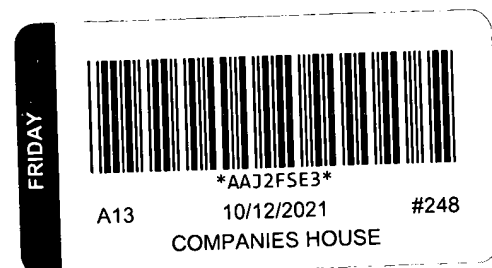


Company Registration No: 07200102
Charity No: 1158761

WISE ABILITY SERVICES LIMITED
REPORT OF THE TRUSTEES
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021
(A Company Limited by Guarantee)



**WISE ABILITY SERVICES LIMITED
FOR THE YEAR ENDED 30 JUNE 2021**

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**WISE ABILITY SERVICES LIMITED
TRUSTEES AND COMPANY INFORMATION
FOR THE YEAR ENDED 30 JUNE 2021**

OFFICERS AND PROFESSIONAL ADVISORS

TRUSTEES

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

REGISTERED OFFICE

14 Victoria Road
Tamworth
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 2021**

The Trustees present their annual report together with the audited financial statements of WISE Ability Services Limited for the year ended 30 June 2021. 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:

Professor J. Graffam	(Chair)
A. Urquhart	(Past Chair) (Resigned 4 March 2021)
P. Toop	(Secretary)
E. Rozario	
A. Leyden	
Z. Duff	
J. Bateup	

The Trustees and staff thank our longstanding former Chair, Alistair Urquhart, who resigned during the financial year. His outstanding dedication, commitment, indefatigable enthusiasm, and leadership has positioned WISE Ability Services for ongoing success into the future. Following Alistair's retirement, the Trustees of WISE Ability Services elected Joe Graffam as the voluntary Chair.

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 52,000 participants annually.

**WISE ABILITY SERVICES LIMITED
REPORT OF THE BOARD OF TRUSTEES (continued)
FOR THE YEAR ENDED 30 JUNE 2021**

PROJECTS AND ACHIEVEMENTS IN 2020-2021

PROJECTS

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

National Lottery Community Fund Building Better Opportunities (BBO) project, UCan (BBO UCan)

BBO UCan, is a project funded by the National Lottery Community Fund that uses match funding from the European Social Fund to invest in local projects tackling the root causes of poverty, promoting social inclusion, and driving local jobs and growth. WISE Ability Services was successful in securing funding for BBO priority 1.4: Active inclusion, to deliver our UCan project in the Dorset Local Enterprise Partnership (LEP) area in the South of England.

BBO UCan (UCan), which has been live since September 2017, is delivered through a mix of direct and sub-contracted delivery. UCan supports unemployed, disadvantaged adults and their families across the Dorset LEP area who are facing multiple and complex barriers to employment. This project is tailored to participants' individual needs; ranging from supporting participants with job-searching, training, education and gaining employment. It offers significant holistic support to help customers overcome personal challenges, enhance their skills, capabilities and resilience, and regain their independence. UCan places particular emphasis on those aged 25 and over, people aged over 50, those with a disability, inter-generational worklessness, rural isolation, and economically inactive armed forces families.

The supports underpinning our delivery to meet the needs and circumstances of customers include:

- Assessments that help to identify customers' individual strengths and needs to ensure that each person can access appropriate services;
- Tailored plans with well-defined short and long-term goals to help guide and support;
- Referrals and connection to community-based services and support;
- Behavioural training-based interventions combining cognitive exercises;
- Establish and reconnect with social support networks;
- Comprehensive education and training with qualifications in many fields of study;
- Personalised job coaching, job search, job matching and support throughout the recruitment process including identifying workplace modifications that may be required; and
- In-work support once employment is secured, to prevent any work deterioration until the employee is settled.

