

Northern Ireland Union of Supported Employment

Northern Ireland · Charity number 103821

Details

Known as NIUSE

Status Received

Company number [58440](#)

Registered 2016-06-07

Register [View on the Charity Commission for Northern Ireland register](#)

Contact

Address Niuse
Gortfoyle House
104 - 108 Spencer Road
Waterside
Londonderry
Bt47 6ag
BT47 6AG

Phone 028 7137 7709

Email info@niuse.org.uk

Website www.niuse.org.uk (under construction)

Activities

Purposes: The Company is established to promote best practice in Supported Employment for people with disabilities and people from other disadvantaged groups and organisations providing employment opportunities for people with disabilities and people from other disadvantaged groups (hereinafter called the “beneficiaries”) in Northern Ireland (the “area of benefit”) without distinction of gender, sexual orientation, disability/ability, race, political, religious or other opinion, by associating the statutory authorities, voluntary organisations with the object of improving the conditions of life for the beneficiaries and in particular; (a) to promote the model of supported employment to the beneficiaries and other relevant organisations (eg Community/voluntary, statutory, private, trade unions etc) in order to relieve unemployment of people with disabilities and people from other disadvantaged groups; (b) to promote the inclusion of people with disabilities and people from other disadvantaged groups in work or in training; (c) to provide information, advice, support, encouragement and training to organisations which, and to those organisations which potentially could, provide supported employment for people with disabilities and people from other disadvantaged groups; (d) to promote the principles of Supported Employment as set out in Appendix 1 attached to the Articles of Association.

What the charity does: The prevention or relief of poverty, The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity, The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

How the charity works: Disability, Economic development, Education/training, Human rights/equality, Relief of poverty

Who the charity helps: Addictions (drug/solvent/alcohol abuse), Ethnic minorities, Ex-offenders and prisoners, Learning disabilities, Physical disabilities, Sensory disabilities, Travellers, Unemployed/low income, Voluntary and community sector, Youth (14-25 year olds)

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£82,109	£73,710	£0	2

Trustees

Name	Role	Appointed
Karen Smith		
Kieran Molloy		
Liam Burns		
Lydia Lynas		
Norman N Sterritt		
Tony O'reilly		

Northern Ireland Union of Supported Employment

Northern Ireland - Charity number 103821

Accounts

Company Number: NI058440
Charity Number: NIC103821

Northern Ireland Union of Supported Employment (NIUSE)
(Company Limited by Guarantee)

Accounts

for the year ended 31 March 2025

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

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**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

Information

Directors	Kieran Molloy Peter Shields (Resigned 18 March 2025) Norman Sterritt Tony O'Reilly Liam Burns Karen Smith Lydia Lynas
Secretary	Edyth Dunlop
Charity Number	XR 14309 NIC103821
Company Number	NI 058440
Accountants	McGroarty McCafferty & Company Ltd Accountants & Tax Consultants 2 Carlisle Terrace Derry BT48 6JX
Registered Office	Gortfoyle House 104 Spencer Road Derry BT47 6AG
Bankers	Danske Bank 27 Glenshane Road Altnagelvin Derry BT47 2LN

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Report of the Directors
for the year ended 31 March 2025

The directors present their report and the financial statements for the year ended 31 March 2025.

Principal activity

The activities of the charity are to promote best practice in Supported Employment for individuals and organisations providing employment opportunities for people with disabilities/disadvantage in Northern Ireland.

Directors

The directors serving during the year were as follows:

Kieran Molloy

Karen Isabel Cochran Smith

Norman Sterritt

Tony O'Reilly

Liam Burns

Lydia Lynas

Peter Shields (Resigned 18 March 2025)

Appointment of Directors

At the Annual General Meeting one third of directors resign in rotation and being eligible offer themselves for re-election.

Our Vision, Mission and Approach

NIUSE (Northern Ireland Union of Supported Employment) provides a range of demand led services to beneficiaries (member organisations, mainly community and voluntary organisations) to assist them to deliver employment services to people with disabilities and people from other disadvantaged situations to access and stay in employment. These services include information and advice, training and staff development, networking and capacity building and promoting quality assurance and good practice in Supported Employment. NIUSE also works with government departments/agencies and key policy makers to develop and influence relevant policies and issues regarding vocational training and employment for people with disabilities and people from disadvantaged situations.

During this accounting period 1 April 2024 - 31 March 2025, NIUSE continued to deliver services to its members and engaged with a wide range of stakeholders:-

Information and Advice to Members

NIUSE provided weekly updates to members on policy developments, job fairs, training opportunities, and employment vacancies through the Current Vacancies and Events mailshot, issued every Monday. Members were also invited to attend a range of information sessions, including briefings on the Go Succeed Programme (Self-Employment), Social Value Clauses, and updates on employment programmes.

Training and Staff Development

NIUSE collaborated with a range of specialist trainers to deliver professional development opportunities for members and stakeholders. Training covered key areas of employer engagement, including sessions such as "5 Strategies to Getting Results" and "Boosting Employer Engagement Performance by Phone", both delivered by Aubrey Bodman (Outshine).

Northern Ireland Union of Supported Employment (NIUSE)
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NIUSE continued its partnership with the Equality Commission for Northern Ireland through the Making it Work campaign, building on the success of the previous year. A series of webinars was delivered focusing on Positive Action Measures, including Pre-Employment Training, Work Trials, Guaranteed Interviews, and Ring-Fenced Posts. These sessions were co-delivered with member organisations and featured lived experiences from disabled people alongside employer perspectives.

In partnership with Derry City and Strabane District Council LMP and the Equality Commission for NI, NIUSE hosted the conference "Working Together to Reduce the Disability Employment Gap" on 20/03/2025. The event attracted over 90 delegates-primarily employers-who heard examples of effective practice in employing people with disabilities and learned about the support available from the disability sector and the Department for Communities.

NIUSE and the Equality Commission for NI plan to continue this programme of work into 2025/2026.

NIUSE and the Equality Commission for NI plan to continue this programme of work into 2025/2026. In total, more than 250 delegates attended NIUSE-organised training sessions and events during the year.

Policy and Influence

The year once again began with funding as a key priority for NIUSE and its members, particularly in relation to the ending of the UK Shared Prosperity Fund (UKSPF) in March 2024 and uncertainty around its replacement. NIUSE joined the Economic Inactivity Group, led and supported by NICVA, to strengthen collective advocacy on these issues. The group focused on the future of employability programmes following the end of the UKSPF, recognising the value of presenting a unified voice on behalf of projects supporting disabled people, young people not in education, employment or training, women, ex-offenders, and long-term unemployed people.

The Economic Inactivity Group met regularly, engaged in sustained lobbying of MLAs, MPs, Ministers and senior government officials, and hosted a conference in June 2024 to highlight project outcomes and the potential impact on individuals furthest from the labour market and on the wider local economy.

In the Autumn Spending Review (30/10/2024), it was announced that "the UKSPF will continue at a reduced level for a further year with £900m of funding; this transitional arrangement will provide as much stability as possible in advance of wider local growth funding reforms." UKSPF will continue to be administered by MHCLG at a reduced rate in the coming year, providing a degree of clarity for organisations planning ahead.

Throughout this period, NIUSE and its members continued active engagement with Labour Market Partnerships (LMPs) across all 11 local councils. NIUSE consistently raised concerns regarding programme duplication with UKSPF-funded initiatives and the variability of funding provision across council areas. NIUSE further worked with all LMPs to advocate for the development of programmes supporting people with disabilities and ensured members were informed of emerging funding opportunities.

NIUSE also contributed to a range of wider policy initiatives, including input into the Disability and Work Strategy, participation in the NICS Disability Working Group and the Regional Autism Forum, responses to public consultations, and contributions to disability employment research. This included engagement with the Equality Commission for NI on their research project "Funding for Equality Groups in NI - The Impact of the Transition from EU Funding to the UK Shared Prosperity Fund," due for publication in June 2025.

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

Employer Engagement

NIUSE continued to work closely with employers to promote employment opportunities for disabled people and to support inclusive recruitment and selection processes. This included advertising vacancies through the weekly Current Vacancies and Events bulletin and working collaboratively with the Northern Ireland Civil Service (NICS) to deliver outreach information sessions promoting accessible employment opportunities.

NIUSE also coordinated recruitment for several employer-led work experience programmes, including:

* Queen's University Belfast Individual Placement Scheme - 14 placements

* Translink Disability Work Experience Programme - 3 placements

(with 3 participants progressing into employment)

* NI Assembly Work Experience Scheme - 1 placement

In partnership with HATS (Hospitality & Tourism Skills Network), NIUSE hosted a workshop on 09/04/2024 focused on improving employment opportunities for disabled people within the hospitality and tourism sectors. Members provided case studies of good practice for use on the HATS website. An online Insight Day followed on 18/06/2024, showcasing the wide range of roles and career paths available across the sector.

NIUSE and its members also participated in job fairs and "meet the employer" events held across Northern Ireland. Working in partnership with the Department for Communities, NIUSE introduced the first Quiet Time for Regional Job Fairs-an allocated period designed to create a low-sensory environment for disabled, autistic, and neurodiverse individuals who may find mainstream job fair environments overwhelming due to crowds, lighting, and noise. Following a successful pilot, it is anticipated that Quiet Time will be rolled out across all local council areas.

NIUSE Projects

Mind the Gap Project (May 2024 - June 2025)

The Mind the Gap project is a cross-border partnership between NIUSE and KARE (Ireland), funded by the Shared Island Civic Society Fund and administered by the Department of Foreign Affairs and Trade. The aim of the project is to explore the reasons behind the low employment rate of people with disabilities across the island of Ireland-among the lowest in the UK and Europe-and to identify opportunities for improvement.

The project seeks to establish a foundation for strengthened cross-border collaboration and shared learning. It is guided by a cross-border steering committee made up of representatives from 12 disability employment support organisations across the island. During the reporting period, the steering committee was established and two study visits were delivered: one in Belfast (January 2025) and one in Dublin (February 2025). The project will continue into the next year and will conduct research, collect data and producing a report to be presented at an summit in June 2025.

Employer Engagement Project (July 2024 - July 2026)

Funded by the Halifax Empower Project, this initiative focuses on working with employer representative bodies to promote good practice in employing disabled people, in partnership with NIUSE members. During the year, NIUSE delivered two engagement events with sector organisations and held discussions with additional employer representative groups to further expand this work.

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BEO Project - Business Engagement Odyssey (Nov 2023 - Oct 2025)

NIUSE represents the Association of Supported Employment on the BEO Project, funded under the Erasmus+ Programme. During this period, NIUSE contributed to a comprehensive training needs analysis for practitioners and employers, exploring the key skills and competencies required for effective employer engagement and identifying what employers expect from Supported Employment practitioners.

The findings informed the development of an Employer Engagement Training Manual. NIUSE pilot tested the training with local Supported Employment practitioners and provided feedback to refine and enhance the content. The next stage of the project includes hosting a World Café Event in Lisbon and producing a Good Practice Guide.

Networking

Most networking activities continued to be delivered online. NIUSE maintained active engagement with members and with local, regional, and international networks, including the Disability Employment Network North West, the Association of Supported Employment (ASEE, formerly EUSE), and the World Association of Supported Employment (WASE).

A highlight of the year was NIUSE's participation in the 15th European Union of Supported Employment Conference in Spain, which brought together more than 600 delegates from across Europe and beyond. Delegates heard from high-profile keynote speakers and took part in a wide range of workshops. NIUSE, in partnership with NI Screen, delivered a workshop titled "Lights, Camera and Positive Action."

Public benefit

NIUSE provides a range of direct services to beneficiaries to promote the relieve of unemployment for people with disabilities and people from other disadvantaged situations (i.e. young people not in education, employment or training, offenders and ex-prisoners etc) through the Supported Employment model across Northern Ireland. The direct benefit which flows from this purpose includes real employment opportunities, social and economic inclusion, increased independence, increased health and wellbeing, improved quality of life and greater community participation. This benefit is demonstrated through feedback (evaluation tools and focus groups) from beneficiaries and increased number of people accessing and staying in employment. There is no harm from our purpose. The private benefit flowing from our purpose relates to Trustees (Director) whose organisation may benefit from hiring their accessible buildings/venues for delivering training courses or hosting meetings for NIUSE. The private benefit is necessary to achieve the purposes and is therefore incidental.

Financial review

The financial performance is summarised in the enclosed accounts.

Directors Responsibilities In Relation To The Financial Statements

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period. In preparing these financial statements, the directors are required to:

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

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- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Independent Examiner

A resolution will be proposed at the Annual General Meeting that McGroarty Mc Cafferty & Company Ltd be re-appointed as independent examiners to the charity for the ensuing year.

This report is approved and authorised for issue by the board on 15 December 2025 and signed on its behalf by:



Director



Director

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Independent examiner's report on the unaudited financial statements to the of
Northern Ireland Union of Supported Employment (NIUSE)

We report on the accounts of the company for the year ended 31 March 2025, which are set out on pages 8 to 15.

Respective responsibilities of charity directors and examiner;

As the charity directors you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006. Having satisfied ourselves that the charity is not subject to audit under company law, and is eligible for independent examination, it is our responsibility to;

- examine the accounts under section 65 of the Charities Act 2008;
- follow the procedures laid down in the general directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act 2008.
- state whether particular matters have come to our attention.

