

TOUCAN EMPLOYMENT
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2021

LAYTON KAYE
Chartered Certified Accountants and Registered Auditors
51 Norwood High Street
London
SE27 9JS

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	6
Statement of financial activities (including income and expenditure account)	8
Statement of financial position	9
Notes to the financial statements	10
The following pages do not form part of the financial statements	
Detailed statement of financial activities	25

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name	TOUCAN EMPLOYMENT
Charity registration number	1078105
Company registration number	2699097
Principal office and registered office	Rm LG02 Thames Reach Employment Academy 29 Peckham Road London SE5 8UA

The trustees

Richard Scroggs
Gareth Welch
Alison Backhouse
Graham Peacock
Neale Thomas
Bill Puddicombe

COMPANY SECRETARY BRIAN JOHNSON

INDEPENDENT EXAMINER LORAIN LAYTON FCCA
51 NORWOOD HIGH STREET
LONDON
SE27 9JS

Structure, governance and management

Toucan Employment is a charitable company limited by guarantee. The company was established under a Memorandum of association which contains the objects and powers of the company.

Since Toucan Employment commenced operations it has focused on reducing the social exclusion of people with learning difficulties and disabilities in the London boroughs of Southwark, Lambeth, Lewisham, and Brent by aiding them to find and retain employment. Our service is tailored to meet both the needs of the job-seeker and the employer by offering full support during the whole of the recruitment process; we work with employers to set up/find jobs that are suited to our clients' abilities and interests and offer on-the-job support and job coaching to meet the needs of our clients and their employers, as required."

Toucan Employment has a board of trustees who meet at regular intervals throughout the year. They are responsible for the strategic direction and policy making of the charity.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities

Toucan Employment was established in 1989 and since has worked with hundreds of individuals and employers to promote the inclusion of disability in the workplace. In the last 10 years we have supported hundreds of people with learning difficulties and disabilities into paid employment. We work with some of the most marginalised people in the job market - people who would often otherwise just be left in the mire of day centres, where there is a self-perpetuating circle of disinterest and meaningless activities. Therefore our principal objective is the provision of employment services to people with learning disabilities, who are aged between 16 and 65. As a charity for people with learning disabilities the company aims to give clients support to learn vocational skills and to find paid work.

The object is to increase the number of people with learning disabilities in work and to ensure that Toucan as an organisation aims to work with employers to provide more opportunities for people with learning disabilities to get work. In setting these objectives and planning its activities, Toucan's trustees have given careful consideration to the Charity Commission's general guidance on Public Benefit.

Toucan supported users during the year with its key objectives being:

- i) to develop and promote the inclusion of disability in the workplace,
- ii) to promote a clear focus on tailoring our facility to meet the job-seeker's needs,
- iii) offering support to the employer throughout the recruitment process – providing job-support and job-coaching.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance

Toucan's reputation for successfully placing clients with learning disabilities into sustainable employment continues to grow, despite the difficult economic situation the charity is operating in. The staff work extremely well – both with each other and the management committee. The user and parent group continue to play a very active role in the on-going success of the charity.

Despite the Covid 19 pandemic, across the whole organisation, we still managed to achieve the following working outputs:

- Over 2,500 1:1 contacts with clients over the year (many over the phone and zoom - rather than in person as normal);
- 80 new CVs written;
- 65 interviews;
- 34 job offers;
- 26 job starts;
- 38 jobs sustained for 6 months;
- 108 clients were supported with furlough and/or redundancy;
- 24 voluntary or other activities started;
- 30 work placements started; and
- We worked with 298 clients across the year

Figures of people in employment

Last year, we worked with approximately 298 people, and of those 298, 198 were in some form of employment, appropriate to their skills and needs.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review

Financial review

In a period of austerity, Toucan continues to be supported by a wide range of funders. Whilst we continue to successfully appeal to donors and funders for support, and so the majority of the core costs for 2020/2021 were largely funded from successful applications. However applications made in 2021 have successfully secured over £149,000 already and therefore we are ever hopeful that 2021/2022 will be a better year.

Reserve policy

Unrestricted reserves are needed:

- To cover the costs of providing the services with regard to funding contracts;
- To maintain and manage its ongoing services;
- To cover the administration and support without which the charity could not function.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Plans for future periods

Toucan Employment has already secured grants of almost £150,000 for the year 2021/2022. Including in these grants are the multi-year grants from the Walcot Foundation and the Lethersellers' Company that will bring substantial financial stability. Another £75,000 is likely at this point, with more on-going bids be placed during the year.