WISE Choices

A unique feature of UCan is WISE Choices. WISE Choices is a specialist mental health intervention programme delivered to participants who are enrolled on the UCan project. WISE Choices is underpinned by SHAPE. SHAPE is the name chosen for our delivery model which aims to influence a higher level of cognitive functioning, capability, opportunities and engagement for participants. SHAPE describes a continuum of stages that individuals move through, from: "Start", "Harness", "Adapt", "Persevere" and "Emerge". SHAPE uses Cognitive Remediation Therapy (CRT) to help build cognitive functioning - e.g. attention, memory, problem solving, planning, processing information and executive functioning (a set of mental skills that include working memory, flexible thinking, and self-control). The pioneering CRT activity is delivered alongside behavioural training-based interventions to help participants to:

- Recognise their intrinsic motivations, strengths, and skills;
- Defuse, or un-hook from unhelpful thoughts;
- Improve their communication, teamwork, problem-solving and analytical skills, and their ability to cope with stress and change;
- Improve relationships with people around them;
- Work with other agencies such as NHS mental health teams and GPs;
- Feel more connected to their community and less socially isolated;

**WISE ABILITY SERVICES LIMITED
REPORT OF THE BOARD OF TRUSTEES (continued)
FOR THE YEAR ENDED 30 JUNE 2021**

PROJECTS AND ACHIEVEMENTS IN 2020-2021 (continued)

PROJECTS (continued)

- Improve their self-efficacy and resilience; and
- Be able to recognise and manage triggers to worsening wellbeing.

Profile of participants accessing our services

Customers we support typically face a combination of wide-ranging interrelated issues such as mental health condition, economic hardship, negative life events such as history of abuse, no or low education, unskilled and low skilled, poor work history and/or no work history, homelessness, gambling, institutionalisation, high-risk antisocial behaviours, substance misuse, criminality, transportation problems, caring responsibilities and language and literacy barriers. They are economically inactive and unemployed and include people with disabilities, sole parents, ethnic minorities, adults aged over 50 and ex-forces families.

Evaluation by customer feedback

Over the year, WISE Ability Services has conducted many customer satisfaction studies relating to our UCan project. Feedback from the majority of customers has been highly complimentary. Customers regarded specific aspects, including WISE Choices with CRT- based activities, as highly relevant and important.

The importance of our support

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

The following case study demonstrates features of UCan:

BBO UCan and Fishability facilitates healing and employment for Nicholas

Nicholas is a veteran. He received treatment for post-traumatic stress disorder (PTSD). The traumatic symptoms of PTSD included trembling violently and ducking for cover when he heard any sudden loud noise, severe anxiety, depression, and suicidal thoughts. A solitary person, he had disengaged from the community and was accustomed to staying at home alone.

Nicholas registered with the WISE Ability Services UCan project and was case managed by Andy, his UCan Personal Champion. When Nicholas joined UCan, he was uncertain about his work capability and unsure about his future. Andy's support initially focused on building rapport and gaining his confidence. Andy completed an assessment with Nicholas to identify and understand his strengths, difficulties, barriers, needs, and discover ways to support him. This support included connecting Nicholas with WISE Choices. He took part in WISE Choices' structured behavioural and cognitive training activities. This developed his skills for self-care, problem-solving, communication, and self-esteem, which Nicholas found helpful.

Nicholas was fearful of setting off an acute PTSD incident and therefore avoided most public places. Initially, Nicholas preferred to meet Andy in his local neighbourhood library, a quiet setting, free from noise such as shouting and industrial machinery. With Andy's encouragement and coaching, Nicholas's confidence gradually increased and he could drive and met Andy in cafés outside his neighbourhood. Though difficult at first, over time he found it less stressful. Andy says, "Exposing Nicholas to safe but challenging situations helped him reduce his fear of leaving his local neighbourhood and improved his opportunities to engage with more people and expand his job options".

Championed by Andy, WISE Ability Services arranged for him to engage with an ex-forces support group, Fishability UK, a service that provides fishing experiences for ex-forces personnel receiving physical or psychological rehabilitation. Through Fishability UK, Nicholas was able to share his experience (background, struggles, strategies), be involved, belong, and have fun in a semi-structured, safe (stigma-free) peer group fishing programme.

This breakthrough meant Nicholas could be introduced to the idea of looking for work.