Basis of independent examiner's report

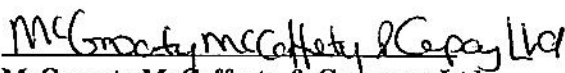
We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included a consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity directors concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

- that accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- that the accounts do not accord with those accounting records;
- that the accounts do not comply with the accounting requirements of the Section 396 of the Companies Act 2006 and the methods and principles of the 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;
- that there is further information needed for proper understanding of the accounts to be reached.

Independent examiner's statement

We have completed our examination and have no concerns in respect of the matters listed above and, in connection with following the directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.


McGroarty McCafferty & Company Ltd
Accountants & Tax Consultants
2 Carlisle Terrace
Derry
BT48 6JX

Date: 15 December 2025

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Balance sheet
as at 31 March 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	7		1,972		2,320
Current assets					
Debtors	8	18,700		6,660	
Cash at bank and in hand		41,594		18,801	
		<u>60,294</u>		<u>25,461</u>	
Current liabilities					
Bank loans and overdrafts		1,363		2,023	
Other creditors / Deferred income		26,191		2,506	
Accruals		4,419		1,358	
	9	<u>31,973</u>		<u>5,887</u>	
Net current assets			<u>28,321</u>		<u>19,574</u>
Total assets less current liabilities			<u>30,293</u>		<u>21,894</u>
Capital account					
Unrestricted			26,695		19,165
Restricted			3,598		2,729
	10		<u>30,293</u>		<u>21,894</u>

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Balance sheet (continued)
for the year ended 31 March 2025**

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

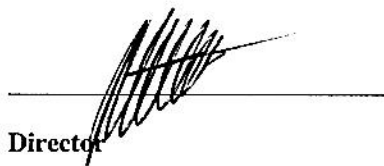
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved and authorised for issue by the Board on 15 December 2025 and signed on its behalf by



Director



Director

Company Number: NI058440

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2025

1. Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

1.1. Accounting convention

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 Charities SORP (FRS 102), Companies Act 2006 and Charities Act (NI) 2008.

There were no material departures from this standard.

1.2. Tangible fixed assets and depreciation

Fixed Assets are stated at cost less depreciation.

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

Fixtures, Fittings & Equipment - 15% Reducing Balance

1.3. Income

Voluntary income including gifts and grants provide core funding. They are of a general nature and are recognised when there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities which includes income under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainties of receipt and the amount can be measured with sufficient reliability.

1.4. Expenditure

(i) Direct Charitable Expenditure

This represents all expenditure directly attributable to charitable causes.

(ii) Governance Costs

This includes all other expenditure not directly allocated above and a portion of the overhead costs attributable to governance of the charity.

1.5. Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the accounting date. Transactions in foreign currencies are recorded at the date of the transactions. All differences are taken to the Profit and Loss account.

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2025

2. Incoming Resources

	2025	2024
	£	£
<u>Restricted Income</u>		
The American Ireland Fund	4,993	4,993
Department of Foreign Affairs & Trade	15,272	-
Halifax Foundation	9,619	-
Rank Foundation	12,680	12,991
	42,564	17,984
<u>Unrestricted Income</u>		
Other Income	361	173
Membership Fees	6,000	6,000
Workshop & Training Fees	1,395	1,221
ASEE/EUSE	47	4,326
Rank Foundation	17,542	17,261
Microsoft	10,000	-
Equality Commission	4,200	4,100
	39,545	33,081
Total Incoming Resources	82,109	51,065

(i) Restricted Funds

Funds received which are earmarked by the Funder for specific purposes. Such purposes are within the overall aims of the organisation.

(ii) Unrestricted Funds

Funds which are expendable at the discretion of the company in furtherance of the aims of the charity. In addition funds may be held in order to finance capital investment and working capital.

3. Net outgoing resources for the year

	2025	2024
	£	£
Net outgoing resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	348	409
Loss/ (profit) on foreign currencies	1,073	1,500
	1,073	1,500

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2025

4. Resources Expended

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Administration and management costs				
Salaries and wages	25,060	31,906	56,966	51,494
Rent	1,250	1,000	2,250	2,250
Telephone	796	61	857	680
Printing, postage & stationery	19	-	19	149
Computer expenses	365	-	365	1,208
Insurance	58	1,000	1,058	1,072
Sundry expenses	240	-	240	-
Accountancy	886	308	1,194	320
Bank charges	231	-	231	144
(Profit)/ Loss on exchange	1,073	-	1,073	1,500
Depreciation	98	250	348	409
	<u>30,076</u>	<u>34,525</u>	<u>64,601</u>	<u>59,226</u>

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Direct Charitable Expenditure				
Project expenses	1,939	7,170	9,109	4,939
	<u>1,939</u>	<u>7,170</u>	<u>9,109</u>	<u>4,939</u>
TOTAL	<u>32,015</u>	<u>41,695</u>	<u>73,710</u>	<u>64,165</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2025

5. Employees

	2025	2024
	£	£
Salaries and wages	<u>56,966</u>	<u>51,494</u>

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2025	2024
	Number	Number
	<u>2</u>	<u>2</u>

6. Taxation

No charge to taxation is due as the company has charitable status.

7. Tangible assets

	Fixtures Fittings & Equipment	Total
	£	£
Cost		
At 1 April 2024	<u>3,778</u>	<u>3,778</u>
At 31 March 2025	<u>3,778</u>	<u>3,778</u>
Depreciation		
At 1 April 2024	1,458	1,458
Charge for the year	348	348
At 31 March 2025	<u>1,806</u>	<u>1,806</u>
Net book values		
At 31 March 2025	<u>1,972</u>	<u>1,972</u>
At 31 March 2024	<u>2,320</u>	<u>2,320</u>

8. Debtors

	2025	2024
	£	£
Sundry debtors	<u>18,700</u>	<u>6,660</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2025

9. Creditors: amounts falling due within one year	2025	2024
	£	£
Accruals	4,419	1,358
Other creditors	26,191	2,506
Credit card	258	918
Bank Overdrafts	1,105	1,105
	<u>31,973</u>	<u>5,887</u>

10. Movements in Funds	At				At
	1 April	Incoming	Outgoing	Transfers	31 March
	2024	resources	resources		2025
	£	£	£	£	£
Restricted funds:					
Restricted funds	2,729	42,564	(41,695)	-	3,598
Total restricted funds	<u>2,729</u>	<u>42,564</u>	<u>(41,695)</u>	<u>-</u>	<u>3,598</u>
Unrestricted funds:					
Unrestricted funds	19,165	39,545	(32,015)	-	26,695
Total unrestricted funds	<u>19,165</u>	<u>39,545</u>	<u>(32,015)</u>	<u>-</u>	<u>26,695</u>
	<u>21,894</u>	<u>82,109</u>	<u>(73,710)</u>	<u>-</u>	<u>30,293</u>

11. Related Party Transactions

There are no related party transactions in the year under review.

12. Limited by Guarantee

The company is limited by guarantee and does not have a share capital.

13. Controlling Interest

The control of the charitable company lies with the directors.

Northern Ireland Union of Supported Employment

Northern Ireland - Charity number 103821

Accounts

NI058440

Northern Ireland Union of Supported Employment (NIUSE)
(Company Limited by Guarantee)

Accounts

for the year ended 31 March 2024

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

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**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

Information

Directors	Kieran Molloy Peter Shields Norman Sterritt Tony O'Reilly Liam Burns Patrick Mooney (Resigned 21 March 2024) Michael Walker (Resigned 21 March 2024) Karen Isabel Cochran Smith Lydia Lynas (Appointed 21 March 2024)
Secretary	Edyth Dunlop
Charity Number	XR 14309 NIC103821
Company Number	NI 058440
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Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Report of the Directors
for the year ended 31 March 2024

The directors present their report and the financial statements for the year ended 31 March 2024.

Principal activity

The activities of the charity are to promote best practice in Supported Employment for individuals and organisations providing employment opportunities for people with disabilities/disadvantage in Northern Ireland.

Directors

The directors serving during the year were as follows:

Kieran Molloy

Peter Shields

Norman Sterritt

Tony O'Reilly

Liam Burns

Patrick Mooney (Resigned 21 March 2024)

Michael Walker (Resigned 11 March 2024)

Lydia Lynas (Appointed 21 March 2024)

Karen Isabel Cochran Smith

Appointment of Directors

At the Annual General Meeting one third of directors resign in rotation and being eligible offer themselves for re-election.

Our Vision, Mission and Approach

NIUSE provides a range of demand led services to beneficiaries (member organisations, mainly community and voluntary organisations) to assist them to deliver employment services to people with disabilities and people from other disadvantaged situations to access and stay in employment. These services include information and advice, training and staff development, networking and capacity building and promoting quality assurance and good practice in Supported Employment. NIUSE also works with government departments/agencies and key policy makers to develop and influence relevant policies and issues regarding vocational training and employment for people with disabilities and people from disadvantaged situations.

During this accounting period 1 April 2023 - 31 March 2024, NIUSE continued to deliver services to its members and engaged with a wide range of stakeholders:-

Information and Advice

NIUSE updated members on a weekly basis through its online Weekly Current Vacancies and Events email which provide employment opportunity links and recruitment events (i.e. Regional and/or Local Job Fairs and recruitment events). In additions members were invited to attend information sessions i.e. Social Value Measures (Strategic Investment Board), Creative Industries New Entrants (CINE) Programme etc. NIUSE's social media increased during the period by 33%.

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

Raising Awareness

NIUSE continued to work with the Equality Commission for NI under the Making it Work Campaign, building on the success of the previous year and held a number of joint events, such as conference to celebrate International Day for Disabled People (3 December 2023) "Making it Work - Positive Action and Social Value" held in Belfast Castle with over 120 delegates attending. The conference was aimed at employers, who heard from a range of best practices examples and support available to employers. The conference was held in conjunction with Equality Commission for NI and Belfast City Council.

Other events during the period included:-

- "Reasonable Adjustments and Positive Action for the IT and Financial Services", 30 January 2024 held in conjunction with AllState and Equality Commission for NI.

- "Inclusive Employment and Social Value - How does it work? Roundtable discussion", 12 March 2024 held in conjunction with Social Enterprise NI. Over 70 delegates attended the event from contractors and social enterprises.

NIUSE will continue to raise awareness of best practice in employing people with disabilities and will work in partnership with other stakeholders.

Policy and Influence

The priority area for this year was the ending of European Social Fund (ESF) on 31 March 2023 and the beginning of its replacement funding UK Shared Prosperity Fund (UKSPF) also announced on 31 March 2023. The change in funding impacted many of our members. Some members were unsuccessful and other members had to reduce their provision previously provided under ESF. This was a very difficult time for members. At the same time, members who received funding had to adapt very quickly to a new funder as well as working in consortiums which for some was a new way of working. Members did rise to the challenge and delivered straight away under the new funding, UKSPF managed by Department of Levelling Up, Housing and Communities

NIUSE continued to work with NICVA and CO3 and an Economic Inactivity Group was established to prepare for future programmes as the UKSPF is only for two year (2023 to 2025) programme and discussions need to start regarding the future funding.

NIUSE also continued to work with local Government Departments (Communities, Economy, Finance and Health) regarding current programmes. All Government departments faced large cuts in funding this year and some strategies and activities were paused during this period for example Social Inclusion Strategies which included the Disability Strategy and the Disability and Work Strategy, Disability Stakeholder Forum etc.

NIUSE responded to the Department's Equality Impact Assessments regarding the cuts to highlight the continued need for implementing the disability strategies.

NIUSE Policy Group continued to meet during this period and engaged with a range of Government departments, policy makers, MLAs etc to highlight the concerns regarding future employment strategies and programmes for people with disabilities. NIUSE continued to monitor the development of the local Labour Market Partnerships (LMP) which were set up in all local council areas to tackle unemployment, economic inactivity and skills shortages. NIUSE identified duplication of interventions across UKSPF and LMP's.

NIUSE was involved in other areas of policy work including input into the Disability Employment Strategy, Disability and Work Strategic Forum, NICS Disability Working Group and Autism Forum (Department for Health). NIUSE also responded to consultation (i.e. Department for Communities, Review of Programmes and Department for the Economy, Review of Disability Support Services) and inputted into disability employment research "Third sector Organisations delivering Employment Support in NI: Funding for Commissioning after Brexit" De Montford University.

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Employer Engagement

NIUSE's members successfully continued to support their job seekers in to paid work. NIUSE and its members participated in Job Fairs and meet the employer events held across Northern Ireland which in the main were held in person.

As well as raising awareness with employers regarding best practice in recruiting and retention of people with disabilities they also promoted Positive Action Measures with employers such as Translink, NI Screens, NI Assembly, NICS etc.

Projects

oInternational Job Shadow Day (IJSJ) 2023 - taking on board the lessons learnt from 2022, it was decided to host placements for the IJSJ over a 3-month period leading up to a Celebration Event on Thursday 16th November 2023 as part of the EU Disability Employment Week. NIUSE would like to thank their members, job seekers, employers (placement providers) and NICS for their continue support for the International Job Shadow Day.

oNI Assembly Work Experience Scheme - NIUSE worked with the HR Department in the NI Assembly and developed a pilot Work Experience Programme which took place during this period. Feedback from was positive and they intend to run the programme again in 2024/2025.

Networking

The majority of networking meetings and events were held on-line and NIUSE continued to engage with their members and local, regional and international networks i.e. Disability Employment Network North West), European Union of Supported Employment (EUSE) and World Association of Supported Employment (WASE). NIUSE also worked with its UK partners British and Scottish Union of Supported Employment.

