

UNITY WORKS SOCIAL ENTERPRISES

Registered Company No: 11338498

Charity No: 1185113

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 March, 2022

UNITY WORKS SOCIAL ENTERPRISES
(A charitable company limited by guarantee)

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INTRODUCTION

**These papers tell readers what the charitable company has been doing
between April, 2021 and March, 2022.**

**The trustees have written about what has gone well and
what needs development.**

You can see how the charitable company has managed its money.

The accounts have been checked by our Auditor – Sayer Vincent LLP

**Some of these papers must be written in legal language. We have
introduced each section with an Easy Read text box.**

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REFERENCE AND ADMINISTRATION INFORMATION

TRUSTEES	Jennifer Garrigan (Chairperson) Virginia Beardshaw Neil Bramley Tavish Kumar Persis Maskey Claire Pearson David Umpleby
COMPANY SECRETARY	Tarnya Thompson
COMPANY NUMBER	11338498
COUNTRY OF INCORPORATION	United Kingdom
CHARITY NUMBER	1185113
COUNTRY OF REGISTRATION	England and Wales
REGISTERED OFFICE	134 Edmund Street Birmingham B3 2ES

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REFERENCE AND ADMINISTRATION INFORMATION

OPERATIONAL ADDRESS

The West House
Alpha Court
Swingbridge Road
Grantham
NG31 7XT

AUDITOR

Sayer Vincent LLP
Statutory Auditor
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

BANKERS

Barclays Bank PLC
43 High Street
Sutton
Surrey
SM1 1DR

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

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REFERENCE AND ADMINISTRATION INFORMATION

Reference and administrative information set out on pages 2-3 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

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TRUSTEES' REPORT
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This section explains that directors are responsible for putting together accounts, which must show a true and fair view. This is the law.

The trustees present their report and financial statements for the year 1 April, 2021, to 31 March, 2022.

RESPONSIBILITIES OF THE BOARD OF TRUSTEE DIRECTORS

The directors (who are also the trustees of Unity Works Social Enterprises for the purposes of charity law) are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the charitable company's incoming resources and application of resources, including the income and expenditure, for the financial year. In preparing these financial statements, the Board of Directors is required to:

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

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- make judgements and accounting 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; and
- prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the charitable company will continue in operation.

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

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

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AIMS AND OBJECTIVES

The principal activity of the charitable company during the year was to provide employment, training and social enterprise services to people with a learning disability largely in London and some other areas.

This is in line with company's charitable objects which are for the public benefit and are:

- the relief of persons with a learning disability, their families and carers, in particular, but not exclusively, by the provision of care, support and services, including, but not limited to, assistance to find employment and by the promotion of the awareness of the needs of such persons; and
- the promotion of the effective use of charitable resources by the provision of services to organisations involved in the relief of persons with a learning disability, their families and carers
- and the Company can do all other things that are incidental or conducive to its Objects or any of them.

In shaping our objectives and planning the organisation's activities, the Trustees have considered the Charity Commission guidance on public benefit, including the guidance 'Public Benefit: Running a Charity' (PB2). The main objectives and activities for the year continued to focus upon

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providing appropriate and responsive supported services that are user-led and are operated to a high standard.

BOARD OF TRUSTEE DIRECTORS

Members of the Board of Trustee Directors, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out below:

Virginia Beardshaw

Neil Bramley (Appointed 10 September, 2021)

Karen Boyce-Dawson (Resigned 28 September, 2021)

Simon Conway (Resigned 31 August, 2022)

Jennifer Garrigan

Tavish Kumar (Appointed 18 January, 2022)

Persis Maskey

Claire Pearson (Appointed 18 May, 2021)

David Umpleby (Appointed 25 September, 2021)

The trustees have no financial interest in the company, it being limited by guarantee.

SENIOR MANAGEMENT

Claire Hilton (Managing Director)

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Chairperson's Report

Our board of Trustees has provided tireless support and challenge to ensure that Unity Works can continue to work well alongside people with a learning disability. Our board is further developing in strength, welcoming Claire Pearson in early 2021 and Neil Bramley and David Umpleby in the autumn of 2021. Tavish Kumar joined in January 2022, further broadening our range of knowledge, talent and expertise.

We said goodbye to Karen Boyce-Dawson, who is pursuing other opportunities and travel, alongside time with her family.

A further year of Covid-19 pandemic restrictions has continued to have a negative impact on the work that we do; in particular, on our social enterprises that operate in the hospitality industry.

I am in awe of our senior team, who have maintained an energetic and creative commitment in the leadership of our teams of staff, who themselves have continued to show tremendous resilience and worked hard to deliver to such a high standard in the difficult circumstances of Covid-19 restrictions and, more recently, through staff supply concerns.

Despite the challenges, you will read in our report this year of the many achievements of our learners and those supported by us through:

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- ✓ The creative approach to working alongside our learners keeping the support and development of people with a learning disability moving forward through our training and wellbeing programmes, to new programmes and contracts commencing.
- ✓ Continued support to people with opportunities in volunteering, internships, and paid employment, including in new geographical areas.
- ✓ The continued offer of training and support to a range of employers and having the opportunity to influence those setting strategy.

We are grateful to our many partners, funders and customers without whom we couldn't play our part in the fight to ensure that the skills and talent of people with a learning disability are part of the UK workforce.

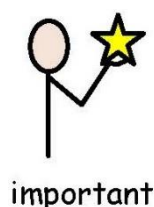
I remain privileged to sit in the chair of Unity Works Social Enterprises' board, whilst looking forward to the appointment of a permanent chairperson who can take us further.

Jenny Garrigan
Chairperson (Interim)

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What is Important for Unity Works Social Enterprises¹

Unity Works Social Enterprises is part of the Thera Group of companies, a charitable organisation supporting people with a learning disability.

Thera's Vision clearly sets out Thera's philosophy of control and involvement by people with a learning disability:

- ✓ Thera will show that people with a learning disability can be leaders in society;
- ✓ Thera will be controlled by people with a learning disability;
- ✓ People supported by Thera can say how their Thera company is directed and managed;
- ✓ People with a learning disability will design the support they want from Thera;
- ✓ Thera will respect the rights and wishes of people at work, at home and in the community;
- ✓ People with a learning disability will check the quality of support from their Thera company;
- ✓ Thera Group will be led by a charity

¹ Thera Trust is our parent company. Its charitable objects are "the relief of persons with learning disabilities, their families and carers by the provision of support services including services in the support of residential, respite and other suitable forms of care, education and work opportunities and to promote public awareness of the needs of such persons and to give support to their families" and "the promotion of the effective use of charitable resources for the benefit of the public by the provision of services to organisations involved in the relief of persons with learning disabilities, their families and carers."

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values

Unity Works Values

- **Positive** – we believe that people with a learning disability demonstrate incredible talents and skills when they are given the right opportunities.
- **Committed** – we do everything we can to support people with a learning disability to reach their full potential.
- **Creative** – we take an imaginative and innovative approach to working with people with a learning disability and finding ways to overcome the barriers that people face.
- **Supportive** – we provide the best possible personalised support to people with a learning disability.
- **Defiant** – we aren't afraid to stand up for people with a learning disability and do whatever it takes to ensure people have equality of opportunity.