**WISE ABILITY SERVICES LIMITED
REPORT OF THE BOARD OF TRUSTEES *(continued)*
FOR THE YEAR ENDED 30 JUNE 2021**

PROJECTS AND ACHIEVEMENTS IN 2020-2021(continued)

PROJECTS (continued)

Nicholas completed a career assessment with Andy to identify his job preferences, skills, and career goals, then prepared an action plan detailing strategies and resources to support him into work. Nicholas's own account of his motives to serve in the military included his love of country. Andy used this to suggest working in UK tourism. Andy supported him to search job boards and social networking sites to identify suitable positions, contact employers, complete job applications, and set up interviews. Andy also assisted Nicholas with interview preparation, providing emotional support and reassurance.

Due to the transformation that occurred through UCan and Fishability, Nicholas secured employment in a front-line customer service role in the car rental industry where he uses his orientation skills and vast knowledge of national landmarks to assist tourists embarking on their travels in the UK.

Nicholas has made incredible strides and continues to engage with the Fishability UK community and also set up his own outings. Nicholas said, "Before WISE Ability Services I was busy feeling fearful and uncertain, and I thought it would be a very long and wearisome road ahead. Now that I am working, I feel like I'm a valued member of the team. Being involved in Fishability UK is a step in the right direction. It has allowed me to be with people who share similar experiences to my own and think about other future opportunities".

2020 - 2021 financial year-end reflection

Through the hard work and determination of our staff over the last year, WISE Ability Services had a positive impact on our customers and our broader community.

The health and wellbeing of our people and our customers remain our top priority and despite so much unrest this year, we successfully planned for, and managed, the impact of the pandemic.

We continued celebrating customers' achievements, shared good news stories, reflected on the progress of human rights, along with highlighting the work required to achieve true equality and inclusion for the community.

We extend a warm thank you to our community partners, employers, commissioners, and customers. We look forward to their continued support as we strive to deliver the highest level of support to the most disadvantaged.

PLANS FOR THE FUTURE

WISE Ability Services' primary aim is to alleviate poverty, hardship, and the distress of the most disadvantaged, through employment, support services and empowerment of the individual and the community. This is underpinned by our Vision to 'Inspire, transform and enable people to realise their potential' and our Mission of 'Empowering people to enrich the community'.

We will continue the provision of UCan at the highest level of support to the most disadvantaged. We will maintain appropriate service accreditations and continuous improvement in our service delivery to ensure we remain responsive to individual need. Our strong leadership, innovative initiatives, partnership development, and knowledge development and exchange, will be crucial to building our customers' strengths, and enabling opportunities for their social and economic inclusion and improved quality of life. We will leverage strong partnerships to ensure that we address some of our most entrenched issues associated with social and economic disadvantage, build inclusive communities and workplaces, and be kind to the planet.

FINANCIAL REVIEW

Going concern

After making appropriate enquiries, the Trustees consider there are no material uncertainties surrounding the organisation's ability to remain a going concern for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**WISE ABILITY SERVICES LIMITED
REPORT OF THE BOARD OF TRUSTEES (continued)
FOR THE YEAR ENDED 30 JUNE 2021**

FINANCIAL REVIEW (continued)

Financial review

Total income of £1,357,948 (2020: £1,373,809) relates to a Building Better Opportunities grant.

At the balance sheet date, the total funds carried forward was £91,790 (2020: £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 2021 Company Number 02297415 Limited had deficit funds of £398,532 (2020: £398,532).

Principal risks and uncertainties

Our robust strategy for managing risks is set and led by WISE Ability Services' leadership team. We manage a risk program with plans, a Risk Register and monthly, quarterly and annual reports. These help to ensure high standards for decision making, reinforcing accountability and the checking and assurance of controls. We use a risk analysis matrix to evaluate risk across the business. The higher-level risks are reported to Trustees via the Risk Committees and at Board Meetings.