Public benefit

NIUSE provides a range of direct services to beneficiaries to promote the relieve of unemployment for people with disabilities and people from other disadvantaged situations (i.e. young people not in education, employment or training, offenders and ex-prisoners etc) through the Supported Employment model across Northern Ireland. The direct benefit which flows from this purpose includes real employment opportunities, social and economic inclusion, increased independence, increased health and wellbeing, improved quality of life and greater community participation. This benefit is demonstrated through feedback (evaluation tools and focus groups) from beneficiaries and increased number of people accessing and staying in employment. There is no harm from our purpose. The private benefit flowing from our purpose relates to Trustees (Director) whose organisation may benefit from hiring their accessible buildings/venues for delivering training courses or hosting meetings for NIUSE. The private benefit is necessary to achieve the purposes and is therefore incidental.

Financial review

The financial performance is summarised in the enclosed accounts.

Directors Responsibilities In Relation To The Financial Statements

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in Charities SORP;
- make judgements and estimates that are reasonable and prudent;

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

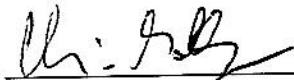
- state whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Independent Examiner

A resolution will be proposed at the Annual General Meeting that McGroarty Mc Cafferty & Company Ltd be re-appointed as independent examiners to the charity for the ensuing year.

This report is approved and authorised for issue by the board on 16 December 2024 and signed on its behalf by:



Kieran Molloy
Director



Norman Sterritt
Director

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Independent examiner's report on the unaudited financial statements to the of
Northern Ireland Union of Supported Employment (NIUSE)**

We report on the accounts of the company for the year ended 31 March 2024, which are set out on pages 8 to 16.

Respective responsibilities of charity directors and examiner;

As the charity directors you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006. Having satisfied ourselves that the charity is not subject to audit under company law, and is eligible for independent examination, it is our responsibility to;

- examine the accounts under section 65 of the Charities Act 2008;
- follow the procedures laid down in the general directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act 2008.
- state whether particular matters have come to our attention.

Basis of independent examiner's report

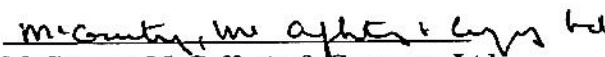
We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included a consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity directors concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

- that accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- that the accounts do not accord with those accounting records;
- that the accounts do not comply with the accounting requirements of the Section 396 of the Companies Act 2006 and the methods and principles of the 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;
- that there is further information needed for proper understanding of the accounts to be reached.

Independent examiner's statement

We have completed our examination and have no concerns in respect of the matters listed above and, in connection with following the directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.


McGroarty McCafferty & Company Ltd
Accountants & Tax Consultants
2 Carlisle Terrace
Derry
BT48 6JX

Date: 16 December 2024

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Statement of Financial Activities
for the year ended 31 March 2024


	Unrestricted Funds £	Restricted Funds £	2024 £	2023 £
Income and Expenditure				
Incoming Resources				
<i>Income Resources from generating funds:</i>				
Voluntary Income 2.	8,426	17,984	26,410	14,840
Incoming Resources from Charitable Activities	24,655	-	24,655	16,479
Total Incoming Resources	<u>33,081</u>	<u>17,984</u>	<u>51,065</u>	<u>31,319</u>
Resources Expended				
Administration & management costs	46,859	12,367	59,226	36,654
Direct Charitable Expenditure	4,315	624	4,939	3,468
Total Resources Expended 4.	<u>51,174</u>	<u>12,991</u>	<u>64,165</u>	<u>40,122</u>
Net Incoming / (Outgoing) Resources	(18,093)	4,993	(13,100)	(8,803)
Transfer between funds	4,993	(4,993)	-	-
Balances brought forward 1 April 2023	<u>32,265</u>	<u>2,729</u>	<u>34,994</u>	<u>43,797</u>
Balances carried forward 31 March 2024	<u>19,165</u>	<u>2,729</u>	<u>21,894</u>	<u>34,994</u>

The above amounts relate to continuing operations of the company.

The company has no recognised gains and losses other than those included in the results above and therefore no separate statement of total recognised gains and losses has been presented. There is no difference between the net incoming resources for the year stated above and their historical cost equivalents.



Kieran Molliv
Director



Norman Sterritt
Director

Date: 16 December 2024

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Balance sheet
as at 31 March 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	7		2,320		2,729
Current assets					
Debtors	8	6,660		-	
Cash at bank and in hand		18,801		36,263	
		25,461		36,263	
Current liabilities					
Bank loans and overdrafts		2,023		2,003	
Other creditors / Deferred income		2,506		-	
Accruals		1,358		1,995	
	9	5,887		3,998	
Net current assets			19,574		32,265
Total assets less current liabilities			21,894		34,994
Capital account					
Unrestricted			19,165		32,265
Restricted			2,729		2,729
	10		21,894		34,994

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Balance sheet (continued)
for the year ended 31 March 2024**

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved and authorised for issue by the Board on 16 December 2024 and signed on its behalf by



**Kieran Molloy
Director**



**Norman Sterritt
Director**

Company Number: NI058440

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

1. Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

1.1. Accounting convention

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 Charities SORP (FRS 102), Companies Act 2006 and Charities Act (NI) 2008.

There were no material departures from this standard.

1.2. Tangible fixed assets and depreciation

Fixed Assets are stated at cost less depreciation.

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

Fixtures, Fittings & Equipment - 15% Reducing Balance

1.3. Income

Voluntary income including gifts and grants provide core funding. They are of a general nature and are recognised when there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities which includes income under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainties of receipt and the amount can be measured with sufficient reliability.

1.4. Expenditure

(i) Direct Charitable Expenditure

This represents all expenditure directly attributable to charitable causes.

(ii) Governance Costs

This includes all other expenditure not directly allocated above and a portion of the overhead costs attributable to governance of the charity.

1.5. Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the accounting date. Transactions in foreign currencies are recorded at the date of the transactions. All differences are taken to the Profit and Loss account.

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

2. Incoming Resources	2024	2023
	£	£
<u>Restricted Income</u>		
The American Ireland Fund	4,993	-
Rank Foundation	12,991	14,000
Equality Commission		840
	<u>17,984</u>	<u>14,840</u>
<u>Unrestricted Income</u>		
Other Income	173	-
Membership Fees	6,000	6,500
Workshop & Training Fees	1,221	3,979
Rank Foundation	17,261	6,000
American Ireland Fund	4,326	-
Equality Commission	4,100	-
	<u>33,081</u>	<u>16,479</u>
Total Incoming Resources	<u><u>51,065</u></u>	<u><u>31,319</u></u>

(i) Restricted Funds

Funds received which are earmarked by the Funder for specific purposes. Such purposes are within the overall aims of the organisation.

(ii) Unrestricted Funds

Funds which are expendable at the discretion of the company in furtherance of the aims of the charity. In addition funds may be held in order to finance capital investment and working capital.

3. Net outgoing resources for the year

	2024	2023
	£	£
Net outgoing resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	409	482
Loss/ (profit) on foreign currencies	1,500	(1,419)
	<u><u>1,500</u></u>	<u><u>(1,419)</u></u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

4. Resources Expended

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Administration and management costs	£	£	£	£
Salaries and wages	39,421	12,073	51,494	32,456
Rent	2,250	-	2,250	2,250
Telephone	680	-	680	860
Printing, postage & stationery	149	-	149	-
Computer expenses	1,208	-	1,208	240
Insurance	1,072	-	1,072	1,044
Accountancy	320	-	320	637
Bank charges	144	-	144	104
(Profit)/ Loss on exchange	1,500	-	1,500	(1,419)
Depreciation	115	294	409	482
	<u>46,859</u>	<u>12,367</u>	<u>59,226</u>	<u>36,654</u>

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Direct Charitable Expenditure	£	£	£	£
Project expenses	4,315	624	4,939	3,468
	<u>4,315</u>	<u>624</u>	<u>4,939</u>	<u>3,468</u>
TOTAL	<u>51,174</u>	<u>12,991</u>	<u>64,165</u>	<u>40,122</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

5. Employees

	2024	2023
	£	£
Salaries and wages	51,494	32,456
	<u>51,494</u>	<u>32,456</u>

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2024	2023
	Number	Number
	2	2
	<u>2</u>	<u>2</u>

6. Taxation

No charge to taxation is due as the company has charitable status.

7. Tangible assets

	Fixtures Fittings & Equipment	Total
	£	£
Cost		
At 1 April 2023	3,778	3,778
At 31 March 2024	<u>3,778</u>	<u>3,778</u>
Depreciation		
At 1 April 2023	1,049	1,049
Charge for the year	409	409
At 31 March 2024	<u>1,458</u>	<u>1,458</u>
Net book values		
At 31 March 2024	<u>2,320</u>	<u>2,320</u>
At 31 March 2023	<u>2,729</u>	<u>2,729</u>

8. Debtors

	2024	2023
	£	£
Sundry debtors	6,660	-
	<u>6,660</u>	<u>-</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

9. Creditors: amounts falling due within one year		2024	2023
		£	£
Accruals		1,358	1,995
Other creditors		2,506	-
Credit card		918	805
Bank Overdrafts		1,105	1,198
		<u>5,887</u>	<u>3,998</u>

10. Movements in Funds	At				At
	1 April	Incoming	Outgoing	Transfers	31 March
	2023	resources	resources		2024
	£	£	£	£	£
Restricted funds:					
Restricted funds	2,729	17,984	(12,991)	(4,993)	2,729
Total restricted funds	<u>2,729</u>	<u>17,984</u>	<u>12,991</u>	<u>4,993</u>	<u>2,729</u>
Unrestricted funds:					
Unrestricted funds	32,265	33,081	(51,174)	4,993	19,165
Total unrestricted funds	<u>32,265</u>	<u>33,081</u>	<u>51,174</u>	<u>4,993</u>	<u>19,165</u>
	<u>34,994</u>	<u>51,065</u>	<u>64,165</u>	<u>-</u>	<u>21,894</u>

11. Related Party Transactions

There are no related party transactions in the year under review.

12. Limited by Guarantee

The company is limited by guarantee and does not have a share capital.

13. Controlling Interest

The control of the charitable company lies with the directors.

Northern Ireland Union of Supported Employment

Northern Ireland - Charity number 103821

Annual report



Annual Report 2023 – 2024

Annual Report

- Policy and Influencing
- Raising Awareness
- Partnerships
- NIUSE's Projects
- Membership
- Networking
- Accounts 2023 2024
- NIUSE Board Members



Policy and Influencing

Once again, the focus for 2023/2024 was **Policy and Influencing**. NIUSE Policy Group lobbied tirelessly on the Future Funding of disability employment services:-

- Members worked collaboratively
- Monthly meetings
- Producing a Policy Paper and Manifesto
- Meeting with MPs/EMPs and department official
- **“No one left behind Conference” Stormont**
- Working in partnership with NICVA and C03



Policy and Influencing

- ESF Programme ended on **31 March 2023**
- UKSPF applications Announced on **31 March 2023**
- The impact on Disability Employment Services was immense. Even though many of the disability employment services continued to receive funding under UKSPF, there were a number of serious concerns:-
 - UKSPF Budget was substantially less than ESF Budget
 - UKSPF Programme focus was on employability outcomes and not social and inclusion which had been an integral part of the ESF Programme
 - UKSPF Programme Beneficiaries were people who were economically inactive.
 - Funding was not ring fenced for disabled people as previously under ESF Programme

NIUSE members who received funding had to adapt very quickly to a new funder as well as working in consortiums which for some was a new way of working. Members did rise to the challenge and delivered straight away under the new funding, UKSPF managed by Department of Levelling Up, Housing and Communities.



Policy and Influencing

NIUSE continued to work with **Government Departments (Communities, Economy, Finance etc)** to promote employment opportunities for disabled people focusing on policies and strategies and programme design including- .

- Responding to the Department's Equality Impact Assessments on their budgets. To to highlight the continued need for implementing the Disability Strategies and Disability and Employment Strategy.
- NIUSE continued to monitor the development of the local Labour Market Partnerships (LMP) which were set up in all council areas to tackle unemployment, economic inactivity and skills shortages. NIUSE identified duplication of interventions across UKSPF and LMP's.



Policy and Influencing

- NIUSE continued to work with NICVA and CO3 and an *Economic Inactivity Group* was established to prepare for future programmes as the UKSPF is only for two year (2023 to 2025) programme and discussions need to start regarding the future funding.
- NIUSE was involved in other areas of policy work including input into the Disability Employment Strategy, Disability and Work Strategic Forum, NICS Disability Working Group and Autism Forum (Department for Health).
-
- NIUSE also responded to consultation (i.e. Department for Communities, Review of Programmes and Department for the Economy, Review of Disability Support Services) and inputted into disability employment research “*Third sector Organisations delivering Employment Support in NI: Funding for Commissioning after Brexit*” De Montford University.



Raising Awareness

Making it Work Campaign in conjunction with Equality Commission for NI continued this year:-

- Conference – *Positive Action and Social Value* 3 Dec 2023 in partnership with ECNI, Belfast City Council & NIUSE. Over 120 delegates attended.
- *Reasonable Adjustments and Positive Action for the IT and Financial Services*, 30 January 2024 held in conjunction with AllState and Equality Commission for NI.



