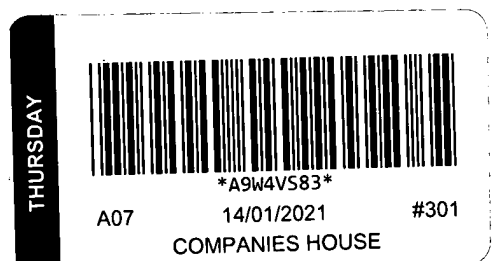


Company Registration No: 07200102  
Charity No: 1158761

**WISE ABILITY SERVICES LIMITED**  
**REPORT OF THE TRUSTEES**  
**AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**  
**(A Company Limited by Guarantee)**



**WISE ABILITY SERVICES LIMITED**  
**FOR THE YEAR ENDED 30 JUNE 2020**

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**WISE ABILITY SERVICES LIMITED  
TRUSTEES AND COMPANY INFORMATION  
FOR THE YEAR ENDED 30 JUNE 2020**

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**OFFICERS AND PROFESSIONAL ADVISORS**

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**TRUSTEES**

A. Urquhart	(Chair)
Professor J. Graffam	(Deputy Chair)
P. Toop	(Secretary)
E. Rozario	(Treasurer)
A. Leyden	
Z. Duff	
J. Bateup	

**SECRETARY**

P. Toop

**REGISTERED OFFICE**

14 Victoria Road  
Tamworth  
Staffordshire  
B79 7HL

**AUDITORS**

RSM UK Audit LLP  
Chartered Accountants  
St Philips Point  
Temple Row  
Birmingham B2 5AF

**SOLICITORS**

Anthony Collins Solicitors LLP  
134 Edmund Street  
Birmingham  
B3 2ES

**WISE ABILITY SERVICES LIMITED  
REPORT OF THE BOARD OF TRUSTEES  
FOR THE YEAR ENDED 30 JUNE 2020**

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The Trustees present their annual report together with the audited financial statements of WISE Ability Services Limited for the year ended 30 June 2020. The Trustees confirm that the annual report and the financial statements of the company comply with the current statutory requirements, the requirements of the company and its governing document.

**PRINCIPAL ACTIVITIES**

The principal activity of the charitable company during the year was general public administration activities.

**TRUSTEES**

The following officers held office during the financial year:

A. Urquhart	(Chair)
Professor J. Graffam	(Deputy Chair)
P. Toop	(Secretary)
E. Rozario	(Treasurer)
A. Leyden	
Z. Duff	
J. Bateup	

**OBJECTIVES AND ACTIVITIES OVERVIEW**

The principal objectives of the charitable company, as stated in the Articles of Association are as follows:

- The relief of unemployment in such ways as may be thought fit, including assistance to find employment;
- The prevention or relief of poverty by providing grants, items and services to individuals in need and/or charities, or other organisations working to prevent or relieve poverty;
- To promote social inclusion for the public's benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society;
- To relieve sickness and to preserve and protect health, including without limitation to provide assistance from every aspect of the rehabilitation of people who are sick or injured; and
- To advance such other purposes which are regarded as exclusively charitable under the law of every part of the United Kingdom as the Trustees from time to time think fit.

The Trustees of WISE Ability Services Limited review the company's operations regularly, to ensure the organisation's growth and service delivery is in line with its charitable ethos and purpose. There are regular reviews to maintain good employment practices in line with Equality and Diversity Policy and Acts.

**FOCUS OF WORK**

WISE Ability Services Limited is a charity focused on reducing inequalities and improving the lives of the most vulnerable participants of the community through its successful delivery of the Building Better Opportunities UCan project.

WISE Ability Services is an affiliated company with WISE Ability Limited (Charity Number 1132065 and Company Registration Number 06749024), a dynamic, innovative and growing charitable organisation with established offices and teams across England, delivering social and economic inclusion programmes for disadvantaged participants. WISE Ability Limited was founded by WISE Employment Ltd, an Australian charity that provides employment and support services in Australia to over 35,000 participants annually.

**WISE ABILITY SERVICES LIMITED  
REPORT OF THE BOARD OF TRUSTEES (*continued*)  
FOR THE YEAR ENDED 30 JUNE 2020**

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**PROJECTS AND ACHIEVEMENTS IN 2019-2020**

**PROJECTS**

Over the past 12 months WISE Ability Services Limited has delivered the following:

**Building Better Opportunities (BBO) project, UCan**

Building Better Opportunities (BBO) project, UCan, is a project funded by the National Lottery Community Fund that uses match funding from the European Social Fund for projects across England that tackle poverty and promote social inclusion. WISE Ability Services was successful in securing funding for BBO 1.4: Active inclusion, to deliver a project in the Dorset Local Enterprise Partnership (LEP) area in the South of England.