Additionally, working in partnership with Lewisham College, Lewisham Council, and Phoenix Housing will reap dividends for both the clients and the charity itself. Toucan will be rolling out a Supported Internship Programme in Lewisham that will bring additional income into the charity, as well as raising its profile, and increasing opportunities for young people with learning difficulties/disabilities in the Lewisham area.

Toucan will also be working in partnership with the Camden Society and Bede House to deliver the learning difficulties/disabilities and autism section of the Southwark Works contract for Southwark Council.

Toucan is exploring other opportunities for partnership working, especially with Beckmead College and Croydon Council, as well as the wider sector in Lewisham and Southwark, and we are optimistic that this will bear fruit soon. In addition Toucan is also reviewing alternative avenues to both develop opportunities for people with learning difficulties and disabilities, and to develop unrestricted income for Toucan - these include a microbrewery, a Hub, and the possibility of widening the scope of the work we undertake.

Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 19 to the financial statements.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 31 August 2021 and signed on behalf of the board of trustees by:

Richard Scroggs
Trustee

BRIAN JOHNSON
Charity Secretary

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT

Year ended 31 March 2021

I report to the trustees on my examination of the financial statements of TOUCAN EMPLOYMENT ('the charity') for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of TOUCAN EMPLOYMENT
(continued)

Year ended 31 March 2021

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Loraine Layton FCCA
Independent Examiner

51 Norwood High Street
London
SE27 9JS

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2021

		2021			2020
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and Grants	5	88,845	175,008	263,853	205,650
Investment income	6	18	–	19	154
Total income		<u>88,863</u>	<u>175,008</u>	<u>263,872</u>	<u>205,804</u>
Expenditure					
Expenditure on charitable activities	7,8	45,856	157,973	203,830	207,257
Total expenditure		<u>45,856</u>	<u>157,973</u>	<u>203,830</u>	<u>207,257</u>
Net income/(expenditure) and net movement in funds		<u>43,007</u>	<u>17,035</u>	<u>60,042</u>	<u>(1,453)</u>
Reconciliation of funds					
Total funds brought forward		23,125	113,293	136,418	137,871
Total funds carried forward		<u>66,132</u>	<u>130,328</u>	<u>196,460</u>	<u>136,418</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 10 to 23 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible fixed assets	13	2,030	2,706
Current assets			
Debtors	14	359	6,362
Cash at bank and in hand		201,319	134,969
		<u>201,678</u>	<u>141,331</u>
Creditors: amounts falling due within one year	15	<u>7,248</u>	<u>7,619</u>
Net current assets		<u>194,430</u>	<u>133,712</u>
Total assets less current liabilities		<u>196,460</u>	<u>136,418</u>
Net assets		<u>196,460</u>	<u>136,418</u>
Funds of the charity			
Restricted funds		130,328	113,293
Unrestricted funds		<u>66,132</u>	<u>23,125</u>
Total charity funds	17	<u>196,460</u>	<u>136,418</u>

For the year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 31 August 2021, and are signed on behalf of the board by:

Richard Scroggs
Trustee

The notes on pages 10 to 23 form part of these financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Rm LG02, Thames Reach Employment Academy, 29 Peckham Road, London, SE5 8UA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The accounts have been prepared on a going concern basis. There are no material uncertainties relating to events or conditions that cast significant doubt on the charity's ability to continue as a going concern.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

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 funds. The Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular heading they are allocated to activities on a basis consistent with the main use of the resources.

Expenditure applying to one activity or cost category is directly allocated thereto. Governance costs comprise all costs involving accountability of the charity and its compliance with regulation and good practice.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and Fittings	- 25% reducing balance
Equipment	- 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Financial instruments

The charitable company enters into only basic financial transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other financial institutions.

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

4. Limited by guarantee

The company is limited by guarantee does not have a share capital. Each members's guarantee is limited to £1.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and grants