Partnerships

- **Disability Employment Network (DEN)**
- **Equality Commission NI**



Membership



European Union of Supported Employment

- EUSE Projects – SEQF and Business Engagement Odyssey Project (ERASMUS +)
- Attended World Association Conference in Vancouver (June 2023)





Financial Report

NIUSE Accounts 1 April 2023 to 31 March 2024

Kieran Molloy
Treasurer

McGroarty McCaffery & Company Ltd
Accountants and Tax Consultants



Financial Report 2023/2024

	Unrestricted	Restricted	Total funds 2024	Total funds 2023
Total Incoming Resources	£33,081	£17,984	£51,065	£31,319
Total Resources Expended	£51,174	£12,991	£64,165	£38,278
Total Funds carried forward	£19,165	£2,729	£21,894	£34,994



Financial Report 2023/2024

NIUSE Balance Sheet 31 March 2024

	2024	2023
Net Assets	£19,574	£32,265
Funds		
Restricted Income Funds	£2,7299	£2,729
Unrestricted Income Funds	£19,165	£32,265
Total Funds	£21,894	£34,994

Re-appointment of Accountants

McGroarty McCaffery & Company Ltd Accountants and Tax Consultants – were re-appointed as NIUSE Accountants

NIUSE Accounts are available by contacting info@niuse.org.uk



Norman Sterritt NIUSE Chairperson Report



The last period has been challenging for our members and for NIUSE. Members have faced funding uncertainty, redundancies, closure of services and losing experienced and expert staff and the impact all of this is having serve users. Our members have risen to the challenges and have worked together with our partners and allies. Members delivered a new programme, UKSPF and meet their targets of moving people into employment. Going forward we need to ensure that NIUSE members are not in the same position again. There is a need for strategic direction and hopefully the Disability and Work Strategy will focus on those furthest from the labour market and improve the employment gap for disabled people.

The Supported Employment is one of the solutions and needs to be recognised as it is in other countries and now with the SE Quality Framework development in the England and Wales – surely the time is right.

Norman thanked NIUSE members, Board members and staff for their hard work over the past year and looks forward to a new year ahead.



NIUSE Board Members – 2023/2024

- Norman Sterritt - Triangle Housing Association
(Chairperson)
- Kieran Molloy - Cedar Foundation (Treasurer)
- Karen Smith - Disability Action
- Lydia Lynas - Orchardville
- Liam Burns - Mencap
- Paddy Mooney - Include Youth (Resigned March 2024)
- Tony O'Reilly - NWF of Disabled People

For further information on and to contact NIUSE:

Edyth Dunlop

M| 07736524121

E| edythdunlop@niuse.org.uk

Catriona McElhinney

T| 02871377709

E| info@niuse.org.uk



Northern Ireland Union of Supported Employment

Northern Ireland - Charity number 103821

Annual return

NI058440

Northern Ireland Union of Supported Employment (NIUSE)
(Company Limited by Guarantee)

Accounts

for the year ended 31 March 2024

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

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Statement of financial activities	7
Statement of financial position	8 - 9
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**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

Information

Directors	Kieran Molloy Peter Shields Norman Sterritt Tony O'Reilly Liam Burns Patrick Mooney (Resigned 21 March 2024) Michael Walker (Resigned 21 March 2024) Karen Isabel Cochran Smith Lydia Lynas (Appointed 21 March 2024)
Secretary	Edyth Dunlop
Charity Number	XR 14309 NIC103821
Company Number	NI 058440
Accountants	McGroarty McCafferty & Company Ltd Accountants & Tax Consultants 2 Carlisle Terrace Derry BT48 6JX
Registered Office	Gortfoyle House 104 Spencer Road Derry BT47 6AG
Bankers	Danske Bank 27 Glenshane Road Altnagelvin Derry BT47 2LN

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Report of the Directors
for the year ended 31 March 2024

The directors present their report and the financial statements for the year ended 31 March 2024.

Principal activity

The activities of the charity are to promote best practice in Supported Employment for individuals and organisations providing employment opportunities for people with disabilities/disadvantage in Northern Ireland.

Directors

The directors serving during the year were as follows:

Kieran Molloy

Peter Shields

Norman Sterritt

Tony O'Reilly

Liam Burns

Patrick Mooney (Resigned 21 March 2024)

Michael Walker (Resigned 11 March 2024)

Lydia Lynas (Appointed 21 March 2024)

Karen Isabel Cochran Smith

Appointment of Directors

At the Annual General Meeting one third of directors resign in rotation and being eligible offer themselves for re-election.

Our Vision, Mission and Approach

NIUSE provides a range of demand led services to beneficiaries (member organisations, mainly community and voluntary organisations) to assist them to deliver employment services to people with disabilities and people from other disadvantaged situations to access and stay in employment. These services include information and advice, training and staff development, networking and capacity building and promoting quality assurance and good practice in Supported Employment. NIUSE also works with government departments/agencies and key policy makers to develop and influence relevant policies and issues regarding vocational training and employment for people with disabilities and people from disadvantaged situations.

During this accounting period 1 April 2023 - 31 March 2024, NIUSE continued to deliver services to its members and engaged with a wide range of stakeholders:-

Information and Advice

NIUSE updated members on a weekly basis through its online Weekly Current Vacancies and Events email which provide employment opportunity links and recruitment events (i.e. Regional and/or Local Job Fairs and recruitment events). In additions members were invited to attend information sessions i.e. Social Value Measures (Strategic Investment Board), Creative Industries New Entrants (CINE) Programme etc. NIUSE's social media increased during the period by 33%.

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

Raising Awareness

NIUSE continued to work with the Equality Commission for NI under the Making it Work Campaign, building on the success of the previous year and held a number of joint events, such as conference to celebrate International Day for Disabled People (3 December 2023) "Making it Work - Positive Action and Social Value" held in Belfast Castle with over 120 delegates attending. The conference was aimed at employers, who heard from a range of best practices examples and support available to employers. The conference was held in conjunction with Equality Commission for NI and Belfast City Council.

Other events during the period included:-

- "Reasonable Adjustments and Positive Action for the IT and Financial Services", 30 January 2024 held in conjunction with AllState and Equality Commission for NI.

- "Inclusive Employment and Social Value - How does it work? Roundtable discussion", 12 March 2024 held in conjunction with Social Enterprise NI. Over 70 delegates attended the event from contractors and social enterprises.

NIUSE will continue to raise awareness of best practice in employing people with disabilities and will work in partnership with other stakeholders.

Policy and Influence

The priority area for this year was the ending of European Social Fund (ESF) on 31 March 2023 and the beginning of its replacement funding UK Shared Prosperity Fund (UKSPF) also announced on 31 March 2023. The change in funding impacted many of our members. Some members were unsuccessful and other members had to reduce their provision previously provided under ESF. This was a very difficult time for members. At the same time, members who received funding had to adapt very quickly to a new funder as well as working in consortiums which for some was a new way of working. Members did rise to the challenge and delivered straight away under the new funding, UKSPF managed by Department of Levelling Up, Housing and Communities

NIUSE continued to work with NICVA and CO3 and an Economic Inactivity Group was established to prepare for future programmes as the UKSPF is only for two year (2023 to 2025) programme and discussions need to start regarding the future funding.

NIUSE also continued to work with local Government Departments (Communities, Economy, Finance and Health) regarding current programmes. All Government departments faced large cuts in funding this year and some strategies and activities were paused during this period for example Social Inclusion Strategies which included the Disability Strategy and the Disability and Work Strategy, Disability Stakeholder Forum etc.

NIUSE responded to the Department's Equality Impact Assessments regarding the cuts to highlight the continued need for implementing the disability strategies.

NIUSE Policy Group continued to meet during this period and engaged with a range of Government departments, policy makers, MLAs etc to highlight the concerns regarding future employment strategies and programmes for people with disabilities. NIUSE continued to monitor the development of the local Labour Market Partnerships (LMP) which were set up in all local council areas to tackle unemployment, economic inactivity and skills shortages. NIUSE identified duplication of interventions across UKSPF and LMP's.

NIUSE was involved in other areas of policy work including input into the Disability Employment Strategy, Disability and Work Strategic Forum, NICS Disability Working Group and Autism Forum (Department for Health). NIUSE also responded to consultation (i.e. Department for Communities, Review of Programmes and Department for the Economy, Review of Disability Support Services) and inputted into disability employment research "Third sector Organisations delivering Employment Support in NI: Funding for Commissioning after Brexit" De Montford University.

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Employer Engagement

NIUSE's members successfully continued to support their job seekers in to paid work. NIUSE and its members participated in Job Fairs and meet the employer events held across Northern Ireland which in the main were held in person.

As well as raising awareness with employers regarding best practice in recruiting and retention of people with disabilities they also promoted Positive Action Measures with employers such as Translink, NI Screens, NI Assembly, NICS etc.

Projects

oInternational Job Shadow Day (IJSJ) 2023 - taking on board the lessons learnt from 2022, it was decided to host placements for the IJSJ over a 3-month period leading up to a Celebration Event on Thursday 16th November 2023 as part of the EU Disability Employment Week. NIUSE would like to thank their members, job seekers, employers (placement providers) and NICS for their continue support for the International Job Shadow Day.

oNI Assembly Work Experience Scheme - NIUSE worked with the HR Department in the NI Assembly and developed a pilot Work Experience Programme which took place during this period. Feedback from was positive and they intend to run the programme again in 2024/2025.

Networking

The majority of networking meetings and events were held on-line and NIUSE continued to engage with their members and local, regional and international networks i.e. Disability Employment Network North West), European Union of Supported Employment (EUSE) and World Association of Supported Employment (WASE). NIUSE also worked with its UK partners British and Scottish Union of Supported Employment.

Public benefit

NIUSE provides a range of direct services to beneficiaries to promote the relieve of unemployment for people with disabilities and people from other disadvantaged situations (i.e. young people not in education, employment or training, offenders and ex-prisoners etc) through the Supported Employment model across Northern Ireland. The direct benefit which flows from this purpose includes real employment opportunities, social and economic inclusion, increased independence, increased health and wellbeing, improved quality of life and greater community participation. This benefit is demonstrated through feedback (evaluation tools and focus groups) from beneficiaries and increased number of people accessing and staying in employment. There is no harm from our purpose. The private benefit flowing from our purpose relates to Trustees (Director) whose organisation may benefit from hiring their accessible buildings/venues for delivering training courses or hosting meetings for NIUSE. The private benefit is necessary to achieve the purposes and is therefore incidental.

Financial review

The financial performance is summarised in the enclosed accounts.

Directors Responsibilities In Relation To The Financial Statements

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in Charities SORP;
- make judgements and estimates that are reasonable and prudent;

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

- state whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Independent Examiner

A resolution will be proposed at the Annual General Meeting that McGroarty Mc Cafferty & Company Ltd be re-appointed as independent examiners to the charity for the ensuing year.

This report is approved and authorised for issue by the board on 16 December 2024 and signed on its behalf by:



Kieran Molloy
Director



Norman Sterritt
Director

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Independent examiner's report on the unaudited financial statements to the of
Northern Ireland Union of Supported Employment (NIUSE)**

We report on the accounts of the company for the year ended 31 March 2024, which are set out on pages 8 to 16.

Respective responsibilities of charity directors and examiner;

As the charity directors you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006. Having satisfied ourselves that the charity is not subject to audit under company law, and is eligible for independent examination, it is our responsibility to;

- examine the accounts under section 65 of the Charities Act 2008;
- follow the procedures laid down in the general directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act 2008.
- state whether particular matters have come to our attention.

Basis of independent examiner's report

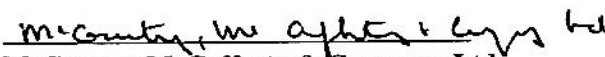
We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included a consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity directors concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

- that accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- that the accounts do not accord with those accounting records;
- that the accounts do not comply with the accounting requirements of the Section 396 of the Companies Act 2006 and the methods and principles of the 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;
- that there is further information needed for proper understanding of the accounts to be reached.

Independent examiner's statement

We have completed our examination and have no concerns in respect of the matters listed above and, in connection with following the directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.


McGroarty McCafferty & Company Ltd
Accountants & Tax Consultants
2 Carlisle Terrace
Derry
BT48 6JX

Date: 16 December 2024

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Statement of Financial Activities
for the year ended 31 March 2024**


	Unrestricted Funds £	Restricted Funds £	2024 £	2023 £
Income and Expenditure				
Incoming Resources				
<i>Income Resources from generating funds:</i>				
Voluntary Income 2.	8,426	17,984	26,410	14,840
Incoming Resources from Charitable Activities	24,655	-	24,655	16,479
Total Incoming Resources	<u>33,081</u>	<u>17,984</u>	<u>51,065</u>	<u>31,319</u>
Resources Expended				
Administration & management costs	46,859	12,367	59,226	36,654
Direct Charitable Expenditure	4,315	624	4,939	3,468
Total Resources Expended 4.	<u>51,174</u>	<u>12,991</u>	<u>64,165</u>	<u>40,122</u>
Net Incoming / (Outgoing) Resources	(18,093)	4,993	(13,100)	(8,803)
Transfer between funds	4,993	(4,993)	-	-
Balances brought forward 1 April 2023	<u>32,265</u>	<u>2,729</u>	<u>34,994</u>	<u>43,797</u>
Balances carried forward 31 March 2024	<u>19,165</u>	<u>2,729</u>	<u>21,894</u>	<u>34,994</u>

The above amounts relate to continuing operations of the company.

The company has no recognised gains and losses other than those included in the results above and therefore no separate statement of total recognised gains and losses has been presented. There is no difference between the net incoming resources for the year stated above and their historical cost equivalents.