External issues and challenges facing WISE Ability Services relate only to the National Lottery Community Fund Building Better Opportunities and the COVID-19 pandemic risks involved in direct service delivery. We assessed the degree of risk to staff and customer safety and developed a universal set of safety guidelines for staff and customers to adopt in order to maximise their protection in specific settings. We have fully equipped our staff to deliver remotely using a combination of virtual, online, video links, providing individual and group personalised services. The health and wellbeing of our staff and our customers remain our top priority. We continue to plan and manage the impact of the pandemic, working closely with commissioners. This will continue to be monitored on an ongoing basis through the Senior Management Team and the Trustees.

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 £91,790 (2020: £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 5 times this financial year. The board has authority for the overall strategy and approves the strategic and business plans. At Board meetings, 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.

**WISE ABILITY SERVICES LIMITED
REPORT OF THE BOARD OF TRUSTEES (*continued*)
FOR THE YEAR ENDED 30 JUNE 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT (*continued*)

Method of appointment or election of Trustees

The WISE Ability group 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.

The governance of the charitable company is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum and Articles. The Articles specify that there should be at least three Trustees/Directors at any time. Typical recruitment of Trustees is through word of mouth and personal introductions. The process of appointing new Trustees follows our Memorandum and Articles, company law and our Trustee Recruitment Policy and Procedure.

Before appointment, the Trustees consider the applicant's experience, knowledge and abilities, including all the supporting documents, performance in an interview, and referees attesting to the applicant's current knowledge, ability and character (e.g., professionalism, independence, honesty, integrity, diligence, judgement, ethics). The applicant must complete a police check. If the Trustees are satisfied that the person would be suitable, the new Trustee completes induction and training.

Policies adopted for the induction and training of Trustees

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 five independent volunteers) bring the professional qualifications and expertise necessary for good governance including legal, finance, audit, risk, disability, government relations and detailed knowledge of their duties.

The role of Trustees is set out in the Trustees' Manual, which is given to all Trustees and updated periodically. All Trustees receive an induction with other Trustees and members of the Executive before taking up their position. This provides them with an introduction to the WISE Ability Limited group, other Board members, its Articles of Association, and its aims and objectives. New Trustees are issued with information about business matters such as recent financial performance and with a copy of 'The Essential Trustee: What you need to know, what you need to do (CC3a)', a 2018 publication by the Charity Commission. This outlines their role, powers, duties, and functions, as a Trustee, and the capabilities they are expected to demonstrate in discharging their duties.

WISE Ability Services maintain records for each Trustee setting out details of their employment history, evidence of qualifications, experience, knowledge and abilities relevant to the performance of their duties as a Trustee. To ensure Trustee's records contain the most complete and up to date information, records undergo systematic annual reviews. Trustees are asked to provide updated information for their record should their circumstances change, if relevant.

Ongoing governance development

All Trustees are apprised on changes in charity and company law as they arise, and complete charity governance training and refresher training annually. All Trustees regularly review their responsibilities as company directors. To maintain skills and knowledge, the directors will attend specific governance events as appropriate, as part of an ongoing programme of governance development.

Qualifying third party indemnity provisions

The Charity has made qualifying third-party indemnity provisions for the benefit of its Trustees during the year. These provisions remain in force at the reporting date.

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.

**WISE ABILITY SERVICES LIMITED
REPORT OF THE BOARD OF TRUSTEES (continued)
FOR THE YEAR ENDED 30 JUNE 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

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:

E4BBBE02F46A438...
E. Rozario
Date 24 November 2021

DocuSigned by:

12775FAE2E6A426...
J. Graffam
Date 24 November 2021

**WISE ABILITY SERVICES LIMITED
STATEMENT OF THE TRUSTEES RESPONSIBILITIES IN THE PREPARATION OF FINANCIAL
STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

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

We have audited the financial statements of WISE Ability Services Limited (the 'charitable company') for the year ended 30 June 2021 which comprise the Statement of Financial Activities, Statement of Financial Position 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 30 June 2021 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

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 the charitable company's ability to 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' Report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Trustees' 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.

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' Report, which includes the Directors' Report prepared for the purposes 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

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 in preparing the Strategic Report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 8, 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.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;

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

- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document, tax legislation and Charities (Protection and Social Investment) Act 2016. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustees' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with local tax authorities and evaluating advice received from internal/external advisors.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to the GDPR and Safeguarding. We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these law and regulations and inspected correspondence with regulatory authorities.