UCan, which has been live since September 2017, supports people aged 25 and over who are unemployed or economically inactive, into employment, education, and training. The overall aim of UCan is to support disadvantaged adults living in deprivation across the Dorset LEP area who face multiple and complex barriers. UCan is responsive to participants and their circumstances by offering significant holistic support that targets their barriers and needs, and builds individual strengths to gain and enhance skills, resilience. Participants complete training tailored to help them gain sustainable employment, independence and social inclusion. The goals of participants are varied and support typically focuses on multiple areas including:

- Access and connect to a range of valuable, well established, and well regarded community-based services and supports, particularly for the most pressing needs such as accommodation, emergency income assistance, transportation, gaining valid identification, mental health and substance abuse treatment, and many other services.
- Develop the skills, confidence and resilience needed to live and thrive in the community.
- Identify personal and career goals, and explore the job market - where the jobs are and what type of work they want to do.
- Develop and update job skills or gain qualifications, through a range of courses with appropriate levels of support that best suit their needs and goals.
- Undertake personalised job coaching from staff with local knowledge and specialist employment skills.
- Connect with potential employers and provide support throughout the recruitment process.
- Identify modifications to the workplace that may be required.
- Establish and reconnect with social support networks and help customers reunite with family members.
- Once employment is secured, we continue providing in-work support.

**Profile of participants accessing our services**

Our UCan participants are from different backgrounds and face considerable barriers, for example: work-limiting health problems and disabilities, mental illness, economic hardship, negative life events such as history of abuse, no or low education, unskilled and low-skilled, substance misuse, criminality, transportation problems, caring responsibilities for children, ill, ex-forces (and their families), elderly or disabled family members, lack of access to or poorly developed social networks, and language and literacy barriers.

Many customers are highly complementary of the support they have received through the UCan project, for example:

**Quote:** "Vicky has guided me through this experience in a really positive but caring way. She has encouraged me to challenge myself but never put me under pressure to do something that I really didn't want to, which has been the perfect balance for me."

**Quote:** "Staff are very kind and understanding. They don't judge you"

**WISE ABILITY SERVICES LIMITED  
REPORT OF THE BOARD OF TRUSTEES (*continued*)  
FOR THE YEAR ENDED 30 JUNE 2020**

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**PROJECTS AND ACHIEVEMENTS IN 2019-2020 (*continued*)**

**PROJECTS (*continued*)**

**WISE Choices**

Through the UCan initiative, WISE Ability has developed a behaviour change programme, 'WISE Choices', with cognitive functioning and emotional capability themed activities. WISE Choices is a specialist mental health intervention service delivered to participants who are enrolled in the UCan project. This model of support responds to the needs of people aged 25 and older with persistent mental health challenges. The focus of the team delivering this service is to enhance the lives of participants who have mental health care needs. WISE Choices incorporates fun activities to improve mental processes such as concentration, memory, attention and planning and helps educate participants in skills and strategies for the development and maintenance of positive mental health and resilience.

This pilot initiative is highly popular with participants. Over 75% report feeling significantly better at managing their everyday lives and communicating with other people as well as an increased ability to organise, plan, problem-solve, and set goals.

**The importance of our support**

Our BBO UCan participants are from the most disadvantaged communities in the South of England and present with a blend of complex vocational and non-vocational barriers that impact on their employability and other areas of their life.

*The following case study demonstrates features of UCan:*

**From hopelessness to hope: Joe's journey**

When Joe (not his real name) engaged in the service he had minimal communication skills, anger management issues, very low self-esteem, and no social or community contact. He carried vulnerabilities derived from childhood, his time in the ex-forces, relationship breakdowns, problematic drinking, and substance abuse. As per the principles of The Armed Forces Covenant, we are committed to support ex-forces and forces personnel and their families, who are historically economically inactive. WISE Ability understand the importance of helping ex-service personnel overcome the difficult combination of barriers that impede their successful participation in the community and workforce. For example, if members are not connected to support services once they leave or are discharged, monitoring and visibility of that group diminishes (Barton, et al, 2008) and they are at greater risk. Ex-service personnel are at significant risk of pervasive psychological wounds such as PTSD, depression, and anxiety (Doyle & Peterson, 2005). Stigma around mental illness is a significant barrier to accessing services for veterans with mental health issues. Mental illness is also a significant barrier to veterans accessing and keeping a job.