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Tudor Trust	36,340	–	36,340
City Bridge Trust	–	9,625	9,625
Vintners' Foundation	–	5,000	5,000
Leathersellers' Company Charitable Fund	10,000	–	10,000
Give My View	173	–	173
Bergman Lehane Trust	250	–	250
Wakefield & Tetley Trust	–	–	–
Lloyds Bank Foundation	33,000	–	33,000
Merchant Taylors' Charitable Foundation	4,900	–	4,900
Mrs Smith and Mount Trust	–	–	–
Bailey Thomas Charitable Fund	–	–	–
Unity Works	–	35,000	35,000
Cafe Van Gogh (ESF)	–	1,970	1,970
The Peter Stebbings Memorial Fund	–	10,000	10,000
London Funders -Wave 3	–	20,000	20,000
SEGRO Community Fund	–	–	–
Lewisham College (ESFA)	–	32,649	32,649
Walcot Foundation	–	49,214	49,214
29th May 1961 Charitable Trust	–	–	–
Grocers' Charity	–	4,550	4,550
Grants			
Fishmongers' Company's Charitable Trust	–	4,000	4,000
Field Family Charitable Trust	–	3,000	3,000
Lambeth ESF (London Councils/ ESF)	–	–	–
Government grant income	4,182	–	4,182
	<u>88,845</u>	<u>175,008</u>	<u>263,853</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and grants *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Tudor Trust	33,660	–	33,660
City Bridge Trust	–	38,500	38,500
Vintners' Foundation	–	–	–
Leathersellers' Company Charitable Fund	10,000	–	10,000
Give My View	–	–	–
Bergman Lehane Trust	200	–	200
Wakefield & Tetley Trust	5,000	–	5,000
Lloyds Bank Foundation	–	–	–
Merchant Taylors' Charitable Foundation	5,000	–	5,000
Mrs Smith and Mount Trust	–	4,547	4,547
Bailey Thomas Charitable Fund	–	15,000	15,000
Unity Works	–	17,500	17,500
Cafe Van Gogh (ESF)	–	–	–
The Peter Stebbings Memorial Fund	–	–	–
London Funders -Wave 3	–	–	–
SEGRO Community Fund	–	4,817	4,817
Lewisham College (ESFA)	–	32,679	32,679
Walcot Foundation	–	24,253	24,253
29th May 1961 Charitable Trust	4,000	–	4,000
Grocers' Charity	–	–	–
Grants			
Fishmongers' Company's Charitable Trust	–	–	–
Field Family Charitable Trust	–	–	–
Lambeth ESF (London Councils/ ESF)	–	10,494	10,494
Government grant income	–	–	–
	<u>57,860</u>	<u>147,790</u>	<u>205,650</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Bank interest receivable	<u>18</u>	<u>19</u>	<u>154</u>	<u>154</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Employment Services	42,674	157,973	200,647
Southwark Works	–	–	–
First Job Initiative	–	–	–
Post -Supported Internships Project	–	–	–
LDEA Support	–	–	–
Greenworks Allotment Project	–	–	–
Lambeth Older Residents' Project	–	–	–
Supported Internships	–	–	–
Lewisham Vulnerable Adults Project	–	–	–
Lambeth NEET Project	–	–	–
Support costs	3,182	–	3,183
	<u>45,856</u>	<u>157,973</u>	<u>203,830</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Employment Services	61,212	–	61,212
Southwark Works	–	17,900	17,900
First Job Initiative	–	37,812	37,812
Post -Supported Internships Project	–	5,380	5,380
LDEA Support	–	8,750	8,750
Greenworks Allotment Project	–	4,382	4,382
Lambeth Older Residents' Project	–	10,494	10,494
Supported Internships	–	19,063	19,063
Lewisham Vulnerable Adults Project	–	15,000	15,000
Lambeth NEET Project	–	24,253	24,253
Support costs	3,011	–	3,011
	<u>64,223</u>	<u>143,034</u>	<u>207,257</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2021	Total fund 2020
	£	£	£	£
Employment Services	200,647	–	200,647	61,212
Southwark Works	–	–	–	17,900
First Job Initiative	–	–	–	37,812
Post -Supported Internships Project	–	–	–	5,380
LDEA Support	–	–	–	8,750
Greenworks Allotment Project	–	–	–	4,382
Lambeth Older Residents' Project	–	–	–	10,494
Supported Internships	–	–	–	19,063
Lewisham Vulnerable Adults Project	–	–	–	15,000
Lambeth NEET Project	–	–	–	24,253
Governance costs	–	3,183	3,183	3,011
	<u>200,647</u>	<u>3,183</u>	<u>203,830</u>	<u>207,257</u>

9. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation of tangible fixed assets	<u>676</u>	<u>805</u>

10. Independent examination fees

	2021	2020
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,750</u>	<u>1,750</u>

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	179,914	178,976
Employer contributions to pension plans	<u>3,697</u>	<u>3,452</u>
	<u>183,611</u>	<u>182,428</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

11. Staff costs *(continued)*

The average head count of employees during the year was 8 (2020: 9). The average number of full-time equivalent employees during the year is analysed as follows:

	2021 No.	2020 No.
Employment Services	6	7
Administrative staff	1	1
Management staff	1	1
	<u>8</u>	<u>9</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

13. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2020 and 31 March 2021	<u>12,533</u>	<u>29,468</u>	<u>42,001</u>
Depreciation			
At 1 April 2020	11,279	28,016	39,295
Charge for the year	313	363	676
At 31 March 2021	<u>11,592</u>	<u>28,379</u>	<u>39,971</u>
Carrying amount			
At 31 March 2021	<u>941</u>	<u>1,089</u>	<u>2,030</u>
At 31 March 2020	<u>1,254</u>	<u>1,452</u>	<u>2,706</u>

Tangible assets are being carried forward at their net realisable value.