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Trustee's Report

Overview

overview

Another tumultuous year for the world combined with the upheaval of a staff terms and conditions review in order to embed the London Living Wage has really put the organisation through its paces. However, Unity Works' resilience has prevailed and as we end the year with a slight financial surplus, spirits are high. We have a road map for the future with an ambitious but achievable growth plan and solid infrastructure from which to launch our next phase.

Post pandemic, our mission has become even more critical. Although the Government has committed to halve the disability employment gap, the impact of Covid has caused it to increase and people with a learning disability in the workplace have been disproportionately impacted – with numbers in employment falling from a dire 6.8% to an even more dismal 5.1%.

At Unity Works, we see an even greater business case for creating opportunities for adults with a learning disability. They are an untapped committed work force, who can contribute much to the country's economic recovery and whose presence on a local level benefits the whole team.

Alongside creating training and employment opportunities, we need to ensure that a holistic approach is taken to an individual's progression. Adults with a learning disability are also disproportionately affected by social

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isolation, poor mental and physical health. It is crucial that we ensure people are also signposted and supported in these areas in order to sustain their training and employment outcomes.

In the past year, we have recruited four new trustees, including a trustee with lived experience of a learning disability. They come with an array of skills, knowledge and experience and, with our existing board members, are keen to support the Managing Director to lead the ever resilient and renewed Senior Leadership Team (“SLT”) to deliver a robust three year strategy.

So, although this year started with a lot of uncertainty and unease, it has ended with a sense of achievement and confidence about the future.



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This section talks about the support Unity Works offers to people with a learning disability.

Last year's restorative strategies were hampered greatly by the fluctuating operating restrictions on hospitality, a monumental recruitment crisis (particularly in hospitality) and supply chain issues, so the recovery we expected to see did not manifest itself. However:

- additional revenue through fundraising and alternative provision bolstered some commercial loss;
- debt is steadily reducing;
- cost modellers are now in use with strict targets for contributions from contracts to ensure viability;
- cafés have started to see increased footfall and have pivoted their focus on alternative income streams and finding suitable alternative premises/opportunities;
- fundraising from trusts and grants was highly successful as usual. However, the fundraiser was scuppered repeatedly by further Covid restrictions.

Over the year Unity Works has supported:

- 500 people across our employment services - 105 were successful in finding work

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- 82 people in our social enterprises towards NVQ accredited qualifications
- Seven apprentices to complete NVQ level 2 and five into work
- 80 people through our adult community learning and health and wellbeing programmes
- 170 employers via our disability awareness training

Online delivery was reduced as a return to face to face phased back in, but we still delivered some daily sessions and have started to look at how we can implement an improved and sustainable online offer.

Unity Works has also worked with a wide range of partners and customers including:



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Achievement and Performance

achievements

Employment

Our employment programmes provided specialist support for people with a disability across London and in Essex. We utilise a 'place and train model', which enables people to secure paid work, improve their skills and develop their careers. The employment team had a very successful year supporting 500 people; with employment support 105 people were successful in finding work and 209 attended job interviews; the employer engagement team worked with over 170 employers.

Throughout the pandemic we offered our disability confident training online with an impressive take up and extremely positive feedback from employers.



employment

We delivered three new employment contracts in Essex in partnership with the Department of Work and Pensions; supporting people across the borough to move towards the labour market and secure employment. We have achieved all the required targets.

We supported 42 people to gain and sustain employment through our partnership contract Southwark Works. This was above our targeted outcomes and despite ongoing restrictions due to the pandemic. The partnership with Toucan worked very well and allowed us to have a strong local offer across the whole borough, maximising opportunities for people with a learning disability.

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Our partnership with Advocacy in Greenwich Volunteer centre enabled us to offer a wide range of provision to complement our supported employment service and we have worked with 63 people. We also ran an employment service for young persons under 24 years old with neuro diverse conditions in partnership with Greenwich Local labour and Business and the Department of Work and Pensions. This contract secured and sustained 22 jobs including apprenticeships across Royal Borough of Greenwich.

Our partnerships with Westminster Kingsway and Lambeth College continued to flourish. Their main objective is to manage and develop their supported internship programmes. We delivered the first year of a 'Project Search' internship at Kings College Hospital with several other programmes in development.

Greenwich WorkTrain has a strong track record in the borough, so we were asked to get involved in the council's strategy for employment and day opportunities that has subsequently raised the profile of people with a learning disability in employment and apprenticeships.

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JL joined Greenwich WorkTrain project at the end of 2019, prior to lockdown. He had just finished college and was interested in finding opportunities in acting, theatre and customer service. JL has a learning disability which affects his ability to retain information or take on complex tasks such as working on a till or remembering lots of information at once.

JL had never worked before and suffers with low confidence and anxiety so he wanted to find work locally and only travel within daylight hours.

JL's first aim was to work on building his confidence. He joined the regular group job search meetings, which gave him the opportunity to meet new people and explore local opportunities.

JL also joined Unity Works "My Career" and "Am I ready for Work?" courses via Zoom which supported him in applying for work, creating a CV and practising interview techniques.

In July, 2021, JL was supported to start a volunteering role with Greenwich Theatre and has since taken part in several productions with the theatre. JL was also offered a paid customer service role with "Wickes" in Plumstead in September, 2021 and now has his first ever paid job! His employer has been able to make the reasonable adjustments that he needs in work, such as extra support when using the tills and extra time for training – JL has reported that he is enjoying his new paid role with Wickes and continues to volunteer for Greenwich Theatre.

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Employer Engagement

We support employers with a range of services, including disability awareness training, accessible recruitment processes, matching candidates to job opportunities and ongoing support after recruitment. We have developed a comprehensive employer offer that can be delivered online and in person.

Employers we have actively engaged with include Bartlett Mitchell, Berkeley Homes, The Breakfast Club, Tate, and Kings College Hospital.

We first began working with Bartlett Mitchell, a contract caterer, in 2019. They were really impressed upon visiting one of our cafés and offered one of our trainees a role as a breakfast chef; keen to help him develop in his career. We provided job coaching and talked to the team on site about the best ways to help their new colleague integrate and feel supported.

When the pandemic hit, their team were keen to use their time on furlough to develop their awareness of disability and we ran several online training sessions.

In 2021, with their sites now open, Bartlett Mitchell reached out again as they were looking for staff for a new location. We matched three suitable candidates and arranged a site tour and informal interview. Our candidates really impressed the team and were invited to do a work trial (a good

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reasonable adjustment for them to really showcase their skills). Two of the candidates were successful in being offered a job!

We provided job coaching to help them settle in and Bartlett Mitchell even invited one of the candidates' parents to visit; understanding how this would make her feel supported as it would be easier for her to describe her day to them once they had seen where she worked and met her new colleagues. We are in regular contact and continue to offer advice and guidance, such as attending reviews.

Social Enterprises



Our social enterprises are the vehicle through which we deliver apprenticeship programmes, accredited industry training and create additional opportunities for upskilling people to find work.

Mail Out supports a range of ethical social enterprises and small start-up companies to store and distribute their products to train people for a career in warehousing and customer service. Mail Out has built upon its customer base and is now at capacity. We are looking to expand to another site to offer more training and employment opportunities at Mail Out 2.