Staff assisted Joe with the formalities of complying with MOJ requirements such as attending court dates, going to substance abuse counselling, dealing with addiction, signing-in for probation, and other medical issues. His lack of personal relationships, family disconnection (because they've been "burned" before), severe social isolation and loneliness, impacted heavily on his self-esteem and he relapsed in and out of substance use. He was a long way from focusing on employment. Listening and talking with Joe about his personal issues was vital. Staff persisted when Joe felt hopeless and lacked motivation, by making home visits to motivate him to get up and at least attempt to give life a go. Staff advised Joe about the Armed Forces Covenant. Over time he reached a "turning point", and WISE Ability referred him for veteran peer support. For now, success for Joe means simply staying with veteran peer support and experiencing a different approach to life. He is experiencing improved social and community connectedness.

Owing to our passionate and skilled staff and partners we have assisted many participants like Joe into employment, education and training, helped alleviate poverty, hardship, and distress, and helped UCan participants to reconnect with their community and achieve improvements in their quality of life.

*\* Pseudonyms used*

**WISE ABILITY SERVICES LIMITED  
REPORT OF THE BOARD OF TRUSTEES (continued)  
FOR THE YEAR ENDED 30 JUNE 2020**

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**PLANS FOR THE FUTURE**

**Successfully deliver the UCan contract**

WISE Ability Services Limited's mission is "to help people in difficult situations overcome personal challenges, find employment and regain their independence".

WISE Ability Services had a successful year in 2019-2020, despite being faced by challenges, such as increasing project costs, pressure from ongoing Covid-19 measures, and escalating regulation. Our online delivery strategy worked well during the year enabling customers fast and flexible access to our services. Staff conducted appointments and other aspects of employment assistance and training via utilising video apps and conference tools. WISE Ability adopted COVID-19 protective measures and safe practices to help keep staff, employers, customers and the wider community safe.

Of critical importance and relevance to our mission, we aim to successfully support participants of the UCan project to gain life skills, employability skills, strategies and confidence to overcome their challenges and barriers, as a means for achieving positive outcomes in education, training, employment and personal and community wellbeing. Furthermore, we will strive to create more inclusive communities and workplaces, increased economic prosperity, and greater opportunity for people with disability and other disadvantages to engage fully in all aspects of life. Our UCan project is now well established and we are able to evaluate and analyse the project. We continued to work with our external evaluators on the evaluation and share learning and experience.

**FINANCIAL REVIEW**

**Going concern**

The charity meets its day to day working capital requirements through careful management and support from its ultimate parent undertaking. The trustees have obtained a letter of support from the ultimate parent undertaking, and on the basis of that support, consider it appropriate to adopt the going concern basis in preparing these financial statements. In assessing the ability of the group to continue to operate as a going concern for the foreseeable future, the trustees have considered the cash resources available to ensure that the company can meet its liabilities as they fall due taking into account the expected impacts of the Covid-19 pandemic. The full impact of the COVID-19 outbreak cannot presently be estimated with any certainty, but with the support of the ultimate parent undertaking the group has adequate resources and mitigation strategies available to fund its activities and deal with the impact of the outbreak as it unfolds.

**Financial review**

Total income of £1,373,809 (2019: £1,382,276) relates to a Building Better Opportunities grant.

The net surplus for the year of £Nil (2019: £3,108 net surplus) includes the release of a £Nil (2019: £3,108) provision made against group debt recoverable. At the balance sheet date, the total funds carried forward was £91,790 (2019: £91,790) which are unrestricted funds.

The charity has a subsidiary undertaking, Company Number 02297415 Limited which is dormant and will be removed from the Company register in due course. At 30 June 2020 Company Number 02297415 Limited had deficit funds of £398,532 (2019: £398,532).

**Principal risks and uncertainties**

The trustees have considered the major risks faced by the charity and have put procedures in place to mitigate those perceived risks. This will continue to be monitored on an ongoing basis through the Senior Management Team and the Audit, Risk and Investment Subcommittee. The major risks and uncertainties are considered to be recruitment, retention and replacement to key staff, failure to remain compliant in the contract, and the uncertainty in market conditions due to changes in government policy.

