b>B4 Assets retained for the charity's own use</b>         | <b>Details</b>                                         |                                                                                     |                                  |                                 |
|                                                             |                                                        | Fund to which asset belongs                                                         | Cost (optional)                  | Current value (optional)        |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
|                                                             |                                                        |                                                                                     | -                                | -                               |
| <b>B5 Liabilities</b>                                       | <b>Details</b>                                         |                                                                                     |                                  |                                 |
|                                                             | Accountancy Fees                                       | Fund to which liability relates                                                     | Amount due (optional)            | When due (optional)             |
|                                                             |                                                        | Unrestricted                                                                        | 960                              |                                 |
|                                                             |                                                        |                                                                                     | -                                |                                 |
|                                                             |                                                        |                                                                                     | -                                |                                 |
|                                                             |                                                        |                                                                                     | -                                |                                 |
| Signed by one or two trustees on behalf of all the trustees |                                                        | Signature                                                                           | Print Name                       | Date of approval                |
|                                                             |                                                        |  | A. DAULEY                        | 20/12/2022                      |