Mill Lane, a garden centre in West Hampstead, offers flexible training for people who enjoy horticulture or want to develop their careers in this sector.

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Mill Lane has had another good year and we have managed to build upon the local support to increase garden centre sales all year round. We set up an online site for selling and delivering Christmas trees which proved successful, selling over 700 trees.

Social Enterprise Cafés

Our cafés train people to become baristas, chefs and front of house staff whilst offering healthy, affordable food to local communities and workplaces.

Jackson's Café:

This café continued to achieve a consistent offer for their regular customers, as well as incorporate production of Unity Pies. We have created a solid relationship with 'Wates' construction with a view to potentially operating two of their sites, as well as supplying external events to them. We also cater for a local veteran's breakfast club each month. During lockdown, we pivoted our model into a takeaway service; we also benefited from voluntary support to make deliveries by loyal customers.

Bromley Café:

Run by an incredibly talented and creative manager, this café has unfortunately been hit with very low footfall as a result of Covid. The café is within a local community / health centre where most of the staff have been working from home and will continue to work a hybrid model. A regular food bank operating next to the café each Monday has also impacted upon sales.

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We trialled opening on Saturdays throughout August but there was little uptake. We continue to work alongside the client to trial and showcase new ideas and results. However, searching for new premises is a top priority.

New Horizons:

This café only reopened in January, 2022. The sales have pleasantly surprised us as our regular customers made a return. We met with the Guinness Trust estate, to whom our landlord sub-contracts, which enabled us to liaise with the local residents as well as tap into their national employment model. This is still a café at risk though and another where we are looking for alternative premises.

Greenwood Café:

This centre still has strict Covid restrictions in place. Therefore, the internal user footfall is not as high as usual. We approached the centre, requesting if we can temporarily utilise the kitchen as a pie production base. In the meantime, we supplied meals to four schools in the area, during school holiday season, as well as produced pies for 'Ignition Brewery' food themed market. We also worked with 'Langdon' college, supplying work experience placements for their students.

Café Victoria:

Our footfall within this site is predominantly three days a week. We are hoping this will increase in time, but council staff have been encouraged to adopt a hybrid working model. Our hospitality events saw a boost though as we reaped the benefit of departments using up their budgets in March.

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We also worked alongside 'Abingdon House' school in supplying work experience for their students with a learning disability.

AC joined Unity Works in 2019 as a trainee. He spent two years working and training at Café Victoria. Over this time, he really developed in confidence and gained skills in the catering sector. Last year AC used this training to gain a NVQ level 1 in hospitality services.

He then successfully applied for our apprentice scheme - this position is highly competitive and showed that he was ready to take on higher levels of responsibilities and challenges. He started in September and is working towards his NVQ level 2; continuing to build up his confidence, helping serve customers, cook food and make coffees.

AC will also be working on his CV and interview skills as we hope to assist him with finding a job in hospitality once the apprentice programme finishes.

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Training and Awards Centre



Adult Community Learning (ACL)

training

We delivered to 80 Adult Community Learning students this year. Courses include: Am I Ready for Work, Ask the Employer, CV Workshop, My Career, Digital World Social Media Safety, Quids In and Being the Best Me.

We added three sessional tutors to our teaching team due to increasing our provision across another two boroughs. We delivered ACL provision in Camden, Lambeth and Greenwich.

Training

There were 82 trainees across the Enterprises (127 occupied day spaces) and six apprentices completed an NVQ level 2.

We implemented a new RARPA (Recognising and Recording Progress and Achievement) system for tracking learning across the enterprises. The new process brought all paperwork online and offers a clear system for reviews, target setting and next steps. This standardised approach across all the enterprises is used to inform trainees, families, carers and funders of individuals' progress and achievement in the workplace.

We were also busy constructing the following policies too that have been ratified and implemented:

- Assessment policy

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- Information Advice and Guidance
- Learner Involvement
- Quality Improvement

Implementing an infrastructure around our training provision has been the first step to formalising our offer. This allows us to both monitor and continually improve quality, which means we will further increase impact for the people we support.

CB wanted to submit their own testimony:

"I have finished a course called 'Digital World: Skills for Employment' about computers: computer safety, how to avoid being hacked or having your identity stolen, how to make videos and animations and I am doing 'Am I Ready for Work' and a well-being course: 'Staying Well: Heart and Bodies.'

I decided to do these courses so that I could learn new skills that could help me get jobs. The other reason why is to learn how to stay safe on the internet and how to keep healthy.

I learnt that there are many ways that people can spam you or try and hack into your account, such as them pretending to be your friend online and sending you links/emails that are spam emails.

I also learnt that when making an application, like Twitter or YouTube, different colours mean different things; for example, red on fast food stores increases your appetite so that's why McDonalds uses it, to make you feel hungry. We watched a video about the things we should do when trying to make a YouTube video successful, by aiming for a specific audience. It made me very interested in learning to make my own YouTube videos.

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It is good to learn new skills because they help you to get jobs and opportunities. It helps with doing the jobs too because, if you have certain skills, it will make the jobs easier and more enjoyable because you will be better at it.

The good thing about the support we get in Unity Works is the fact that they are really helpful and if you need help travelling to a place, they are willing to do that which is really cool because not many other organisations do that. It's helpful to me because sometimes I can struggle with getting to places the first time I go there and also getting used to new situations and getting involved in the first few days.

The support from Unity Works makes me more confident and able to get involved when I start a new job, like my first paid job last year. I find Unity Works is helpful when looking for jobs and making applications because they help you read through the questions and understand what the questions are asking.

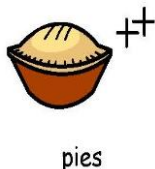
I would recommend it because if you need help getting a job, then Unity Works can help you find out what kind of jobs you want and stride forwards. They can help you look for jobs and fill out the CV and application form as well as help you at interviews.

I would say you should do a course with Unity Works because they are very informative, and they give you many essential skills that you will need to be more confident and employable."

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Unity Pies



Our pie production was hampered by the hospitality recruitment crisis and the surging rental cost of production kitchen costs. However, we are still producing, albeit in small numbers, across our cafés and in partnership with Ignition brewery and continue to search for premises.

Health and Well-being



Our Health and Wellbeing provision was minimal this year both on purpose; as we look to restructure the offer to ensure it is fully congruent with our core delivery and works solely with our learners and jobseekers, but also because of staff shortages due to maternity leave and another staff member leaving.

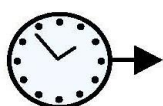
This year, provision was via delivery of physical activities through our PASS contract from Camden Public Health and our adult community learning contracts.

We have, however, agreed with Camden Public Health that we will not be pursuing this funding going forward as the nature of the fund, whilst fantastic in its own right, does not fit with our strategic direction.

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FUTURE PLANS



future



This section talks about what we will be working on over the next three years.

After an enormous amount of reactive energy and input into managing an organisation through the pandemic, it was refreshing for the SLT to gather together to look to a future without restrictions.

Nobody was in any doubt that the biggest areas to focus on this year are;

- **The support and development of staff** to ensure they feel valued and equipped to drive up quality and capacity.
- **Growth**, both in terms of commercial revenue and delivery expansion out of London, in order to move towards self-sufficiency.