**WISE ABILITY SERVICES LIMITED  
REPORT OF THE BOARD OF TRUSTEES *(continued)*  
FOR THE YEAR ENDED 30 JUNE 2020**

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**FINANCIAL REVIEW *(continued)***

**Reserves policy**

It is the policy of the charity to have adequate reserves in place to support its planned charitable activities for the foreseeable future and to meet its obligations towards staff and creditors. At the balance sheet date, free reserves stood at £91,970 (2019: £91,790). The trustees consider that this level of reserves is sufficient and adequate to fulfil its obligations.

**Principal funding**

The funding for the charity comes from the National Lottery Community Fund and no other form of funding has been accessed in the financial year. All funds are currently restricted.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Organisational structure and decision making**

**Organisational structure**

WISE Ability Services Limited's board has met 9 times this financial year. At each Board meeting, Trustees review essential reports including financial and budgetary management, operational performance, audit and risk, human resources planning and business development. Decisions are taken based on the recommendations put forward by Senior Management.

Day to day running of WISE Ability Services Limited is managed by the executive team which is led by the Chief Executive Officer. This team supports the Board of Trustees through delegated powers as outlined in the financial regulations and annual business plan.

**Method of appointment or election of Trustees**

The management of the charitable company is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association. The Articles specify that there should be at least three trustees/directors at any time. Directors are subject to appointment by the sole member of the charitable company. The sole member is WISE Ability Limited, a charitable company registered in England and Wales.

**Policies adopted for the induction and training of Trustees**

WISE Ability Services Limited's mission is "to help people in difficult situations overcome personal challenges, find employment and regain their independence".

WISE Ability Services Limited's mission is realised through assisting participants in developing relevant skills, supporting them to gain and maintain work to improve their wellbeing, and encouraging and supporting employers to enable this.

WISE Ability Services Limited strives to ensure that our vision and mission is appropriately reflected through the diversity of the Trustees. The trustees (inclusive of six independent volunteers) bring the professional qualifications and expertise necessary for good governance including: legal, finance, audit, risk, disability and government relations.

To maintain this skills mix, Trustees are requested to provide a list of their skills and update this each year. The Trustees will ensure that new individuals with the appropriate skills are appointed to the Board, providing a breadth of skills and abilities the company requires.

New Trustees are invited to attend an induction meeting. This provides them with an introduction to WISE Ability Services Limited, the WISE Ability Limited Group, other Board members, its Articles of Association, the annual Business Plan, Risk Management Plan, and its aims and objectives. Information on compliance and accountability systems, recent financial performance, and the role and responsibilities of a Trustee is also supplied along with a copy of 'The essential trustee: what you need to know, what you need to do' (CC3a) publication by the Charity Commission.

All Trustees are apprised on changes in charity and company law as they arise, and also complete charity governance training and/or refresher training when required, as part of an ongoing programme of governance development.



**WISE ABILITY SERVICES LIMITED  
REPORT OF THE BOARD OF TRUSTEES (continued)  
FOR THE YEAR ENDED 30 JUNE 2020**

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**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**Risk management**

All Trustees are experienced in identifying, managing and minimising risks and this is a standing agenda item at each Board meeting. The Trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company and are satisfied that systems and procedures are in place to mitigate our exposure to major risks.

**Arrangements for setting pay and remuneration of Key Management Personnel**

The pay and remuneration of Key Management Personnel is considered annually in line with benchmarking reviews conducted looking at a number of sources such as remuneration publications and similar. Key Management Personnel are employed via WISE Ability Limited.

**AUDITOR**

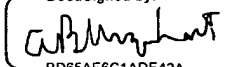
The auditor, RSM UK Audit LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

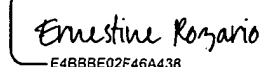
**STATEMENT OF DISCLOSURE TO AUDITOR**

So far as each Trustee is aware, there is no relevant audit information of which the charity's auditor is unaware. Additionally, each Trustee has taken all the necessary steps that they ought to have taken as Trustees in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

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

On behalf of the Board

DocuSigned by:  
  
BD65AE6C1ADE42A...  
A. Urquhart  
Date 24th November, 2020

DocuSigned by:  
  
E4B8BE02F46A438...  
E. Rozario  
Date 24th November, 2020

**WISE ABILITY SERVICES LIMITED  
STATEMENT OF THE TRUSTEES RESPONSIBILITIES IN THE PREPARATION OF FINANCIAL  
STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2020**

---

The Trustees (who are also directors of WISE Ability Services Limited for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are 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.