The audit engagement team identified the risk of management override of controls and as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates.

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

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

Date 1 December 2021

WISE ABILITY SERVICES LIMITED
STATEMENT OF FINANCIAL ACTIVITIES (including income and expenditure account)
FOR THE YEAR ENDED 30 JUNE 2021


		Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
INCOME FROM:	Notes				
Charitable activities:	3	-	1,357,948	1,357,948	1,373,809
TOTAL INCOME		-	1,357,948	1,357,948	1,373,809
EXPENDITURE ON:					
Charitable activities:	4	-	1,357,948	1,357,948	1,373,809
TOTAL EXPENDITURE		-	1,357,948	1,357,948	1,373,809
NET MOVEMENT IN FUNDS		-	-	-	-
Total funds brought forward		91,790	-	91,790	91,790
TOTAL FUNDS CARRIED FORWARD		91,790	-	91,790	91,790

The notes on pages 15 – 22 form part of the financial statements. Details of the comparative statement of financial activities are disclosed in note 16.

WISE ABILITY SERVICES LIMITED
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2021

	Notes	2021 £	2020 £
FIXED ASSET INVESTMENTS	8	-	-
CURRENT ASSETS			
Debtors	9	24,640	19,060
Cash at bank and in hand		188,706	457,939
		<u>213,346</u>	<u>476,999</u>
CREDITORS:			
Amounts falling due within one year	10	(121,556)	(385,209)
NET CURRENT ASSETS		<u>91,790</u>	<u>91,790</u>
NET ASSETS		<u>91,790</u>	<u>91,790</u>
THE FUNDS OF THE CHARITY:			
Unrestricted funds	11	<u>91,790</u>	<u>91,790</u>
TOTAL CHARITY FUNDS		<u><u>91,790</u></u>	<u><u>91,790</u></u>

The Financial Statements on pages 13 to 22 were approved by the Board of Trustees and authorised for issue on 23rd November 2021 and are signed on its behalf by:

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E. Rozario

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J. Graffam

**WISE ABILITY SERVICES LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

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.

WISE ABILITY SERVICES LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2021

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 2021

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

	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Building Better Opportunities Grant	1,357,948	1,357,948	1,373,809
Total income	1,357,948	1,357,948	1,373,809

WISE ABILITY SERVICES LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2021

4. TOTAL CHARITABLE EXPENDITURE

	2021	2020
	£	£
Charitable Activities		
Costs directly allocated to activities		
Direct costs	23,988	189,901
Staff costs	1,048,939	930,085
Rent and rates	51,509	65,353
Premises expenses	2,410	7,338
Telephone	51,486	16,385
Printing, Postage and Stationery	231	5,592
	<u>1,178,563</u>	<u>1,214,654</u>
Support costs		
Other staff costs	745	5,189
Evaluation costs	-	35,832
Travel and subsistence	241	1,321
Computer and equipment areas	-	15,435
Other support costs	194	1,142
Marketing	775	2,947
Legal and professional fees	(2,140)	1,150
Management recharge	171,416	84,796
Governance	8,000	7,800
Disallowable VAT	154	3,543
	<u>179,385</u>	<u>159,155</u>
Total expenditure	<u><u>1,357,948</u></u>	<u><u>1,373,809</u></u>

Governance costs comprised of audit fees £5,500 (2020: £5,300) and accounts preparation fees of £2,500 (2020: £2,500)

5. NET INCOME/(EXPENDITURE)

Net income is stated after charging:

	2021	2020
	£	£
Operating leases	<u>49,823</u>	<u>56,235</u>

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

	2021	2020
	£	£
Auditor's remuneration – statutory audit	5,500	5,300
All other non-audit services	2,500	2,500
	<u>8,000</u>	<u>7,800</u>

WISE ABILITY SERVICES LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2021

6. STAFF COSTS AND NUMBERS

	2021 £	2020 £
Wages and salaries	964,444	820,302
Social security costs	80,635	69,612
Pension contributions	27,565	22,466
Redundancy payments	(23,705)	17,705
	<u>1,048,939</u>	<u>930,085</u>

The redundancy payments of £(23,705) are due to the reversal of the redundancy accrual in the prior year which has not been used.

