

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)
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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)
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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%.

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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 session 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 solution 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.

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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 (IJS) 2022 - taking on board the lessons learnt from 2021, it was decided to host placements for the IJS 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 IJS 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.

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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.

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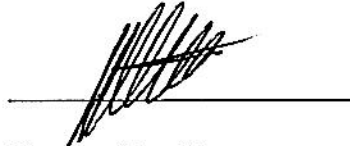
Independent Examiner

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)
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**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

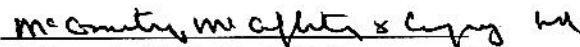
We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of 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:

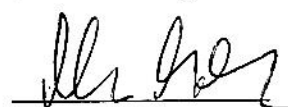
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Statement of Financial Activities
for the year ended 31 March 2023

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Income and Expenditure				
Incoming Resources				
<i>Income Resources from generating funds:</i>				
Voluntary Income 2.	-	14,840	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>40,122</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)
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Balance sheet
as at 31 March 2023

		2023		2022	
	Notes	£	£	£	£
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>

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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	-
	<u>14,840</u>	<u>7,576</u>
<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
	<u>16,479</u>	<u>14,337</u>
 Total Incoming Resources	 <u><u>31,319</u></u>	 <u><u>21,913</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.

(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
	<u><u>(1,419)</u></u>	<u><u>1,549</u></u>

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	<u>(17,460)</u>	<u>(17,460)</u>
At 31 March 2023	<u>3,778</u>	<u>3,778</u>
Depreciation		
At 1 April 2022	18,027	18,027
On disposals	<u>(17,460)</u>	<u>(17,460)</u>
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		31 March
	2022	resources	resources	Transfers	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.