## **INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF WISE ABILITY SERVICES LIMITED**

---

### **Opinion on financial statements**

We have audited the financial statements of WISE Ability Services Limited (the 'charitable company') for the year ended 30 June 2020 which comprise the Statement of Financial Activities, Statement of Financial Position and notes to the financial statements, including a summary of 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 30 June 2020 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Trustees Report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

### **Opinion 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' Report which includes the Directors' Report prepared for the purpose of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

## **INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF WISE ABILITY SERVICES LIMITED (CONTINUED)**

---

### **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 Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters where 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
- 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 Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' responsibilities set out on page 5, 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.

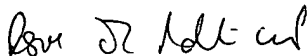
### **Auditor's responsibilities for the audit of the financial statements**

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.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditors' report.

### **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.



PAUL OXTOBY (Senior Statutory Auditor)  
For and on behalf of RSM UK AUDIT LLP, Statutory Auditor  
Chartered Accountants  
St Philips Point  
Temple Row  
Birmingham  
B2 5AF

Date 1 December 2020

**WISE ABILITY SERVICES LIMITED**  
**STATEMENT OF FINANCIAL ACTIVITIES (including income and expenditure account)**  
**FOR THE YEAR ENDED 30 JUNE 2020**

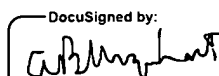
		<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
<b>INCOME FROM:</b>	<b>Notes</b>				
Charitable activities:	3	-	1,373,809	1,373,809	1,382,276
<b>TOTAL INCOME</b>		-	1,373,809	1,373,809	1,382,276
<b>EXPENDITURE ON:</b>					
Charitable activities:	4	-	1,373,809	1,373,809	1,382,276
Other expenditure – provision against intergroup debt	5	-	-	-	(3,108)
<b>TOTAL EXPENDITURE</b>	4	-	1,373,809	1,373,809	1,379,168
<b>NET INCOME/(EXPENDITURE)</b>		-	-	-	3,108
<b>NET MOVEMENT IN FUNDS</b>		-	-	-	3,108
Total funds brought forward		91,790	-	91,790	88,682
<b>TOTAL FUNDS CARRIED FORWARD</b>		91,790	-	91,790	91,790

The notes on pages 13 – 20 form part of the financial statements. Details of the comparative statement of financial activities are disclosed in note 18.


**WISE ABILITY SERVICES LIMITED**  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30 JUNE 2020**

	Notes	2020 £	2019 £
<b>FIXED ASSET INVESTMENTS</b>	9	-	-
<b>CURRENT ASSETS</b>			
Debtors	10	19,060	31,648
Cash at bank and in hand		457,939	420,760
		<u>476,999</u>	<u>452,408</u>
<b>CREDITORS:</b>			
Amounts falling due within one year	11	(385,209)	(360,618)
<b>NET CURRENT ASSETS</b>		<u>91,790</u>	<u>91,790</u>
<b>NET ASSETS</b>		<u>91,790</u>	<u>91,790</u>
<b>THE FUNDS OF THE CHARITY:</b>			
Unrestricted funds	13	<u>91,790</u>	<u>91,790</u>
<b>TOTAL CHARITY FUNDS</b>		<u>91,790</u>	<u>91,790</u>

The Financial Statements on pages 11 to 20 were approved by the Board of Trustees and authorised for issue on 24th November, 2020 and are signed on its behalf by:

DocuSigned by:  
  
 BD65AE6C1ADE42A...

A Urquhart

DocuSigned by:  
  
 E4BBBE02F46A438...

E Rozario

**WISE ABILITY SERVICES LIMITED  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2020**

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**1. ACCOUNTING POLICIES**

**GENERAL INFORMATION**

WISE Ability Services Limited is an incorporated charity limited by guarantee (company number 07200102) and is also a registered charity at the Charity Commission (charity registration number 1158761), registered in England.

The registered office of the charitable company is 14 Victoria Road, Tamworth, B79 7HL. The charitable company principal activities are set out in the Trustees' Report.

**COMPANY STATUS**

The company is limited by guarantee. The sole member of the company is the parent company WISE Ability Limited. In the event of the charitable company being wound up the liability in respect of the guarantee is limited to £1 per member.