14. Debtors

	2021 £	2020 £
Trade debtors	–	6,003
Prepayments and accrued income	<u>359</u>	<u>359</u>
	<u>359</u>	<u>6,362</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

15. Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals and deferred income	3,729	3,734
Social security and other taxes	3,519	3,885
	<u>7,248</u>	<u>7,619</u>

16. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2021	2020
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>4,182</u>	<u>—</u>

17. Analysis of charitable funds

Unrestricted funds

	At			At
	1 April 2020	Income	Expenditure	31 March 2021
	£	£	£	£
General funds	<u>23,125</u>	<u>88,863</u>	<u>(45,856)</u>	<u>66,132</u>

	At			At
	1 April 2019	Income	Expenditure	31 March 2020
	£	£	£	£
General funds	<u>29,334</u>	<u>58,014</u>	<u>(64,223)</u>	<u>23,125</u>

The general unrestricted reserves represents the funds of the charity which are not designated for particular purposes.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
Reorganisation & Development Fund	87,646	–	–	87,646
Lambeth NEET Project	–	49,214	(24,253)	24,961
Greenworks Brent Alloment	2,407	–	(2,407)	–
First Job Initiative	9,625	20,595	(27,221)	2,999
Southwark Works	–	35,000	(35,000)	–
Vulnerable Adults Project	–	3,000	(3,000)	–
LDEA Support	–	10,000	(10,000)	–
Lambeth Older Resident's Project	–	4,550	(3,413)	1,137
Post-Supported Internships	–	–	–	–
Supported Internships	13,615	32,649	(32,679)	13,585
Emotional Support Project	–	20,000	(20,000)	–
	<u>113,293</u>	<u>175,008</u>	<u>(157,973)</u>	<u>130,328</u>

	At 1 April 2019 £	Income £	Expenditure £	At 31 March 2020 £
Reorganisation & Development Fund	87,546	–	100	87,646
Lambeth NEET Project	–	24,253	(24,253)	–
Greenworks Brent Alloment	1,971	4,818	(4,382)	2,407
First Job Initiative	9,437	38,500	(38,312)	9,625
Southwark Works	–	17,500	(17,500)	–
Vulnerable Adults Project	–	15,000	(15,000)	–
LDEA Support	8,750	–	(8,750)	–
Lambeth Older Resident's Project	–	10,494	(10,494)	–
Post-Supported Internships	833	4,547	(5,380)	–
Supported Internships	–	32,678	(19,063)	13,615
Emotional Support Project	–	–	–	–
	<u>108,537</u>	<u>147,790</u>	<u>(143,034)</u>	<u>113,293</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Employment Project

The Main Employment Project is open to anyone between the ages of 16 – 65 residing in the Southwark area. We assist in helping clients to secure employment and provide on-going employment support once clients are in work;

Lambeth NEET Project

A specialised project for Lambeth young people with learning difficulties and disabilities who are not in education, employment or training. The project provides job clubs, vocational counselling, jobs search support, training in literacy and numeracy, work experience placement and on-the-job support.

First Job Initiative Project

The First Job Initiative works with young people between 16-25 who are NEET (Not in Education, Employment or Training), but wish to enter employment;

Lambeth Older Residents' Project

Our work with Lambeth residents supports and concentrates on users over 25 with learning difficulties, disabilities and autism. The project provides support into and whilst in employment.

Emotional Support Project

The Emotional Support Project was essential during Covid-19. The project aimed at working with clients by, supporting them to access financial support, online training and more importantly provided emotional support during this extremely difficult time.

The Greenworks – Brent Allotments

Toucan have on-going gardening projects in the Brent area that offer work placements, horticultural training, healthy eating and fresh produce for our clients – up to 20 people benefit from each of the projects every year.