The People:

The organisation has been forcibly disconnected for too long so, at a fundamental level, it will be critical to re-connect with each other and with the mission and values.

This will be followed swiftly by development of our Employee Consultative Council and implementation of a performance management framework, supported by a bespoke learning and development offer.

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As part of our staff engagement strategy, we will be developing a communication plan, implementing job swap days to encourage further integration across workstreams, consulting on and actioning a staff reward and recognition programme and devising a staff health and wellbeing initiative.

We will also be looking at how we can increase the numbers of colleagues with lived experience and leading work for the group on devising an employment pathway across Thera.

Growth:

The faith that has been placed in us by Thera Trust is testament to a fantastic delivery team and an effective operating model.

Every role across the organisation has now been evaluated and is in line with the Group's pay structure. Role profiles have been reviewed to ensure they fit squarely with the mission.

Introduction of the London Living Wage demonstrates the commitment to the organisation and acknowledges the value in what we do.

In order to pay our teams the wages they deserve, we have had to secure significant investment that has put us at an unrestricted operating deficit. The proposal for investment was supported by a robust strategy for growth. The central tenets of this include:

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- increasing the number of employment and skills contracts through tendering, sub-contracting and pilots;
- expanding Mailout and Mill Lane; two of our existing social enterprises and driving up year round commercial revenue;
- identifying and nurturing new social enterprise initiatives including securing a footing for Unity Pie;
- reconfiguring our health and wellbeing delivery;
- increasing our training day rate via a robustly planned and executed strategy;
- working with other Thera subsidiaries to develop enterprises and services such as Aspire Grow in Hereford;
- a strong and coherent approach to the promotion and marketing of our services, both support and commercial;
- hosting the first of an annual fundraiser;
- implementing a digital solution to monitoring and recording progress and outcomes;
- reducing outstanding debt.

We have started new delivery in some boroughs and will continue to seek out opportunities in other areas, both in and outside of the M25, as well as searching for potential warehouse and catering opportunities.

We are going to work with trustees to draft a business case that can be used for Thera Trust or funders to secure capital expenditure funding to support catering bids. This is an area with huge fiscal and quality training potential if

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we can have an offer that puts us on an equal footing to commercial catering operators.

The progress of Unity Pie has been hindered by slow recruitment and lack of premises. However, whilst we are looking for someone to head the initiative and identify reasonable accessible premises, we will be delivering out of cafés with lower footfall. We will also continue to promote the pies at food and artisan markets across London.

Underpinning our growth strategy are numerous activities around infrastructure and quality. We want the best possible tools and resources to deliver, monitor and evaluate the highest quality services and attract as many people with a learning disability and employers as we can. These include:

- fit for purpose website
- a digital portal for recording, monitoring and teaching
- stakeholder engagement strategy
- separate Employer engagement strategy
- premises Strategy
- organisational marketing strategy
- enterprise marketing plans
- audit tools
- Health and Safety and Employee Consultative Councils

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Unity Works Social Enterprises Employs Good Staff



At the end of the year, Unity Works Social Enterprises employed 87 people, 20 of whom have a learning disability.

Our staff continue to demonstrate excellence in everything they do and their passion and commitment did not waiver, even during a tough few months of consultation over terms and conditions. They remain our most important asset and we take considerable pride in their achievements, their dedication and the level of commitment they make every day in delivering high quality support to people. We have continued to invest in staff by offering first class support, training and development throughout Thera, ensuring that staff are capable and motivated to meet the needs of the people we support.

As befits an organisation with Thera's Vision, we are committed to ensuring that all job applicants and employees are treated fairly and valued regardless of sex, disability, race, age, marital status, sexual orientation, religion, colour, ethnic or national origin. We value diversity and social inclusion across all our activities and our recruitment process ensures that all applicants have equal opportunity.

Unity Works Social Enterprises' Money



Unity Works Social Enterprises' accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Unity Works Social Enterprises' Articles of Association,

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applicable law and the requirements of the 'Accounting and Reporting by Charities, Statement of Recommended Practice' and FRS102.

Total income from all activities in the year from 1st April, 2021 to 31st March, 2022, was £1,989k (2020-21 £2,447k) with a surplus for the year of £7k (2020-21 £208k). After the major changes this year, it is expected that this surplus will increase in future years as the charity develops and makes further inroads into our deficit balance sheet.

Fund-raising



Unity Works' fundraising activities are undertaken directly by ourselves, with fundraising the support of Thera Trust's Fundraising team.

During the year, Unity Works received £359k in grants and donations, the details of which can be found in note 3 to the accounts.

Our own fundraising activity was relatively limited, though more significant than our previous year and primarily directed at securing grants. We made use of our own staff resources to do so and there was no use of any commercial participator.

Fundraising will continue to be delivered in a co-ordinated manner in partnership with Thera Trust's fundraisers. These fundraisers are focused on trust and grant income as well as laying the foundations for development of broader public fundraising in the future.

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All fundraisers are expected to work in line with the Fundraising Regulator's Code of Fundraising Practice, which is used as a reference point by the fundraisers when developing any new fundraising activity or reviewing existing activity. We are registered with the Fundraising Regulator and have no reported compliance issues. We continue to review and update policies and procedures in line with the Code to ensure that compliance remains strong.

We do not undertake door-to-door, face-to-face or direct mail fundraising and public fundraising in general is currently very limited. As a result, the risk of fundraising in relation to vulnerable people is extremely limited. Fundraisers work closely with Thera Trust's Communications Team and our own staff to ensure that fundraising communications are easy to understand, respectful of potential donors, provide clarity about the cause and do not mislead in any way. As public fundraising activity increases in the future, the fundraisers are planning to develop training for volunteers and other staff to ensure they understand the standards we aim to uphold and what to consider when it comes to vulnerable people and fundraising. Trustees are not aware of any complaints in relation to fundraising activities. We have clear processes in place as to how complaints will be handled should they arise.

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Reserves and Reserves Policy

At 31 March, 2022, the charitable company had total net overdrawn reserves of £-322k (31 March, 2021 £-329k). Restricted reserves were £87k and net overdrawn unrestricted reserves were £-409k, which includes £-533k intra-group funding from the Thera Group.

As explained in the parent charity and financial support accounting policy within the accounts, as part of the intra-group funding agreement all other Thera group entities signed up to the agreement will provide support to any other entity as necessary, including not requiring the immediate repayment of intra-group debt. For this reason, the trustees have prepared the accounts on the basis that the company is a going concern.

Last year, the trustees intended to review progress with trading in the first full year of operation of the charity to establish a longer term reserves policy. However, following the return to some sense of normal trading during the year, trustees also put significant investment in re-structuring and laying the foundations for the charity's future growth and development. At this point therefore, trustees reiterate that they intend generally to ensure over the medium term a positive balance sheet with sufficient working capital to continue provision of charitable activities and to respond to emergencies and events that cannot be planned for.

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Managing Unity Works Social Enterprises' Risk



risk

Key risks which are inherent in the nature of our work include the abuse or neglect of vulnerable people, a failure to comply with a range of health and safety and related regulatory requirements in our establishments or a failure to realise Thera's Vision. As the wider economy has deteriorated and labour markets tightened, Unity Works' biggest risk is now to its ability to retain and recruit sufficient staff to be able to continue to run the full range of its activities.