**ACCOUNTING POLICIES**

The principal accounting policies adopted in the preparation of the financial statements are set out below.

**BASIS OF ACCOUNTING**

*Accounting convention*

The financial statements have been prepared in accordance with the Statement of Recommended Practice "Accounting and Reporting by 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 FRS 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" including the adoption of the amendments issued in December 2017 ("FRS 102") and the requirements of the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

WISE Ability Services Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

In accordance with FRS 102, the charitable company has taken advantage of the exemptions from the following disclosure requirements:

- Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flow and related notes and disclosures for the charitable company.

The financial statements of the charitable company are consolidated in the financial statements of WISE Ability Limited. The consolidated financial statements of WISE Ability Limited are available from the registered office, 14 Victoria Road, Tamworth, B79 7HL.

*Consolidated financial statements*

The charitable company has taken advantage of the exemption under section 400 of Companies Act 2006 not to prepare consolidated accounts. The financial statements present information about the charitable company as an individual entity and not about its group.

**GOING CONCERN**

The charity meets its day to day working capital requirements through careful management and support from its ultimate parent undertaking. The trustees have obtained a letter of support from the ultimate parent undertaking, and on the basis of that support, consider it appropriate to adopt the going concern basis in preparing these financial statements. In assessing the ability of the group to continue to operate as a going concern for the foreseeable future, the trustees have considered the cash resources available to ensure that the company can meet its liabilities as they fall due taking into account the expected impacts of the Covid-19 pandemic. The full impact of the COVID-19 outbreak cannot presently be estimated with any certainty, but with the support of the ultimate parent undertaking the group has adequate resources and mitigation strategies available to fund its activities and deal with the impact of the outbreak as it unfolds.

**WISE ABILITY SERVICES LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS *(continued)***  
**FOR THE YEAR ENDED 30 JUNE 2020**

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**1. ACCOUNTING POLICIES *(continued)***

**INCOME**

All income including grants receivable is recognised in the Statement of Financial Activities once the charitable company has entitlement to any resources, any performance conditions attached to the income have been met, it is probable that the income will be received, and amount can be measured reliably.

**FUND ACCOUNTING**

Where income is received for the purposes specified by the donor or by the terms of appeal under which it was raised, that income is shown as restricted in the statement of financial activities. Expenditure for the specified purposes is shown as restricted expenditure. Any unexpended balance is carried forward as restricted income funds.

Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

**EXPENDITURE**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under charitable activity rather than the type of expense, in order to provide more useful information to users of the financial statements.

**CHARITABLE ACTIVITIES**

The cost of charitable activities comprises of all direct and support costs involved in providing services under the BBO contract.

**INVESTMENTS**

Fixed asset investments are recorded at the Trustees best estimate of fair value. If fair value is greater than cost, the unrealised surplus is reported as such in the charity's Statement of Financial Activities.

**IMPAIRMENTS OF FIXED ASSETS**

An assessment is made at each reporting date of whether there are indications that a fixed asset may be impaired or that an impairment loss previously recognised has fully or partially reversed. If such indications exist, the charitable company estimates the recoverable amount of the asset.

Shortfalls between the carrying value of fixed assets and their recoverable amounts, being the higher of fair value less costs to sell and value-in-use, are recognised as impairment losses. Impairment losses are recognised in statement of financial activities.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Reversals of impairment losses are recognised in statement of financial activities. On reversal of an impairment loss, the depreciation is adjusted to allocate the asset's revised carrying amount (less any residual value) over its remaining useful life.

**FINANCIAL INSTRUMENTS**

The charitable company only has financial assets and liabilities of a kind that qualify as basic financial instruments and are not considered to be of financial nature. Such financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**DEBTORS**

Other debtors which are receivable within one year and which do not constitute a financing transaction are initially measured at the transaction price. Other debtors are subsequently measured at amortised cost, being the transaction price less any amounts settled and any impairment losses.

**CASH AND CASH EQUIVALENTS**

Cash and cash equivalents includes cash and monies on short-term deposits at the bank and other short-term liquid investments with original maturities of three months or less.



**WISE ABILITY SERVICES LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**1. ACCOUNTING POLICIES (continued)**

**CREDITORS**

Creditors and provisions, are recognised where the charitable 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.

**TAXATION**

No provision for corporation tax has been made as the charitable company is exempt from the requirement to pay Corporation Tax on the income and gains to the extent that these are applied to its charitable activities.

