



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' annual report for the period

From: Period start date 1 November 2021 **To: Period end date** 31st December 2022

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	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. To achieve this aim United in Design initiates a range of programmes, and training opportunities. Subscription fees, grants and donations fund the work of United in Design. 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. United in Design is a small charity founded in July 2020, in our second year we progressed and expanded our framework for the future, focussing on a range of initiatives including our flagship Apprenticeship Scheme, our mentoring programme, work experience, careers guidance, School Outreach, education and training partnerships, delivering talks and panel discussions, and developing a Jobs Board Apprenticeship Programme 2021/22 We worked hard to facilitate eight apprenticeships with respected industry professionals. The scheme secured year long employment placement opportunities for eight graduates when we first received applications and interviewed candidates. However, two candidates dropped out of the scheme – one in the very early stages owing to childcare problems and another apprentice left after three placements part way through the apprenticeship. The scheme is full-time. Overview: For the Scheme for 2021/22 thirty two companies pooled together to each offer a 3 month paid placement to the eight candidates. This dropped to twenty seven companies after two candidates could not complete the scheme. The scheme gives 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. Following their apprenticeship year all six of the apprentice cohort who completed the scheme
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		gained employment within the industry mostly in top tier Interior Design studios. Many of the unsuccessful applicants for the Apprenticeship Scheme have also been offered either shorter paid internships or work experience as a result of United in Design initiatives. Mentoring Programme Many of our professional supporters and partners have been allocated a mentee from our pool of applicants. The mentoring programme continued to run through 2022 offering an opportunity for in depth relationships between mentor and mentee to grow and flourish over time. Developing Apprenticeship Scheme training and structured support for business Much of the second year has involved continuing to spread the word about the charity and its aims. Promoting equality and diversity via press and PR platforms has been key and encouraging and guiding our professional partners to follow suit. The Apprenticeship Scheme provides a great opportunity to visit businesses and supporting partners to monitor the progress of their apprentice and offer ways to increase inclusion and equality in the workplace. By offering solutions and methods for troubleshooting while at the same time encouraging the work involved in addressing a lack of diversity and inclusion we've been able to build a strong network of professional support for the charity. Business strategy and planning for the future Education and increased awareness of issues around diversity and inclusion are at the heart of the aims and objectives of the charity and also key to fundraising which remains a priority. It became apparent we needed to go into studios and businesses to advise participating supporters and members about ED&I so we started to develop strategies for the future to help support businesses to reach their pledges. Our plans for the next 12-18months would include appointing some permanent staff to run the operations at United in Design as to ensure success it needs a fully committed management team. United in Design Trustees have spoken at many industry events, and panel discussions to continue to get the message about the charity out into the wider community. The team at United in Design maintained a presence for the charity at events such as Design Focus, Decorex. In collaboration with United in Design, the Frieze Art Fair gave eleven complimentary memberships to our apprentices removing the financial barrier to attendance at this inspired very high-end art event.
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		Recruitment and Career Development Resources and Advice United in Design provide a resource as a Jobs Board to promote vacant roles of our professional partners amongst our network of applicants and on social media channels. The Resource Hub offers applicants guidance, support, information and advice on how to enter the industry and Simon Hamilton who sits on our Steering Committee has offered CV clinics, advice on interview technique to all candidates and ongoing career advice.
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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 £27,947 and expenditure of £5,271, resulting in a surplus of £22,676.
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 December 2022, the charity had reserves of £30,067
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.
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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
A description of the principal risks facing the charity	Para 1.46	N/A
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	Every Trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the Trustees. 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.

Additional information (optional)

You may choose to include further statements where relevant about:

	Para 1.51	N/A
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Policies and procedures adopted for the induction and training of trustees		
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 London 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			
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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

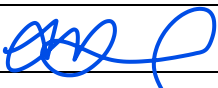
None

Other optional information

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)	Alexandria Dauley	
Position (for example Secretary, Chair, etc)	Trustee	
Date	27/10/2023	



CHARITY COMMISSION
FOR ENGLAND AND WALES

United in Design Charitable Trust

1192413

Receipts and payments accounts

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For the period
from

01/11/2021

To

31/12/2022

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Sponsorships	5,500	-	-	5,500	30,250
Donations	22,447	-	-	22,447	5,389
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	27,947	-	-	27,947	35,639
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	27,947	-	-	27,947	35,639
A3 Payments					
Advertising & Marketing	3,304	-	-	3,304	1,400
Accountancy/bookkeeping fees	-	-	-	-	154
Consulting	-	-	-	-	19,275
Entertainment	205	-	-	205	-
Postage, Freight & Courier	-	-	-	-	101
General Expenses	1,762	-	-	1,762	7,123
Staff Training	-	-	-	-	131
Bank/stripe charges	-	-	-	-	64
	-	-	-	-	-
	-	-	-	-	-
Sub total	5,271	-	-	5,271	28,248
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	5,271	-	-	5,271	28,248
Net of receipts/(payments)	22,676	-	-	22,676	7,391
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	7,391	-	-	7,391	-
Cash funds this year end	30,067	-	-	30,067	7,391

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Treasurer's account @ Lloyds Bank	30,067	-	-
		-	-	-
		-	-	-
	Total cash funds	30,067	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Sponsorship debtors	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Accountancy Fees	Unrestricted	1,404	
	Consultancy Fees	Unrestricted	15,861	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			Alexandria Dauley	27/10/23

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 December 2022.

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: 27 October 2023