Kieran Molliv
Director



Norman Sterritt
Director

Date: 16 December 2024

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Balance sheet
as at 31 March 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	7		2,320		2,729
Current assets					
Debtors	8	6,660		-	
Cash at bank and in hand		18,801		36,263	
		25,461		36,263	
Current liabilities					
Bank loans and overdrafts		2,023		2,003	
Other creditors / Deferred income		2,506		-	
Accruals		1,358		1,995	
	9	5,887		3,998	
Net current assets			19,574		32,265
Total assets less current liabilities			21,894		34,994
Capital account					
Unrestricted			19,165		32,265
Restricted			2,729		2,729
	10		21,894		34,994

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Balance sheet (continued)
for the year ended 31 March 2024**

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved and authorised for issue by the Board on 16 December 2024 and signed on its behalf by



**Kieran Molloy
Director**



**Norman Sterritt
Director**

Company Number: NI058440

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

1. Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

1.1. Accounting convention

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 Charities SORP (FRS 102), Companies Act 2006 and Charities Act (NI) 2008.

There were no material departures from this standard.

1.2. Tangible fixed assets and depreciation

Fixed Assets are stated at cost less depreciation.

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

Fixtures, Fittings & Equipment - 15% Reducing Balance

1.3. Income

Voluntary income including gifts and grants provide core funding. They are of a general nature and are recognised when there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities which includes income under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainties of receipt and the amount can be measured with sufficient reliability.

1.4. Expenditure

(i) Direct Charitable Expenditure

This represents all expenditure directly attributable to charitable causes.

(ii) Governance Costs

This includes all other expenditure not directly allocated above and a portion of the overhead costs attributable to governance of the charity.

1.5. Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the accounting date. Transactions in foreign currencies are recorded at the date of the transactions. All differences are taken to the Profit and Loss account.

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

2. Incoming Resources		2024	2023
		£	£
	<u>Restricted Income</u>		
	The American Ireland Fund	4,993	-
	Rank Foundation	12,991	14,000
	Equality Commission		840
		17,984	14,840
	<u>Unrestricted Income</u>		
	Other Income	173	-
	Membership Fees	6,000	6,500
	Workshop & Training Fees	1,221	3,979
	Rank Foundation	17,261	6,000
	American Ireland Fund	4,326	-
	Equality Commission	4,100	-
		33,081	16,479
	Total Incoming Resources	51,065	31,319

(i) Restricted Funds

Funds received which are earmarked by the Funder for specific purposes. Such purposes are within the overall aims of the organisation.

(ii) Unrestricted Funds

Funds which are expendable at the discretion of the company in furtherance of the aims of the charity. In addition funds may be held in order to finance capital investment and working capital.

3. Net outgoing resources for the year

	2024	2023
	£	£
Net outgoing resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	409	482
Loss/ (profit) on foreign currencies	1,500	(1,419)
	1,500	(1,419)

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

4. Resources Expended

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Administration and management costs	£	£	£	£
Salaries and wages	39,421	12,073	51,494	32,456
Rent	2,250	-	2,250	2,250
Telephone	680	-	680	860
Printing, postage & stationery	149	-	149	-
Computer expenses	1,208	-	1,208	240
Insurance	1,072	-	1,072	1,044
Accountancy	320	-	320	637
Bank charges	144	-	144	104
(Profit)/ Loss on exchange	1,500	-	1,500	(1,419)
Depreciation	115	294	409	482
	<u>46,859</u>	<u>12,367</u>	<u>59,226</u>	<u>36,654</u>

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Direct Charitable Expenditure	£	£	£	£
Project expenses	4,315	624	4,939	3,468
	<u>4,315</u>	<u>624</u>	<u>4,939</u>	<u>3,468</u>
TOTAL	<u>51,174</u>	<u>12,991</u>	<u>64,165</u>	<u>40,122</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

5. Employees

	2024	2023
	£	£
Salaries and wages	51,494	32,456
	<u>51,494</u>	<u>32,456</u>

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2024	2023
	Number	Number
	2	2
	<u>2</u>	<u>2</u>

6. Taxation

No charge to taxation is due as the company has charitable status.

7. Tangible assets

	Fixtures Fittings & Equipment	Total
	£	£
Cost		
At 1 April 2023	3,778	3,778
At 31 March 2024	<u>3,778</u>	<u>3,778</u>
Depreciation		
At 1 April 2023	1,049	1,049
Charge for the year	409	409
At 31 March 2024	<u>1,458</u>	<u>1,458</u>
Net book values		
At 31 March 2024	<u>2,320</u>	<u>2,320</u>
At 31 March 2023	<u>2,729</u>	<u>2,729</u>

8. Debtors

	2024	2023
	£	£
Sundry debtors	6,660	-
	<u>6,660</u>	<u>-</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2024

9. Creditors: amounts falling due within one year		2024	2023
		£	£
Accruals		1,358	1,995
Other creditors		2,506	-
Credit card		918	805
Bank Overdrafts		1,105	1,198
		<u>5,887</u>	<u>3,998</u>

10. Movements in Funds		At		At	
		1 April	Incoming	Outgoing	Transfers
		2023	resources	resources	2024
		£	£	£	£
Restricted funds:					
Restricted funds	2,729	17,984	(12,991)	(4,993)	2,729
Total restricted funds	<u>2,729</u>	<u>17,984</u>	<u>12,991</u>	<u>4,993</u>	<u>2,729</u>
Unrestricted funds:					
Unrestricted funds	32,265	33,081	(51,174)	4,993	19,165
Total unrestricted funds	<u>32,265</u>	<u>33,081</u>	<u>51,174</u>	<u>4,993</u>	<u>19,165</u>
	<u>34,994</u>	<u>51,065</u>	<u>64,165</u>	<u>-</u>	<u>21,894</u>

11. Related Party Transactions

There are no related party transactions in the year under review.

12. Limited by Guarantee

The company is limited by guarantee and does not have a share capital.

13. Controlling Interest

The control of the charitable company lies with the directors.

Northern Ireland Union of Supported Employment

Northern Ireland - Charity number 103821

Accounts

NI058440

**Northern Ireland Union of Supported Employment (NIUSE)
(Company Limited by Guarantee)**

Accounts

for the year ended 31 March 2023

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

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**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

Information

Directors	Kieran Molloy Peter Shields Norman Sterritt Tony O'Reilly Liam Burns Patrick Mooney Michael Walker Karen Isabel Cochran Smith
Secretary	Edyth Dunlop
Charity Number	XR 14309 NIC103821
Company Number	NI 058440
Accountants	McGroarty McCafferty & Company Ltd Accountants & Tax Consultants 2 Carlisle Terrace Derry BT48 6JX
Registered Office	Gortfoyle House 104 Spencer Road Derry BT47 6AG
Bankers	Danske Bank 6 Shipquay Place Derry BT48 6DF

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Report of the Directors
for the year ended 31 March 2023

The directors present their report and the financial statements for the year ended 31 March 2023.

Principal activity

The activities of the charity are to promote best practice in Supported Employment for individuals and organisations providing employment opportunities for people with disabilities/disadvantage in Northern Ireland.

Directors

The directors serving during the year were as follows:

Kieran Molloy

Peter Shields

Norman Sterritt

Tony O'Reilly

Liam Burns

Patrick Mooney

Michael Walker

Karen Isabel Cochran Smith

Appointment of Directors

At the Annual General Meeting one third of directors resign in rotation and being eligible offer themselves for re-election.

Our Vision, Mission and Approach

NIUSE provides a range of demand led services to beneficiaries (member organisations, mainly community and voluntary organisations) to assist them to deliver employment services to people with disabilities and people from other disadvantaged situations to access and stay in employment. These services include information and advice, training and staff development, networking and capacity building and promoting quality assurance and good practice in Supported Employment. NIUSE also works with government departments/agencies and key policy makers to develop and influence relevant policies and issues regarding vocational training and employment for people with disabilities and people from disadvantaged situations.

During this accounting period 1 April 2022 - 31 March 2023, Government pandemic restrictions seized and NIUSE continued to deliver service through a hybrid approach. The priority area for this year was the ending of European Social Fund (ESF) and its replacement funding UK Shared Prosperity Fund (UKSPF) which dominated activities during the year. NIUSE continued to deliver services to its members and engaged with a wide range of

Information and Advice

NIUSE updated members on a weekly basis of any changes in policy, events (Job Fairs), training opportunities and employment opportunities through their Weekly Current Vacancies and Events. In additions members were invited to attend information sessions (mainly conducted online) and included sessions on Social Value Measures (Strategic Investment Board), Creative Industries New Entrants (CINE) Programme etc. NIUSE's social media increased during the period by 27%.

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Training and Staff Development

NIUSE worked in partnership with a range of specialist trainers to provide training to our members and stakeholders i.e. Disability Awareness Training to housing associations and local colleges. In the main training was delivered virtually.

NIUSE continued to work with the Equality Commission for NI under the Making it Work Campaign building on the success of the previous year and held a series of sector specific training sessions focusing on Recruitment and Selection and Positive Action Measures. The sectors sessions included Retail and Hospitality (2/02/2023), Social Value Measures (20/02/2023) Community & Voluntary sector (09/03/2023) and Creative Industries (29/03/2023). These sessions included lived experiences of disabled people, employers' perspective and experiences, support organisations, support provided by the Department for Communities and Equality Commission NI. As part of the Retail and Hospitality session the ECNI commissioned a short video highlighting good practice and benefits of employing people with disabilities. All sessions were held online and were aimed at employers. 130 delegates attending the online sessions and feedback from all the sessions was very positive, NIUSE and ECNI intend to continue this work into 2023/2024.

Policy and Influence

The focus of NIUSE and its members during this period was the ending of the ESF Programme and its replacement through the UK Shared Prosperity Funding (UKSPF). The ESF Call 3 (funded by EU, Department for the Economy and match funded by several sources) commenced on the 1 April 2022 to 31 March 2023. This was a much welcomed one year extension and provided some breathing space for continued engagement with the Department of Levelling Up, Housing and Communities, the department responsible for Levelling Up and UKSPF Programme. The local Government Departments were not responsible for the delivery of the UKSPF which was initially put forward.

NIUSE Policy Group focused on this main issue and highlighted their concerns regarding reduction in funding for UKSPF compared to ESF funding, concerns how the UKSPF was being administered, and timeframe. NIUSE and members through the Policy Group produced briefing papers, case studies, engaged with all political parties, MLA's, MP's, Government Officials (Department Economy, Communities, Health, and Finance) and the Head of the NICS to raise their concerns.

NIUSE worked in collaboration with community and voluntary sector partners, NICVA, CO3 and ESF User Forum to provide a collective mandate to highlight the impact on participants and services with the reduced funding and focus of the new funding. NIUSE with partners engaged in a media campaign to highlight the severity of the situation. This was a very stressful time for participants, staff and organisations in not knowing what would happen after 31 March 2023. The UKSPF Programme was open for applications 13 December 2022 and closed on 27 January 2023. Organisations came together to submit consortium bids under a very tight time scale. The outcome of the funding was announced on 31 March 2023 the last day of the ESF Programme, after months of intense pressure from all stakeholders. Although, many of the disability organisations were funded under the SPF, several ESF funded projects, including disability organisations, did not receive funding. Furthermore, many organisations had been impacted with the uncertainty of funding and have lost staff and services.

During this time the Department for Communities, launched Employability NI which included establishing 11 Labour Market Partnerships (LMP) which would be delivered by the 11 local Councils. The aim of the LMPs is to identify local solutions and fund opportunities/programmes to tackle economic inactivity, employment gap for disabled people and address the skills gap and recruitment needs for the local economy. All the Labour Market Partnerships were at different stages of development. NIUSE engaged with all LMPs to promote programme for people with disabilities and update members of funding opportunities that would come available.

NIUSE was involved in other areas of policy work including input into the "co-design" of the Disability Employment Strategy, Disability Employment Strategic Forum, NICS Disability Working Group and Autism Forum.

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

NIUSE also responded to public consultations (i.e. Skills Strategy, 10X Strategy etc) and inputted into disability employment research such as ECNI research into "Impact of Brexit on Section 75 Groups in NI: EU Funding" launched June 2022.

Employer Engagement

After the initial shock of the pandemic on economy, employers were bouncing back, and recruitment was increasing across all sectors. NIUSE's members successfully continued to support their job seekers in to paid work. NIUSE and its members participated in Job Fairs and meet the employer events held across Northern Ireland which in the main were held in person.

NIUSE was also involved with employers promoting Positive Action Measures under the Job Match Project with the lead partner Disability Action and the Department for Communities see below.

Projects

*Job Match - NIUSE in partnership with Disability Action (lead partner) and Department for Communities continued to work with employers to promote employment opportunities for disabled people under the Job Match Project. This included working with large regional organisations and promoting positive action measures, co-ordination recruitment for ring fenced post and working with employers regarding their social value measures (i.e. pre-employment and employment opportunities).

*International Job Shadow Day (IJSJ) 2022 - taking on board the lessons learnt from 2021, it was decided to host placements for the IJSJ over a 3-month period leading up to a Celebration Event on Thursday 17th November 2022 as part of the EU Disability Employment Week. There were over 40 IJSJ placements and 19 of those with the main employer partner, Northern Ireland Civil Service. NIUSE would like to thank their members, job seekers, employers (placement providers) and NICS for their continue support for the International Job Shadow Day.

*NI Assembly Work Experience Scheme - NIUSE worked with the HR Department in the NI Assembly and developed a pilot Work Experience Programme and intend to roll it out in 2023/24.