Unity Works therefore faces significant risks around staff recruitment from both a quantity and quality of application perspective, as well as a systems and processes issue. However, we are working closely with the new Head of People Services to remedy this for future practice. The pandemic has caused people to reflect on their work/life balance and we have lost some staff to countryside living, as well some of our competitors paying significantly more and deploying huge recruitment drives.

Both the employability and social care markets in which Unity Works Social Enterprises operates continue to experience significant funding challenges as commissioners attempt to reconcile increasing demand within a tighter funding environment. These limitations are expected to continue and we're conscious that the labour market has become infinitely more competitive for those we support. This puts immense pressure on staff to support people to meet not only their contractual job outcomes, but also to ensure that people we support are achieving their own employment goals. We are also aware

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that increasing the trainee day rate is not without risk and seek to underpin this with a robust communication and marketing strategy.

Unity Works Social Enterprises may also face risk from damage to key relationships with local authorities or other key strategic partners, the loss of key leadership and management or risk from litigation, financial or pension matters. However, the hospitality enterprises are at the most risk due to low and slow return to viable footfall levels. This is in part mitigated by our Unity Pie endeavour and negotiation around a blended training provision with commissioners.

These risks are also, in part, mitigated through demonstrable support from Thera Trust, alongside robust annual planning and fundraising strategy.

Unity Works Social Enterprises' Health and Safety Committee provides the formal mechanism for Thera jointly with staff safety representatives to fulfil their obligations under health and safety legislation and in line with the Group's Health and Safety Policy.

The trustees will assess and monitor the major risks to which Unity Works Social Enterprises may be exposed through a risk management strategy. The board will continue to monitor the external regulatory, funding and employment law environment closely. Trustees are satisfied that systems are in place to minimise the incidence and impact of risks to the extent to which these are in the control of Unity Works Social Enterprises.

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The accounts to which this report relates are for the year ending 31st March, 2022. As described elsewhere in this report, there have been substantial periods of time during which the activities of Unity Works have been disrupted or curtailed. During the year, Thera has maintained and constantly reviewed policy and guidelines in line with legal and regulatory requirements. Sufficient supplies of personal protective equipment were secured and maintained throughout the year. Governance, management and administrative activity was facilitated and maintained with access to online meeting facilities.

Throughout the year, a number of Unity Works' areas of work have needed to reduce in volume or to be suspended entirely as outlined earlier in this report. These include support to people in the community, support to people in venues where people congregate and our social enterprises. Instead, activities have often been delivered in other ways, with staff being re-deployed to undertake work rather than being furloughed; or alternative means of virtual support. There has been no material impact since the balance sheet date on financial performance or working capital as a direct result of Covid-19. Additional costs, for example on personal protective equipment, have been funded either in this way or with additional specifically targeted income.

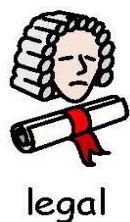
The impact of these factors has diminished after the balance sheet date.

The directors continue to ensure that they act in line with policy and guidance issued by Thera Trust, the parent company of Unity Works, to review the

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specific risks relating to Unity Works' work arising from Covid-19 and to respond accordingly as necessary.



Governing document

Unity Works is a charitable company, incorporated on 1st May, 2018, and registered as a charity on 30th August, 2019. The company was established under a Memorandum of Association that established the objects and powers of the company and is governed by the Articles of Association.

In the event of the company being wound up members are required to contribute £1.

Unity Works Social Enterprises is a member of the Thera Group.

Unity Works Social Enterprises' Trustees

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, are shown in the company information at the start of this report and accounts.

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Management of Unity Works Social Enterprises' Activities

Thera Trust provides corporate services to Unity Works under a customer services agreement. Claire Hilton is managing the activities of Unity Works Social Enterprises, as delegated by the trustees.

Unity Works Social Enterprises Makes Sure that it has Good Trustees
(Recruitment, Induction and Training of Trustees)

As Unity Works Social Enterprises is part of the Thera Group and, in accordance with its Articles, the majority of trustees are appointed by Thera Trust.

All trustees in the Thera Group follow a formal induction process to ensure they know the organisation and its aims and are aware of their responsibilities. All trustees are subject to references and enhanced DBS checks.

Remuneration Policy

Salaries to management and other staff are set in accordance with Thera Group's pay policy. The pay of key management personnel is set by Thera Trust's Remuneration and Pensions Committee. The Committee consists of three non-executive directors, who independently determine the remuneration of executive directors of the organisation, and of its subsidiary companies. In its remuneration policy, the Committee takes account of good

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practice guidelines in setting executive pay, including the principles set out in the NCVO's April, 2014 report on Charity Senior Executive Pay.

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This section explains that the directors have told the Auditor everything they should and that they have worked within the law.

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the persons who are directors at the time when this Trustees' Report is approved under Section 418 of the Companies Act 2006 has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

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TRUSTEES' REPORT
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**This section asks the Company Members to agree that the Auditor,
Sayer Vincent LLP, be chosen again as the company's Auditor.**

RE-APPOINTMENT OF AUDITOR

In accordance with s.485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the re-appointment of Sayer Vincent LLP as auditor of the Company.

The trustees' report has been prepared in accordance with the special provisions applicable to companies, subject to the small companies' regime.

Approved by the Board of Trustees on 15 December 2022 and signed on its behalf.

Jennifer Garrigan
Trustee

David Umpleby
Trustee

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This page explains that the Auditor is reporting that the accounts give a true and fair view of the charitable company and that they are put together as the law says they should be put together.

OPINION

We have audited the financial statements of Unity Works Social Enterprises (the 'charitable company') for the year ended 31 March, 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March, 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

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This section explains that the Auditor has audited (checked) the accounts and that they are reporting to Company Members.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Unity Works Social Enterprises' ability to

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continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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This section explains that the Auditor must tell us if they are unhappy with how the directors managed the company.

The Audit report says that there is nothing bad the Auditor wishes to report to Company Members.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or

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- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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Trustees' responsibilities are explained on page 4.
This page explains that it is the Auditors' responsibility to audit (check)
the accounts as the law says they should.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

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CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, internal audit and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.

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- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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USE OF OUR REPORT

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

15 December 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

You will see that this report and accounts also includes accessible information so that the trustees of Unity Works Social Enterprises are ensuring that all Company Members, including those with a learning disability, are able to fulfil their duties in law including to receive the accounts and to appoint the trustees and Auditor.

The law does not say we must provide this information, but Sayer Vincent LLP says it is in line with the statutory report and accounts.