**LEASING**

Rentals payable under operating leases, where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

**EMPLOYEE BENEFITS**

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**RETIREMENT BENEFITS**

*Defined contribution plans*

For defined contribution schemes the amount charged to Statement of financial activities is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments.

**2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT**

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. There are no critical accounting estimates and areas of judgement to note.

**3. INCOME FROM CHARITABLE ACTIVITIES**

	<b>Restricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Building Better Opportunities Grant	1,373,809	1,373,809	1,375,110
Other income	-	-	7,166
<b>Total income</b>	<b>1,373,809</b>	<b>1,373,809</b>	<b>1,382,276</b>

**WISE ABILITY SERVICES LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**4. TOTAL CHARITABLE EXPENDITURE**

	2020 £	2019 £
<b>Charitable Activities</b>		
Costs directly allocated to activities		
Direct costs	189,901	455,805
Staff costs	930,085	660,672
Rent and rates	65,353	58,335
Premises expenses	7,338	4,763
Telephone	16,385	5,445
Printing, Postage and Stationery	5,592	15,365
	<u>1,214,654</u>	<u>1,200,385</u>
Support costs		
Other staff costs	5,189	1,002
Evaluation costs	35,832	51,350
Travel and subsistence	1,321	1,336
Computer and equipment areas	15,435	11,000
Other support costs	1,142	564
Marketing	2,947	21,736
Legal and professional fees	1,150	5,340
Management recharge	84,796	82,333
Governance	7,800	7,230
Disallowable VAT	3,543	-
	<u>159,155</u>	<u>181,891</u>
<b>Total expenditure</b>	<u><u>1,373,809</u></u>	<u><u>1,382,276</u></u>

Governance costs comprised of audit fees £5,300 (2019: £4,730) and accounts preparation fees of £2,500 (2019: £2,500)

**5. OTHER EXPENDITURE**

Last year a provision of £3,108 was released in respect of an intercompany balance due from its subsidiary undertaking, Company Number 02297415 Limited.

**6. NET INCOME/(EXPENDITURE)**

Net income is stated after charging:

	2020 £	2019 £
Operating leases	<u>56,235</u>	<u>54,694</u>

Fees payable to RSM UK Audit LLP and its associates in respect of both audit and non-audit services are as follows:

	2020 £	2019 £
Auditor's remuneration – statutory audit	5,300	4,730
All other non-audit services	2,500	2,500
	<u><u>7,800</u></u>	<u><u>7,230</u></u>

**WISE ABILITY SERVICES LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**7. STAFF COSTS AND NUMBERS**

	2020 £	2019 £
Wages and salaries	820,302	589,197
Social security costs	69,612	52,046
Pension contributions	22,466	13,429
Termination payments	17,705	6,000
	<u>930,085</u>	<u>660,672</u>

The average monthly number of employees employed by the charitable company during the year were as follows:

	2020 No.	2019 No.
Administration	<u>33</u>	<u>22</u>

No directors or employees emoluments were more than £60,000 for the year (2019: £Nil).

**8. TRANSACTIONS WITH KEY MANAGEMENT PERSONNEL**

Trustees received no remuneration and were not reimbursed for any expenses in the current or prior year.

No employee benefits were paid to any key management personnel in the current or prior year.

**9. FIXED ASSET INVESTMENTS**

The company holds 100% of the share capital of Company Number 02297415 Limited which it acquired for £3,642,940, this investment has been fully impaired as the subsidiary undertaking has ceased trading and has deficit reserves at 30 June 2020.

**Investment in subsidiary**

The investment in Company Number 02297415 Limited, a company incorporated in England, represents a 100% holding of the subsidiary's ordinary share capital. Company Number 02297415 Limited is a dormant company and has received no income or expenditure during the year. The registered office of Company Number 02297415 Limited is 14 Victoria Road, Tamworth B79 7HL.