Networking

The majority of networking meetings and events were held on-line and NIUSE continued to engage with their members and local, regional and international networks i.e. Disability Employment Network North West), European Union of Supported Employment (EUSE) and World Association of Supported Employment (WASE). Highlight of the year for NIUSE was attending the 14th European Union of Supported Employment Conference in Oslo, Norway which had been delayed due to the pandemic. Over 600 delegates from across Europe and beyond attend the conference and heard from international key notes and participated in a range of workshops.

Public benefit

NIUSE provides a range of direct services to beneficiaries to promote the relieve of unemployment for people with disabilities and people from other disadvantaged situations (i.e. young people not in education, employment or training, offenders and ex-prisoners etc) through the Supported Employment model across Northern Ireland. The direct benefit which flows from this purpose includes real employment opportunities, social and economic inclusion, increased independence, increased health and wellbeing, improved quality of life and greater community participation. This benefit is demonstrated through feedback (evaluation tools and focus groups) from beneficiaries and increased number of people accessing and staying in employment. There is no harm from our purpose. The private benefit flowing from our purpose relates to Trustees (Director) whose organisation may benefit from hiring their accessible buildings/venues for delivering training courses or hosting meetings for NIUSE. The private benefit is necessary to achieve the purposes and is therefore incidental.

Financial review

The financial performance is summarised in the enclosed accounts.

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Directors Responsibilities In Relation To The Financial Statements

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in Charities SORP;
- make judgements and 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.


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

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

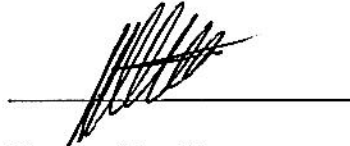
Independent Examiner

A resolution will be proposed at the Annual General Meeting that McGroarty Mc Cafferty & Company Ltd be re-appointed as independent examiners to the charity for the ensuing year.

This report is approved and authorised for issue by the board on and signed on its behalf by:



**Kieran Molloy
Director**



**Norman Sterritt
Director**

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Independent examiner's report on the unaudited financial statements to the of
Northern Ireland Union of Supported Employment (NIUSE)**

We report on the accounts of the company for the year ended 31 March 2023, which are set out on pages 8 to 13.

Respective responsibilities of charity directors and examiner;

As the charity directors you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006. Having satisfied ourselves that the charity is not subject to audit under company law, and is eligible for independent examination, it is our responsibility to;

- examine the accounts under section 65 of the Charities Act 2008;
- follow the procedures laid down in the general directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act 2008.
- state whether particular matters have come to our attention.

Basis of independent examiner's report

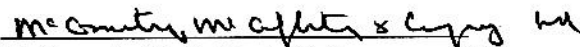
We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included a consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity directors concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

- that accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- that the accounts do not accord with those accounting records;
- that the accounts do not comply with the accounting requirements of the Section 396 of the Companies Act 2006 and the methods and principles of the 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;
- that there is further information needed for proper understanding of the accounts to be reached.

Independent examiner's statement

We have completed our examination and have no concerns in respect of the matters listed above and, in connection with following the directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.


McGroarty McCafferty & Company Ltd
Accountants & Tax Consultants
2 Carlisle Terrace
Derry
BT48 6JX

Date:


Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Statement of Financial Activities
for the year ended 31 March 2023

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Income and Expenditure				
Incoming Resources				
<i>Income Resources from generating funds:</i>				
Voluntary Income	2.	-	14,840	7,576
Incoming Resources from Charitable Activities	16,479	-	16,479	14,337
Total Incoming Resources	<u>16,479</u>	<u>14,840</u>	<u>31,319</u>	<u>21,913</u>
Resources Expended				
Administration & management costs	22,308	14,346	36,654	32,220
Direct Charitable Expenditure	2,628	840	3,468	2,217
Total Resources Expended	4.	<u>24,936</u>	<u>15,186</u>	<u>34,437</u>
Net Incoming / (Outgoing) Resources	(8,457)	(346)	(8,803)	(12,524)
Transfer between funds	6,743	(6,743)	-	-
Balances brought forward 1 April 2022	<u>33,979</u>	<u>9,818</u>	<u>43,797</u>	<u>56,321</u>
Balances carried forward 31 March 2023	<u>32,265</u>	<u>2,729</u>	<u>34,994</u>	<u>43,797</u>

The above amounts relate to continuing operations of the company.

The company has no recognised gains and losses other than those included in the results above and therefore no separate statement of total recognised gains and losses has been presented. There is no difference between the net incoming resources for the year stated above and their historical cost equivalents.



Kieran Molli
 Director



Norman Sterritt
 Director

Date: 14/12/23

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Balance sheet
as at 31 March 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	7		2,729		3,211
Current assets					
Debtors	8	-		6,410	
Cash at bank and in hand		36,263		39,141	
		<u>36,263</u>		<u>45,551</u>	
Current liabilities					
Bank loans and overdrafts		2,003		1,711	
Other creditors / Deferred income		-		556	
Accruals		1,995		2,698	
	9	<u>3,998</u>		<u>4,965</u>	
Net current assets			<u>32,265</u>		<u>40,586</u>
Total assets less current liabilities			<u>34,994</u>		<u>43,797</u>
Capital account					
Unrestricted			32,265		33,979
Restricted			2,729		9,818
	10		<u>34,994</u>		<u>43,797</u>

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Balance sheet (continued)
for the year ended 31 March 2023**

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved and authorised for issue by the Board on and signed on its behalf by



**Kieran Molloy
Director**



**Norman Sterritt
Director**

Company Number: NI058440

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

1. Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

1.1. Accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practise applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland Charities SORP (FRS 102), Companies Act 2006 and Charities Act (NI) 2008.

There were no material departures from this standard.

1.2. Tangible fixed assets and depreciation

Fixed Assets are stated at cost less depreciation.

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

Fixtures, Fittings & Equipment - 15% Reducing Balance

1.3. Income

Voluntary income including gifts and grants provide core funding. They are of a general nature and are recognised when there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities which includes income under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainties of receipt and the amount can be measured with sufficient reliability.

1.4. Expenditure

(i) Direct Charitable Expenditure

This represents all expenditure directly attributable to charitable causes.

(ii) Governance Costs

This includes all other expenditure not directly allocated above and a portion of the overhead costs attributable to governance of the charity.

1.5. Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the accounting date. Transactions in foreign currencies are recorded at the date of the transactions. All differences are taken to the Profit and Loss account.

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

2. Incoming Resources

	2023	2022
	£	£
<u>Restricted Income</u>		
Equality Commission	840	-
Jobmatch - Disability Action	-	7,576
Rank Foundation	14,000	-
	14,840	7,576
<u>Unrestricted Income</u>		
Membership Fees	6,500	4,850
Workshop & Training Fees	3,979	1,000
Rank Foundation	6,000	-
Governments Grants Received	-	8,487
	16,479	14,337
Total Incoming Resources	31,319	21,913

(i) Restricted Funds

Funds received which are earmarked by the Funder for specific purposes. Such purposes are within the overall aims of the organisation.

(ii) Unrestricted Funds

Funds which are expendable at the discretion of the company in furtherance of the aims of the charity. In addition funds may be held in order to finance capital investment and working capital.

(iii) Government Grants Received

NIUSE received the Government Grant - Job Retention Scheme from April 2021 - October 2021, during this period the NIUSE Board of Directors were responsible for the NIUSE activities.

3. Net outgoing resources for the year

	2023	2022
	£	£
Net outgoing resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	482	567
Loss/ (profit) on foreign currencies	(1,419)	1,549
	(1,419)	1,549

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

4. Resources Expended

	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
	£	£	£	£
Administration and management costs				
Salaries and wages	18,456	14,000	32,456	26,621
Rent	2,250	-	2,250	-
Telephone	860	-	860	1,106
Printing, postage & stationery	-	-	-	-
Computer expenses	240	-	240	1,398
Insurance	1,044	-	1,044	-
Accountancy	637	-	637	888
Bank charges	104	-	104	91
(Profit)/ Loss on exchange	(1,419)	-	(1,419)	1,549
Depreciation	136	346	482	567
	<u>22,308</u>	<u>14,346</u>	<u>36,654</u>	<u>32,220</u>

	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
	£	£	£	£
Direct Charitable Expenditure				
Project expenses	2,628	840	3,468	2,217
	<u>2,628</u>	<u>840</u>	<u>3,468</u>	<u>2,217</u>
TOTAL	<u>24,936</u>	<u>15,186</u>	<u>40,122</u>	<u>34,437</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

5. Employees

	2023	2022
	£	£
Salaries and wages	<u>32,456</u>	<u>26,621</u>

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2023	2022
	Number	Number
	<u>2</u>	<u>2</u>

6. Taxation

No charge to taxation is due as the company has charitable status.

7. Tangible assets

	Fixtures Fittings & Equipment	Total
	£	£
Cost		
At 1 April 2022	21,238	21,238
Disposals	(17,460)	(17,460)
At 31 March 2023	<u>3,778</u>	<u>3,778</u>
Depreciation		
At 1 April 2022	18,027	18,027
On disposals	(17,460)	(17,460)
Charge for the year	482	482
At 31 March 2023	<u>1,049</u>	<u>1,049</u>
Net book values		
At 31 March 2023	<u>2,729</u>	<u>2,729</u>
At 31 March 2022	<u>3,211</u>	<u>3,211</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

8.	Debtors	2023	2022
		£	£
	Other debtors	-	6,410
		<u> </u>	<u> </u>
9.	Creditors: amounts falling due within one year	2023	2022
		£	£
	Accruals	1,995	2,698
	Other creditors	-	556
	Credit card	805	13
	Bank Overdrafts	1,198	1,698
		<u> </u>	<u> </u>
		<u>3,998</u>	<u>4,965</u>

10.	Movements in Funds	At				At
		1 April	Incoming	Outgoing	Transfers	31 March
		2022	resources	resources	£	2023
		£	£	£	£	£
	Restricted funds:					
	Restricted funds	9,818	14,840	(15,186)	(6,743)	2,729
	Total restricted funds	<u>9,818</u>	<u>14,840</u>	<u>15,186</u>	<u>6,743</u>	<u>2,729</u>
	Unrestricted funds:					
	Unrestricted funds	33,979	16,479	24,936	6,743	32,265
	Total unrestricted funds	<u>33,979</u>	<u>16,479</u>	<u>24,936</u>	<u>6,743</u>	<u>32,265</u>
		<u>43,797</u>	<u>31,319</u>	<u>40,122</u>	<u>-</u>	<u>34,994</u>

11. Related Party Transactions

There are no related party transactions in the year under review.

12. Limited by Guarantee

The company is limited by guarantee and does not have a share capital.

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

13. Controlling Interest

The control of the charitable company lies with the directors.

Northern Ireland Union of Supported Employment

Northern Ireland - Charity number 103821

Annual report



NORTHERN IRELAND UNION OF SUPPORTED EMPLOYMENT ANNUAL REPORT 1 April 2022 – 31 March 2023



AIMS AND OBJECTIVES

NIUSE is a membership-based organisation representing individuals and organisations providing employment opportunities for people with disabilities through Supported Employment.

The aim of NIUSE is: -

“To promote best practice in Supported Employment for people with disabilities and people from other disadvantaged groups in Northern Ireland”

The objectives of NIUSE are:

- To influence relevant public policy (NI, UK and EU).
- To develop skills and knowledge in supported employment.
- To develop and promote best practice in supported employment.
- To communicate effectively with NIUSE’s members and other stakeholders.
- To ensure that NIUSE has the personnel it requires to achieve its aims and objectives and these resources are effectively and efficiently managed and developed.

STRUCTURE, GOVERNANCE & MANAGEMENT

NIUSE is a registered charity with the Charity Commission for NI, registration, NIC 1033821 and is a Company Limited by Guarantee Registered in Northern Ireland No. NI058440. There are currently 8 Directors on the NIUSE Board, and they are elected by the members of the association at the Annual General Meeting on a rotational basis. There are three Officer positions: Chairperson, Vice Chairperson and Treasurer who are elected by the Board of Directors. Decisions are made on a majority vote but if consensus is not met the Chairperson has the deciding vote.

NIUSE’s Accountant is McGorarty, McCafferty & Company Ltd 2 Carlisle Terrace, Derry~Londonderry, BT48 6JX.

NIUSE’s Bank – Danske Bank, 6 Shipquay Place, Derry~Londonderry, BT48 6DF

ACHIEVEMENTS AND PERFORMANCE 1 April 2020– 31 March 2021

The accounting period 1 April 2022 – 31 March 2023 was an extremely stressful year for NIUSE and its members with the ending of European Social Fund and the uncertainty of future funding. Although, this was the main focus of the year, NIUSE continued to provide services to its members:

Information and Advice – NIUSE provided members with up-to-date information on a regular basis including **Current Vacancies and Events** which was circulated on a weekly basis to regional and local members. Information includes Job Fairs, meet the employer events and skills/training opportunities as well as local and regional vacancies. NIUSE’s social media followers increased during the period by 27%.

Training and Staff Development – Training continued to be delivered virtually and NIUSE worked in partnership with other training providers (i.e. Employment Law, Health and Safety, Terms and Conditions). NIUSE also delivered Disability Awareness Training, Recruitment and Selection Training for local colleges, supported employment organisations and councils etc.