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SUMMARY OF MONEY

For the year ended 31 March, 2022

What we have earned and what we have spent: £

Money we got in	1,989,321
What we spent on our staff	(1,283,222)
Other money we spent	<u>(699,427)</u>
Money we spent less than money we got in	<u>6,672</u>

What Unity Works Social Enterprises had at 31, March 2022: £

Equipment	4,445
Stocks we own	6,731
How much cash we had in the bank	56,602
What we are owed by others	346,493
What we owe to other Thera companies	(532,963)
What we owe to others	<u>(203,649)</u>
Final amount the company had at 31 March, 2022	<u>(322,341)</u>

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STATEMENT OF FINANCIAL ACTIVITIES
(incorporating an income and expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restated restricted £	2021 Total £
Income from:							
Grants and donations	3	353,026	6,114	359,140	381,787	158,425	540,212
Charitable activities	4	1,424,311	132,556	1,556,867	1,415,676	155,682	1,571,358
		<u>1,777,337</u>	<u>138,670</u>	<u>1,916,007</u>	<u>1,797,463</u>	<u>314,107</u>	<u>2,111,570</u>
Covid-19 exceptional income	5	73,314	-	73,314	335,841	-	335,841
		<u>1,850,651</u>	<u>138,670</u>	<u>1,989,321</u>	<u>2,133,304</u>	<u>314,107</u>	<u>2,447,411</u>
Total income							
Expenditure on:							
Raising funds		600	-	600	50	-	50
Charitable activities		1,750,428	129,562	1,879,990	1,563,054	273,093	1,836,147
Exceptional items		5,543	-	5,543	53,673	-	53,673
		<u>1,756,571</u>	<u>129,562</u>	<u>1,886,133</u>	<u>1,616,777</u>	<u>273,093</u>	<u>1,889,870</u>
Covid-19 exceptional expenditure		96,516	-	96,516	349,597	-	349,597
		<u>1,853,087</u>	<u>129,562</u>	<u>1,982,649</u>	<u>1,966,374</u>	<u>273,093</u>	<u>2,239,467</u>
Total expenditure	6						
Net movement in funds		(2,436)	9,108	6,672	166,930	41,014	207,944
Reconciliation of funds:							
Total funds brought forward		(406,496)	77,483	(329,013)	(573,426)	36,469	(536,957)
		<u>(408,932)</u>	<u>86,591</u>	<u>(322,341)</u>	<u>(406,496)</u>	<u>77,483</u>	<u>(329,013)</u>
Total funds carried forward							

All of the above results are derived from continuing activities. There were no other recognised gains or losses beyond those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

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BALANCE SHEET

as at 31 March 2022

COMPANY REGISTRATION NUMBER 11338498

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	14		<u>4,445</u>		<u>7,778</u>
			4,445		7,778
Current assets:					
Stocks	15	6,731		3,060	
Debtors	16	346,493		313,647	
Cash at bank and in hand		56,602		186,208	
			<u>409,826</u>	<u>502,915</u>	
Current liabilities:					
Creditors: amounts falling due within one year	17	(203,649)		(165,716)	
			<u>206,177</u>		<u>337,199</u>
Net current assets					
			<u>210,622</u>		<u>344,977</u>
Total assets less current liabilities					
Long term liabilities:					
Creditors: amounts falling due after one year	18	(532,963)		(673,990)	
			<u>(322,341)</u>		<u>(329,013)</u>
Total net liabilities					
The funds of the charity:	21				
Restricted income funds			86,591		77,483
Unrestricted income funds:					
General funds		(408,932)		(406,496)	
			<u>(408,932)</u>	<u>(406,496)</u>	
Total unrestricted funds					
			<u>(322,341)</u>		<u>(329,013)</u>
Total charity funds					
			<u>(322,341)</u>		<u>(329,013)</u>

Approved by the trustees on 15 December 2022 and signed on their behalf by

Jennifer Garrigan
Director

David Umpleby
Director

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STATEMENT OF CASH FLOWS
for the year ended 31 March 2022

	2022 £	£	2021 £	£
Cash flows from operating activities				
Net (expenditure) / income for the reporting period (as per the statement of financial activities)		6,672		207,944
Depreciation charges	3,333		2,222	
Interest payable	18,866		25,212	
(Increase) / decrease in stocks	(3,671)		2,455	
Increase in debtors	(32,846)		(174,538)	
(Decrease) / increase in creditors	(103,094)		133,157	
		<u>(117,412)</u>		<u>(11,492)</u>
Net cash (used in) / provided by operating activities		(110,740)		196,452
Cash flows from investing activities:				
Payments to acquire tangible fixed assets	-		(10,000)	
		<u>-</u>		<u>(10,000)</u>
Net cash used in investing activities		-		(10,000)
Cash flows from financing activities:				
Interest paid	(18,866)		(25,212)	
		<u>(18,866)</u>		<u>(25,212)</u>
Net cash used in financing activities		(18,866)		(25,212)
Change in cash and cash equivalents in the year		(129,606)		161,240
Cash and cash equivalents at the beginning of the year		<u>186,208</u>		<u>24,968</u>
Cash and cash equivalents at the end of the year		<u>56,602</u>		<u>186,208</u>

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

1 Accounting policies

a) Statutory information

Unity Works Social Enterprises is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, West Midlands, B3 2ES. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

b) Basis of preparation

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 (FRS 102) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in Sterling (£) which is the functional currency of the company. The financial statements are for the year ended 31 March 2022 (2021: 31 March 2021).

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Going concern

The directors have received assurances from the trustees of Thera Trust that they continue to support Unity Works Social Enterprise's work and will continue to support the operations of the company. On this basis the directors consider that the company has the ability to continue operating as a going concern and there are no known material uncertainties to this. Further information is given in the directors' annual report and below in Note 2 in the section on Group Financial Support.

The directors do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Funds

Unrestricted funds are available for use at the discretion of the directors in the furtherance of the general objectives of the company. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

e) Income

All income is included in the Statement of Financial Activities (SoFA) when the company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

The company receives income from contracts and revenue grants. Income contracts and revenue grants are recognised at fair value when the company has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Fees for care and support services comprise of income receivable from health authorities and social services departments under contracts for the supply of care and support services. For work undertaken on a contractual basis, any income is recognised in accordance with the terms of the contract. In general terms, this means that income is recognised as support is provided.

Grants receivable are accounted for in the period in which the grant is received or the conditions of the grant are met, if later, unless there is an agreement to make such grants and they are received prior to the date the financial statements are issued. In this case the appropriate debtor is included.

f) Government & local authority assistance

Government assistance in the form of Coronavirus Job Retention Scheme and Job Support Schemes is recognised as income when an eligible claim has been submitted.

Other government and local authority grants are recognised at fair value when the company has entitlement after any performance conditions have been met, the receipt is probable and the amount can be measured reliably.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities; split between 'employment', 'social enterprise cafes' and 'other activities'.

Irrecoverable VAT is not separately analysed and is charged to the statement of financial activities when the expenditure to which it relates is incurred and is allocated as part of the expenditure to which it relates.

Support costs are central administration costs which have been recharged to the various activities using a fair allocation based on each activity's expenditure as a proportion of the total expenditure by type of cost.

Governance costs include those incurred in the governance of the company's assets and are primarily associated with constitutional and statutory requirements. The costs are recharged to the various activities based on the activities' expenditure as a proportion of the total expenditure by type of cost.

All expenditure has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

The charity is exempt from income tax and capital gains tax under Section 505 ICTA 1988.

h) Operating leases

Rentals payable under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

i) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended.