Workstart

A specialised project for Lewisham and Southwark young people with learning difficulties and disabilities who are not in education, employment or training. The project provides job clubs, vocational counselling, jobs search support, training in literacy and numeracy, work experience placements, employment opportunities, and on-the-job support

Vulnerable Adults Project

The Vulnerable Adults Project works with "vulnerable adults" from the London Boroughs of

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Southwark and Lambeth residents. We concentrate on residents with learning difficulties and disabilities who are either long-term unemployed, or have never worked. These clients' needs are mild or moderate and this often means that they have slipped through the net, getting little or no additional support at school and in their day-to-day lives; few of them have had social service assessments and so cannot access many of the services and opportunities open to those people with more severe learning difficulties and disabilities. Additionally with a number of local factories and places of employment closing down, we are seeing an influx of vulnerable adults.

LDEAs

Specialist peer-support project. Toucan staff member with learning disabilities supporting other people with learning difficulties/disabilities to enter and maintain employment, especially focusing on young people.

Supported Internships

A specialist project offering young Lewisham residents aged 16-25 the opportunity to experience work within a large employer (Phoenix Housing), while being intensively supported by a Job Coach. This is run in conjunction with Lewisham Council, Lewisham College, and Phoenix Housing.

Post-Support Internships

A specialist project working with those young people who have experienced the Supported Internships Project, and now need additional specialist support to enter, and sustain employment.

Structure Organisational Fund

Following the disposal of the leasehold premises the Trustees decided to set aside £87,536 being the profit made on sale. The funds will be used towards the reorganising and structural development of the project.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	2,030	–	2,030
Current assets	71,350	130,328	201,678
Creditors less than 1 year	(7,248)	–	(7,248)
Net assets	66,132	130,328	196,460

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	2,706	–	2,706
Current assets	28,038	113,293	141,331
Creditors less than 1 year	(7,619)	–	(7,619)
Net assets	23,125	113,293	136,418

19. Post balance sheet events

There are no post balance sheet events to report.

20. Related parties

No director received any remuneration during the year or had any personal interest in any contract or transaction entered into by the company during the year.

21. Transition to FRS 102

The charitable company adopted the SORP (FRS 102) for the first time in the year ended 31st March 2017. The policies applied under the charitable company previous accounting framework are not materially different to FRS102 and have not impacted on funds.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Management Information

Year ended 31 March 2021

The following pages do not form part of the financial statements.

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2021

	2021	2020
	£	£
Income and endowments		
Donations and Grants		
Tudor Trust	36,340	33,660
City Bridge Trust	9,625	38,500
Vintners' Foundation	5,000	–
Leathersellers' Company Charitable Fund	10,000	10,000
Give My View	173	–
Bergman Lehane Trust	250	200
Wakefield & Tetley Trust	–	5,000
Lloyds Bank Foundation	33,000	–
Merchant Taylors' Charitable Foundation	4,900	5,000
Mrs Smith and Mount Trust	–	4,547
Bailey Thomas Charitable Fund	–	15,000
Unity Works	35,000	17,500
Cafe Van Gogh (ESF)	1,970	–
The Peter Stebbings Memorial Fund	10,000	–
London Funders -Wave 3	20,000	–
SEGRO Community Fund	–	4,817
Lewisham College (ESFA)	32,649	32,679
Walcot Foundation	49,214	24,253
29th May 1961 Charitable Trust	–	4,000
Grocers' Charity	4,550	–
Fishmongers' Company's Charitable Trust	4,000	–
Field Family Charitable Trust	3,000	–
Lambeth ESF (London Councils/ ESF)	–	10,494
Government grant income	4,182	–
	<u>263,853</u>	<u>205,650</u>
Investment income		
Bank interest receivable	19	154
	<u>19</u>	<u>154</u>
Total income	<u>263,872</u>	<u>205,804</u>

TOUCAN EMPLOYMENT

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2021

	2021	2020
	£	£
Expenditure		
Expenditure on charitable activities		
Wages and salaries	179,914	178,976
Pension costs	3,697	3,452
Rent	7,779	11,068
Insurance	664	557
Other motor/travel costs	955	1,233
Legal and professional fees	3,618	3,502
Telephone	969	806
Other office costs	539	1,533
Depreciation	676	805
Stationery & Postage costs	744	723
Staff Development and training	592	719
Website and computer costs	1,370	916
Subscriptions and CRB expenses	310	379
Volunteers expenses	–	588
Dig it -funds written off as bad debt	2,003	2,000
	<u>203,830</u>	<u>207,257</u>
Total expenditure	<u>203,830</u>	<u>207,257</u>
Net income/(expenditure)	<u>60,042</u>	<u>(1,453)</u>