NIUSE continued to work with the Equality Commission for NI (ECNI) under the *Making it Work Campaign* and organised four webinars during the period, The webinars focused on specific business sectors i.e. Retail and Hospitality, Creative Industries, Community and Voluntary organisations and Social Value and Procurement (contractors). In each of the webinar’s employers shared their experiences of employing people with disabilities and disability organisations outlined their support provided to employers and individuals. The webinar delegates also heard about support programmes provided by Department for (i.e. Workable NI, Access to Work and Condition Management Programme) and positive action measures (i.e. pre-employment, work trails, guarantee interviews and reserved posts) from the ECNI. Over 200 delegates attended the webinars. Future events are planned for 2023/2024. As part of the Retail and Hospitality webinar a video was produced focusing on Jordan’s experience of working in Tim Horton’s (Coleraine) and supported by Triangle Progression to Employment ([click here to view](#)).



Making it Work’ – Jordan Lunday, Tim Hortons / Triangle / NIUSE

Policy and influencing – The main focus for NIUSE and its members during this period was the ending of European Social Fund (ESF) on 31 March 2023 and the design and development of its replacement the UK Shared Prosperity Funding Programme. The one-year extension funding provided by European Commission and Department for the Economy was very much welcomed and provided some breathing space for work to commence on its replacement programme. The UK Shared Prosperity Fund Programme was initially to be administered through the local Northern Ireland Departments (Economy and Communities) however it was decided by UK Government that the UKSPF Programme would be managed and delivered centrally from Westminster by the Department for Levelling Up, Housing and Community (DLUHC). This caused an added friction between DLUHC and NI Departments as work had already commenced in 2021/2022 in the design and development for a replacement programme for ESF Programme. Furthermore, with the NI Assembly collapsing in February 2022, there were no Ministers in place to address these issues. The majority of NIUSE members were funded through ESF Programme and was the main funding programme for disability employability and social inclusion programmes for over 30 years. The ending of the ESF Programme would have a significant impact not only on the disability sector but young people not in education, employment or training, women’s sector, ex-offenders and long term unemployed. Through NIUSE Policy Group activities increased in liaising with DLUHC in planning the new programme. NIUSE and its members participated in co-design workshops as well as meeting directly with the DLUHC. NIUSE Policy Group produced briefing papers for MLA’s, MPs and government departments highlighting the impact of the ending of ESF and the on going need to develop similar programmes. A long side the briefing papers the policy group meet with all the NI Political Parties, senior government officials (Department for the Economy, Department for Communities, Department of Health and Department of Finance). This accumulated in an event in the Long Gallery in Stormont, September 2022, host by Kellie Armstrong, Alliance and Liz Kimms, Sinn Féin.



The event focused on the impact of the loss of ESF funding to people with disabilities and impact on the disability sector. Delegates heard directly from people with disabilities and their experiences and the difference the ESF Programme had made on their lives. Senior Government Officials from the Communities, Economy, Health and Finance took part in a panel discussion. The event received cross party support. The event also kicked off an intensive campaign as the amount of funding for the UKSPF was not equivalent to ESF Programme, although it was promised during the Brexit Campaign nor would it address social inclusion which was main area of ESF Programme. The UKSPF would focus on employability programmes for people who were economic inactivity. NIUSE Policy Group joined forces with ESF User Group (secretariate provided by NICVA), ESF User Group and CO3 and collaborated on meeting government officials, MLA's and MPs etc and a media campaign.

The UKSPF Programme competition was announced in early Dec 2022 with a 6 week turnaround (end of Jan 2023). With the ending of ESF Programme on 31 March 2023 there was a collaborative and concentrated campaign from all groups (NICVA, ESF Peer Group and CO3) to announce the outcome for the competition as soon as possible and increase the amount of funding. The impact on services was immense, with organisation having make contingency plans including restructuring, redundancy, protective notice for staff, closure of services and informing service users that service may not be available post 31 March 2023. The announcement for the competition came down to the wire, with media campaign and lobbying, on 31 March 2023 ESF Programme ended and at 10.30am on that day the UKSPF competition outcomes were announced with a start date of the 1 April 2023. Additional funding was allocated, and the majority of NIUSE members were funded but there were many organisations who were not successful and services ended and organisations closed and lives of individuals impacted with the loss of services. The ramifications from this will continue on in to 2023/2024.

For NIUSE members and partners from other sectors, this was the most stressful year with decisions being left to the eleventh hour. NIUSE Policy Group and members worked tirelessly throughout this period under very demanding situation and at the same time delivering services to their participants – disabled people.



NIUSE was involved in other areas of policy work including input into the “co-design” of the Disability Employment Strategy, Disability Employment Strategic Forum, NICS Disability Working Group and Autism Working Group. NIUSE responded to public consultations (i.e. 10X Strategy, Skills Strategy etc) and input into disability employment research (i.e. ECNI research into “Impact of Brexit on Section 75 Groups in NI: EU Funding”, DfC’s research “Disability within the NI Labour Market”).

NIUSE also during this period were involved with Department of Communities Labour Market Partnerships (LMP) which were delivered by the 11 Councils. The priority areas for the LMPs are to address local skills and employability for 4 target groups i.e. people who are Economic Inactivity, Disability, Skilled labour supply and unemployment. The Councils Labour Market Partnerships established local stakeholders groups (employers/employer groups, local colleges, health sector and community and voluntary sector) to implement strategies to address employability and skills gaps in the council area. NIUSE is a member of 3 LMP (Armagh, Banbridge and Craigavon, Derry City and Strabane and, Mid and East Antrim Councils).

Projects:

- **Job Match** - NIUSE is a partner Disability Action, European Social Fund (ESF) Job Match Project and continued to work with employers to promote employment opportunities for disabled people. This included working with large regional organisations and promoting positive action measures, co-ordination recruitment for ring fenced posts and working with employers regarding their social value measures (i.e. pre-employment and employment opportunities). NIUSE co-ordinated site visit to employers worksites for members to gain a better understanding of the different types of roles available and the environment in which they operate.
- **International Job Shadow Day 2022** did take place during this period with a few COVID measures in place, for example the IJSD placements took place over 3-month period to allow for social distancing and some placements were held remotely. A celebration event was held for the International Job Shadow Day initiative on the 16th November 2022 as part of the EU Disability Employment Week. There were over 50 IJSD placements and 15 of those with the main employer partner, Northern Ireland Civil Service. NIUSE would like to thank their members, job seekers, employers (placement providers) and NICS for their continue support for the International Job Shadow Day.
- **NI Assembly Work Experience Scheme** – NIUSE worked with the HR Department in the NI Assembly and developed a pilot Work Experience Programme and intend to roll it out in 2023/24.

Networking – all networking moved on-line and NIUSE continued to engage with their members and local, regional and international networks i.e. Disability Employment Network (North West), European Union of Supported Employment (EUSE) and World Association of Supported Employment (WASE). NIUSE attended the 14 EUSE Conference in Oslo and Harkin Summit (Belfast) in June 2022 the first in person conferences since the pandemic.

Board of Directors 2020/21

Norman Sterritt, (Chairperson) Triangle Progression to Employment
Kieran Molloy, (Treasurer) Cedar Foundation
Peter Shields, Action Mental Health
Karen Smith, Disability Action
Paddy Mooney, Include Youth
Liam Burns, Mencap
Michael Walker, Orchardville Society
Tony O'Reilly, NW Forum of People with Disabilities

Staff

Edyth Dunlop, Regional Manager
Catriona McElhinney, Project Administrator

FINANCIAL STATEMENT – Year Ended 31 March 2022

Prepared by McGorarty, McCafferty & Company Ltd 2 Carlisle Terrace,
Derry~Londonderry, BT48 6JX.

	Unrestricted	Restricted	Total funds 2023	Total funds 2022
Total Incoming Resources	£16,479	£14,840	£31,319	£21,913
Total Resources Expended	£24,936	£15,186	£40,122	£32,437
Total Funds carried forward	£32,265	£2,729	£34,994	£43,797

NIUSE Balance Sheet – 2022 to 2023

	2023	2022
Net Assets	£32,265	£40,586
Funds		
Restricted Income Funds	£2,729	£9,818
Unrestricted Income Funds	£32,265	£33,979
Total Funds	£34,994	£43,797

This information is available, on request, in accessible formats Braille, large print, audio cassette, computer disk, plain language and PDF

Northern Ireland Union of Supported Employment
Gortfoyle House
104 -108 Spencer Road
Waterside
Derry~Londonderry
BT47 6AG
T: 02871377709
E: info@niuse.org.uk
W: niuse.org.uk (under construction)
Twitter: [@niuse_tweets](https://twitter.com/niuse_tweets)

Northern Ireland Union of Supported Employment

Northern Ireland - Charity number 103821

Annual return

NI058440

**Northern Ireland Union of Supported Employment (NIUSE)
(Company Limited by Guarantee)**

Accounts

for the year ended 31 March 2023

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

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**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

Information

Directors	Kieran Molloy Peter Shields Norman Sterritt Tony O'Reilly Liam Burns Patrick Mooney Michael Walker Karen Isabel Cochran Smith
Secretary	Edyth Dunlop
Charity Number	XR 14309 NIC103821
Company Number	NI 058440
Accountants	McGroarty McCafferty & Company Ltd Accountants & Tax Consultants 2 Carlisle Terrace Derry BT48 6JX
Registered Office	Gortfoyle House 104 Spencer Road Derry BT47 6AG
Bankers	Danske Bank 6 Shipquay Place Derry BT48 6DF

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Report of the Directors
for the year ended 31 March 2023

The directors present their report and the financial statements for the year ended 31 March 2023.

Principal activity

The activities of the charity are to promote best practice in Supported Employment for individuals and organisations providing employment opportunities for people with disabilities/disadvantage in Northern Ireland.

Directors

The directors serving during the year were as follows:

Kieran Molloy

Peter Shields

Norman Sterritt

Tony O'Reilly

Liam Burns

Patrick Mooney

Michael Walker

Karen Isabel Cochran Smith

Appointment of Directors

At the Annual General Meeting one third of directors resign in rotation and being eligible offer themselves for re-election.

Our Vision, Mission and Approach

NIUSE provides a range of demand led services to beneficiaries (member organisations, mainly community and voluntary organisations) to assist them to deliver employment services to people with disabilities and people from other disadvantaged situations to access and stay in employment. These services include information and advice, training and staff development, networking and capacity building and promoting quality assurance and good practice in Supported Employment. NIUSE also works with government departments/agencies and key policy makers to develop and influence relevant policies and issues regarding vocational training and employment for people with disabilities and people from disadvantaged situations.

During this accounting period 1 April 2022 - 31 March 2023, Government pandemic restrictions seized and NIUSE continued to deliver service through a hybrid approach. The priority area for this year was the ending of European Social Fund (ESF) and its replacement funding UK Shared Prosperity Fund (UKSPF) which dominated activities during the year. NIUSE continued to deliver services to its members and engaged with a wide range of

Information and Advice

NIUSE updated members on a weekly basis of any changes in policy, events (Job Fairs), training opportunities and employment opportunities through their Weekly Current Vacancies and Events. In additions members were invited to attend information sessions (mainly conducted online) and included sessions on Social Value Measures (Strategic Investment Board), Creative Industries New Entrants (CINE) Programme etc. NIUSE's social media increased during the period by 27%.

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Training and Staff Development

NIUSE worked in partnership with a range of specialist trainers to provide training to our members and stakeholders i.e. Disability Awareness Training to housing associations and local colleges. In the main training was delivered virtually.

NIUSE continued to work with the Equality Commission for NI under the Making it Work Campaign building on the success of the previous year and held a series of sector specific training sessions focusing on Recruitment and Selection and Positive Action Measures. The sectors sessions included Retail and Hospitality (2/02/2023), Social Value Measures (20/02/2023) Community & Voluntary sector (09/03/2023) and Creative Industries (29/03/2023). These sessions included lived experiences of disabled people, employers' perspective and experiences, support organisations, support provided by the Department for Communities and Equality Commission NI. As part of the Retail and Hospitality session the ECNI commissioned a short video highlighting good practice and benefits of employing people with disabilities. All sessions were held online and were aimed at employers. 130 delegates attending the online sessions and feedback from all the session was very positive, NIUSE and ECNI intend to continue this work into 2023/2024.

Policy and Influence

The focus of NIUSE and its members during this period was the ending of the ESF Programme and its replacement through the UK Shared Prosperity Funding (UKSPF). The ESF Call 3 (funded by EU, Department for the Economy and match funded by several sources) commenced on the 1 April 2022 to 31 March 2023. This was a much welcomed one year extension and provided some breathing space for continued engagement with the Department of Levelling Up, Housing and Communities, the department responsible for Levelling Up and UKSPF Programme. The local Government Departments were not responsible for the delivery of the UKSPF which was initially put forward.

NIUSE Policy Group focused on this main issue and highlighted their concerns regarding reduction in funding for UKSPF compared to ESF funding, concerns how the UKSPF was being administered, and timeframe. NIUSE and members through the Policy Group produced briefing papers, case studies, engaged with all political parties, MLA's, MP's, Government Officials (Department Economy, Communities, Health, and Finance) and the Head of the NICS to raise their concerns.

NIUSE worked in collaboration with community and voluntary sector partners, NICVA, CO3 and ESF User Forum to provide a collective mandate to highlight the impact on participants and services with the reduced funding and focus of the new funding. NIUSE with partners engaged in a media campaign to highlight the severity of the situation. This was a very stressful time for participants, staff and organisations in not knowing what would happen after 31 March 2023. The UKSPF Programme was open for applications 13 December 2022 and closed on 27 January 2023. Organisations came together to submit consortium bids under a very tight time scale. The outcome of the funding was announced on 31 March 2023 the last day of the ESF Programme, after months of intense pressure from all stakeholders. Although, many of the disability organisations were funded under the SPF, several ESF funded projects, including disability organisations, did not receive funding. Furthermore, many organisations had been impacted with the uncertainty of funding and have lost staff and services.