	2020 £	2019 £
<b>Statement of financial position</b>		
Creditors: amounts falling due within one year	<u>(398,532)</u>	<u>(398,532)</u>
Total net liabilities	<u>(398,352)</u>	<u>(398,532)</u>
	2020 £	2019 £
<b>Capital and reserves</b>		
Called up share capital	500	500
Profit and loss account	<u>(399,032)</u>	<u>(399,032)</u>
Total equity	<u>(398,532)</u>	<u>(398,532)</u>

**WISE ABILITY SERVICES LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**10. DEBTORS**

	2020 £	2019 £
Prepayments and accrued income	15,128	27,716
Other debtors	3,932	3,932
	<u>19,060</u>	<u>31,648</u>

**11. CREDITORS: Amounts falling due within one year**

	2020 £	2019 £
Trade creditors	1,034	11,534
Accruals and deferred income	351,786	184,874
Amounts owed to group undertakings	32,389	164,210
	<u>385,209</u>	<u>360,618</u>

	2020 £	2019 £
Deferred income		
Deferred income at 1 July 2019	117,214	79,563
Resources deferred for the year	194,109	117,214
Released from previous years	(117,214)	(79,563)
Deferred income at 30 June 2020	<u>194,109</u>	<u>117,214</u>

Deferred income represents grant income received in advance for charitable activities in the following year.

**12. FINANCIAL INSTRUMENTS**

	2020 £	2019 £
<b>Financial instruments</b>		
Debt instruments measured at amortised cost	<u>12,398</u>	<u>21,454</u>
<b>Financial liabilities</b>		
Measured at amortised costs	<u>67,068</u>	<u>192,288</u>

**WISE ABILITY SERVICES LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**13. MOVEMENT OF FUNDS**

	Brought forward £	Income £	Expenditure £	Carried forward £
Restricted funds	-	1,373,809	(1,373,809)	-
Unrestricted funds	91,790	-	-	91,790
	<u>91,790</u>	<u>1,373,809</u>	<u>(1,373,809)</u>	<u>91,790</u>

The restricted funds relate to the Building Better Opportunities programme.

**14. NET ASSETS:**

	Unrestricted funds £	Restricted funds £	Total £
<b>Current year:</b>			
Current assets	91,790	385,209	476,999
Current liabilities	-	(385,209)	(385,209)
	<u>91,790</u>	<u>-</u>	<u>91,790</u>
<b>Previous year:</b>			
Current assets	91,790	360,618	452,408
Current liabilities	-	(360,618)	(360,618)
Total income	<u>91,790</u>	<u>-</u>	<u>91,790</u>

**15. RELATED PARTY TRANSACTIONS**

WISE Ability Services Limited, is wholly controlled by WISE Ability Limited. During the year WISE Ability Limited recharged £950,997 (2019: £778,716) to WISE Ability Services Limited. At the year end the charity owed £32,389 (2019: £164,210) to WISE Ability Limited.

Company Number 02297415 Limited a subsidiary undertaking has a balance due to WISE Ability Services of £275,040 (2019: £275,040). A provision of £275,040 (2019: £275,040) has been made against this debt.

**16. LEASING COMMITMENTS**

The total future minimum lease payments under non-cancellable operating leases are as follows:

	Land and buildings	
	2020 £	2019 £
Operating leases which expire:		
Within one year	<u>16,290</u>	<u>26,725</u>

**WISE ABILITY SERVICES LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**17. CONTROLLING PARTY**

WISE Ability Limited (Company number is 06749024 and Charity Commission registered number is 1132065) is the immediate parent of WISE Ability Services Limited and produces consolidated financial statements. The registered office is the same as that of WISE Ability Services Limited. The main objectives of WISE Ability Limited is to relieve unemployment and provide assistance to the unemployed.

The charity is ultimately controlled by Wise Employment, a charitable company registered in Australia, as the majority of Trustees of WISE Ability Limited are also directors of WISE Employment. The company number of WISE Employment is 68093718766 and the consolidated financial statements can be obtained from the website of the Australian Charities and Not-For-Profits Commission (ACNC). WISE Employment is a not for profit organisation providing job placement services, labour services and training to disadvantaged people.

**18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2019**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME FROM:</b>			
Charitable activities:	-	1,382,276	1,382,276
<b>TOTAL INCOME</b>	-	1,382,276	1,382,276
<b>EXPENDITURE ON:</b>			
Charitable activities:	-	1,382,276	1,382,276
Other expenditure – provision against intergroup debt	(3,108)	-	(3,108)
<b>TOTAL EXPENDITURE</b>	(3,108)	1,382,276	1,379,168
<b>NET INCOME/(EXPENDITURE)</b>	(3,108)	-	(3,108)
<b>NET MOVEMENT IN FUNDS</b>	3,108	-	3,108
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	88,682	-	88,682
<b>TOTAL FUNDS CARRIED FORWARD</b>	91,790	-	91,790