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

- Furniture and equipment 33.3% straight line

j) Stocks

Stocks are stated at the lower of cost and net realisable value. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

m) Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans from related parties. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

o) Pensions

The pension cost charged to the statement of financial activities represents amounts payable by the company in the accounting period. The company makes payments to The People's Pension Fund. The scheme is a defined contribution scheme and the pension charge represents the amounts payable to the fund in respect of the period.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

1 Accounting policies (continued)

p) Parent charity and financial support

An Intra-Group Agreement exists between Thera Trust and twenty eight of its subsidiaries. This Intra-Group Agreement incorporates a Funding Agreement which allows Thera Group companies to benefit from the movement of funds around the Group. Each subsidiary, other than The Camden Society, Equal Futures and Thera Limited, has acceded to this Intra-Group Agreement with Board approval. In addition to this, Thera Trust and its subsidiaries have all individually agreed not to demand the repayment of any inter-company borrowings within twelve months of the date on which the balance sheet is signed. Any amounts due to or from Group companies that have been shown as due within one year relate to balances arising from operational activities and gift aid. A market rate of interest has been charged on balances between group companies.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

The directors of the company make estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the charitable company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

Management have considered whether Covid-19 has impacted on any areas of estimation in reporting these accounts. Other than the general background uncertainty created by Covid-19's economic impact, management do not believe that it impacts on any specific aspects of the numbers reported in these accounts.

In preparing these financial statements, the directors have delegated authority to management to make the following judgements:

Group financial support

The directors of all of the subsidiaries within the Thera Group that have acceded to the Intra-Group Agreement as referred to above, have received assurance from the board of Thera Trust that adequate financing is in place to meet the group's financing needs and this has enabled the directors to confirm that management can prepare the accounts on a going concern basis.

Leases

The charitable company determines whether leases entered into by the charitable company either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis based on an evaluation of the terms and conditions of the arrangements, and accordingly whether the lease requires an asset and liability to be recognised in the statement of financial position.

Recoverability of trade debtors

Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, customer creditworthiness, current economic trends and changes in customer payment terms when making a judgement to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the statement of financial activities.

Provisions

A provision is recognised when the charitable company has a present legal or constructive obligation as a result of a past event for which it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgement. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

2 Judgements in applying accounting policies and key sources of estimation uncertainty (continued)

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings, and have concluded that asset lives and residual values are appropriate.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projects' disposal values.

3 Income from grants and donations

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restated restricted £	2021 Total £
Donations	177,026	2,721	179,747	206,787	76,905	283,692
Grants	1,000	3,393	4,393	-	81,520	81,520
Social Investment Grant	175,000	-	175,000	175,000	-	175,000
	353,026	6,114	359,140	381,787	158,425	540,212

4 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Restated 2021 Total £
Employment income	476,672	125,306	601,978	451,426
Social enterprise cafes income	492,380	-	492,380	677,065
Other charitable activities income	455,259	7,250	462,509	442,867
Total income from charitable activities	1,424,311	132,556	1,556,867	1,571,358

In the previous year all income from charitable activities was unrestricted.

5 Covid-19 exceptional income

Income from central government and local authorities in relation to Covid-19 exceptional income amounted to £73,314 (2021: £335,841).

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

6 Analysis of expenditure

	Employment £	Social Enterprise cafes £	Other activities £	2022 £
Staff and agency costs	380,047	751,380	151,795	1,283,222
Property costs	106	99,392	71	99,569
Depreciation	-	3,333	-	3,333
Other support costs	143,585	399,096	53,844	596,525
	523,738	1,253,201	205,710	1,982,649
	Employment £	Social Enterprise cafes £	Other activities £	2021 £
Staff and agency costs	241,180	630,756	499,693	1,371,629
Property costs	141	137,730	36	137,907
Depreciation	-	2,222	-	2,222
Other support costs	87,931	611,542	28,236	727,709
	329,252	1,382,250	527,965	2,239,467

Other support costs includes overhead and governance costs.

Exceptional costs of £5,543 (2021: £53,673) have been incurred in the year. This includes costs incurred of £5,432 in relation to employment costs (2021: £53,673) and other costs of £111 (2021:£Nil).

7 Governance costs (included within other support costs) comprise:

	2022 £	2021 £
External auditor's remuneration	9,216	9,936
	9,216	9,936

8 Interest payable and similar charges

	2022 £	2021 £
Interest payable on intra-group borrowings	18,866	25,212
	18,866	25,212

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

9 Net income / (expenditure) for the year

This is stated after charging:

	2022	2021
	£	£
Depreciation	3,333	2,222
Operating lease rentals:		
Property	69,653	64,032
Other	2,437	2,440
Auditors' remuneration (excluding VAT):		
Audit	6,570	6,260
Other services	1,110	2,020

Auditors' remuneration for the group is disclosed in full in the parent charitable company and is recharged to the subsidiary as part of the overall recharge of the group's management and administration costs.

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	1,161,014	1,263,535
Social security costs	84,519	72,688
Pension costs		
Defined contribution	29,152	33,742
	1,274,685	1,369,965
Agency staff	8,537	1,664
	1,283,222	1,371,629

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2022 No.	2021 No.
£60,000 - £69,999	1	-
£70,000 - £79,999	-	1
	<hr/>	<hr/>

These employees participated in the pension scheme during the year:

	2022 £	2021 £
Employer pension contributions	1,321	4,945
	<hr/>	<hr/>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £74,120 (2021: £145,892). The charitable company considers its key management personnel to comprise of the Service Director/Managing Director.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the period (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of room hire and travel and subsistence costs totalling £1,299 (2021: £529).

11 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 66 (2021: 66).

Staff are split across the activities of the charitable company as follows:

	2022 No.	2021 No.
Employment	18	17
Social enterprise cafes	28	31
Other charitable activities	20	18
	<hr/>	<hr/>
	66	66
	<hr/>	<hr/>

12 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none) other than intra-group transactions as disclosed below.

Thera Trust is the parent charitable company of Unity Works Social Enterprises. Any balances due to or from entities within the Thera group are disclosed within the relevant debtors and creditors notes.

Thera Trust makes a recharge of management and administration costs incurred on behalf of the group to all of its subsidiaries. The specific amounts recharged to each entity are not being disclosed on the grounds that the Thera Group operates in a competitive commissioning environment and this information is commercially sensitive.

As in the accounting policies note for Parent charity and financial support, a market rate of interest has been charged on balances between Thera Trust and Unity Works Social Enterprises, in 2022 £18,866 (2021: £25,212).

13 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

14 Tangible fixed assets

	Fixtures and equipment £	Total £
Cost		
At the start of the year	10,000	10,000
At the end of the year	10,000	10,000
Depreciation		
At the start of the year	2,222	2,222
Charge for the year	3,333	3,333
At the end of the year	5,555	5,555
Net book value		
At the end of the year	4,445	4,445
At the start of the year	7,778	7,778

All of the above assets are used for charitable purposes.

15 Stock

	2022 £	2021 £
Raw materials	6,731	3,060
	6,731	3,060

16 Debtors

	2022 £	2021 £
Trade debtors	224,405	216,530
Other debtors	2,778	3,205
Prepayments and accrued income	119,310	93,912
	346,493	313,647

17 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	46,740	12,610
Taxation and social security	31,182	22,702
Other creditors	5,424	946
Accruals	120,303	129,458
	203,649	165,716

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

18 Creditors: amounts falling due after one year

	2022 £	2021 £
Amounts due to group undertakings	532,963	673,990
	532,963	673,990

The repayment period for the amounts owed to group undertakings is disclosed in the accounting policy called Parent charity and financial support.