During this time the Department for Communities, launched Employability NI which included establishing 11 Labour Market Partnerships (LMP) which would be delivered by the 11 local Councils. The aim of the LMPs is to identify local solutions and fund opportunities/programmes to tackle economic inactivity, employment gap for disabled people and address the skills gap and recruitment needs for the local economy. All the Labour Market Partnerships were at different stages of development. NIUSE engaged with all LMPs to promote programme for people with disabilities and update members of funding opportunities that would come available.

NIUSE was involved in other areas of policy work including input into the "co-design" of the Disability Employment Strategy, Disability Employment Strategic Forum, NICS Disability Working Group and Autism Forum.

Northern Ireland Union of Supported Employment (NIUSE)
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NIUSE also responded to public consultations (i.e. Skills Strategy, 10X Strategy etc) and inputted into disability employment research such as ECNI research into "Impact of Brexit on Section 75 Groups in NI: EU Funding" launched June 2022.

Employer Engagement

After the initial shock of the pandemic on economy, employers were bouncing back, and recruitment was increasing across all sectors. NIUSE's members successfully continued to support their job seekers in to paid work. NIUSE and its members participated in Job Fairs and meet the employer events held across Northern Ireland which in the main were held in person.

NIUSE was also involved with employers promoting Positive Action Measures under the Job Match Project with the lead partner Disability Action and the Department for Communities see below.

Projects

*Job Match - NIUSE in partnership with Disability Action (lead partner) and Department for Communities continued to work with employers to promote employment opportunities for disabled people under the Job Match Project. This included working with large regional organisations and promoting positive action measures, co-ordination recruitment for ring fenced post and working with employers regarding their social value measures (i.e. pre-employment and employment opportunities).

*International Job Shadow Day (IJSJ) 2022 - taking on board the lessons learnt from 2021, it was decided to host placements for the IJSJ over a 3-month period leading up to a Celebration Event on Thursday 17th November 2022 as part of the EU Disability Employment Week. There were over 40 IJSJ placements and 19 of those with the main employer partner, Northern Ireland Civil Service. NIUSE would like to thank their members, job seekers, employers (placement providers) and NICS for their continue support for the International Job Shadow Day.

*NI Assembly Work Experience Scheme - NIUSE worked with the HR Department in the NI Assembly and developed a pilot Work Experience Programme and intend to roll it out in 2023/24.

Networking

The majority of networking meetings and events were held on-line and NIUSE continued to engage with their members and local, regional and international networks i.e. Disability Employment Network North West), European Union of Supported Employment (EUSE) and World Association of Supported Employment (WASE). Highlight of the year for NIUSE was attending the 14th European Union of Supported Employment Conference in Oslo, Norway which had been delayed due to the pandemic. Over 600 delegates from across Europe and beyond attend the conference and heard from international key notes and participated in a range of workshops.

Public benefit

NIUSE provides a range of direct services to beneficiaries to promote the relieve of unemployment for people with disabilities and people from other disadvantaged situations (i.e. young people not in education, employment or training, offenders and ex-prisoners etc) through the Supported Employment model across Northern Ireland. The direct benefit which flows from this purpose includes real employment opportunities, social and economic inclusion, increased independence, increased health and wellbeing, improved quality of life and greater community participation. This benefit is demonstrated through feedback (evaluation tools and focus groups) from beneficiaries and increased number of people accessing and staying in employment. There is no harm from our purpose. The private benefit flowing from our purpose relates to Trustees (Director) whose organisation may benefit from hiring their accessible buildings/venues for delivering training courses or hosting meetings for NIUSE. The private benefit is necessary to achieve the purposes and is therefore incidental.

Financial review

The financial performance is summarised in the enclosed accounts.

Northern Ireland Union of Supported Employment (NIUSE)
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Directors Responsibilities In Relation To The Financial Statements

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in Charities SORP;
- make judgements and 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.


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

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

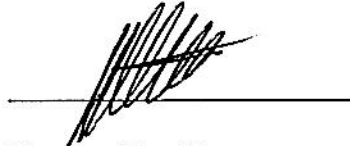
Independent Examiner

A resolution will be proposed at the Annual General Meeting that McGroarty Mc Cafferty & Company Ltd be re-appointed as independent examiners to the charity for the ensuing year.

This report is approved and authorised for issue by the board on and signed on its behalf by:



**Kieran Molloy
Director**



**Norman Sterritt
Director**

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Independent examiner's report on the unaudited financial statements to the of
Northern Ireland Union of Supported Employment (NIUSE)**

We report on the accounts of the company for the year ended 31 March 2023, which are set out on pages 8 to 13.

Respective responsibilities of charity directors and examiner;

As the charity directors you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006. Having satisfied ourselves that the charity is not subject to audit under company law, and is eligible for independent examination, it is our responsibility to;

- examine the accounts under section 65 of the Charities Act 2008;
- follow the procedures laid down in the general directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act 2008.
- state whether particular matters have come to our attention.

Basis of independent examiner's report

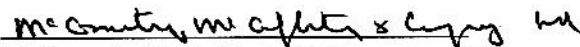
We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included a consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity directors concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

- that accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- that the accounts do not accord with those accounting records;
- that the accounts do not comply with the accounting requirements of the Section 396 of the Companies Act 2006 and the methods and principles of the 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;
- that there is further information needed for proper understanding of the accounts to be reached.

Independent examiner's statement

We have completed our examination and have no concerns in respect of the matters listed above and, in connection with following the directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.


McGroarty McCafferty & Company Ltd
Accountants & Tax Consultants
2 Carlisle Terrace
Derry
BT48 6JX

Date:


Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Statement of Financial Activities
for the year ended 31 March 2023

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Income and Expenditure				
Incoming Resources				
<i>Income Resources from generating funds:</i>				
Voluntary Income	2.	-	14,840	7,576
Incoming Resources from Charitable Activities	16,479	-	16,479	14,337
Total Incoming Resources	<u>16,479</u>	<u>14,840</u>	<u>31,319</u>	<u>21,913</u>
Resources Expended				
Administration & management costs	22,308	14,346	36,654	32,220
Direct Charitable Expenditure	2,628	840	3,468	2,217
Total Resources Expended	4.	<u>24,936</u>	<u>15,186</u>	<u>34,437</u>
Net Incoming / (Outgoing) Resources	(8,457)	(346)	(8,803)	(12,524)
Transfer between funds	6,743	(6,743)	-	-
Balances brought forward 1 April 2022	<u>33,979</u>	<u>9,818</u>	<u>43,797</u>	<u>56,321</u>
Balances carried forward 31 March 2023	<u>32,265</u>	<u>2,729</u>	<u>34,994</u>	<u>43,797</u>

The above amounts relate to continuing operations of the company.

The company has no recognised gains and losses other than those included in the results above and therefore no separate statement of total recognised gains and losses has been presented. There is no difference between the net incoming resources for the year stated above and their historical cost equivalents.



Kieran Molli
 Director



Norman Sterritt
 Director

Date: 14/12/23

Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee

Balance sheet
as at 31 March 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	7		2,729		3,211
Current assets					
Debtors	8	-		6,410	
Cash at bank and in hand		36,263		39,141	
		<u>36,263</u>		<u>45,551</u>	
Current liabilities					
Bank loans and overdrafts		2,003		1,711	
Other creditors / Deferred income		-		556	
Accruals		1,995		2,698	
	9	<u>3,998</u>		<u>4,965</u>	
Net current assets			<u>32,265</u>		<u>40,586</u>
Total assets less current liabilities			<u>34,994</u>		<u>43,797</u>
Capital account					
Unrestricted			32,265		33,979
Restricted			2,729		9,818
	10		<u>34,994</u>		<u>43,797</u>

**Northern Ireland Union of Supported Employment (NIUSE)
Company limited by guarantee**

**Balance sheet (continued)
for the year ended 31 March 2023**

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved and authorised for issue by the Board on and signed on its behalf by



**Kieran Molloy
Director**



**Norman Sterritt
Director**

Company Number: NI058440

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

1. Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

1.1. Accounting convention

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 Charities SORP (FRS 102), Companies Act 2006 and Charities Act (NI) 2008.

There were no material departures from this standard.

1.2. Tangible fixed assets and depreciation

Fixed Assets are stated at cost less depreciation.

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

Fixtures, Fittings & Equipment - 15% Reducing Balance

1.3. Income

Voluntary income including gifts and grants provide core funding. They are of a general nature and are recognised when there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities which includes income under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainties of receipt and the amount can be measured with sufficient reliability.

1.4. Expenditure

(i) Direct Charitable Expenditure

This represents all expenditure directly attributable to charitable causes.

(ii) Governance Costs

This includes all other expenditure not directly allocated above and a portion of the overhead costs attributable to governance of the charity.

1.5. Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the accounting date. Transactions in foreign currencies are recorded at the date of the transactions. All differences are taken to the Profit and Loss account.

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

2. Incoming Resources

	2023	2022
	£	£
<u>Restricted Income</u>		
Equality Commission	840	-
Jobmatch - Disability Action	-	7,576
Rank Foundation	14,000	-
	14,840	7,576
<u>Unrestricted Income</u>		
Membership Fees	6,500	4,850
Workshop & Training Fees	3,979	1,000
Rank Foundation	6,000	-
Governments Grants Received	-	8,487
	16,479	14,337
Total Incoming Resources	31,319	21,913

(i) Restricted Funds

Funds received which are earmarked by the Funder for specific purposes. Such purposes are within the overall aims of the organisation.

(ii) Unrestricted Funds

Funds which are expendable at the discretion of the company in furtherance of the aims of the charity. In addition funds may be held in order to finance capital investment and working capital.

(iii) Government Grants Received

NIUSE received the Government Grant - Job Retention Scheme from April 2021 - October 2021, during this period the NIUSE Board of Directors were responsible for the NIUSE activities.

3. Net outgoing resources for the year

	2023	2022
	£	£
Net outgoing resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	482	567
Loss/ (profit) on foreign currencies	(1,419)	1,549
	(1,419)	1,549

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

4. Resources Expended

	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
	£	£	£	£
Administration and management costs				
Salaries and wages	18,456	14,000	32,456	26,621
Rent	2,250	-	2,250	-
Telephone	860	-	860	1,106
Printing, postage & stationery	-	-	-	-
Computer expenses	240	-	240	1,398
Insurance	1,044	-	1,044	-
Accountancy	637	-	637	888
Bank charges	104	-	104	91
(Profit)/ Loss on exchange	(1,419)	-	(1,419)	1,549
Depreciation	136	346	482	567
	<u>22,308</u>	<u>14,346</u>	<u>36,654</u>	<u>32,220</u>

	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
	£	£	£	£
Direct Charitable Expenditure				
Project expenses	2,628	840	3,468	2,217
	<u>2,628</u>	<u>840</u>	<u>3,468</u>	<u>2,217</u>
TOTAL	<u>24,936</u>	<u>15,186</u>	<u>40,122</u>	<u>34,437</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

5. Employees

	2023	2022
	£	£
Salaries and wages	<u>32,456</u>	<u>26,621</u>

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2023	2022
	Number	Number
	<u>2</u>	<u>2</u>

6. Taxation

No charge to taxation is due as the company has charitable status.

7. Tangible assets

	Fixtures Fittings & Equipment	Total
	£	£
Cost		
At 1 April 2022	21,238	21,238
Disposals	(17,460)	(17,460)
At 31 March 2023	<u>3,778</u>	<u>3,778</u>
Depreciation		
At 1 April 2022	18,027	18,027
On disposals	(17,460)	(17,460)
Charge for the year	482	482
At 31 March 2023	<u>1,049</u>	<u>1,049</u>
Net book values		
At 31 March 2023	<u>2,729</u>	<u>2,729</u>
At 31 March 2022	<u>3,211</u>	<u>3,211</u>

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

8.	Debtors	2023	2022
		£	£
	Other debtors	-	6,410
		<u> </u>	<u> </u>
9.	Creditors: amounts falling due within one year	2023	2022
		£	£
	Accruals	1,995	2,698
	Other creditors	-	556
	Credit card	805	13
	Bank Overdrafts	1,198	1,698
		<u> </u>	<u> </u>
		<u>3,998</u>	<u>4,965</u>

10.	Movements in Funds	At				At
		1 April	Incoming	Outgoing	Transfers	31 March
		2022	resources	resources	£	2023
		£	£	£	£	£
	Restricted funds:					
	Restricted funds	9,818	14,840	(15,186)	(6,743)	2,729
	Total restricted funds	<u>9,818</u>	<u>14,840</u>	<u>15,186</u>	<u>6,743</u>	<u>2,729</u>
	Unrestricted funds:					
	Unrestricted funds	33,979	16,479	24,936	6,743	32,265
	Total unrestricted funds	<u>33,979</u>	<u>16,479</u>	<u>24,936</u>	<u>6,743</u>	<u>32,265</u>
		<u>43,797</u>	<u>31,319</u>	<u>40,122</u>	<u>-</u>	<u>34,994</u>

11. Related Party Transactions

There are no related party transactions in the year under review.

12. Limited by Guarantee

The company is limited by guarantee and does not have a share capital.

Northern Ireland Union of Supported Employment (NIUSE)
Notes to the accounts
for the year ended 31 March 2023

13. Controlling Interest

The control of the charitable company lies with the directors.