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

	2021 No.	2020 No.
Administration	<u>38</u>	<u>33</u>

No directors or employees emoluments were more than £60,000 for the year (2020: £nil).

7. 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.

8. 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 2021.

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.

WISE ABILITY SERVICES LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2021

Investment in subsidiary (continued)		
	2021	2020
	£	£
Statement of financial position		
Creditors: amounts falling due within one year	(398,532)	(398,532)
Total net liabilities	(398,532)	(398,532)
	2021	2020
	£	£
Capital and reserves		
Called up share capital	500	500
Profit and loss account	(399,032)	(399,032)
Total equity	(398,532)	(398,532)
9. DEBTORS		
	2021	2020
	£	£
Prepayments and accrued income	20,708	15,128
Other debtors	3,932	3,932
	24,640	19,060
10. CREDITORS: Amounts falling due within one year		
	2021	2020
	£	£
Trade creditors	5,251	1,034
Accruals and deferred income	56,741	351,786
Amounts owed to group undertakings	59,564	32,389
	121,556	385,209
	2021	2020
	£	£
Deferred income		
Deferred income at 1 July 2020	194,109	117,214
Resources deferred for the year	48,741	194,109
Released from previous years	(194,109)	(117,214)
Deferred income at 30 June 2021	48,741	194,109

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

WISE ABILITY SERVICES LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2021

11. MOVEMENT OF FUNDS

	Brought forward £	Income £	Expenditure £	Carried forward £
Restricted funds	-	1,357,948	(1,357,948)	-
Unrestricted funds	91,790	-	-	91,790
	<u>91,790</u>	<u>1,357,948</u>	<u>(1,357,948)</u>	<u>91,790</u>

The restricted funds relate to the Building Better Opportunities programme.

12. NET ASSETS:

	Unrestricted funds £	Restricted funds £	Total £
Current year:			
Current assets	91,790	121,556	213,346
Current liabilities	-	(121,556)	(121,556)
	<u>91,790</u>	<u>-</u>	<u>91,790</u>
Previous year:			
Current assets	91,790	385,209	476,999
Current liabilities	-	(385,209)	(385,209)
	<u>91,790</u>	<u>-</u>	<u>91,790</u>

13. RELATED PARTY TRANSACTIONS

WISE Ability Services Limited, is wholly controlled by WISE Ability Limited. During the year WISE Ability Limited recharged £1,281,678 (2020: £950,997) to WISE Ability Services Limited. At the year end the charity owed £59,564 (2020: £32,389) to WISE Ability Limited.

Company Number 02297415 Limited a subsidiary undertaking has a balance due to WISE Ability Services of £275,040 (2020: £275,040). A provision of £275,040 (2020: £275,040) has been made against this debt.

14. LEASING COMMITMENTS

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

	Land and buildings	
	2021	2020
	£	£
Operating leases which expire:		
Within one year	65,850	16,290
Between two and five years	<u>69,140</u>	<u>-</u>

WISE ABILITY SERVICES LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2021

15. 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.

On 1 July 2021, WISE Global Foundation Limited became the sole member of Wise Ability Limited. The company number of WISE Global Foundation Limited is 643107082 and it is registered with the Australian Securities & Investments Commission. WISE Global Foundation Limited is established to act as a group holding company to allow the group to pursue providing job placement services, labour services and disadvantaged people in additional countries.

16. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2020

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME FROM:			
Charitable activities:	-	1,373,809	1,373,809
TOTAL INCOME	-	1,373,809	1,373,809
EXPENDITURE ON:			
Charitable activities:	-	1,373,809	1,373,809
TOTAL EXPENDITURE	-	1,373,809	1,373,809
NET MOVEMENT IN FUNDS	-	-	-
RECONCILIATION OF FUNDS			
Total funds brought forward	91,790	-	91,790
TOTAL FUNDS CARRIED FORWARD	91,790	-	91,790