19 Pension schemes

The People's Pension Fund

The company participates in The People's Pension Fund, which is a defined contribution scheme for the benefit of its employees. Contributions to the scheme during the year amounted to £29,152 (2021: £33,742). As at the balance sheet date there were 54 members (2021: 54) of the Scheme employed by the company. The amount outstanding in respect of this Scheme at the year-end was £nil (2021: £nil).

20a Analysis of net assets between funds (current year)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	1,122	3,323	4,445
Net current assets	85,469	324,357	409,826
Creditors: amounts falling due within one year	-	(203,649)	(203,649)
Creditors: amounts falling due after one year	-	(532,963)	(532,963)
Net assets at 31 March 2022	86,591	(408,932)	(322,341)

20b Analysis of net assets between funds (prior period)

	Restricted reserve £	General unrestricted £	Total funds £
Tangible fixed assets	1,963	5,815	7,778
Current assets	75,520	427,395	502,915
Creditors: amounts falling due within one year	-	(165,716)	(165,716)
Creditors: amounts falling due after one year	-	(673,990)	(673,990)
Net assets at 31 March 2021	77,483	(406,496)	(329,013)

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

21a Movements in funds (current year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Donations	379	2,721	(332)	-	2,768
Deloitte	25,960	-	-	-	25,960
BGC JobsOhio	5,815	-	(2,492)	-	3,323
Great Escape	7,823	250	-	-	8,073
Hampstead Wells & Campden Trust ESA	4,653	-	(4,653)	-	-
FSF Essex	9,982	37,287	(37,287)	-	9,982
Postcode Neighbourhood Trust Unity Pies	18,679	7,000	(21,914)	-	3,765
FSF Barnet	4,192	31,394	(31,394)	-	4,192
FSF Greenwich	-	20,845	(20,845)	-	-
Peripatetic, Baily Thomas	-	15,000	-	-	15,000
Unity Works Walking Group ('The Adventurers' Club')	-	250	-	-	250
Bounceback Programme	-	20,780	(7,502)	-	13,278
LB of Camden Business Support Grants	-	3,143	(3,143)	-	-
Total restricted funds	77,483	138,670	(129,562)	-	86,591
General funds	(406,496)	1,850,651	(1,853,087)	-	(408,932)
Total unrestricted funds	(406,496)	1,850,651	(1,853,087)	-	(408,932)
Total funds	(329,013)	1,989,321	(1,982,649)	-	(322,341)

The narrative to explain the purpose of each fund is given below.

Unity Works Social Enterprises
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

21 Movements in funds (continued)

21b Movements in funds (prior period)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2021 £
Restricted funds:					
Donations	-	3,615	(1,338)	(1,898)	379
Deloitte	25,960	-	-	-	25,960
BGC JobsOhio	7,476	-	(1,661)	-	5,815
Great Escape	3,033	5,073	(283)	-	7,823
CIA Big Lottery	-	28,000	(28,000)	-	-
LB Havering Business Support Grants	-	20,241	(20,241)	-	-
LCRF Wave 1, Chelsea FC Foundation & MCC	-	88,091	(89,989)	1,898	-
ESFA	-	16,000	(16,000)	-	-
Young Camden & Camden SAF - Employment Project	-	5,933	(5,933)	-	-
LCRF Wave 2	-	29,035	(29,035)	-	-
Arsenal FC Foundation	-	1,000	(1,000)	-	-
Hampstead Wells & Campden Trust ESA	-	7,500	(2,847)	-	4,653
FSF Essex	-	11,613	(1,631)	-	9,982
Rank Foundation	-	25,000	(25,000)	-	-
The National Lottery Community Fund	-	46,479	(46,479)	-	-
Postcode Neighbourhood Trust Unity Pies	-	18,679	-	-	18,679
FSF Barnet	-	7,848	(3,656)	-	4,192
Total restricted funds	36,469	314,107	(273,093)	-	77,483
General funds	(573,426)	2,133,304	(1,966,374)	-	(406,496)
Total unrestricted funds	(573,426)	2,133,304	(1,966,374)	-	(406,496)
Total funds	(536,957)	2,447,411	(2,239,467)	-	(329,013)

Purposes of restricted funds

Donations

Various donations including funds to support the homeless meals project and other temporary measures in Café Victoria.

Deloitte

To create an online portal giving students and job seekers access to a Virtual Learning Environment and Case Management System enabling people to independently access their details, CV, job search.

BGC JobsOhio

To purchase a coffee cart and sell coffee, thereby creating further employment of people with a learning disability.

Great Escape

Annual break for a week of activities designed to build skills and confidence for the people we support.

Hampstead Wells & Campden Trust ESA

To cover the costs of a part time Employment Support Advisor to work with people from the trust's area of benefit in Camden.

FSF Essex

For delivery of an employment project.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

21 Movements in funds (continued)

Purposes of restricted funds (continued)

The National Lottery Community Fund

To support continued delivery of employment projects including online sessions.



In partnership with
**THE NATIONAL LOTTERY
COMMUNITY FUND**

Postcode Neighbourhood Trust Unity Pies

To develop new SE Café business stream.

FSF Barnet

For delivery of an employment project.

FSF Greenwich

Help to improve employment outcomes or prospects of future employment outcomes for long-term unemployed individuals and groups facing the most complex and intractable barriers to work.

Peripatetic, Baily Thomas

To cover the cost of an employment advisor and support people who do not qualify for support under statutory supported employment schemes.

Unity Works Walking Group ('The Adventurers' Club')

To cover the costs of walking group sessions throughout the winter months.

Bounceback Programme

To help people complete a vocational profile and identified career pathway, build their confidence and social skills and receive support to attend at least one interview.

LB of Camden Business Support Grants

Grant to support the business.

Prior Year

CIA Big Lottery

For delivery of a Health & Wellbeing project.

LB Havering Business Support Grants

Grant to support Jacksons Café during 2020.

LCRF Wave 1, Chelsea FC Foundation & MCC Foundation

Supporting the homeless meals project and other temporary measures in Café Victoria.

ESFA

For delivery of an employment project.

Young Camden & Camden SAF - Employment Project

For delivery of a Health & Wellbeing project.

LCRF Wave 2

To cover the costs of staff to deliver online accreditation and employment support and tablets and dongles to be granted to 20 people supported by Unity Works to help them to get online.

Arsenal FC Foundation

Grant to support the business during 2020.

Rank Foundation

Grant to support delivery and management costs.

Unity Works Social Enterprises
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

22 Operating lease commitments

The charity's total future minimum lease payments payable under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	43,193	7,750	2,440	2,440
One to five years	31,000	31,000	-	2,440
Over five years	31,000	38,750	-	-
	<u>105,193</u>	<u>77,500</u>	<u>2,440</u>	<u>4,880</u>

23 Ultimate holding company

Unity Works Social Enterprises' ultimate parent company is Thera Trust, a charitable company limited by guarantee (company number 3593418) and registered in England and Wales (charity number 1090163). Thera Trust is ultimately controlled by the board of trustees.

Copies of the consolidated Thera Trust financial statements are available from the Charity Commission.