

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
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)
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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%.

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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.

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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 (IJSd) 2023 - taking on board the lessons learnt from 2022, it was decided to host placements for the IJSd 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;

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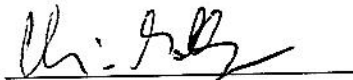
- state whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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)
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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 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

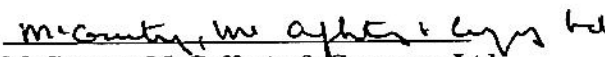
We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of 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)
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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)
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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	
		<u>25,461</u>		<u>36,263</u>	
Current liabilities					
Bank loans and overdrafts		2,023		2,003	
Other creditors / Deferred income		2,506		-	
Accruals		1,358		1,995	
	9	<u>5,887</u>		<u>3,998</u>	
Net current assets			<u>19,574</u>		<u>32,265</u>
Total assets less current liabilities			<u>21,894</u>		<u>34,994</u>
Capital account					
Unrestricted			19,165		32,265
Restricted			2,729		2,729
	10		<u>21,894</u>		<u>34,994</u>

**Northern Ireland Union of Supported Employment (NIUSE)
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**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	<u>1,500</u>	<u>(1,419)</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	<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
<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	<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 1 April 2023 £	Incoming resources £	Outgoing resources £	Transfers £	At 31 March 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.